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HERE’S A SAMPLING OF OUR COVERAGE.

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– USA Today
Acknowledgments

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Thank you to the committed attorneys and legal professionals who originally conceived of the Vault Pro Bono Survey and Guide to Law Firm Pro Bono Programs, including Irene Dorzback, Carrie Grimm, Mark Goldberg, Greg McConnell, Teresa Schiller and Penny Shane.

Finally, thank you to the pro bono partners, managers and coordinators, as well as the law firm recruitment and marketing staff, for their ongoing commitment to pro bono and their time in completing our survey.
Table of Contents

HOW TO USE THIS GUIDE ........................................................................................................ 1

PRO BONO PROFILES ........................................................................................................... 3

Adams and Reese LLP ................................................................. 4

Akin Gump Strauss Hauer & Feld LLP ........................................ 10

Allen & Overy LLP ................................................................. 16

Alston & Bird LLP ................................................................. 21

Arent Fox LLP ........................................................................ 25

Arnold & Porter LLP ............................................................ 28

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC ........... 35

Ballard Spahr LLP ................................................................. 39

Barnes & Thornburg LLP ...................................................... 45

Bingham McCutchen LLP ......................................................... 49

Boies, Schiller & Flexner LLP ................................................. 55

Brown Rudnick LLP ............................................................. 59

Brownstein Hyatt Farber Schreck, LLP .................................. 64

Bryan Cave LLP ....................................................................... 69

Buchanan Ingersoll & Rooney PC ........................................... 74

Cadwalader, Wickersham & Taft LLP ..................................... 80

Carlton Fields Jorden Burt ...................................................... 85

Chadbourne & Parke LLP ...................................................... 90

Chapman and Cutler LLP ....................................................... 95

Choate Hall & Stewart LLP .................................................... 99

Cleary Gottlieb Steen & Hamilton LLP .................................... 104

Cooley LLP ........................................................................... 110

Covington & Burling LLP ....................................................... 115

Cravath, Swaine & Moore LLP ................................................ 122

Crowell & Moring LLP ........................................................ 128

Curtis, Mallet-Prevost, Colt & Mosle LLP ............................... 135

Davis Polk & Wardwell ........................................................ 139

Davis Wright Tremaine LLP .................................................. 144

Day Pitney LLP ...................................................................... 149

Debevoise & Plimpton LLP .................................................... 153

Dechert LLP .......................................................................... 157

Dentons US LLP ..................................................................... 162

DLA Piper ................................................................................ 165

Dorsey & Whitney LLP ........................................................ 172

Drinker Biddle & Reath LLP .................................................... 178

Duane Morris LLP .................................................................. 183

Faegre Baker Daniels LLP ....................................................... 188

Fenwick & West LLP ............................................................ 193

Finnegan, Henderson, Farabow, Garrett & Dunner, LLP ....... 198

Fish & Richardson P.C .......................................................... 203

Foley Hoag LLP ..................................................................... 209

Freshfields Bruckhaus Deringer LLP ...................................... 215

Fried, Frank, Harris, Shriver & Jacobson LLP ...................... 220

Gibbons P.C. .......................................................................... 227

Gibson Dunn & Crutcher LLP ............................................... 234

Goodwin Procter LLP ............................................................ 239

Goulston & Storrs, PC ........................................................... 246

Greenberg Traurig, LLP ........................................................ 249

Herrick, Feinstein LLP .......................................................... 259

Hinshaw & Culbertson LLP .................................................... 263

Hogan Lovells US LLP ........................................................... 268

Holland & Hart LLP .............................................................. 274

Hunton & Williams LLP ......................................................... 279

Husch Blackwell LLP ............................................................. 284

Jackson Lewis P.C. ............................................................... 290

Jenner & Block LLP ............................................................. 294

Jones Day .............................................................................. 302

K&L Gates LLP ..................................................................... 310

Kasowitz, Benson, Torres & Friedman LLP ......................... 315

Katten Muchin Rosenman LLP ............................................ 319

Kaye Scholer LLP ................................................................. 323

Kelley Drye & Warren LLP .................................................... 328

Kenyon & Kenyon LLP .......................................................... 333

Kilpatrick Townsend & Stockton LLP .................................... 337

Kirkland & Ellis LLP ............................................................. 341

Kramer Levin Naftalis & Frankel LLP ....................................... 351

Latham & Watkins LLP .......................................................... 357

Lindquist & Vennum .............................................................. 364

Linklaters LLP ....................................................................... 368
<table>
<thead>
<tr>
<th>Firm Provided Underwriting Support</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Locke Lord LLP</td>
<td>373</td>
</tr>
<tr>
<td>Manatt, Phelps &amp; Phillips, LLP</td>
<td>379</td>
</tr>
<tr>
<td><strong>Mayer Brown</strong></td>
<td>386</td>
</tr>
<tr>
<td>McCarter &amp; English LLP</td>
<td>393</td>
</tr>
<tr>
<td>McDermott Will &amp; Emery LLP</td>
<td>397</td>
</tr>
<tr>
<td>McKenna Long &amp; Aldridge LLP</td>
<td>403</td>
</tr>
<tr>
<td>Michael Best &amp; Friedrich</td>
<td>411</td>
</tr>
<tr>
<td>Milbank, Tweed, Hadley &amp; McCloy LLP</td>
<td>414</td>
</tr>
<tr>
<td>Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.</td>
<td>419</td>
</tr>
<tr>
<td>Moore &amp; Van Allen PLL</td>
<td>425</td>
</tr>
<tr>
<td>Morgan Lewis &amp; Bockius LLP</td>
<td>431</td>
</tr>
<tr>
<td>Morrison &amp; Foerster LLP</td>
<td>437</td>
</tr>
<tr>
<td>Munger, Tolles &amp; Olson LLP</td>
<td>448</td>
</tr>
<tr>
<td><strong>Neal, Gerber &amp; Eisenberg LLP</strong></td>
<td>454</td>
</tr>
<tr>
<td>Nixon Peabody LLP</td>
<td>462</td>
</tr>
<tr>
<td><strong>O’Melveny &amp; Myers LLP</strong></td>
<td>467</td>
</tr>
<tr>
<td><strong>Orrick, Herrington &amp; Sutcliffe LLP</strong></td>
<td>474</td>
</tr>
<tr>
<td>Patterson Belknap Webb &amp; Tyler LLP</td>
<td>481</td>
</tr>
<tr>
<td>Paul Hastings LLP</td>
<td>486</td>
</tr>
<tr>
<td>Paul, Weiss, Rifkind, Wharton &amp; Garrison LLP</td>
<td>491</td>
</tr>
<tr>
<td>Perkins Coie LLP</td>
<td>496</td>
</tr>
<tr>
<td>Pillsbury Winthrop Shaw Pittman LLP</td>
<td>502</td>
</tr>
<tr>
<td>Proskauer Rose LLP</td>
<td>507</td>
</tr>
<tr>
<td>Quarles &amp; Brady LLP</td>
<td>514</td>
</tr>
<tr>
<td>Reed Smith LLP</td>
<td>518</td>
</tr>
<tr>
<td>Robins, Kaplan, Miller &amp; Ciresi L.L.P.</td>
<td>523</td>
</tr>
<tr>
<td>Ropes &amp; Gray LLP</td>
<td>527</td>
</tr>
<tr>
<td>Schiff Hardin LLP</td>
<td>533</td>
</tr>
<tr>
<td><strong>Schulte Roth &amp; Zabel LLP</strong></td>
<td>538</td>
</tr>
<tr>
<td>Seward &amp; Kissel LLP</td>
<td>544</td>
</tr>
<tr>
<td>Seyfarth Shaw LLP</td>
<td>550</td>
</tr>
<tr>
<td>Shearman &amp; Sterling LLP</td>
<td>554</td>
</tr>
<tr>
<td>Sheppard Mullin Richter &amp; Hampton LLP</td>
<td>561</td>
</tr>
<tr>
<td>Sidley Austin LLP</td>
<td>565</td>
</tr>
<tr>
<td>Simpson Thacher &amp; Bartlett LLP</td>
<td>573</td>
</tr>
<tr>
<td>Skadden, Arps, Slate, Meagher &amp; Flom LLP and Affiliates</td>
<td>580</td>
</tr>
<tr>
<td>Snell &amp; Wilmer L.L.P.</td>
<td>587</td>
</tr>
<tr>
<td>Squire Patton Boggs LLP</td>
<td>592</td>
</tr>
<tr>
<td>Steptoe &amp; Johnson LLP</td>
<td>597</td>
</tr>
<tr>
<td>Stoel Rives LLP</td>
<td>602</td>
</tr>
<tr>
<td><strong>Sullivan &amp; Cromwell LLP</strong></td>
<td>608</td>
</tr>
<tr>
<td>Thompson &amp; Knight LLP</td>
<td>614</td>
</tr>
<tr>
<td>Thompson Coburn LLP</td>
<td>619</td>
</tr>
<tr>
<td>Thompson Hine LLP</td>
<td>623</td>
</tr>
<tr>
<td>Troutman Sanders LLP</td>
<td>627</td>
</tr>
<tr>
<td>Venable LLP</td>
<td>632</td>
</tr>
<tr>
<td>Vinson &amp; Elkins LLP</td>
<td>637</td>
</tr>
<tr>
<td>Wachtell Lipton Rosen &amp; Katz</td>
<td>642</td>
</tr>
<tr>
<td>Weil, Gotshal &amp; Manges LLP</td>
<td>646</td>
</tr>
<tr>
<td>White &amp; Case LLP</td>
<td>651</td>
</tr>
<tr>
<td>Wiley Rein LLP</td>
<td>659</td>
</tr>
<tr>
<td><strong>Williams &amp; Connolly LLP</strong></td>
<td>664</td>
</tr>
<tr>
<td>Wilkie Farr &amp; Gallagher LLP</td>
<td>669</td>
</tr>
<tr>
<td>WilmerHale</td>
<td>676</td>
</tr>
<tr>
<td>Wilson Sonsini Goodrich &amp; Rosati</td>
<td>683</td>
</tr>
<tr>
<td>Winston &amp; Strawn LLP</td>
<td>688</td>
</tr>
</tbody>
</table>

**ABOUT THE EDITOR** ..........................................................693

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Welcome to the 2015 edition of the *Vault Guide to Law Firm Pro Bono Programs*. In this guide, you’ll find detailed information about the pro bono work that top law firms across the country have engaged in over the past few years.

In many ways, the firms featured in this guide couldn’t be more different: they include international behemoths with offices across the globe and smaller boutiques with just one office; firms headquartered from New York to Texas to California; firms with over a century of history to their names and firms that were created in the past 20 years.

Still, each of these firms shares a fundamental commitment to pro bono work. Many of the firms in this guide have devoted considerable resources to the fascinating—and often ground-breaking—work they have taken on. In so doing, these firms have created a culture of public service, in which great numbers of attorneys of all levels devote significant time to pro bono projects.

This guide was developed to provide law students and lawyers with the essential objective information necessary to make an informed evaluation of firms’ pro bono cultures and activities. The information presented in this guide was developed through a partnership between Vault and the pro bono coordinators at the firms featured in this guide. Pro bono coordinators and partners from over 120 firms provided structural overviews, statistical data and substantive descriptions of their pro bono programs. Our intent is that the information contained within this guide will enable you to match your interests with an appropriate firm.

When reading about law firm pro bono culture and comparing firms, we encourage you to look beyond raw numerical data: examine the hallmarks of a hospitable and productive pro bono culture, which include Leadership and Structure, Participation, and Evaluation, Compensation and Advancement.

**LEADERSHIP AND STRUCTURE**

There are various ways in which a firm can structure its pro bono practice. The first section of each profile, “Who’s Who,” is meant to explore firms’ pro bono leadership and structure. Many firms have a pro bono coordinator and/or a pro bono committee. In order to better understand the mandate and role of the pro bono coordinator and/or committee, take the following points into consideration: How much time does the coordinator devote to pro bono? Is it a full-time or part-time position? Keep in mind that although no pro bono practice can be successful without partner support, a coordinator need not be a partner or a lawyer to be an effective volunteer manager. At the same time, a firm may not have a coordinator at all if it has a strong committee culture. If a firm has a committee, consider the composition of its members. Is there partner and/or associate representation? When considering how often the committee meets, be aware that in some instances, a committee that does not meet often may still be very active, communicating regularly with the coordinator and individual attorneys on an ad hoc basis.

In the next section, “The Scoop,” firms were asked if they have written pro bono policies. Many firms do, and these policies are often incorporated into their lawyers’ manual. Firms were also asked how they decide which pro bono matters to work on. Responses to this question may be indicative of firm goals with respect to pro bono legal services, or may simply reflect administrative procedures for taking on new matters.

The subsequent question refers to the Pro Bono Institute’s “Law Firm Pro Bono Challenge.” The Challenge is an aspirational minimum standard of pro bono service. The Challenge is posed to firms with 50 or more attorneys; signatories target a pro bono commitment of either three or five percent of annual billable hours or an average of 60 or 100 hours per attorney per year. Many firms have signed on to the Challenge, and they use it as a goal for their pro bono practice. However, this does not mean that non-signatories do not have their own internal goals, particularly where a firm’s pro bono program is still maturing. Moreover, not all firms that accept the Challenge meet it every year. The results are self-reported, and they are not published.

**PARTICIPATION**

Participation means more than merely how many hours a firm devotes to pro bono work. Access to pro bono opportunities is a key to how many, and how often, lawyers will participate, and the pro bono cases that lawyers enjoy most are those that meet their interests and enhance their skills.

Firms were asked to list the areas of law in which they offer pro bono representation. A firm’s pro bono work is a function of the interests of its attorneys, which can differ from office to office and class to class. In some ways, the areas in which a firm does not practice may be more telling than the areas in which it does, since a firm may not practice in certain areas due to unavoidable conflicts of interest or ideological decisions. On the other hand, it simply may be due to a lack of attorney interest. Many firms will work with their attorneys to find projects that are a good fit.

Pro bono statistics should be viewed in the context not only of firm size (larger firms tend to have larger total pro bono hours due to
economies of scale), but also with an understanding of the extent to which the average lawyer at the firm performs pro bono work. Responses to the “By the Numbers” section will help you understand this better. When following up with a firm, you may wish to consider the level of involvement among partners and senior management. You may also want to examine the participation among specific offices and departments—particularly the office or department that you are considering.

**EVALUATION, COMPENSATION AND ADVANCEMENT**

While pro bono work is meant to serve the public good and should be engaged in for altruistic rather than self-interested reasons, many associates have legitimate concerns about whether or not time spent on pro bono matters will negatively impact their compensation and advancement within the firm. The section “Supervision and Evaluations” is meant to explore how pro bono work is evaluated and compensated as compared with work for commercial clients, and the impact of such work on an associate’s professional development within the firm.

Although many firms require partner supervision of pro bono matters, the level of such partners’ involvement varies from firm to firm and matter to matter. For example, some firms assign one partner to all pro bono matters while other firms encourage different partners to supervise different matters. In either instance, the partner may take an active role in the case or may be only nominally involved. Some firms may also encourage (or require) senior associate supervision in lieu of (or in addition to) partner supervision. Whatever the case, you may want to consider whether these supervisors provide any kind of written evaluations and, if so, the function they serve in determining compensation and advancement. For example, some firms have a formal review process for billable client work; if so, is pro bono work evaluated under the same system? If not, how is pro bono work evaluated? Is it given the same weight as billable work in terms of contributing to your potential advancement within the firm?

Many firms have billable hours requirements for associates or use billable hours to help determine bonus levels. You may want to consider the extent to which such firms count pro bono work as “billables” in this regard. If they do not, is there some other way in which pro bono work factors into an associate’s compensation?

In conclusion, we hope that this book assists you in finding a pro bono practice that is a good match for your interests. Remember: although the statistics and anecdotes provided on these pages will give you a significant head start in evaluating different practices, it is also important to discuss non-tangible aspects of the firm’s commitment to pro bono with current and former attorneys there. You can also use the *Vault Guide to the Top 100 Law Firms*, which includes quotes from associates regarding their firms’ commitment to pro bono, as a cross-reference to this book.

Above all, in picking up this book, you have taken the first step toward a fulfilling legal career, characterized by a commitment to pro bono. And for that, we congratulate you!
ADAMS AND REESE LLP

701 Poydras St.
Suite 4500
New Orleans, Louisiana 70139
Phone: (504) 585-0476
www.adamsandreese.com

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THE STATS
No. of Attorneys: 324
No. of Offices: 16
Managing Partner: Charles P. Adams Jr.
Hiring Partner(s): Mark Beebe - Liaison Partner Recruiting

EMPLOYMENT CONTACT
Linda Soileau
Director of Human Resources
Phone: (504) 581-3234
Email: linda.soileau@arlaw.com
Careers website: http://www.adamsandreese.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono coordinators spend about 10 percent of their time administering the firm's pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Mark Surprentant
Liaison Partner, Pro Bono Committee
Phone: (504) 585-0213
Email: mark.surprentant@arlaw.com

Website:
http://www.adamsandreese.com/pro_bono/

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
16 partners representing each of the firm’s 16 offices

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Adams and Reese's pro bono policy requires that every lawyer in the firm annually perform at least 20 hours of pro bono work. Attorneys wishing to take on a pro bono matter must receive approval of the matter as qualifying under the policy from the firm's Pro Bono Liaison Partner or, when appropriate, the local Pro Bono Partner. Under the policy, to qualify as pro bono work, the representation must be undertaken without the expectation of fee and not in the course of ordinary commercial practice and must fall into one of the following three categories:

1. the delivery of legal services to persons of limited means or to charitable, religious, civic, community, governmental and educational organizations in matters which are designed primarily to address the needs of persons of limited means;

2. the provision of legal services to individuals, groups or organizations seeking to secure or protect civil rights, civil liberties, or public rights; and

3. the provision of legal services to charitable, religious, civic, community, governmental and educational organizations in matters in furtherance of their organization purposes, where the payment of standard legal fees would significantly deplete the organizations economic resources or would be otherwise inappropriate.

Additionally, the firm accepts court-appointed pro bono matters. When an attorney receives such an appointment, he or she must notify the Practice Group Leader, as well as the Pro Bono Liaison Partner, and a determination will be made as to who within the firm is best equipped to handle the matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Bankruptcy, Civil rights, Community economic development, Death penalty defense, Disability benefits, Domestic violence, Education, Employment, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Immigration, Juvenile justice reform/children’s rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Social security law, Probate law, Public benefits, Real estate transactions, The arts and historic preservation, Veterans’ benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• National Appleseed/Louisiana Appleseed/Alabama Appleseed
• The New Orleans Pro Bono Project
• Mississippi Volunteers Lawyers Project
• Are You Safe in Tampa
• Legal Aid Society of Middle Tennessee
• Memphis Area Legal Services
• Birmingham Bar Association Volunteer Lawyers Program
• Houston Bar Foundation
• South Carolina Legal Services
• The Baton Rouge Bar Foundation Pro Bono Project
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Adams and Reese was a recipient of the 2014 “Good Apple” award presented by Louisiana Appleseed for its continuous and longstanding pro bono and philanthropic efforts for Louisiana Appleseed, which recruits attorneys to donate pro bono time to solve problems at their root cause, advance social justice by effecting change at the policy, or systemic level and increase access to education, opportunity and justice. Since 2007 when Adams and Reese housed Louisiana Appleseed in the firm’s New Orleans office during the organization’s infancy, the firm has volunteered hundreds of hours for Appleseed’s pro bono efforts, including authoring handbooks and legal resources for charter schools and banks, and spearheading a new Louisiana heirship property law, post-Hurricane Katrina.

- Adams and Reese attorneys Lee Reid and Jennifer Barriere worked pro bono with both the Louisiana Association of Public Charter Schools (LAPCS) and Louisiana Appleseed to produce a Legal Handbook for members of Louisiana’s charter school governing boards to serve as a guide to simplify and spell out the legal rules and regulations by which they must operate. The Memorandum of Understanding formalizing the three-year partnership specifies the roles of the organizations in the production and distribution of the Handbook. The LAPCS will lend institutional and financial support to help in the research and production of the materials, as well as take the lead in the annual updates and distribution of the physical books to charter governing boards across the state. Louisiana Appleseed’s volunteer attorneys will be responsible for providing the core content in the Handbook, production of the physical book, and the online availability of the material.

- We are proud to continue our partnerships with several pro bono and nonprofit organizations in each of our offices, including: National Appleseed, Louisiana Appleseed, The Baton Rouge Bar Foundation Pro Bono Project, Legal Aid Society of Tennessee, SaveOneSoldier.org, Alabama Appleseed, Birmingham Bar Association Volunteer Lawyers Program, Child Advocacy Center, Houston Volunteer Lawyers Program/Houston Bar Foundation, Memphis Area Legal Services, Mississippi Volunteer Lawyers Program, New Orleans Pro Bono Project, South Carolina Legal Services, Bay Area Legal Services, Inc., Are You Safe, Gulfcoast Legal Services and the Mississippi Volunteer Lawyers Project.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Tampa associate Stephanie Martin worked over 60 pro bono hours on a family law appellate case she received as a member of the Florida Bar Appellate Practice Section’s Pro Bono Committee. In this case, Stephanie represented a single mother of three children. During the bulk of the 20-plus year marriage, this mother stayed at home to care for the children. After her husband filed for divorce, she actively sought employment in a difficult economy in order to support the children. Ultimately, she was hired as a teacher’s aide in the public school system, but only received a salary of $14,000 per year. Following trial, her former husband filed an appeal. As she could no longer afford her legal bills, Stephanie stepped in to represent her. On appeal, the former husband sought to overturn the trial court’s judgment awarding the mother alimony and attorneys’ fees and requiring the former husband to designate the mother as beneficiary to his military life insurance policy until all of their children reached the age of majority. Stephanie’s work helped this mother obtain a favorable ruling from the Second District Court of Appeals in Florida, which affirmed the trial court’s award of alimony and attorneys’ fees. With respect to the life insurance, the appeals court remanded the case for the trial court to determine whether a forced beneficiary designation could be made under federal law for the particular military insurance policy involved; if such a forced designation could not be made, the appeals court stated that the trial court could compel the former husband to obtain a separate life insurance policy for the benefit of the mother and the children. This ruling was very significant to this family because it provided much-needed closure in a difficult situation and afforded the mother and her children with the monetary relief they so desperately needed to meet their needs and move forward with their lives.

- New Orleans associate Ira Gonzalez assisted a 24-year old, single mother, referred by the New Orleans Pro Bono Project, in her wage claim against her former employer. Although a claim for $700 may seem like a minuscule amount of money to tussle over and a waste of time to most, for the client, it meant the difference between providing a place to live for her and her young son while she prepared to welcome her second child into the world or homelessness. In fact, her employer’s failure to pay her earned wages forced the client to seek financial assistance from her church, a situation that left her mortified and hopeless. Considering the claim was for a minimal amount, Ira was confident a simple phone call could bring this matter to a speedy resolution. Instead, the client’s former employer was unresponsive and unwilling to cooperate. Ira pressed on and set the claim for trial in an attempt to recover the client’s earned wages. Nearly a year after the wages were earned and demands were made to the former employer for payment, the matter proceeded to trial. After listening to testimony and analyzing the evidence presented, the court held that the petition was well-founded and the former employer was ordered to pay the client’s unpaid wages. Moreover, the court granted all the additional relief we sought, which included: 90 days of penalty wages for failure to compensate the client timely with interest from date of judicial demand; Interpreter fees; and Attorneys’ fees. The client’s commitment and determination to prove the legitimacy of her claim while struggling to support her family was the driving force to a successful outcome. Although the client certainly benefited by pursuing her fight to protect her rights, assisting a voiceless victim realize a resolution to a wrong committed against her was just as rewarding of an experience for Ira as it was for her. Ira has worked a total of 70 pro bono hours on this case, and recently submitted the proposed judgment to the court and collection efforts will ensue thereafter.
• New Orleans associate Marshall Hevron, commander of Veterans of Foreign Wars Post 8973 in New Orleans, helped organize a pro bono legal clinic for Veterans on Veterans Day, November 11th at the VFW Post 8973, located at 531 Lyons St. The Young Lawyers Division of the New Orleans Chapter of the Federal Bar Association and The Pro Bono Project teamed up to put on the event. Volunteer attorneys provided Veterans with advice on a range of civil issues including family law, estate planning, land lord tenant disputes, contract reviews, and many other issues. Veterans requiring longer term legal assistance were matched with volunteer attorneys in the community who assisted with their claims. There were also qualified personnel on hand who assisted Veterans with VA claims.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 7,036
Total number of pro bono hours in 2013: 6,689

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 290
Number of attorneys as of December 31, 2013: 320

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 24
Average number of hours per attorney in 2013: 21

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
No

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
No, they are not taken into account.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
20 hours per year for all attorneys

Does the firm give billable hour credit for pro bono work?
No

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Adams and Reese attorneys at all levels are provided with ample opportunities to learn how they can better serve their communities through pro bono work. They participate in training programs offered throughout the year by the pro bono organizations with whom they work, as well as through various Continued Legal Education (CLE) programs. These opportunities not only prepare them for their experience, but also give them an overview of some the issues and matters they may encounter.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 141
2013: 125

Average hours per summer associate spent on pro bono work
2012: 9
2013: 10
Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work

2012: 100%
2013: 100%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Adams and Reese supports the legal community in a variety of ways. The firm sponsors an array of diverse events benefiting legal education. Each year, the firm awards annual scholarships to two law students in Mississippi who embody the firm’s passion for pro bono service. Additionally, the firm and its individual partners award an annual scholarship to one female law student in Houston in memory of one of the firm’s beloved partners. Adams and Reese also sponsors two distinguished professorships at the Loyola University School of Law in New Orleans, and has made significant monetary contributions to the University of Alabama School of Law by funding the new Student Career Services Office.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

At Adams and Reese, we take pride in giving back to our communities and believe our success is directly related to the prosperity and the quality of life within the communities we serve. Our corporate philanthropy program, HUGS (Hope, Understanding, Giving, and Support) was founded in 1988 by Partner Mark Surprenant. The HUGS program celebrated its 25th anniversary in 2013. Since its inception, the firm has devoted financial resources and thousands of volunteer hours to offer assistance to those in need to more than 200 organizations across the firm’s footprint.

A fundamental commitment to volunteerism is a deep-rooted characteristic of our firm. Although many of our faces have changed over the years, our employees have a sense of community spirit that keeps our HUGS program alive.

Some of the organizations and philanthropies touched by our employee volunteer program throughout our regional footprint include: Boys Hope, Big Buddy Kids, Big Brothers Big Sisters, Susan B. Komen Foundation, National Conference for Community and Justice, United Way, Charter Schools, St. Vincent De Paul, Junior Achievement, My Sister’s Closet, YMCA, YWCA, Camp for All, Cystic Fibrosis Foundation, Special Olympics, Star of Hope, Adopt a Family, Gateway Rescue Mission, Multiple Sclerosis Society, Operation Shoestring, SteWPot Ministries, Wingard Home, Happy Hearts, American Cancer Society, American Red Cross, Child Advocacy Center, St. Mary’s Children’s Home, Community Foundation, Hands on Nashville, Second Harvest Food Bank, Salvation Army, Ronald McDonald House, Children’s Bureau, Children’s Hospital, Disabled Adults with Needs, Domestic Violence Donate a Phone Project; Dress for Success, Odyssey House, St. Andrew’s Village, St. Michael’s Special School, ARC of St. Tammany and St. Jude’s Children’s Research Hospital.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Our firm totaled 6,689 pro bono hours in 2013 as our attorneys continue to help those in legal need who cannot afford it and volunteer for pro bono and nonprofit organizations across our regional footprint in each of our offices. In the last five years combined, Adams and Reese attorneys have donated more than 31,500 pro bono hours, including more than 20,000 pro bono hours in the last three years. Our numbers have helped us rank among the Top 200 Law Firms in the nation by pro bono hours by The American Lawyer.
- Adams and Reese was a recipient of the 2014 “Good Apple” award presented by Louisiana Appleseed for its continuous and longstanding pro bono and philanthropic efforts for Louisiana Appleseed, which recruits attorneys to donate pro bono time to solve problems at their root cause, advance social justice by effecting change at the policy, or systemic level and increase access to education, opportunity and justice.
- Our Pro Bono Liaison Partner Mark Surprenant received the William Reece Smith, Jr. Special Services Pro Bono Award, given by the National Association of Pro Bono Professionals, and also a Pro Bono Award from the Legal Services Corporation.
- Tampa associate Stephanie Martin received a 2013 Pro Bono Service Award from nonprofit Are You Safe, which provides legal and social services to victims of domestic violence in the Tampa area.

Please add any additional information about your firm’s pro bono program.

In the last five years combined, Adams and Reese attorneys have donated more than 31,500 pro bono hours, including more than 20,000 pro bono hours in the last three years.

The American Lawyer’s 2013 Pro Bono Report ranks Adams and Reese among the top 100 pro bono firms in the nation, listing the firm at No. 86, calculated by average number of pro bono hours per lawyer and the percentage of lawyers who perform more than 20 hours of pro bono work in a year. Adams and Reese has been ranked on the Am Law pro bono list since 2007. In 2013, Adams and Reese attorneys and advisors, located in 16 offices throughout the southern United States and Washington, DC, performed more than 6,600 pro bono hours for more than 100 different pro bono project organizations and causes throughout the nation.
Across the firm, Adams and Reese attorneys tackle a diverse scope of pro bono matters, including writing wills for first responders and helping people with estate planning matters; setting up 501(c)(3) organizations and nonprofit applications; volunteering for bar association and pro bono project legal workshops; resolving heirship property titles and land issues; easing banking concerns among foreign citizens working after Katrina; handling indigent capital appeals; dealing with divorce and custody matters, also across International borders; setting up a fund service and retrieving pensions for war veterans; and partnering with organizations to help victims gain access to justice in domestic violence disputes.
Pro bono service is a key part of any Akin Gump career.

From summer associates to senior partners, we fight every day for justice for individuals and advise those organizations seeking to better the lives of those in need.

*AG Pro Bono :: Just Results*

Akin Gump

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THE STATS
No. of Attorneys: 900
No. of Offices: 18
Chair: Kim Koopersmith

EMPLOYMENT CONTACT
Bryna Beckler-Knoll
Manager of Attorney Recruiting and Development
Phone: (212) 872-8063
Email: bbeckler-knoll@akingump.com

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WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of their time.

Please provide the primary pro bono contact(s)’s information below.

Steven Schulman
Pro Bono Practice Partner
Phone: (202) 887-4071
Email: sschulman@akingump.com

Jonathan Moscowitz
Pro Bono Practice Administrator
Phone: (202) 416-5136
Email: jmoscowitz@akingump.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
Akin Gump has a firmwide pro bono committee, and a pro bono committee in each office. Members of the committees represent a diversity of levels of experience and practice groups.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
We review each pro bono matter to determine whether it meets our standards for pro bono representation.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Plaintiffs-side employment

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Tahirih Justice Center
- HerJustice
- Washington Legal Clinic for the Homeless
- Human Rights First
- Appleseed
- Teach for America
- New York Legal Assistance Group/Legal Health
- Houston Volunteer Lawyers Program
- DC Bar Pro Bono Program
- Human Rights Initiative

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Every summer since 2007, each of our summer associates has worked with a team of other summer associates and attorneys to represent an immigrant woman seeking protection from domestic violence under the Violence Against Women Act (VAWA). The Project allows summer associates to work directly with a client, draft a substantive letter brief, and gather relevant evidence to support the client’s application for permanent U.S. residency.
- Our Washington office has more than a dozen attorneys who participate in our “SSI SWAT Team” to represent clients seeking Social Security disability benefits. The team works with local legal services organizations, such as Washington Legal Clinic for the Homeless, the DC Bar Pro Bono Clinic, and Whitman-Walker, which provide case referrals, training and mentoring.
• An Akin Gump team from Dallas recently won asylum for OH and AC, who lived in Kismayo, Somalia under the rule of Al Shabaab, a terrorist group affiliated with Al Qaeda. OH was imprisoned and beaten for placing his hands on his mother’s shoulders in public and AC was imprisoned and beaten for smoking in public. Despite Al Shabaab’s rules against it, OH and AC ran a cinema showing Western films. When their camera was discovered, AC was kidnapped, imprisoned, beaten and tortured. Weeks later, Al Shabaab came for both OH and AC, who fled to the United States. After OH and AC filed their asylum applications, Al Shabaab lost control of Kismayo, and the U.S. government vigorously contested the asylum applications. An Immigration Judge at Port Isabel Detention Center granted both asylum cases after trial.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In March 2013, following a four-day bench trial, the U.S. District Court for the Northern District of Texas permanently enjoined the City of Dallas from enforcing a controversial city ordinance that regulated sharing food with the City’s homeless population, finding that the ordinance violated the Texas Religious Freedom and Restoration Act. The case was filed in January of 2007 by several plaintiffs, including Big Heart Ministries, that serve food and minister to the homeless population of Dallas. For years prior to the enactment of the ordinance, the Plaintiffs went out into the streets, seek out the most vulnerable members of the homeless population, and share food and a religious message. The ordinance, passed in 2005, imposed a laundry list of requirements on any organization that wished to share food with the homeless population, effectively preventing the Plaintiffs from seeking out the homeless population where they live and delivering their message of faith.

• Our largest pro bono client is KIPP, the largest non-profit charter school network in the country. Our work for KIPP includes labor and employment, finance, mergers, non-profit tax, litigation, and policy advocacy. Since 2006, the Firm has provided more than 15,000 hours of legal services to the KIPP Foundation and dozens of its schools across the country.

• Akin Gump won a judgment for $21 million under the Alien Tort Statute and the Torture Victim Protection Act for three Somali nationals and four estates of deceased Somalis against the former Somali defense minister General Ali Samantar. The trial team presented the damages case at a bench trial in February 2012 after General Samantar conceded liability for war crimes, crimes against humanity, extrajudicial killing and torture the morning the jury trial was slated to commence. General Samantar is the only member of the despotic Barre regime to be brought to justice. The trial was made possible by the Firm’s 9-0 victory in the U.S. Supreme Court in 2012, which confirmed that General Samantar had no immunity from liability under the Foreign Sovereign Immunity Act. We subsequently persuaded the U.S. State Department to file a statement with the District Court that Samantar also had no right to common law immunity. Akin Gump financial restructuring attorneys are fighting Samantar’s attempt to avoid liability through a bankruptcy.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 63,543
Total number of pro bono hours in 2013: 65,149

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 793
Number of attorneys as of December 31, 2013: 811

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 80
Average number of hours per attorney in 2013: 89

What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
No
Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
We provide both in-house training and encourage attorneys to attend trainings provided by legal services organizations and bar associations.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 3,523
2013: 3,668

Average hours per summer associate spent on pro bono work
2012: 63
2013: 64

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
As noted, all summer associates work on VAWA petitions to help battered immigrant women obtain permanent residency. Summer associates also have the opportunity to work on a variety of pro bono matters. Since 2008, the Firm has run the Pro Bono Scholars Program, now in Washington, DC, Dallas, New York, Los Angeles and Houston, a two-year program for top law students who want to make pro bono a substantial part of their law firm career. Scholars work with the Firm for three weeks after 1L year, spending the remainder of their summer with legal services organizations of their choosing (firm assists with placement). Scholars are then part of the regular summer associate class after their 2L. Eleven associates at the Firm are former Pro Bono Scholars.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
In 2012, Akin Gump started an externship program with HerJustice, a legal services program for women seeking protection from domestic violence. We also sponsor two Equal Justice Works fellows each year to work at public interest organizations. Our 2012–2013 fellow is working at the Texas Civil Rights Project; our 2013–2015 fellow is working at the Inner City Law Center in Los Angeles. We also give generously to legal services organizations that refer us pro bono matters. The firm also co-sponsors a fellow with Walmart to work on a medical-legal partnership at Arkansas Children’s Hospital.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
See answer to previous question.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
We participate in Buildable Hours, a summer program with Habitat for Humanity. In Washington, our attorneys and staff tutor and mentor children at Tyler Elementary School. In New York, our lawyers coach the moot court team as a high school in the Bronx. Our Los Angeles lawyers and staff regularly volunteer to provide meals to the homeless.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- 2014 ABA Award for Outstanding Pro Bono Advocacy in Medical-Legal Partnership, 2014 HerJustice Commitment to Justice Award, 2014 Equality Texas Vanguard Award, 2013 Washington Legal Clinic for the Homeless Lois G. Williams Extraordinary Service Award (Larry Tanenbaum, Partner, DC), 2013 National Law Center for Homelessness and Poverty

Please add any additional information about your firm’s pro bono program.

Akin Gump has built a dynamic pro bono practice, increasing both hours and the numbers of attorneys participating in the practice dramatically over the past five years. The Firm has done this by expanding our relationships with high-quality legal services organizations and by empowering and encouraging our attorneys to develop their pro bono matters. As a result, more than 75% of our attorneys (and 86% of associates) participated in the pro bono practice in 2013.
ALLEN & OVERY LLP

1221 Avenue of the Americas
New York, NY 10020
Phone: (646) 344-6610
www.allenovery.com

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THE STATS
No. of Attorneys: 2,800
No. of Offices: 43
U.S. Managing Partner: David Krischer
Hiring Partner(s): Charles Borden (DC) and Erwin Dweck (NY)

EMPLOYMENT CONTACT
Nicole Lancia
Senior Manager, U.S. Recruitment
Phone: (212) 610-6300
Email: legalcareers@allenovery.com
Careers website: www.us.aograduate.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of their time.

Please provide the primary pro bono contact(s)’s information below.

Ken Rivlin
Partner
Phone: (212) 610-6300
Email: ken.rivlin@allenovery.com

Barbara Stettner
DC Managing Partner
Phone: (202) 683-3800
Email: barbara.stettner@allenovery.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

In the New York office, our pro bono committee is chaired by Ken Rivlin. The other four members are Jay Pultman, a litigation partner, Mitch Silk, a banking partner, Paul Keller, a litigation partner, Deborah North, an International Capital Markets partner, Dolly Mirchandani, a project finance partner, Rich Wyman, Senior Manager of Professional Development, and Patricia Bencivenga, Learning, Development, and CLE Specialist. The New York office committee coordinates with the Washington, DC partner, Barbara Stettner on their local Pro Bono initiatives.

This committee works to develop and support our international pro bono program and ensure that our global expertise serves vulnerable and disadvantaged people. Our global pro bono committee is headed by David Morley, the firm’s senior partner, and it is constituted of partners in each of our 43 offices around the world. These members are responsible for developing the pro bono programs in the cities in which we operate. The committee convenes to make strategic and policy decisions (e.g., on billable credit for pro bono and valuing pro bono for bonus assessments).

The committee also establishes Allen & Overy’s signature multi-jurisdictional pro bono projects. Day-to-day management and planning efforts are led by Kate Cavelle (Head of Pro Bono & Community Involvement) and Jake Lee and Helen Rogers (Pro Bono & Community Affairs Managers), who are based in our London office.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The pro bono coordinator and/or the chair of the pro bono committee circulates new pro bono matters to all attorneys to assess interest and assign matters according to availability and interest. Attorneys are also welcome to request assignments in advance and/or indicate a preference for specific types of pro bono work.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Domestic violence, Environment, Indigent criminal defense, International human rights, Nonprofit incorporation/tax exemptions, Police misconduct

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Human Rights First
- Waterkeeper Alliance
- Blacksmith Institute
- Red Cross
- The Innocence Project
- Her Justice
- Legal Aid Society
- Public International Law and Policy Group
- Agudath Israel of America
- Women for Women International
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Women for Women International provides women survivors of war, civil strife and other conflicts with the tools and resources to move from crisis and poverty to stability and self-sufficiency, thereby promoting viable civil societies. As a corporate partner, Allen & Overy has been integral in advising Women for Women International on matters including, but not limited to, compliance with U.S. standards and regulations in order to meet the organization’s obligations to its donors and the communities that it serves.

- We provided consultation and advice to the Agudath Israel of America Legal Support Services (the volunteer legal services division of Agudath Israel of America, the AIALSS) culminating in an update to their email newsletter campaigns. The aim of the project was to advise the AIALSS on how to best present their mission in a manner that would appeal to potential volunteer attorneys.

- We are helping AfriKids form a “friends of” corporation in the United States that will enable them access to grants from U.S. investors who wish to benefit from tax deductions for such grants. Specifics of our involvement includes (a) drafting incorporation documents, (b) drafting corporate policies, and (c) obtaining applicable signoffs from NY and federal tax authorities.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Nguyen Asylum: Representation of a Vietnamese national seeking asylum in the United States on the grounds of religious and political persecution. The asylum applicant was a prominent member of a politically active Catholic youth organization prior to his departure from Vietnam for a visit to the United States in 2011. While in the United States, the Vietnamese authorities commenced a crackdown on Catholic organizations and issued a warrant for his arrest. The asylum applicant’s application for asylum is currently pending at the Newark, New Jersey, asylum office of the United States Citizenship and Immigration Services.

- We continue to represent Agudath Israel of America Legal Support Services LLC (AIALSS), a nationwide network of over 450 pro bono attorneys, in a variety of cases in matters relating to adoption and custody. Mitch Silk, a New York partner, is Chairman of AIALSS. Recent work has revolved around obligations of the New York State Department of Social Services and the New York State Family Courts’ obligations in respect of “religious matching” under the Constitution and two statutes of the State of New York. These provisions requires the State to make same religion foster and adoption placements.

- In connection with New York City’s Public Service Program, Litigation associates secured a settlement for the City of New York against the City and its Police Department on the eve of trial, earning the firm high praise and appreciation from the client and an invitation to continue the firm’s pro bono public service representation of the City.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 3,644
Total number of pro bono hours in 2013: 2,602

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 1,818
Number of attorneys as of December 31, 2013: 158

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 20
Average number of hours per attorney in 2013: 16

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 11–20%
Percentage of attorneys who did pro bono work in 2013: 11–20%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

Yes

Does the firm give billable hour credit for pro bono work?

Yes
Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
1–50

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
In addition to Allen & Overy’s formal in-house training program and the pro bono committee’s guidance, associates are able to attend external training offered by various legal service providers including: Legal Aid, Her Justice, Urban Justice Center, Lawyers Alliance for New York, Lawyers Committee For Civil Rights Under Law, Human Rights First, Volunteer Lawyers for the Arts and the New York City Bar Association. In addition, Allen & Overy has a contract with the Practising Law Institute, where several pro bono seminars are held each year in addition to subject-specific courses.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 176
2013: 486

Average hours per summer associate spent on pro bono work
2012: 1,033
2013: 22

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 29%
2013: 35%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to participate in all pro bono matters taking place while they are with Allen & Overy. Practice areas preferences including pro bono as a category are requested at the start of the summer and are monitored via work allocation attorneys, which are a sub-committee of the summer associate committee.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
• Allen & Overy works with the Urban Renewal Corp, a 501(c) organization based in Newark, N.J., which provides emergency housing, substance abuse counseling and treatment, vocational education and training and other social services for the homeless and other economically disadvantaged people. One of their programs involves refurbishing laptops and other computers, some of which they provide to U.S. soldiers in Iraq, and others they sell (in order to generate income) or provide for free to those in need. In the process, they provide computer and other business-related training to residents/participants.
• Allen & Overy has sent an associate on secondment to the UK Parliamentary Commission on Banking Standards, a joint committee of the House of Commons and the House of Lords. The Commission produced a report on ring fencing in December 2012 and is due to make additional recommendations for legislative action to the UK Government in the Spring of 2013. An A&O associate assisted the preparation for an evidence session with the OCC and the FDIC on the topic of sanctions against individuals.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
• Allen & Overy partnered with AfriKids as our new global charity for two years. This partnership provided opportunities for everyone at Allen & Overy to get involved in volunteering, fundraising and supporting the work of the charity to support its work with vulnerable young people in Ghana. Some events included “Wear Jeans on Fridays” with a donation to AfriKids, a bake sale, and office auction.
• In line with Artbeat London’s program which promotes literacy through art and challenges students to use art to explore the world around them, the New York office worked with various high schools to provide student art work which will be displayed in our office based on the theme of Self-Reflection—Youth of New York City.
• The New York office participates in and raises money for the American Cancer Society’s Daffodil Days, New York Cares Day and other various charities.
The New York and Washington, DC offices both participated in “Wear Jeans to Work” Day with donations going to various charities and joined with Volunteers of America’s Operation Backpack to provide backpacks and school supplies for children who are homeless and those who are victims of domestic violence.

The firm also works with Dress for Success and has hosted workshops on site for resume writing, interview skills building and job research.

The New York office has a charitable partnership with the Henry Street Settlement Boys and Girls Republic’s after school programs. A number of attorneys and staff participate in sports nights, a volleyball tournament, a basketball tournament, a game room night for the teenagers, and a mock trial class for the middle school aged students.

**Please list any special recognition or awards your firm has won since 2012 for its pro bono work.**

- Business Charity Awards 2014 - Highly Commended for global charity partnership with AfriKids
- Responsible Business Awards 2014 - “Big Tick” for international disaster relief work with the Red Cross - “Big Tick” reaccreditation for Artbeat
- Responsible Business Awards 2013 - “Big Tick” reaccreditation for Artbeat
- Dragon Awards 2013: Lord Mayor’s Award - runner up
- Re-accredited for the “Smart Start Experience”, Business in the Community Work Inspiration Award, 2013
- In-House Community Firm of the Year, Asian-MENA Counsel, 2012
- Highly Commended for “Artbeat”, Business in the Community Arts & Business Award, 2012
- Re-accredited for the “Smart Start Experience”, Business in the Community Work Inspiration Award, 2012

**Please add any additional information about your firm’s pro bono program.**

Overall, Allen & Overy’s pro bono and community affairs programs have continued to grow and expand at a rapid pace. Both the number of attorneys and staff participating have increased. Currently, there are between 20–30 small pro bono matters active in the New York and Washington, DC offices. In response to the interest of our U.S. associates across Allen & Overy’s network, the firm has continued to grow the Global U.S. Practice pro bono committee, fostering collaboration and coordination of pro bono activities for U.S. associates across the globe. But the firm does not rest there; the active partners regularly solicit associate input on how to enhance the pro bono process in terms of new matters and involvement of additional colleagues. This includes contributing to the current committee initiatives and firm’s pro bono philosophy as well as integrating efforts with those of the firm worldwide to further office initiatives.
ALSTON & BIRD LLP

1201 West Peachtree Street
Atlanta, Georgia 30309
Phone: (404) 881-7106
www.alston.com

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THE STATS
No. of Attorneys: 818
No. of Offices: 9
Managing Partner: Richard Hays
Hiring Partner(s): Liz Price, Atlanta
Ross Barton, Charlotte
Kate Moseley, Dallas
Andy Howard, Los Angeles
Natalie Clayton, New York
Heather Adams, Raleigh
Ryan Koppelman, Silicon Valley
Dave Brown, Washington, DC

EMPLOYMENT CONTACT
Erin Springer
Director of Attorney Hiring
Phone: (404) 881-4464
Email: erin.springer@alston.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm’s Pro Bono Partner dedicates half of her time to the firm’s pro bono practice while the Director of Pro Bono & Community Service dedicates all of her time to administering the pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Mary Benton
Pro Bono Partner
Phone: (404) 881-7255
Email: mary.benton@alston.com

Cheryl Naja
Director of Pro Bono & Community Service
Phone: (404) 881-7106
Email: cheryl.naja@alston.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

The 95-member committee consists of attorneys, paralegals, executives and staff members from all offices and reflects the age, gender, racial, ethnic and practice area diversity.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm assesses the legal need and the firm’s ability to staff the matter in order to ensure a zealous and effective representation.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Bankruptcy, Employment

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Atlanta Legal Aid Society
• CAIR Coalition
• Innocence Project
• Public Counsel
• Dallas Volunteer Lawyer Program
• Legal Services of Southern Piedmont
• Legal Aid of North Carolina
• Legal Aid of San Mateo County
• Truancy Intervention Project
• Pro Bono Partnership

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• The firm provides representation and advocacy for unaccompanied minor children, asylum seekers, detainees, victims of human trafficking and immigrant victims of domestic violence in obtaining various forms of relief. Over the past year our clients have come from two continents and include clergy, political dissidents, mentally disabled, children and numerous victims of human trafficking. Lawyers from six of our eight offices have participated in these efforts, with several of the cases staffed cross-office.

• Keeping children in school remains a major focus of the firm’s pro bono efforts. In 1991 an A&B attorney co-founded the Truancy Intervention Project, in which volunteers represent truant children ages 5–16 in juvenile court and school conferences. Our firm has a large number of attorneys and staff working to provide positive intervention on behalf of children in truancy and educational neglect cases. Because of the success in Atlanta our attorneys have been working to export the Truancy Intervention Project model to other cities, kicking off the DC TIP project in Fall 2009.
• The firm has taken a broad approach in addressing the legal needs of the low income community in a number of ways such as staffing neighborhood clinics, assisting with housing court, assisting victims of domestic violence, families and individuals facing end of life and assisting with adult guardianships. In the past year partners have provided over 200 wills to seniors and educators serving in at-risk communities.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In partnership with Legal Aid of San Mateo County, attorneys assisted in filing a lawsuit on behalf of a mentally disabled tenant who had been living with infestation of bedbugs for over a year. The property named in the lawsuit housed a number of mentally disabled and the landlords took unfair advantage of the tenants. The bedbug infestation was one of many substandard housing conditions that made the housing uninhabitable. For over a year and a half the client lived in unhealthy conditions. After a lawsuit was filed a settlement was reached on behalf of the client.

• An immigrant client from Cameroon was granted asylum in 2012 and soon after was victimized in a money scam, convicted of fraud and placed in removal proceedings. The client sought to adjust his status so that he could lawfully remain in the U.S. with his family but the Immigration Court denied his application. A&B attorneys filed an appeal with the BIA but the client’s legal issues were not specifically addressed so an appeal was filed with the 5th Circuit. Prior to this appeal, no Circuit level court had rendered a decision on this specific issue. The Fifth Circuit issued a favorable appeal for our client whose asylum had been terminated but the court agreed that the client is not prohibited from applying for an adjustment of status. The opinion in this case is now the sole precedent on this issue at the Circuit court level, and should prove useful for immigrants seeking to adjust their status in future cases.

• Following a year of litigating a financial elder abuse and fraud claims case, Alston & Bird attorneys were able to negotiate a settlement on behalf of their 83-year-old client. After losing his partner of 50 years, the client, a wheel-chair bound veteran was taken advantage of by a family member resulting in the client losing his home and most of his belongings. The resulting settlement will allow the client to enjoy his life and replace the items that were taken from him.

BY THE NUMBERS

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 804
Number of attorneys as of December 31, 2013: 808

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 67
Average number of hours per attorney in 2013: 70

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
51–100

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.
Total number of pro bono hours in 2012: 53,522
Total number of pro bono hours in 2013: 56,384
Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm conducts an extensive array of trainings which covers a wide-range of volunteer opportunities. These trainings focus on professional development and encourage greater participation in engagement in providing pro bono legal services. Trainings are offered to everyone at the firm in an effort to engage both lawyers and staff.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 609

Average hours per summer associate spent on pro bono work
2012: 14

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 72%

Please provide any additional information about pro bono opportunities available to summer associates.
Pro Bono and Community Service Week is held in June and provides Summer Associates the opportunity to attend trainings, recognition events, legal clinics and other pro bono presentations as a part of the firm’s week-long celebration. Summer Associates are generally provided opportunities with the same organizations as Associates.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Atlanta Legal Aid Society Fellowship Program. Alston & Bird founded the program and provided the first fellow in 1996.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Emory Public Interest Committee

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Habitat for Humanity, Everybody Wins!, YearUp, Hands On Network, Junior Achievement, food banks, school partnerships, AIDS Walk, MLK Day of Service and A&B Brigade.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Winner of the Pro Bono Institute’s Pickering Award recognizing the firm for innovation and commitment
- Winner of the Dell Pro Bono Partner Award
- Named as Law Firm of the Year by the Pro Bono Partnership of Atlanta
- Recognized by the U.S. Department of State for pro bono efforts regarding international child abductions under the Hague Convention
- Selected as a semifinalist for the 2013 Secretary of Defense Freedom Award
- Honored by the Dallas Bar Association for the firm’s commitment to pro bono legal services
- Awarded City Bar Justice Center’s Jeremy Epstein Award for pro bono legal service on behalf of New York’s homeless population
- Named as CAIR Coalition’s Law Firm of the Year Award winner
- Recipient of the Atlanta Volunteer Lawyers Foundation 2013 Phillip Heiner Awarded the Outstanding Service Award by the New York City Family Court
Arent Fox LLP, founded in 1942, is internationally recognized in core practice areas where business and government intersect. We are a full service law firm with over 350 attorneys across offices in Washington, DC, New York, Los Angeles, and San Francisco. The Firm recruits and retains the highest quality lawyers and these lawyers have established the Firm as a recognized leader in a wide range of practice areas. We provide strategic legal counsel to clients that range from Fortune 500 corporations to start-ups, non-profit organizations to foreign governments in many practice areas and industries including the areas below:

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THE STATS
No. of Attorneys: 362
No. of Offices: 4
Managing Partner: Matthew Clark
Chairman: Mark Katz
Hiring Partner(s): Henry Morris, Esquire

EMPLOYMENT CONTACT
Colleen O’Hara
Director of Professional Development & Attorney Recruitment
Phone: 202-857-6000
Email: dcattorneyrecruit@arentfox.com
Careers website: http://www.arentfox.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm has a pro bono committee of eleven attorneys who coordinate pro bono firm wide, and is headed by a partner who spends about a third of her time on pro bono matters.

Please provide the primary pro bono contact(s)'s information below.

Deanne M Ottaviano
Partner/Pro Bono Committee Chair
Phone: 202-857-6000
Email: deanne.ottaviano@arentfox.com
Website: http://www.arentfox.com/practices-industries/pro-bono

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The committee includes partners and associates from each office and each legal department within the firm.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
We follow the Pro Bono Inistute Guidelines with respect to what we consider "pro bono" work. Typically, we will take on a new pro bono matter if it meets the PBI guidelines, there is volunteer interest in staffing the matter, we have the expertise or the organization sponsoring the case can provide mentoring/training, and there is no conflict with an existing firm client.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Legal Aid Society of DC
- Washington Lawyers Committee for Civil Rights and Urban Affairs
- Lawyers Committee for Civil Rights Under Law
- LA Children’s Alliance
- Children’s Law Center
- New York Lawyers Alliance
- Bet Tzedek

BY THE NUMBERS

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 61–70%
Percentage of attorneys who did pro bono work in 2013: 61–70%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes
Are those evaluations taken into account when determining salary or bonuses?
Yes, they are taken into account when determining salary.

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
150; but unlimited with waiver

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Associates staff Legal Aid walk-in clinics two days a week at Legal Aid’s offices.
ARNOLD & PORTER LLP

555 12th Street, NW
Washington, DC 20004
Phone: (202) 942-5315
www.arnoldporter.com

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THE STATS
No. of Attorneys: 721
No. of Offices: 9
Chairman: Thomas Milch
Hiring Partner(s): Ellen Kaye Fleishhacker
Darren Skinner

EMPLOYMENT CONTACT
Jennifer Kraemer Gewertz
Senior Management of Attorney Recruitment
Phone: (202) 942-5738
Email: recruitingDC@aporter.com
Careers website: Arnoldporter.webfactional.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
All of their time.

Please provide the primary pro bono contact(s)’s information below.
Marsha Tucker
Social Worker
Phone: (202) 942-5315
Email: Marsha.Tucker@aporter.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
The committee meets on a periodic basis, as needed, and communicates regularly by e-mail.

Please describe the composition of the committee.
The committee is composed of 24 members consisting of partners, associates, and a full-time professional social worker, who coordinates the program firm-wide.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Among the factors considered by the Pro Bono Committee in determining whether the firm will undertake a particular matter on a pro bono basis are the following:

- whether the matter is for a nonprofit organization
- whether the matter makes special use of Arnold & Porter’s resources
- the ability of the client to obtain other counsel
- the costs to the firm of undertaking the matter
- the location of the matter
- whether the matter will provide useful training for associates
- the strength or merits of the case
- potential conflicts
- the firm’s ability to adequately staff the matter

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Our pro bono practice is broad based, and there are no areas in which, as a matter of policy, we do not practice.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- ACLU
- Americans United for Separation of Church and State
- Innocence Project (multiple offices)
- Lawyers’ Committee for Civil Rights
- Legal Aid Society (multiple offices)
- National Parks Conservation Association
- NARAL
- Planned Parenthood
- Public Counsel
- Southern Center for Human Rights
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- **Immigration/Asylum**
  Arnold & Porter has an extensive pro bono immigration practice covering a wide range of activities including conducting “know your rights” visits to immigrant detainees in jail, assisting immigrants at “credible fear” interviews, preparing asylum applications and appearing at full hearings before Immigration Judges, preparing appeals from Immigration Judge decisions to the Board of Immigration Appeals, preparing briefs and arguing appeals from BIA decisions to a federal Court of Appeals, preparing habeas corpus petitions for immigrants set for deportation who have been detained in violation of a Supreme Court ruling limiting such detention to six months, filing comments on new procedural regulations, and assisting immigrant victims of domestic violence in preparing and filing “self petitions” under the Violence Against Women Act of 1996 (“VAWA”) or in obtaining U or T Visas in order to allow victims of crimes or trafficking to remain legally in the United States. An Arnold & Porter team also is working with the American Bar Association’s Commission on Immigration to research and prepare a study concerning possible recommendations for reforms to the United States Immigration adjudication system.

- **Indigent Criminal Defense**
  Continuing Arnold & Porter’s commitment to indigent criminal defense that began with the firm’s representation of Clarence Earl Gideon in *Gideon v. Wainright*, the firm has an extensive training program to prepare our lawyers to accept appointments to represent indigent criminal defendants charged with misdemeanors and felonies (up to and including first degree murder) in DC Superior Court. The program is directed by a full-time Trial Training Counsel who leads training sessions and supports lawyers handling these matters.

- **Affordable Housing**
  One of Arnold & Porter’s most important non-litigation projects involves the crucial issue of affordable housing for the poor, who are being increasingly squeezed out by gentrification. We are helping low-income residents of the District of Columbia to acquire their buildings, to prevent the conversion of rental properties to condominiums, and to require landlords to comply with habitability requirements. Our work includes organizing tenant associations; negotiating agreements with building owners; assisting tenants to determine the appropriate ownership structures; preparing partnership or other arrangements with developers; representing individuals in eviction proceedings; and bringing litigation to vindicate tenants’ rights. The firm is now handling fifteen such projects, employing real estate, corporate, litigation, public policy, tax, bankruptcy and environmental lawyers.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- The firm has recently won two ground-breaking voting rights cases, successfully challenging “voter ID” laws in Pennsylvania and Wisconsin. The Pennsylvania law was enacted ostensibly to prevent in-person voter fraud, though the state admitted it was unaware of any such fraud, ever. The law made national headlines when a key legislative sponsor bragged it would “allow Governor Romney to win the State of Pennsylvania.” The firm, which challenged the law under the state constitution, obtained a preliminary injunction that blocked implementation of the law during the 2012 election, and later won a permanent injunction. The case against the Wisconsin law was brought under Section 2 of the Voting Rights Act. The court found that the law unfairly discriminated against African-American and Latino voters, who lack photo identification and the documents needed to obtain it far more often than white voters do, and therefore would be disproportionately prevented from voting. The decision is particularly important because it is the first time, after several previous unsuccessful attempts, that a voter ID law has been found to violate Section 2.

- In 2012, Arnold & Porter filed one of the most important pro bono cases in its history: a class action against the Federal Bureau of Prisons challenging the treatment of mentally ill prisoners in the famous “Supermax” prison in Colorado (also called “ADX”). ADX houses the most difficult prisoners in the federal system in long-term solitary confinement. BOP regulations exclude prisoners with severe mental illness from ADX, but the firm has identified scores of ADX prisoners with serious psychiatric conditions such as schizophrenia and bipolar disorder. The complaint alleges that the BOP treats mental illness as a discipline problem and often fails to provide constitutionally required mental health care to prisoners. Although the case remains pending, our work has already resulted in major reforms, including the creation of the first high security residential mental health unit in BOP history and the transfer of many seriously mentally ill ADX prisoners to medical facilities.

- We are lead counsel for Al Falah Center, a Muslim congregation in Bridgewater, New Jersey, in a highly-publicized lawsuit for religious discrimination and civil rights violations. When Al Falah Center submitted an application to develop a mosque at a former banquet hall, the Township succumbed to a wave of virulent anti-Muslim hysteria and quickly amended the zoning ordinance to prohibit a house of worship at that location, even though such uses had been conditionally permitted for over 40 years. In July 2011, the U.S. District Court denied the Township’s motion to dismiss, finding that Al Falah Center’s complaint presented a valid facial challenge to the zoning amendment. On September 30, 2013, we secured a major victory when the court issued a preliminary injunction upholding our claims of discrimination and requiring the Planning Board to hear Al Falah’s application under the zoning ordinance that existed before the hastily-passed amendment. The hearings have begun.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law
Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 87,605
Total number of pro bono hours in 2013: 100,153

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 770
Number of attorneys as of December 31, 2013: 716

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 114
Average number of hours per attorney in 2013: 140

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Although we have no specific required minimum number of pro bono hours, we encourage all attorneys to spend 15% of their time on pro bono matters and to handle at least one pro bono matter each year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
More than 150.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm offers extensive in-house training programs and encourages attorneys to participate in training programs sponsored by local bar associations and other groups. The following examples describe two of our training programs:

Indigent Criminal Defense Training
We conduct extensive annual training programs taught by senior lawyers from the DC Public Defender Service and from our firm to allow lawyers to become certified to handle criminal appointments. Training sessions include: Introduction to Criminal Defense Practice; Pickup, Client Interview, Arraignment; Voir Dire and Cross-Examination of Government Experts; Discovery; Evidence, Hearsay, Evidence Blocking and Trial Plans; Investigations, Sentencing, and a Tour of Superior Court. The program and the training programs are overseen by a full-time Trial Training Counsel, an experienced criminal defense lawyer, who also attends court with program participants to support and assist in their work.

Immigration Training
The firm has numerous, comprehensive in-house training sessions, videotapes, and manuals. In-house training sessions have included: handling credible fear interviews, immigration and asylum basics, representing detained asylum seekers, master calendar and merits hearings in asylum cases, filing a habeas petition on behalf of indefinitely detained immigrants, use of psychological experts, interviewing survivors of severe trauma, and preparing VAWA applications, as well as U and T Visa applications. In addition, an associate mentor, as well as a supervising partner, are assigned to each case to assist and train new volunteers.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 3,340
2013: 2,329

Average hours per summer associate spent on pro bono work
2012: 80
2013: 63

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 93%
2013: 84%

Please provide any additional information about pro bono opportunities available to summer associates.
We encourage all summer associates to participate in our Pro Bono Program.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

The firm has established “rotation” or “loaned associate” programs that allow associates to spend six months away from the firm performing legal work in the public interest. The current rotation in the DC office, which began in 1998, is with the Legal Aid Society of the District of Columbia (LAS). LAS is one of the leading legal service providers in the city, providing representation in such areas as landlord/tenant, child custody, government benefits, and domestic violence. The Arnold & Porter loaned associate at LAS specializes in housing law, defending low-income tenants from eviction in Superior Court and from termination of housing benefits by the DC Housing Authority. Tenants benefiting from this program include a former FEMA contractor and single mother subjected to retaliatory eviction by a private landlord and an 80-year-old grandfather whose public housing was nearly terminated because DCHA allowed his home to fall into disrepair. Arnold & Porter’s loaned associate program helped to preserve these tenants’ rights to fair and decent housing and continues to protect the rights of dozens of other DC residents.

In the firm’s Los Angeles office, “loaned associates” are assigned to the Los Angeles City Attorney’s Office for a period of six months. The arrangement provides trial experience for Arnold & Porter associates, as well as providing additional prosecutors for the City Attorney’s Office. During the first six weeks, the loaned associates receive classroom training in trial advocacy, followed by a series of mock trials. After the training, they are assigned to the downtown criminal court, prosecuting trial-ready misdemeanor cases on behalf of the State of California. The cases involve the complete range of misdemeanor cases handled by the City Attorney’s Office, including domestic abuse, vandalism, drug possession, DUI, and prostitution cases.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Each year, Arnold & Porter sponsors two Equal Justice Works Fellows to promote innovative, creative approaches to addressing the legal problems facing underrepresented individuals in our community. The projects of our eighteen fellows have dealt with issues ranging from workers’ rights, welfare advocacy, homelessness, multi-disciplinary approaches to the representation of children, mental health law, special education, and immigrant rights to landlord-tenant issues. Our goal is to choose fellows whose projects can be integrated into our pro bono practice, as well as to provide direct legal services to an underserved population.

- The firm also makes significant monetary charitable contributions with an emphasis on organizations that provide direct legal services to the underserved/underrepresented.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- Community Service Committee: Arnold & Porter has a firm-wide Community Service Committee that solicits and approves employee volunteer projects in the communities in which we have offices. Each year, we are able to offer our employees a wide range of projects, including one-time events (i.e., painting schools, building houses, etc.) and recurring opportunities (i.e., staffing food banks, tutoring, etc.).

- Holiday Drives: Each year, our employees participate in events to help make the holidays better for families and individuals in need. For example, employees contributed gifts for 700 children at a local homeless shelter. Scores of colleagues contributed to Gifts for the Homeless (GFTH) and So Others Might Eat (SOME) provide clothing to the homeless. At Thanksgiving, employees contributed funds to purchase and deliver meals for another local shelter and to provide holiday baskets for senior citizens. Employees also donated food to the Food & Friends food bank.

- Military Support: Employees collect supplies and prepare and send care packages to soldiers in Iraq. They also donate unused frequent flyer miles to veterans through the Hero Miles Program.

- Environmental Projects: Employees in our DC office participate in the Potomac Watershed Clean-Up, removing trash from the Potomac River. The firm’s focus for “Take Your Daughters & Sons to Work Day” was Making Changes for a Better World, challenging participants to think of changes the firm could make to benefit the environment. The winning idea promoted and rewarded employee carpooling.
Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- District of Columbia Bar, Pro Bono Law Firm of the Year
- Public Counsel, Pro Bono Law Firm of the Year
- ABA Section of Litigation, John Minor Wisdom Public Interest and Professionalism Award
- Human Rights Campaign, Ally of Justice Award
- Advancement Project, Law Firm Pro Bono Award
- Tahirih Justice Center, Law Firm of the Year Award
- Judicial Conference of the District of Columbia Circuit Standing Committee on Pro Bono Legal Services, “40 at 50” Award, presented to law firms where 40% of the attorneys performed 50 or more hours of pro bono legal work during the year (awarded to Arnold & Porter every year since the inception of the award)
- Judicial Conference of the District of Columbia Circuit Standing Committee on Pro Bono Legal Services, “50 at 50” Award, presented to law firms where 50% of the attorneys performed 50 or more hours of pro bono legal work during the year (awarded to Arnold & Porter each year since the creation of this new category in 2012)
- The Interfaith Center of New York, James Parks Morton Interfaith Award
- Capital Area Immigrants’ Right (CAIR) Coalition, Pro Bono Law of the Year
- DC Appleseed, Pro Bono Partner Award
- Washington Legal Clinic for the Homeless, Pro Bono Recognition
- Domestic Violence Legal Empowerment and Appeals Project (DV LEAP), Leap for Justice Associate of the Decade Award
- Law360, recognized as one of Law360’s Pro Bono Firms of 2013
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs, Outstanding Achievement in the field of Immigrant and Refugee Rights
- Washington Business Journal, selected as #1 Pro Bono Law Firm assisting Washington area nonprofit organizations
- Western Center on Law and Poverty, 2013 Fair Shake Rock Star Award
- Casa de Maryland, Social Justice Award
- National Law Journal/Legal Times, 2013 Pro Bono Hotlist
- The Public Defender Service for the District of Columbia, Distinguished Service Award
- Maryland Office of the Public Defender Office, Gideon Award
- Legal Aid Society of New York, Second Acts Leadership Award
- Public Counsel, Honorable Benjamin Aranda III Outstanding Public Service Award
- Bay Area Legal Aid, Law Firm Pro Bono Leadership: Impact Litigation Pro Bono Partner Award
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs Outstanding Achievement Award in the field of Equal Employment Opportunity
- Children’s Law Center Pro Bono Champion Award
- ABA Death Penalty Representation Project Exceptional Service Award
- Legal Aid Society of New York, Distinguished Service Award
- Whitman-Walker Legal Services Going the Extra Mile Law Firm Award
- DC Employment Justice Center Decade of Service Award
- NLADA, Beacon of Justice Award

Please add any additional information about your firm’s pro bono program.

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.” — Margaret Meade

In this spirit, Arnold & Porter has established one of the world’s leading law firm pro bono programs.

Our pro bono commitment is key to who we are and is the reason why many of our attorneys have made their professional home here. We believe that all lawyers have a moral obligation to do pro bono work, and we strive to be the best there is.

Numbers are one way to tell the story. Many law firms have upgraded their pro bono programs in recent years, but Arnold & Porter is one of a small number of firms whose attorneys consistently average more than 100 hours per year of pro bono work, year in and year out. The Firm and its lawyers have won dozens of awards in recent years, including the ABA’s prestigious “Pro Bono Publico” award for the country’s best pro bono program.

Our commitment to pro bono is as broad as it is deep. We have no single “signature” project—our program is as diverse as the interests of our lawyers and the needs of justice. We have a heavy load of “impact” cases, such as our successful challenge to the Pennsylvania voter ID law and our ongoing challenge to the deplorable treatment of mentally ill prisoners at the federal “Supermax” prison in Colorado. Our impact cases involve the death penalty, political asylum, election reform, and religious freedom, among many other areas.

This work sometimes involves representing unpopular clients whose cases can be the toughest ones our firm handles, such as our efforts to help an Islamic group build a mosque in a New Jersey town despite bitter opposition. But these are often the most meaningful cases our lawyers ever handle. In addition to handling high-profile cases, we represent many disadvantaged individuals, such as families facing eviction, women who have been the victims of brutal domestic violence, and people who have been wrongfully denied government benefits. Our

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work covers the full range of our lawyers’ skills, including transactional work and counseling for non-profits and non-governmental organizations.

We encourage our lawyers to devote 15% of their time to pro bono work, and we make clear to all lawyers that we expect them to do this work. For we believe, in the words of Robert Kennedy, that while “few may have the greatness to bend history itself” each time an individual “stands up for an ideal, or works to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope. And those ripples, crossing each other from a million centers of energy and daring, build a current that can sweep down the mightiest walls of resistance and oppression.”
BAKER, DONELSON, BEARMAN, CALDWELL & BERKOWITZ, PC

165 Madison Avenue
Suite 2000
Memphis, Tennessee 38103
Phone: (205) 244-3803
www.bakerdonelson.com

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THE STATS
No. of Attorneys: 699
No. of Offices: 18
Chairman and CEO: Ben C. Adams

EMPLOYMENT CONTACT
Rebecca Simon
Recruiting Director
Phone: 205-244-3814
Email: rsimon@bakerdonelson.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

About 70% of her time.

Please provide the primary pro bono contact(s)’s information below.

Lisa W. Borden
Pro Bono Shareholder
Phone: 205-244-3803
Email: lborden@bakerdonelson.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Every other month.

Please describe the composition of the committee.
Committee consists of shareholders and associates from each office as well as administrative personnel.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Approval by Pro Bono Shareholder.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Atlanta Legal Aid
- Birmingham Bar Volunteer Lawyers Program
- Memphis Area Legal Services
- Pro Bono Project of New Orleans
- Kids In Need of Defense
- Equal Justice Initiative
- Homeless Experience Legal Protection program
- National Veterals Legal Services Program
- Mississippi Legal Services
- Legal Aid of East Tennessee

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- We established and continue to coordinate the operations of homeless shelter legal clinics in several cities through the HELP program, and recently opened our newest clinic in Knoxville, TN. We also helped establish and coordinate the operations of homeless court programs in Birmingham, AL and New Orleans, LA, and the provision of legal services at Project Homeless Connect events.
- Our Memphis office has provided many hours of pro bono service to the Community Lift Foundation. Community LIFT works with low income communities in the Memphis area on economic development, and helps with grants, real property acquisitions, etc. As an outgrowth of that, we have also worked with the Soulsville Foundation on its acquisition of real estate. Soulsville works on economic development and preservation in the historic Soulsville area of Memphis.
- Our New Orleans attorneys are providing a variety of legal services for the development of St. Andrew’s Village, a faith-based, mixed-use Village community where both adults with all degrees of developmental disabilities and non-disabled individuals can live, work, worship, and socialize throughout their lives. To become a reality, the developers of this community require legal and technical assistance with regulatory and licensure compliance.
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Our Orlando office represents the residents of Naples Estates mobile home community in fighting the park owner’s efforts to evict them from their homes. Our clients are elderly individuals on fixed incomes, many of whom are disabled and/or veterans. In an earlier case, the park owner sued the homeowners association for a declaration that an exorbitant and retaliatory rent increase was enforceable. Although individual residents were not parties, the court ordered them to deposit large amounts of back rent, which they could not afford. When the owner sued to evict them, Baker Donelson stepped in and prevented it. The residents can now fight the rent increase.

- Baker Donelson proposed and shepherded the creation of the City of Birmingham Municipal Court’s homeless court program, Turning Point. Using the services of volunteer defense lawyers to represent homeless individuals referred by their service providers, Turning Point began holding a monthly docket in October 2012. In its first 6 months of operation, the program helped resolve the cases of more than 50 homeless individuals, replacing fines and jail time with productive activities that will assist the individuals in becoming housed. Baker Donelson receives all referrals, recruits and trains volunteer attorneys, and is present at each monthly docket.

- The firm continues to represent Mrs. Myrlie Evers-Williams and the Medgar and Myrlie Evers Institute in various legal matters related to the preservation of the Evers’ family legacy of civil rights activism, and to her continued efforts to educate and advocate on civil rights issues. Our representation includes transactional, estate and intellectual property matters, and supports Mrs. Evers in expanding her work.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 15,138
Total number of pro bono hours in 2013: 15,396

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 656
Number of attorneys as of December 31, 2013: 699

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 23
Average number of hours per attorney in 2013: 22

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

No

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

No

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

51–100

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

The firm offers professional development opportunities in-house to all attorneys. Each attorney also has a continuing education budget that can be applied to external training, including training related to pro bono matters. In addition, we sometimes host in-house training by pro bono organizations, such as the Veterans Consortium Pro Bono Program, that is made available throughout the firm by videoconference.

Does the firm offer the use of support staff in handling pro bono matters?

Yes
Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 545
- 2013: 208

**Average hours per summer associate spent on pro bono work**
- 2012: 11
- 2013: 11

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**
- 2012: 42%
- 2013: 51%

Please provide any additional information about pro bono opportunities available to summer associates.

In addition to assisting with ongoing pro bono matters, summer associates are invited to participate with our attorneys at pro bono clinics and pro se help desk sessions. Summer associates have assisted with death penalty cases, homeless shelter matters, and non-profit corporate work.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Summer pro bono fellowships in conjunction with Cumberland School of Law, Mississippi College of Law, Tulane School of Law and The University of Tennessee School of Law; loan repayment assistance program for University of Tennessee students who choose public interest careers; Atlanta Legal Aid Cancer Legal Initiative intake program. We routinely provide financial support to our pro bono partnering organizations.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Susan G. Komen Race for the Cure, Habitat for Humanity, Wounded Warrior Project, Project Homeless Connect, education programs at elementary schools.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

National Legal Aid and Defender Association Beacon of Justice Award; Tennessee Bar Association Corporate Counsel Pro Bono Law Firm of the Year; Birmingham Business Journal Corporate Citizen of the Year; Birmingham Bar Volunteer Lawyers Program Pro Bono Law Firm of the Year.
BALLARD SPAHR LLP

1735 Market Street
51st Floor
Philadelphia, PA 19103
Phone: (215) 665-8500
www.ballardspahr.com

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THE STATS
No. of Attorneys: 535
No. of Offices: 14
Chairman: Mark S. Stewart
Hiring Partner(s): Charles S. Hirsch (Baltimore)
            Leslie Eaton (Denver)
            Jeffrey S. Beenstock (New Jersey)
            Louis Chodoff (New Jersey)
            John B. Kearney (New Jersey)
            John C. Grugan (Philadelphia)

EMPLOYMENT CONTACT
Lisa K. Feden
Entry Level Hiring Manager
Phone: 215-864-8339
Email: fedenl@ballardspahr.com

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Contracting • Health Care • Housing (FHA and GSE Financing,
Government-Assisted Housing, Housing Bonds, Tax Credits)
• Intellectual Property • Intellectual Property Litigation • Labor
and Employment • Litigation • Media Law • Mortgage Banking
• Municipal Securities Regulation and Enforcement • P3/
Infrastructure • Privacy and Data Security • Product Liability
and Mass Tort • Professional Liability • Public Finance • Real
Estate • Real Estate and Construction Litigation • Real Estate
Development and Complex Transactions (Construction, Eminent
Domain, Leasing, Mixed-Use Development and Condominiums,
Real Estate Tax, Zoning and Land Use) • Real Estate Finance
and Capital Markets (Commercial Loan Servicing, Distressed
Real Estate, Private Equity Real Estate, REITs, Resort and
Hotel) • Securities Enforcement and Litigation • Tax (Exempt
Organizations) • Water Rights • White Collar Defense/Internal
Investigations

Industries:
Higher Education • Insurance • Life Sciences and Technology
• Sports

Initiatives:
Climate Change and Sustainability • Health Care Reform •
Korea • Municipal Recovery
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of their time.

Please provide the primary pro bono contact(s)'s information below.

Mary Gay Scanlon  
Pro Bono Counsel  
Phone: 215-864-8912  
Email: scanlonm@ballardspahr.com

Lisa Whiteley  
Director of Practice Management, Pro Bono  
Phone: 215-864-8187  
Email: whiteleyl@ballardspahr.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

Each office and department is represented on the Pro Bono Committee, along with dedicated program staff.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm assesses financial eligibility, conflicts of interest, and available staffing.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• American Civil Liberties Union
• Homeless Advocacy Project
• Human Rights First
• Innocence Project
• National Lawyers Committee
• LawWorks-transactional matters
• Children’s Law Center
• SeniorLAW Center
• Volunteer Lawyers for the Arts
• Local Bar pro bono referral organizations

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Civil forfeiture (confiscation of assets allegedly gained through criminal activity) has increasingly been used to seize the homes and other assets of innocent relatives of alleged wrongdoers. A Ballard Spahr team represents these victims, most of whom are poor, and often elderly or disabled. Typically, the home of an elderly person is seized, after a young relative living there is implicated in drug sales. In 2013, our significant civil forfeiture work included (1) a trial over seizure of the home of two disabled women after one's adult son was arrested for selling drugs at another location, (2) an appellate argument raising novel issues under the PA civil forfeiture statute that has just been relisted for rehearing en banc, and (3) providing background for a New Yorker article about civil forfeiture abuse. We work closely with Prof. Lou Rulli (Penn Law), a national expert on the issue.
• Asylum and Immigration: our clients’ compelling stories have engaged both our pro bono services and our hearts. In 2013, Ballard chair, Mark Stewart, represented Hawa Salih, a 2012 recipient of the U.S. State Department’s International Woman of Courage award in her successful asylum bid. But, as Stewart says, “asylum is a marathon, not sprint”. Once the political activist and torture survivor received asylum, she needed a job, and found that skills used to advocate for women and rule of law in a Darfur refugee camp did not translate easily to the U.S. job market. Members of Ballard’s legal, administrative and marketing staff worked with Hawa to help her find a job, furnish an apartment, and return to school. In other asylum cases, pro bono attorneys helped clients raise money to reunite their families. Our pro bono attorneys’ extra-legal efforts included an auction of firm artwork, a race wearing a costume for pledges, and soliciting donations and frequent flyer miles from friends.

• National Conference of Black Mayors—Kevin Johnson, mayor of Sacramento, was elected president of NCBM in May 2013 at its annual conference in Georgia, just as news broke that the organization’s leadership had run up debts in excess of $1M and lost its 501c3 status. Johnson moved quickly to address its financial losses and restore NCBM’s mission of advocating on behalf of more than 500 black mayors and constituents. He formed a committee and initiated a competitive interview process to secure pro bono counsel. (Many lawyers and laypersons are surprised that law firms compete for high profile pro bono work.) Ballard was selected to initiate the investigation. When the NCBM’s executive director refused to cooperate or produce financial records, and then tried to invalidate Johnson’s election, Ballard filed suit. After discovery and several days of trial, the court ordered production of the financial records, which disclosed significant irregularities. In May 2014, the judge ruled that the election was legal.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Daniel Dougherty Death Penalty Case—Daniel Dougherty was wrongfully convicted of arson murder in 2000, 15 years after a Philadelphia house fire claimed the lives of his 2 young sons. In December 2013, he was finally granted a new trial because his trial counsel failed to challenge the scientifically unsound arson testimony that formed the basis for his conviction. Ballard has represented Dougherty for almost a decade in his post conviction efforts, in a saga that we hope will reach a successful conclusion this year. The state has already agreed to commute Dougherty’s death sentence, and the judge in his first trial was removed from further proceedings by the state Supreme Court after she instructed a court reporter to redact some of her remarks during post conviction proceedings from the official record.

• The Neighborhood Interfaith Movement—In its pro bono representation of Neighborhood Interfaith Movement, a 40-year old social services agency in one of Philadelphia’s poorest neighborhoods, Ballard gave a textbook demonstration of how lawyers at the nation’s largest law firms can use their strong commercial law skills to advance public interest objectives. In late 2012, NIM found itself in financial crisis. In the wake of the 2008–09 recession, critical funding and grants had dried up, and the organization was forced to close its doors. However, NIM’s leadership wanted to try to preserve as many of its crucial social services programs as possible, and ensure that its mostly low-income employees were compensated to the greatest extent possible. Ballard attorneys helped the organization develop a plan to unwind its operations and utilize the bankruptcy code to transition the vital community services provided by the agency.

• A team of Ballard attorneys from across seven offices began working on a project with the national Lawyers’ Committee for Civil Rights to examine voting rights enforcement and compliance in the wake of the U.S. Supreme Court’s decision in Shelby v. Holder that struck down a key provision of the Voting Rights Act.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 30,020
Total number of pro bono hours in 2013: 34,538

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 479
Number of attorneys as of December 31, 2013: 535

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 63
Average number of hours per attorney in 2013: 60

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes
Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

**What training opportunities are open to associates working on pro bono matters?**

Ballard Spahr regularly partners with public interest agencies to host legal education seminars for both its own attorneys and the larger legal community. Recent training programs at the firm have included the following topics: Asylum, Family Law, Social Security SOAR Benefits, and Small Business advice. Associates are also encouraged to attend seminars on pro bono topics hosted by other organizations, at the firm’s expense. Finally, the firm has developed pro bono practice groups to provide additional training and support for the lawyers and support staff who undertake pro bono cases.

**Average hours per summer associate spent on pro bono work**

2012: 53

2013: 47

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

2012: 99%

2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.

All summer associates are given the opportunity to work on pro bono matters. They participate in firm seminars on pro bono topics and attend orientation on the firm’s pro bono projects. Over the past few summers, some of the pro bono projects Ballard summer associates have worked on include: intake at a homeless shelter, research projects for the Anti-Defamation League, investigation of a death penalty case, asylum cases, and social security disability cases.

**Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?**

Yes

Please describe the established program(s) and their duration, if applicable.

Ballard Spahr is a signatory to the Philadelphia Bar Foundation Fellowship and offers new associates the opportunity (and funding) to work for a public interest legal organization for one year. The firm also lends attorneys to government agencies for specific projects. Law students who have already accepted a permanent offer with the firm are offered externships at public interest agencies.

**What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.**

- In 2006, the firm entered into a comprehensive career pipeline partnership with Constitution High School, a civics magnet school in Philadelphia. Ballard Spahr attorneys and staff mentor students, coach their mock trial team, provide job shadowing for all students, and work with the school to encourage its students to pursue college and careers in law.
- Since 1997, Ballard Spahr has organized and sponsored the DuPont Minority Job Fair, in which law firms are invited to interview minority law students. The firm regularly sponsors conferences and activities addressing diversity in the legal profession, including activities of minority bar associations, the ABA and MCCA, and numerous Ballard attorneys serve in leadership roles in those organizations.

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

2012: 998

2013: 701
• The firm contributes substantial pro bono and financial support to a wide array of legal services organizations, and more than twenty Ballard Spahr attorneys serve on the boards of legal services agencies across the country.

• Ballard Spahr also partners with numerous law schools to supervise law students working on pro bono matters.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Ballard Spahr lawyers and staff participate in a wide array of community service projects in all of the cities where the firm has offices, including Habitat for Humanity; homeless shelters, neighborhood associations, educational and arts programs, historical societies and community development projects. Lawyers in all offices are involved in formal mentoring, reading, teaching and moot court projects with public school students. Many lawyers and staff are active board members on more than one nonprofit organization, and many are politically active. The firm also formally honors Martin Luther King Day of Service by closing its offices, offering service opportunities, and encouraging all lawyers and staff to participate in service projects in their communities. In 2014, Ballard Spahr has identified hunger and sustainable food as the focus of its social responsibility efforts, and has already donated more than $100,000 in cash, legal services and goods, in addition to non-legal volunteer work at soup kitchens, food drives, and homeless shelters.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

May 2014
Maryland Legal Aid Bureau's Equal Justice Council: Pacesetter Award to Ballard Spahr LLP

April 2014
Support Center for Child Advocates: 2014 Distinguished Advocate Award to Katayun I. Jaffari

March 2014
Philadelphia VIP: Philadelphia Volunteers for the Indigent Justice William J. Brennan, Jr. Award—Large Firm to Ballard Spahr LLP

Philadelphia VIP: March Volunteer of the Month Award to Patricia G. Cramer

February 2014
Public Interest Law Association (PILA) at the William S. Boyd School of Law: PILA’s Silver Staircase Award to Bill Curran for his inspiring pro bono work and community development initiatives

January 2014
New York State Bar Association: 2014 Justice for All Awards to Alisa M. Huth and Marjorie J. Peerce

December 2013
Legal Aid Center of Southern Nevada: 2013 Pro Bono Project Award to Bill Curran in recognition of performing 100 hours or more of pro bono work in 2013

October 2013
Homeless Advocacy Project: Homeless Advocacy Project Award for Outstanding Service to the Clients of the Homeless Advocacy Project given to Francine Appleton, William B. Igoe, Kelly T. Kindig, Sharon Marshall and Lisa F. Whiteley; and to Mary Gay Scanlon in Recognition of Outstanding Service as Coordinator in the Homeless Advocacy Project’s Adopt-A-Shelter Program


American Inns of Court’s Sandra Day O’Connor Award for Professional Service: Award for excellence in public interest and pro bono activities to Daniel J. McKenna

September 2013
Philadelphia’s Magic Gardens: Magic Beyond the Gardens Award to Ballard Spahr LLC

GlaxoSmithKline: Public Service Law Firm of the Year Award to Ballard Spahr LLP for the firm’s commitment to pro bono and public service

Friends of Emery: Outstanding Community Award to Ballard Spahr and Jack Semrani

June 2013

Washington Lawyers’ Committee: Outstanding Achievement Award for Pro Bono Efforts to Ballard Spahr LLP, Washington, DC. In recognition of the work with the Disability Rights Project on Berke v. Federal Bureau of Prisons

Maryland Legal Aid Bureau’s Equal Justice Council: Pacesetter Award to Ballard Spahr LLP

May 2013
Rutgers Law School: Pro Bono Publico Award for 50 Hours of Service to Jodena Carbone

American Bar Association’s 2013 Michael Scher Award: Michael Scher Award by the American Bar Association Forum on Affordable Housing and Community Development Law to Paul K. Casey

Arts & Business Council Award: PVLA Volunteers of the Year Award to Keith B. Joseph and Maura E. McKenna

April 2013
The USC Gould School of Law, Public Interest Law Foundation Award: 2013 PILF Paul Davis Memorial Pro Bono Attorney of the Year Award to Rosina “Nina” M. Hernandez

Bright Beginnings: Pro Bono Champion for Children Award

February 2013
Legal Aid Center for Southern Nevada: Volunteer of the Month Award to Bill Curran

Please add any additional information about your firm’s pro bono program.

Ballard Spahr’s firm culture places a high value on community service, and in particular, pro bono work. Ballard Spahr lawyers’ active participation in community affairs generates much of the firm’s transactional pro bono work, as they often refer nonprofit organizations with which they work to the pro bono program. Recognizing the unique talents and interests of its lawyers, and the diverse needs of the communities in which they live and work, the firm has adopted a “big tent” as the guiding image of its pro bono program, rather than requiring participation in a signature project. Any attorney is free to bring a pro bono case to the firm, if it meets the firm’s eligibility requirements and passes a conflict check. Ballard Spahr attorneys pride themselves on providing the highest quality representation to all of their clients, including those who are represented pro bono. The firm’s commitment to providing pro bono services is most vividly demonstrated by the firm’s inclusion of all pro bono time as billable hours for the purpose of hourly targets, lawyer evaluations and bonuses.
11 S. Meridian St.
Indianapolis, IN 46204
Phone: (317) 231-7296
www.btlaw.com

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THE STATS
No. of Attorneys: 571
No. of Offices: 12
Firm Managing Partner: Alan A. Levin
Hiring Partner(s): Jason T. Clagg
Jonathan P. Froemel
Jeffrey G. Muth
William E. Padgett
D. Michael Anderson
Bradley J. Frank

EMPLOYMENT CONTACT
Shannon L. Williams
Director of Law School Recruiting & Diversity
Phone: 317-231-7488
Email: shannon.williams@btlaw.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half.

Please provide the primary pro bono contact(s)’s information below.

John R. Maley
Partner
Phone: 317-231-7464
Email: john.maley@btlaw.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Periodically, as necessary.

Please describe the composition of the committee.

The Pro Bono Committee includes representation from Partners and Associates; an attorney from each office of the firm; and a member of the Management Committee.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The Pro Bono Committee reviews the matter and, if approved, it then goes to the Department Chairperson or Administrator for approval.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Death penalty defense.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Court Apointments from United States, including Circuit courts of Appeal and District Courts
• Court appointments from state courts in all jurisdictions in which we have offices
• Collaborate with state and local bar associations on pro bono, particularly for project based and clinic based delivery of services
• Collaborate with community based non-profit legal aid providers

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Multiple court appointments in Seventh Circuit Court of Appeals
• Pro Bono General Counsel for Wernle Youth and Family Treatment Center
• Pro Bono in A Box in Columbus, OH, for non-profit service organizations

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 7,149
Total number of pro bono hours in 2013: 7,317

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 510
Number of attorneys as of December 31, 2013: 540

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 14
Average number of hours per attorney in 2013: 14
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 11–20%
Percentage of attorneys who did pro bono work in 2013: 11–20%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
All attorneys are to strive for the aspirational goal of 25 hours annual pro bono service.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
Up to 50 hours.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Multiple training opportunities, ranging from drafting, depositions, trial and appellate arguments, are available to associates working on pro bono matters.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 56
2013: 358

Average hours per summer associate spent on pro bono work
2012: 4
2013: 33

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 15%
2013: 64%

Please provide any additional information about pro bono opportunities available to summer associates.
We try to ensure each summer associate works on at least one pro bono matter while they are with us during the summer.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Barnes & Thornburg’s Chicago office was added to the Public Interest Law Initiative’s (PILI) 2013 Pro Bono Recognition roster.
  The firm is one of only 34 law firms and 10 corporate legal departments to appear on this year’s list. PILI makes pro bono legal services accessible for individuals, families and communities in need. It is one of the premier pro bono organizations in Illinois.
  Barnes & Thornburg made this year’s list because it nearly doubled the number of pro bono hours over the previous year and took some innovative steps to expand its pro bono
• Mark Stuaan of the Indianapolis office was the 2013 recipient of the Seventh Circuit Bar Association’s John Paul Stevens Pro Bono & Public Service Award. The award honors Mark’s commitment to pro bono work in the U.S. Seventh Circuit. Mark is a member of Barnes & Thornburg’s Litigation Department where he focuses his practice in white collar criminal defense in state and federal district courts. He has handled 10 pro bono criminal appeals before the U.S. Court of Appeals for the Seventh Circuit as appointed counsel and an estimated six cases where he has assisted other lawyers handling appeals. Stuaan also possesses a strong passion for helping young attorneys learn about the appellate system and instilling in them the value of pro bono work.

• John W. Mills, III, of the Atlanta office received the 2012 “Law Firm Attorney of the Year Award” from the Pro Bono Partnership of Atlanta (PBPA). John was honored for his pro bono work, where he was called upon to assist several local nonprofits facing bankruptcy or bankruptcy-related challenges. The PBPA, an organization that matches volunteer lawyers with local nonprofits in need of free legal counsel, recognized this year’s honorees at its sixth annual Volunteer and Donor Appreciation Reception on January 24 at the office of Sutherland, Asbill & Brennan LLP.

John is a partner in Barnes & Thornburg’s Atlanta and Los Angeles offices, where he is a member of the firm’s Finance, Insolvency and Restructuring Department. He concentrates his practice on bankruptcy, debtor/creditor rights, bankruptcy acquisitions and insolvency related litigation, including receiverships and foreclosures.

• Kendall Millard and Mark Stuaan, partners in Barnes & Thornburg LLP’s Indianapolis office, have each received the Pro Bono Publico Award from the Indiana Bar Foundation for their outstanding pro bono services. The Pro Bono Publico Award annually recognizes the extraordinary contributions that are made toward ensuring legal services are available to people who otherwise could not afford them. The award serves to focus public awareness on the substantial voluntary services rendered annually by Indiana lawyers.

Kendall is co-chair of Barnes & Thornburg’s Antitrust and Competition Law Practice Group and a member of the Litigation and Intellectual Property Departments. He has handled or managed more than 25 pro bono cases for indigent clients since 2004 that are seeking asylum and has clients spanning nine different countries, including Egypt, Ethiopia and Sierra Leone. In 2011, Millard was commended for his service at Barnes & Thornburg by receiving the Joseph A. Maley Pro Bono Award, the firm’s pro bono award.

Mark is a member of Barnes & Thornburg’s Litigation Department where he focuses his practice in white collar criminal defense in state and federal district courts. He has handled 10 pro bono criminal appeals before the U.S. Court of Appeals for the Seventh Circuit as appointed counsel and an estimated six cases where he has assisted other lawyers handling appeals. Stuaan also possesses a strong passion for helping young attorneys learn about the appellate system and instilling in them the value of pro bono work.

Please add any additional information about your firm’s pro bono program.

Barnes & Thornburg LLP has a long tradition of pro bono service nationally, regionally, and at the local level to persons of lesser means and to nonprofit service organizations. The time our attorneys devote to legal and civic pro bono work is valued equally with standard legal services provided to traditional clients. The firm is committed to participating in and supporting pro bono legal and civic opportunities at every level, with attorneys representing individuals, nonprofits and service organizations. The breadth and diversity of pro bono performed by Barnes & Thornburg attorneys is significant, ranging from appeals in the U.S. Supreme Court and U.S. Circuit Courts of Appeals for indigent individuals, domestic violence matters for abused women, and formation and counsel to scores of nonprofits across the country.

The firm has a comprehensive Pro Bono Policy that is administered by a multi-office Pro Bono Committee comprised of partners and associates from our offices in Atlanta, Chicago, Delaware, Indiana, Los Angeles, Michigan, Minneapolis, Ohio, and Washington, DC. All attorneys are encouraged to provide at least 25 hours of legal pro bono services a year—separate from individual volunteerism efforts and board involvement. The firm also gives billable hour credit to associates for up to 50 hours of approved legal pro bono work. In addition, the firm and our attorneys also provide substantial financial support to many providers who perform legal services for those who cannot afford them.

Barnes & Thornburg is a member of the Law Firm Pro Bono Project, a national nonprofit organization comprised of leading national law firms committed to pro bono legal services. Beyond being a member of that organization, the firm is also a signatory to the Pro Bono Pledge, through which the firm strives to devote 3 percent of the Firms’ billable hours to pro bono services.

The firm is consistently ranked in the top 150 of law firms by The American Lawyer pro bono rankings, including one ranking as high as 73rd in the nation for pro bono service.
“We make a living by what we get, we make a life by what we give.”

—Sir Winston Churchill
Bingham McCutchen LLP
One Federal Street
Boston, MA 02110
Phone: (617) 951-8346
www.bingham.com

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White Collar Investigations and Enforcement

THE STATS
No. of Attorneys: 865
No. of Offices: 14
Managing Partner: Steven C. Browne
Hiring Partner(s): Christina Edling Melendi

EMPLOYMENT CONTACT
Susan G. Manch
Firmwide Director of Legal Recruiting
Phone: (202) 373-6560
Email: susan.manch@bingham.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Bingham’s Pro Bono Counsel and two Pro Bono Managers each devote 100% of their time to the firm’s pro bono program.

Please provide the primary pro bono contact(s)’s information below.
Rachel L. Strong, Esq.
Pro Bono Counsel
Phone: 202.373.6743
Email: rachel.strong@bingham.com

Hilarie Atkisson, Esq.
Senior Manager, Pro Bono (West Coast)
Phone: 415.393.2157
Email: hilarie.atkisson@bingham.com

Fiona Brett, Esq.
Senior Manager, Pro Bono (East Coast)
Phone: 212.705.7250
Email: fiona.brett@bingham.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
One or two partners and one associate from each domestic office, London and Tokyo.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Bingham uses the pro bono definition devised for the Pro Bono Institute’s Law Firm Challenge. If a proposed matter meets the definition and can be staffed with interested attorneys, it is usually accepted. Matters that will require significant investments of time are considered on a case-by-case basis. The firm weighs, among other considerations, the public interest at stake and the current pro bono caseload.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Children’s Law Center
- New York Lawyers for the Public Interest
- Say Yes to Education
- Her Justice (formerly inMotion)
- The Lawyers’ Committee for Civil Rights Under Law
- Los Angeles Legal Aid Foundation
- Kids in Need of Defense
- Public Counsel
- Center for Public Representation
- Human Rights First

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- For many years, members of Bingham’s Technology, Media and Telecommunications group have provided pro bono legal services to the nonprofit Telecommunications for the Deaf and Hard of Hearing (TDI). Bingham attorneys counsel TDI on policy and operational issues, trying to ensure equal access to telecommunications for deaf and hard of hearing persons. With the advent of the Internet and other technological
advances, TDI has a host of new issues to address, ranging from enabling 911 access through Blackberries and text messaging to expanding video phone accessibility.

- In 2013, Bingham attorneys successfully represented multiple clients seeking asylum in the U.S., including an Iranian woman who converted to Christianity while living in Iran, a crime potentially punishable by execution if she returned to Iran; a student activist from Cameroon who had been imprisoned and tortured for organizing non-violent protests for the equality and independence of Cameroon's English-speaking population; and an Ethiopian journalist seeking asylum in Japan. Bingham attorneys also successfully helped multiple victims of violent crime to obtain U Nonimmigrant Status Visas ("U Visas") and victims of human trafficking obtain T Nonimmigrant Status Visas ("T Visas"). One of the rationales behind the U Visa and T Visa is to encourage undocumented immigrants to cooperate with law enforcement without the fear of deportation and to punish individuals who prey on a vulnerable population.

- Bingham represents 10 current and former Boston police officers and cadets who brought suit against the police department alleging, among other things, that the department's drug-testing program violated Title VII of the Civil Rights Act of 1964. In making the Title VII claim, the officers and cadets alleged that the screening, which tested hair samples for illegal drugs, had a disparate impact on African American employees, who were more likely to test positive for cocaine even though they had not ingested cocaine. The hair test at issue is a proprietary test that was once marketed aggressively throughout the United States. In 2008, after four years of study, the federal government determined that the test was not sufficiently reliable for screening federal government employees. The test is unreliable because results can vary significantly on same-day specimens from the same person and because it cannot definitively rule out external contamination as the source of drugs in the hair specimen. The plaintiffs argued that this unreliability disproportionately burdens African Americans, who have a higher risk of external contamination because of the texture, melanin content and porosity of their hair. These factors tend to cause cocaine and its metabolites in the environment in particular to bind to African American hair more than that of Caucasians, resulting in disproportionately more positive test results for African Americans even though they have not ingested cocaine. The individual plaintiff officers were discharged over eight years, some with lengthy and highly commended service, solely because their hair samples were determined to contain several nanograms of cocaine (a nanogram is one billionth of a gram).

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Bingham filed an amicus brief on behalf of 28 businesses, cities, and other employers and employer organizations in United States v. Windsor, the U.S. Supreme Court case that struck down the federal Defense of Marriage Act ("DOMA") as unconstitutional. The brief argued from the point of view of the employer that DOMA's prohibition of federal recognition of lawful marriages between same-sex spouses created a variety of hardships in the employer's effort to administer tax, benefits, and other human resources matters and in efforts to foster workplace morale. Our amici clients included Goldman Sachs, Morgan Stanley, Deutsche Bank, Bank of New York Mellon, State Street Bank, MassMutual, Eastern Bank, Microsoft, Google, Oracle, Apple Computer, eBay, CBS, Viacom, EMC Corp., NIKE, Twitter, Ogilvy & Mather and Starbucks, and the cities of Boston, Hartford, Los Angeles, New York, San Francisco and Seattle. In 2011 and 2012, Bingham served as amicus counsel in First Circuit and Ninth Circuit cases seeking to strike down DOMA as unconstitutional. In 2013, Bingham attorneys also assisted immigrants in applying for family-based legal status based on their same sex marriages. After DOMA was overturned, the U.S. government allowed all immigrants legally married to U.S. citizens, regardless of the sex of their spouse, to apply for legal status. Bingham helped immigrants in newly recognized marriages to petition for status based on family.

- Bingham represents several students at Tucson Unified School District No. 1 in a suit against various state officials, challenging the constitutionality of an Arizona state statute that limits school districts’ ability to provide certain race-related curricula. The statute led to the elimination of Mexican-American studies courses as well as the removal of all copies of seven books from Tucson Unified School District’s classrooms. A group of teachers and students in the district challenged the statute’s constitutionality in federal court, and although the teachers were dismissed from the lawsuit, the students continued the challenge. The court ruled that the concerns did not meet the high threshold needed to establish a constitutional violation, declaring one provision of the statute to be unconstitutionally overbroad but granting summary judgment to the defendants on all of the other claims. In November 2013, the American Library Association, the National Education Association, the Anti-Defamation League, and other groups of authors, public teachers and literacy organizations filed six amicus briefs supporting our clients’ appeal.

- Bingham represents prisoners in Mitchell v. Felker, challenging the California Department of Corrections (“CDCR”) inmate lockdown policy, which allows prison staff to respond to perceived safety concerns by locking down inmates for indefinite periods of time based solely on their race. During the lockdowns, the affected inmates are confined to their cells without outdoor exercise, religious services, and other privileges, often for months at a time. We represent putative lead plaintiffs who seek injunctive relief under the 8th and 14th Amendments to the U.S. Constitution. This case affects tens of thousands of inmates, and a favorable ruling would be an important step towards reform and a significant development in this area of the law. It also would require that the CDCR address pervasive gang problems, which current policy actually foment by effectively treating all inmates as “implicitly” belonging to race-based gangs.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law
Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 48,805
Total number of pro bono hours in 2013: 53,170

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 816
Number of attorneys as of December 31, 2013: 716

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 60
Average number of hours per attorney in 2013: 74

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
The combined client billable and non-billable hours target is 2,000 hours (1,900 hours for First-Year Associates). Of this total, at least 1,900 will be billable hours (1,800 for First-Year Associates). Up to 100 hours of pro bono work may count toward the target. Associates/counsel designated as core team members on a major pro bono matter must still meet the overall hours target, but 1,700 will be billable hours.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Bingham offers attorneys extensive training opportunities, often provided by experts at legal services organizations. Bingham offers a pro bono library and maintains internal working group lists for attorneys across offices with an interest and/or experience in certain areas (asylum, educational advocacy, etc.) Partners provide direct supervision. Individual offices coordinate in-house trainings.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,837
2013: 2,304

Average hours per summer associate spent on pro bono work
2012: 42
2013: 53

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 91%
2013: 96%

Please provide any additional information about pro bono opportunities available to summer associates.
Opportunities vary by office, but Bingham encourages each summer associate to engage in at least one pro bono matter. Summer associates often assist with ongoing pro bono
In addition to direct funding fellowships, Bingham has the backpacks, firm employees raised thousands of dollars to through Bingham’s firmwide backpack project. In addition to age-appropriate school supplies to homeless or at-risk children Bingham employees donated over 2,300 new backpacks full of pro bono areas of focus: children and education. In 2013 alone, Bingham’s firmwide backpack project. In addition to the backpacks, firm employees raised thousands of dollars to supplement the back-to-school costs faced by at-risk families and underserved schools.

**Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?**

No

**What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.**

- In 2013, Bingham launched a program that enables the firm to use attorneys’ fees recovered in our pro bono litigation engagements to support multi-year public interest fellowships hosted by some of the nation’s most prominent and respected public interest legal service providers. Since 2011, Bingham has sponsored fellowships at Bay Area Legal Aid and New York Lawyers for the Public Interest. In 2013, we added fellowships at the Legal Aid Foundation of Los Angeles and the Children’s Law Center in Washington, DC. All of these public service organizations advocate on behalf of Bingham’s core values in areas of community service, children and education and have long supported our pro bono efforts. With several of these fellowships, Bingham also created a series of Signature Projects through which a local office partners with the legal service provider to staff matters and represent clients.

- In addition to direct funding fellowships, Bingham has supported Equal Justice Works fellowships since 1992. Bingham currently sponsors Equal Justice Works fellows working for The National Association for the Deaf’s Educational Advocate Project; California Rural Legal Assistance; and the Youth Advocacy Foundation.

**What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.**

Bingham McCutchen values corporate social responsibility and aligns our non-legal volunteer work most closely with our key pro bono areas of focus: children and education. In 2013 alone, Bingham employees donated over 2,300 new backpacks full of age-appropriate school supplies to homeless or at-risk children through Bingham’s firmwide backpack project. In addition to the backpacks, firm employees raised thousands of dollars to supplement the back-to-school costs faced by at-risk families and underserved schools.

In addition to our firmwide backpack project, we are proud of the many Bingham employees who participated in firm-sponsored volunteer projects with the following organizations in 2013: Ronald McDonald House; Loaves and Fishes Soup Kitchen; Bailey House; One Parent Scholar House; Turning Point Shelter; Henry Street Settlement; Power Lunch (literacy and mentoring program) SMART Program; and the Salvation Army’s Grate Patrol.

Each Bingham office organizes different ways to raise funds for charitable causes. 2013 fundraisers included charity pie toss contests; weekly Jeans Fridays; participation on Skip Lunch, Fight Hunger; participation in many marathons and walkathons; and an art auction.

**Please list any special recognition or awards your firm has won since 2012 for its pro bono work.**

- Law360 Pro Bono Law Firm of the Year, 2013
- Massachusetts Legal Assistance Corp. Honoree, 2013
- Bailey House Corporate Responsibility Award, 2013
- Boston Business Journal Top Charitable List, 2013
- The Recorder, Northern California’s 10 Leading Pro Bono Practices, 2012
- Bingham Recognized by Equal Justice Works, 2012
- Lawyers’ Committee for Civil Rights of the San Francisco Bay Area, Jack Londen Pro Bono Award, 2012
- Boston Bar Association’s Presidential Citation for Pro Bono, 2012
- Los Angeles Business Journal’s Volunteer of the Year, 2012
- Sanctuary for Families “Above and Beyond Award” 2012
- Connecticut Fair Housing Center’s George and Patricia Ritter Pro Bono Award, 2012

**Please add any additional information about your firm’s pro bono program.**

Bingham McCutchen is proud of its reputation as a national pro bono leader. Bingham is a founding signatory to the Pro Bono Institute’s Law Firm Pro Bono Challenge. We strongly encourage all of our lawyers to make pro bono work a priority, and we consider pro bono work in associate evaluations just like any billable matter. Throughout a lawyer’s tenure at Bingham, every evaluation addresses pro bono participation. We encourage our lawyers to develop their own pro bono interests and skills. We are committed to providing the resources necessary to serve our pro bono clients with the same level of skill, dedication and respect that we devote to all of our clients. Bingham’s pro bono program is managed by three lawyers whose sole focus is the development and administration of the firm’s pro bono program. Bingham’s Pro Bono Counsel and Managers work with our engaged and dedicated Pro Bono Committee to align our program with the interests and needs of our lawyers and the communities where we work and live.
BOIES, SCHILLER & FLEXNER LLP

333 Main Street
Armonk, NY 10504
Phone: (914) 749-8200
www.bsfllp.com

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Law • Pro Bono • Product Liability • Reorganization/Work-
Outs • Securities Litigation • Sports Law • Tax • White-Collar/
Business Crimes

THE STATS
No. of Attorneys: 290
No. of Offices: 13
Chairman: David Boies
Hiring Partner(s): Courtney Rockett

EMPLOYMENT CONTACT
Elizabeth Kuchta
Recruiting Manager
Phone: (212) 909-7635
Email: ekuchta@bsfllp.com
Careers website: www.bsfllp.com/careers/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of his time.

Please provide the primary pro bono contact(s)'s information below.

Jonathan Schiller
Managing Partner
Phone: (212) 446-2388
Email: jschiller@bsfllp.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

As needed.

Please describe the composition of the committee.

The committee is chaired by Managing Partner Jonathan Schiller and has lawyer members from almost all the Firm’s offices.

THE SCOOP

Does your firm have a pro bono policy?

No

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Partners, counsel and associates propose matters to be undertaken. The matters are approved by the managing partner in charge of pro bono matters, Jonathan Schiller, or by one of the other two managing partners.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Children’s Health Care, Civil rights, Family law, First Amendment and constitutional issues, Immigration, International human rights, Juvenile justice reform/children's rights, Nonprofit corporate law, Prisoners’ rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Legal Aid Society of Palm Beach County, Inc.
• American Foundation for Equal Rights
• Florida Chapter of American Academy of Pediatricians
• Kids in Need of Defense (KIND, Inc.)
• Legal Services of the Hudson Valley
• DC Bar Pro Bono Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Florida is one of the only states in the country that does not mandate court-appointed counsel for children in the dependency system. To ensure that these children’s interests are properly represented, BSF Counsel Anne Hinds advocates on behalf of children in foster care in Palm Beach County on a wide variety of issues and services, including medical, dental and mental health care, educational needs and living arrangements. One specific focus has been to advocate for children aging out of foster care who are at risk of homelessness.

• Two Boies, Schiller & Flexner associates recently argued a successful appeal in the Ninth Circuit Court of Appeals over unlawful imprisonment. Pedro Rosales-Martinez was convicted in 2004 on drug-related charges in Nevada. He was released after six years of imprisonment when it came to light that the prosecution had failed to disclose the criminal history of an informant. Upon his release, Rosales-Martinez filed a civil rights lawsuit against state and local officials, which was dismissed on timeliness grounds by a federal district court. Associates Maxwell Pritt and Perry Grossman appealed to the Ninth Circuit, which held that Rosales-Martinez’s lawsuit was not time-barred and should proceed.

• BSF Associate Nishanth Chari is pursuing a civil case in New York state court on behalf of a woman who was sexually assaulted by a fellow passenger on a transcontinental JetBlue flight.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• On June 26, 2013, the U.S. Supreme Court found in favor of BSF and co-counsel at Gibson Dunn that backers of Proposition 8, the ban against same-sex marriage in
California, lacked standing to appeal a district court’s finding that the law was unconstitutional. The Court’s ruling paved the way for same-sex marriages to resume in California, the nation’s most populous state, setting an important precedent and marking a key milestone for gay rights. BSF and co-counsel filed a challenge to Virginia’s legislated provision on same-sex marriage in 2013 and continue to defend the right to marry.

- Partner William Isaacson filed a class action suit challenging Washington, DC’s property tax lien laws as unconstitutional. The District of Columbia, like some states, sells property tax liens at auction. The buyer of the property tax lien obtains the right to foreclose on the property and take all collateral in the home, no matter how small the lien. The named plaintiff in the case is Bennie Coleman, a septuagenarian former Marine sergeant with dementia who lost his house after he failed to pay $134 in taxes.

- The Firm is seeking to remedy systemic deficiencies in the medical and dental care provided to Florida’s 1.9 million children on Medicaid. The Firm filed suit to obtain declaratory and injunctive relief requiring Florida officials to bring the state’s Medicaid program into compliance with federal law. State officials who are defendants in the action have opposed the case at every juncture. The District Court on September 30, 2009, rejected the State’s summary judgment motion and granted plaintiffs’ motion for class certification. The 11th Circuit denied the State’s petition for interlocutory appeal. The case was tried non-jury for 90-plus trial days between December 2009 and April 2012. The case awaits decision from the Court.

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
General litigation training programs are open to all attorneys. Associates are mentored during the course of working on pro bono matters.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Boies, Schiller & Flexner partners with its clients in law-related public interest endeavors such as its sponsorship and support of DuPont’s annual Minority Counsel Conferences.

- The Firm is an active participant in City, State, women and minorities bar activities.

- Managing Partner Jonathan Schiller was elected chairman of the board of trustees of Columbia University.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Boies, Schiller & Flexner participates in community volunteer opportunities, such as its partnering with A Wider Circle in Washington, DC to provide holiday gifts and financial support to many families in need in the metropolitan
BSF encourages its employees to participate in community- and organization-sponsored events, such as Lawyers Have Heart races sponsored by the American Heart and American Stroke Associations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Chairman David Boies and his wife Mary were honored with the Woodrow Wilson Award for Corporate Citizenship and Public Service in New York in October 2013.

- Partner Melissa Felder was awarded the Outstanding Achievement Award in 2013 by the Washington Lawyers’ Committee for Civil Rights and Urban Affairs for her pro bono work.

- Counsel Anne Hinds was awarded the Child Advocacy Award for 2013 by the Legal Aid Society of Palm Beach County for her work on behalf of Florida’s children in foster care. She also received a commendation from the Florida Supreme Court in recognition of this work.

Please add any additional information about your firm’s pro bono program.

Boies, Schiller & Flexner’s commitment to being the nation’s best law firm is reflected in its pro bono work as much as in its commercial practice. It delivers the same innovative legal strategies and zealous representation to its pro bono clients as it does to its corporate clients. The result is a track record of victories for clients who too often have been denied access to top-tier legal representation.

Pro bono matters are staffed by a combination of partners, counsel and associates who choose to volunteer their time to provide these important services. As a matter of philosophy, the Firm takes a pro bono approach to pro bono work. Therefore, BSF does not impose pro bono requirements on its lawyers. Instead, lawyers are encouraged to take on pro bono matters when they want and for whom they want. While the Pro Bono Committee is available to facilitate work for the public good by the Firm’s lawyers, at the end of the day, BSF relies on its lawyers’ individual initiative and interests for the shape it takes.

Since 2007, BSF associates have been compensated for all authorized pro bono hours in the same manner they are compensated for their billable matter hours.
Brown Rudnick LLP
One Financial Center
Boston, MA 02111
Phone: (617) 856-8119
www.brownrudnick.com

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THE STATS
No. of Attorneys: 239
No. of Offices: 9
Chief Executive Officer: Joseph F. Ryan
Hiring Partner(s): Franca L. DeRosa
   Michael R. Dolan
   Jeffrey Jonas
   Tuvi Keinan

EMPLOYMENT CONTACT
Lindsey Baumgardner
Director of Professional Recruitment
Phone: (617) 856-8316
Email: lbaumgardner@brownrudnick.com
Careers website: http://www.brownrudnick.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

More than half of his time.

Please provide the primary pro bono contact(s)’s information below.

Albert W. Wallis
Executive Director
Phone: (617) 856-819
Email: awallis@brownrudnick.com

Kellie Cahill
Center for the Public Interest Coordinator
Phone: (617) 856-8288

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The composition of the committee is frequently reevaluated to be sure that it is responsive to the Firm’s pro bono aspirations. In the past year, it has been chaired by the firm’s Chief Administrative Partner and includes involvement of the Executive Director of the Brown Rudnick Center for the Public Interest.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Subject to consultation with the Pro Bono Committee, the Executive Director of Brown Rudnick Center for the Public Interest approves initiation of pro bono engagements.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• KIND (Kids in Need of Defense)
• ADL (Anti-Defamation League)
• National Law Center on Homelessness and Poverty
• Volunteer Lawyers Project of the Boston Bar Association
• Volunteer Lawyers for the Arts of Massachusetts
• New York Legal Services
• National Association of Criminal Defense Lawyers
• Boston Bar Association’s Lawyers Clearinghouse
• Rosie’s Place
• LawWorks (UK)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Complaint to the African Commission on Human and People’s Rights: On behalf of the Center for American Progress, Inc.’s Enough Project, we have filed and pursued a complaint against the Republic of Sudan in connection with its treatment of Sudanese Civilians in the South Kordofan and Blue Nile States of Sudan.
• Unemployment Benefit Appeal Project in Boston and NYC: The Firm is continuing this multi-year Impact Project representing individuals denied unemployment benefits. This project is screened and supported by Volunteer Lawyers Project of the Boston Bar Association and Manhattan Legal Services.
• Chapter 7 Pro Bono Debtor Relief Project in Boston: The Firm is continuing this multi-year Impact Project which
provides limited assistance to individuals seeking to file for personal bankruptcy. The initiative is screened and supported by Volunteer Lawyers Project of the Boston Bar Association.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Protecting voting rights in *Applewhite v. Commonwealth of Pennsylvania*. Our legal team submitted an Amicus Brief to the Pennsylvania Supreme Court in a challenge to newly enacted “voter ID” laws. The brief proved particularly influential in the court’s remand of the case, and subsequent issuance of a preliminary injunction prohibiting the law from taking effect until adequate measures are in place to ensure that eligible voters and those who want to register are not denied the opportunity to vote.

- Protecting the rights of artists. We were retained by the Volunteer Lawyers for the Arts of Massachusetts to file a Massachusetts Supreme Judicial Court Amicus Brief in *in re: Wynne Fine Art Inc*. This case involves an artist who placed fine art work with a gallery to sell on consignment. The gallery has filed for bankruptcy and the question arises as to ownership of the artwork. The case, argued in Spring 2014, seeks interpretation of an ambiguous recent state “Fine Arts Consignment” statute in such circumstances.

- Challenging genocide in Sudan. On behalf of the Enough Project, we have pursued a claim in the African Commission seeking to halt the genocide occurring in the Sudan. Last year, the Commission accepted our complaint and ordered the government of Sudan to respond, potentially paving the way for a trial.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 8,512
- Total number of pro bono hours in 2013: 6,207

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 166
- Number of attorneys as of December 31, 2013: 189

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 64
- Average number of hours per attorney in 2013: 47

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
Project budget for “Impact Projects.”

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

An associate’s involvement in a pro bono matter is always premised on the involvement being developmentally appropriate for that attorney. Where appropriate, training related to specific...
Circulated and attorneys are encouraged to attend. Notices of external training opportunities are also frequently from Greater Boston Legal Services or New York Legal Aid. Similarly, before participation in the summer unemployment training session at the Firm conducted by one of more attorneys from the Boston Bar Association’s Lawyers Clearinghouse.

For example, prior to participating in the bi-annual legal clinics for the homeless, all participating attorneys are provided with a resource kit. In addition, one community service project. Recent projects have involved participating in maintenance work on Thompson Island in Boston in conjunction with Outward Bound; preparing and serving meals to homeless women and their children at our pro bono client, Rosie’s Place in Boston. All Summer Associates are also involved in philantropy through our “Summer SAILS” program in which the students research legal services programs and collectively make a decision directing Brown Rudnick to make a charitable donation to their selections.

Does the firm offer the use of support staff in handling pro bono matters? Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Hours</th>
<th>Average Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>2,215</td>
<td>89</td>
</tr>
<tr>
<td>2013</td>
<td>1,475</td>
<td>59</td>
</tr>
</tbody>
</table>

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>100%</td>
</tr>
<tr>
<td>2013</td>
<td>100%</td>
</tr>
</tbody>
</table>

Please provide any additional information about pro bono opportunities available to summer associates.

The program for Summer Associates has traditionally provided involvement with all three public interest areas that are the focus of the Brown Rudnick Center for the Public Interest. Each Summer Associate has represented at least one client in an unemployment benefit appeal. Most have also participated in the Anti-Defamation League Summer Associate Research Project, as well as in one or more other ongoing pro bono client matters. All Summer Associates participate in at least one community service project. Recent projects have involved participating in maintenance work on Thompson Island in Boston in conjunction with Outward Bound; preparing and serving meals to homeless women and their children at our pro bono client, Rosie’s Place in Boston. All Summer Associates are also involved in philanthropy through our “Summer SAILS” program in which the students research legal services programs and collectively make a decision directing Brown Rudnick to make a charitable donation to their selections.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

The Brown Rudnick Charitable Foundation was established in 2000 as a non-profit entity and has been supported generously by the Firm’s past and present partners. The Foundation’s mission is to improve inner-city education. The Foundation has awarded scores of grants to non-profit organizations in cities where the Firm has offices. Through the Brown Rudnick Center for the Public Interest, we have often been able to provide pro bono legal assistance or volunteer support for these grant initiatives, as well.

The Foundation has two principal grant programs, both focused on improving inner-city education for the communities where the Firm has offices.

The Foundation’s Relationship Grants are awarded annually based upon the many proposals received in response to the Foundation’s request for proposal (RFP). These grants seek to create a relationship with a non-profit grant recipient organization which ideally includes a financial contribution, pro bono legal involvement and volunteer opportunities.

The Foundation’s Community Grants are smaller grants, capped at $2,000, designed to address a one-time, tangible, immediate need. Proposals are accepted each month from those on the “front lines” of education—the kind of need that those with funding authority don’t appreciate or don’t have the resources to make a priority.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Through the Brown Rudnick Center for the Public Interest, Brown Rudnick encourages and coordinates involvement in the communities where the law firm is located. This involvement takes many forms.

Brown Rudnick works to provide access to justice by providing thousands of hours of pro bono legal representation in these communities. The Firm also provides substantial financial support to legal services programs and Bar Association foundations and programs.

Volunteerism is also encouraged. Through the Center, volunteers are connected to non-profit organizations receiving Relationship Grants from the Brown Rudnick Charitable Foundation, as well as with other worthy causes. Volunteer opportunities are coordinated both at the Firm and externally.

Finally, Brown Rudnick attorneys and staff serve on many non-profit and community boards and they are active in Bar Associations and civic activities.
Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- MBA Award. The Massachusetts Bar Association presented the Firm with its 2013 Access to Justice Award for outstanding pro bono legal services.

- Bankruptcy Court Award. Brown Rudnick Partner Steve Pohl was presented with the U.S. Bankruptcy Court, Eastern Division First Pro Bono Recognition Award for his work on the Debtor Relief (c. 7 bankruptcy) project. Eight other Brown Rudnick attorneys received certificates of recognition from the court for their pro bono work.

- The Volunteer Lawyers for the Arts of MA are awarding their 2014 Fraser Pro Bono Award to Brown Rudnick attorneys Steven Levine and Nicholas Dunn for their work on an amicus brief to the state’s highest court seeking an interpretation of the state’s art consignment law to prevent artists losing their art work when an art gallery holding that work goes into bankruptcy.

- LawDragon magazine has recognized Brown Rudnick Center for the Public Interest Executive Director Al Wallis as one of the Lawdragon 500 Leading Lawyers in America in 2013.
BROWNSTEIN HYATT FARBER SCHRECK, LLP

410 17th Street
Suite 2200
Denver, CO 80202
Phone: (303) 223-1207
bhfs.com

LOCATIONS
Albuquerque, NM • Atlantic City, NJ • Carson City, NV • Colorado Springs, CO • Denver, CO • Las Vegas, NV • Los Angeles, CA • Orange County, CA • Phoenix, AZ • Reno, NV • Sacramento, CA • San Diego, CA • Santa Barbara, CA • Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Corporate & Business • Energy, Environment and Resource Strategies • Gaming Law • Government Relations • Intellectual Property • Litigation • Natural Resources • Real Estate

THE STATS
No. of Attorneys: 250
No. of Offices: 14
Co-Managing Partner: Adam Agron
Co-Managing Partner: Ellen Schulhofer

EMPLOYMENT CONTACT
Jamie Olberding
Attorney Recruiter
Phone: (303) 223-1322
Email: jolberding@bhfs.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Our Pro Bono Partner spends approximately 80% of her time on pro bono work and administering the firm's pro bono program.

Please provide the primary pro bono contact(s)'s information below.

Lauren Schmidt
Pro Bono Partner
Phone: (303) 223-1207
Email: lschmidt@bhfs.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Every other month.

Please describe the composition of the committee.
The firm's Pro Bono Committee is made up of a mix of shareholders and associates from multiple offices. Every major office has at least one representative on the committee.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm's Pro Bono Partner evaluates each new matter to determine whether the matter falls under the firm's pro bono policy. The policy is consistent with ABA Model Rule of Professional Conduct 6.1. If the matter qualifies as pro bono and the firm is not conflicted, we will generally take it, subject to an additional evaluation of out-of-pocket costs for larger matters.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Bankruptcy, Civil rights, Community economic development, Consumer law and small claims court, Death penalty defense, Domestic violence, Education, Elder law, Employment, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Homeless advocacy, Immigration, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners' rights, Public benefits, Real estate transactions, The arts and historic preservation, Veterans' benefits/appeals, Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Indigent criminal defense.

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• American Bar Association (Death Penalty Representation Project / Military Pro Bono Project)
• Colorado Lawyers Committee
• Colorado Legal Services (including Denver Metro Volunteer Lawyers)
• Legal Aid Center of Southern Nevada
• Santa Barbara Legal Aid
• Kids in Need of Defense (KIND)
• Rocky Mountain Immigrant Advocacy Network
• American Civil Liberties Union of Colorado
• Volunteer Lawyers Program of Maricopa County

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Brownstein's Denver office participates in numerous Colorado Lawyers Committee initiatives and received the CLC's Law Firm of the Year Award in 2013. In addition to leading or supporting CLC litigation efforts, Brownstein attorneys participate in monthly low-income legal clinics, staff the annual Project Homeless Connect and Homeless Court, and serve multiple nonprofits through the CLC's Nonprofit Working Group. Brownstein attorneys and staff dedicated over 600 hours to Colorado Lawyers Committee matters in 2013.
• Brownstein's Las Vegas office represents abused and neglected children through the Legal Aid Center of Southern Nevada Children's Attorneys Project. These attorneys volunteer their time to give a voice to children who have been the victims of abuse or neglect. Brownstein attorneys dedicated over 650 hours to the Children's Attorneys Project in 2013.
• Brownstein attorneys represent numerous nonprofit organizations on a pro bono basis, often as outside general counsel. Our attorneys provided pro bono services to over 80 nonprofits in 2012. Our nonprofit partners include Direct Relief International, Food Bank of the Rockies, Habitat for
Humanity of Metro Denver, the Colorado Outward Bound School, and the Discovery Children's Museum in Las Vegas.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Brownstein partnered with the Migrant Farm Worker Division of Colorado Legal Services in a civil suit on behalf of four Peruvian migrant sheepherders. The migrant workers came to Colorado under H-2A visas to work at a sheep ranch, where they were subjected to abusive treatment and multiple violations of their employment contracts. Colorado Legal Services filed a civil suit on the migrant workers' behalf for labor violations, tort claims, and violations of the federal Trafficking Victims Protection Act. The case settled in the pre-trial phase and the herders now have legal T visa status, which ensures federal protection and benefits for human trafficking victims.

- Brownstein represented the Islamic Society of Santa Barbara in the Society's effort to obtain a land use permit for a new mosque in Goleta, California. The mosque was controversial with local residents. The firm's attorneys and land use planners successfully represented the Islamic Society before the city council and obtained the required entitlements for the new mosque.

- Brownstein represented the American Civil Liberties Union of Colorado in a challenge to the Colorado Department of Corrections' refusal to release Colorado's revised lethal injection protocol. The ACLU sought documents related to the execution procedure, including Colorado's lethal injection protocol. CDOC refused to provide access to these documents under the Colorado Criminal Justice Records Act. The court determined that CODC abused its discretion and ordered public disclosure of the lethal injection protocol. The Colorado ACLU case has helped to lay the groundwork for similar lawsuits across the country contesting states' efforts to shield their lethal injection procedures from disclosure.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 7,885
- Total number of pro bono hours in 2013: 8,512

What was the attorney headcount in your firm's U.S. offices?

- Number of attorneys as of December 31, 2012: 216
- Number of attorneys as of December 31, 2013: 223

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 37
- Average number of hours per attorney in 2013: 38

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?

No

Is there a pro bono requirement at your firm?

Yes

What is the requirement and to whom does it apply?

All attorneys, including partners and associates, are expected to do pro bono work. The firm does not have a specific pro bono hours requirement but encourages all attorneys to complete at least 50 pro bono hours per year.

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

100

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

We encourage our associates to attend formal training sessions through pro bono providers or to train themselves, with or without partner supervision, as necessary. We also provide in-house training sessions on specific pro bono initiatives. All training time on pro bono matters counts toward an associate's pro bono hours.
Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 191
2013: 370

Average hours per summer associate spent on pro bono work
2012: 38
2013: 53

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
The firm trains our summer associates about our pro bono program and encourages them to take at least one pro bono project during the summer. Our summer associates are exposed to a wide range of ongoing pro bono matters throughout the firm. We also have an annual partnership with the Anti-Defamation League to pair summer associates with pro bono research projects.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

In addition to financial contributions to local legal aid organizations, we also have many attorneys who sit on the board of these non-profit organizations. We support legal education through scholarship donations and mentorship programs. Our Pro Bono Partner, Lauren Schmidt, is also a member of the Colorado Access to Justice Commission and co-chairs a network of law firm pro bono coordinators in Colorado.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Brownstein supported more than 300 nonprofit organizations in 2013 through donations, sponsorships, board service, and other volunteer efforts. Here is a sample of the diverse organizations we supported:

- Alliance for Choice in Education
- American Transplant Foundation
- Anti-Defamation League
- Arizona Science Center
- Clayton Early Learning
- Colorado Symphony
- DayBreak Day Center & Shelter
- Direct Relief
- Discovery Children’s Museum
- Food Bank of the Rockies
- Freedom Service Dogs
- Girls Inc.
- Habitat for Humanity
- Horton’s Kids
- Jewish Family ServiceLeukemia & Lymphoma Society
- Museum of Contemporary Art Denver
- Outward Bound
- Project Angel Heart
- Rocky Mountain Hospital for Children
- The Smith Center for the Performing Arts
- Sansum Diabetes Research Institute
- Special Olympics
- Stand for Children
- Teddy Bear Cancer Foundation
- Three Square Food Bank
- Unity Shoppe

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- 2012: Colorado Lawyers Committee Outstanding Sustained Contribution Award awarded to Lawrence Treece
- 2012: Recipient of the ABA Military Pro Bono Project Outstanding Services Award for work in Santa Barbara
- 2012: Kate Lowenhar-Fisher (Las Vegas) featured in the ABA Journal for commitment to pro bono work
- 2012–13: Recognized by the Colorado Supreme Court for meeting the Court's challenge to provide an average of 50 pro bono hours per Colorado attorney
- 2012–13: Recognized by the Legal Aid Center of Southern Nevada for our commitment to the Children's Attorneys Project
- 2013: Recipient of the Colorado Lawyers Committee Law Firm of the Year Award
• 2013: Recipient of the Legal Aid Foundation of Santa Barbara County Richard Goldman Hero for Justice Award

• 2014: Recipient of the American Immigration Lawyers Association Colorado Chapter Pro Bono Service Award

Please add any additional information about your firm’s pro bono program.

Providing pro bono legal help to underserved organizations and individuals is a priority at Brownstein. In 2013, our attorneys and paralegals contributed more than 10,000 hours of pro bono services—the most annual pro bono work in the firm’s history. Over 65 percent of our attorneys participated, including 90 percent of our associates. Pro bono, like community service, has become a part of the firm’s culture and has enduring and positive benefits for our own practices and for the communities we serve.

As a participant in the Colorado Supreme Court Pro Bono Legal Service Commitment and Recognition Program, we provided an average of over 50 hours of pro bono service per Colorado attorney during 2012 and 2013. In 2014, we expanded our commitment to all of our offices by signing the Pro Bono Institute’s Law Firm Pro Bono Challenge. Brownstein encourages associates to go beyond the 50-hour commitment and allows associates to count up to 100 pro bono hours toward billable requirements each fiscal year.

Pro bono opportunities are carefully aligned with both the firm’s expertise and our employees’ desire to make a significant positive impact on the locales where they live and work. Our pro bono partner, Lauren Schmidt, devotes the majority of her time to running, strengthening, and promoting our pro bono program. In addition to identifying and assisting with pro bono matters, the Pro Bono Partner increases participation in the pro bono program, facilitates pro bono opportunities for all of our attorneys, and helps align individual attorneys’ skill sets and passions with appropriate pro bono opportunities.
THE STATS
No. of Attorneys: 1,079
No. of Offices: 24
Chair of the Firm: Don G. Lents
Chair-Elect: Therese D. Pritchard
Hiring Partner(s):
- Atlanta: Jennifer B. Dempsey
- Chicago: Craig D. Jeffrey
- Denver: Zhonette M. Brown
- Irvine: Holly P. Lopez
- Kansas City: Steven B. Becker
- Los Angeles: James C. Pettis
- New York: Ian M. Weiskopf
- Phoenix: Meridyth M. Andresen
- San Francisco: Marcy J. Bergman
- St. Louis: Ryan S. Davis
- Washington, DC: Alec W. Farr

EMPLOYMENT CONTACT
Thomas A. Grewe
Chief Legal Recruiting & Development Officer
Phone: (312) 602-5122
Email: tom.grewe@bryancave.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Each office coordinator spends less than half of his/her time administering the firm's pro bono program.

Please provide the primary pro bono contact(s)'s information below.

Ellen E. Bonacorsi, Esq.
Chair, Pro Bono Committee
Phone: (314) 259-2000
Email: eebonacorsi@bryancave.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The committee is comprised of firm attorneys from several offices representing a variety of practice groups.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

A potential pro bono matter is reviewed by the office coordinator and/or the firm-wide committee. Potential pro bono matters must be consistent with the goals of our firm-wide program.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

The firm will consider pro bono work in any area of law but will not accept pro bono matters that are in conflict with other clients or matters.

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Bar Association of San Francisco/VLSP
- Catholic Charities DC
- Chicago Youth Centers
- Children's Law Center
- Cobb Justice Foundation
- Dallas Volunteer Attorney Program
- Lawyers Committee for Civil Rights
- Legal Aid of Western Missouri
- Legal Services of Eastern Missouri
- Volunteer Lawyers Program of Maricopa County

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Bryan Cave has participated in pro bono litigation to address the problem of legal consulting fraud (sometimes called “notario fraud”), a situation in which a person misrepresents him or herself as an attorney to a non-English speaker seeking legal advice. One such case is *Flores v. Ramirez* which arose from one of the largest reported scams against immigrants in Virginia, and is one of only a handful of notario cases that have been brought to court, both in Virginia and nationally. On behalf of a victimized consumer, attorneys from our DC office brought suit against an individual who deceptively misrepresented himself as an “immigration attorney.” The suit, which stated claims for violation of the Virginia Consumer Protection Act, the unauthorized practice of law and fraud, resulted in a settled judgment of $25,000 and an injunction barring the
defendants from providing, or advertising, legal services. This case was part of an ongoing effort by Bryan Cave, in conjunction with Catholic Charities Immigration Legal Services of the Archdiocese of Washington, DC, to combat legal consultant fraud.

• Bryan Cave attorneys partnered with CenturyLink’s in-house counsel to give on-call pro bono assistance to the 17th Judicial District’s self-help center in Denver. Together, we continue to develop and staff an innovative pro bono effort that overcomes the issue of connecting pro se litigants who are located far from attorney volunteers. This effort has helped thousands of individual pro se litigants as well as the entire local court system. Now court personnel can direct appropriate clients to use a hotline that is forwarded to either CenturyLink or Bryan Cave volunteers. The pro bono volunteers then provide assistance from their desks in downtown Denver, where they have access to the resources they use every day plus online training materials created especially for the initiative. As a result, 10 CenturyLink lawyers, 20 Bryan Cave lawyers and a number of professional staff support the program six hours daily.

• In 2013 we expanded our partnership with Atlanta Legal Aid’s Cobb County Justice Foundation. Through this partnership, originally established by one of our Atlanta lawyers in 2011, Bryan Cave lawyers appear in court each month to represent victims of intimate partner violence in obtaining protective orders against their stalkers or abusers. In 2013, we expanded the existing partnership by establishing a temporary protective order screening program. Through this program, we are able to use the skills of the firm’s transactional lawyers and paralegals. Under this expanded partnership, a new group of volunteers consisting of six lawyers and three paralegals screen domestic violence cases to determine whether Legal Aid should provide representation, refer the cases to volunteers, or decline representation. We have 16 associates, counsel and partners trained to handle these cases. In 2013 alone, we protected 36 adults and children from future episodes of violence by obtaining protective orders on their behalf.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Bryan Cave filed an amicus brief in the U.S. Supreme Court on behalf of the Family Equality Council, which highlighted the stigmatizing effect of Proposition 8 and DOMA on children of same-sex parents. The "Voices of Children" brief was filed in the cases United States v. Windsor and Hollingsworth v. Perry. The brief gained attention during oral argument when Justice Anthony Kennedy asked proponents of Proposition 8 why the approximately 40,000 children of unmarried same-sex couples in California should be stigmatized. In writing the Windsor opinion, Justice Kennedy wrote, DOMA "humiliates tens of thousands of children now being raised by same-sex couples. The law in question makes it even more difficult for the children to understand the integrity and closeness of their own family and its concord with other families in their community and in their daily lives.” The brief was seen as a key component in two decisions announced by the Supreme Court on June 26 that struck down DOMA and dismissed Proposition 8.

• A team of our Bryan Cave attorneys undertook to represent on a pro bono basis Walter Snider, a non-violent offender who was formerly addicted to drugs. Our attorneys worked to free Walter from prison following a legal mix-up that erroneously kept him in prison for four years. In February 2008, following a misdemeanor theft charge, Walter was ordered to a one-year drug treatment program. Walter was in the program for several months, during which time he received no conduct violations, and his work and attendance were reported as good. But through misinformation, a new counselor (who had only been his counselor for two weeks) caused his termination from the program in September 2008 for alleged “lack of therapeutic gain.” The termination triggered a 15-year prison sentence that had previously been suspended in exchange for the rehabilitation. Even though corrections officials would later acknowledge Walter’s termination appeared to be in error, jurisdictional and procedural issues kept him in prison. In late 2010, Walter reached out to Bryan Cave attorneys who found merit in his claims. The attorneys succeeded in asking the western court of appeals to recognize the termination as a mistake, enabling Walter to return to treatment, where he completed the program.

• Bryan Cave has won repeated appellate victories in a Volunteer Lawyers Program pro bono matter, which the firm has handled for several years. We represent a family whose home was fraudulently taken from them by “equity skimmers” and their investors. At trial, we obtained the return of the home and damages, including RICO trebling, in excess of $1 million. The defendants then improperly sought an extension of their deadline to file a motion for a new trial, which the trial court mistakenly granted. The motion for a new trial was denied on its merits and, when the defendants finally noticed an appeal in November 2010, it was three months too late. We moved to dismiss the appeal as untimely, despite the trial court’s mistaken extension, and the Court of Appeals agreed, dismissing the appeal in January 2011. The defendants petitioned the Arizona Supreme Court for review, which the court denied in September 2011. The defendants then returned to the trial court, seeking to have the $1 million-plus judgment against them vacated, arguing the judgment resulted from a mistake or excusable neglect. The trial court rejected that argument in late 2011, accepting our argument that “ignorance of the rules of procedure” was not grounds for vacating a judgment. The defendants then appealed to the Arizona Court of Appeals for a second time, only to have the Court of Appeals rule against them again in January, agreeing that “ignorance of the rules of civil procedure is not the type of excuse” that would allow a court to vacate a judgment. The defendants finally gave up their attempt to escape the judgment in February, failing to file a second petition for review.
**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 35,215
- Total number of pro bono hours in 2013: 31,890

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 1,005
- Number of attorneys as of December 31, 2013: 1,002

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 35
- Average number of hours per attorney in 2013: 32

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 31–40%
- Percentage of attorneys who did pro bono work in 2013: 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

The firm has an expansive training program that covers various substantive legal and practice skills. In addition, the firm supports attendance at external CLE programs centered on pro bono work and sponsors similar in-house CLE programs on pro bono work as well.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- Total hours summer associates spent on pro bono work 2012: 878
  2013: 725
- Average hours per summer associate spent on pro bono work 2012: 28
  2013: 23

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

- 2012: 63%
- 2013: 88%

Please provide any additional information about pro bono opportunities available to summer associates.

Pro bono is included in the training provided to summer associates.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm
Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Bryan Cave has been involved in numerous law-related programs, conferences, job fairs and other initiatives, many in collaboration with local law schools, including the following:

- Arizona Bar Diversity Legal Writing Program
- Cook County Minority Job Fair
- Los Angeles Legal Recruitment Association’s Diversity Networking Reception
- Lavender Law Career Fair
- LeGaL Annual Career Fair
- New York City Bar Diversity
- St. Louis Diversity Clerkship Program
- St. Louis Diversity Job Fair
- Southeastern Minority Job Fair
- Washington Area Legal Recruitment Administrators
- Association’s Diversity Networking Reception

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Bryan Cave has a rich history of involvement in public and community service support in a diverse range of charitable endeavors. Many of our lawyers are board members and leaders of non-profit programs, area hospitals, colleges and universities, religious institutions and local organizations. Our lawyers and staff donate their time and resources to a wide range of civic community organizations, cultural, governmental and educational organizations. They regularly engage in community service projects such as fixing up schools, mentoring students, revitalizing community gardens and supporting a wide array of initiatives to improve the lives of the less fortunate. Our individual offices adopt families at holiday time giving employees and their families an opportunity to meaningfully touch the lives of others.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- American Red Cross “Wesbury Leadership Award” 2013
- Foundation for Improvement of Justice “Paul H. Chapman Award” 2013
- Award from Zeta Phi Beta Soroity Inc. 2013
- Arizona Foundation for Legal Services & Education, Top 50 Pro Bono Attorneys in Arizona Award 2012
- Ben F. Johnson Jr. Public Service Award 2012

Please add any additional information about your firm’s pro bono program.

In order to provide access to justice and quality representation for all persons, regardless of income, priorities of Bryan Cave’s pro bono activities are to offer legal services benefiting persons and organizations of limited means and to advocate for civil rights, human rights, civil liberties and public rights. Consistent with our core value of a passionate commitment to our clients’ success, we are committed to providing legal services to our pro bono clients of the same quality as we deliver to all clients. Bryan Cave’s firm-wide pro bono policy and program continues to encourage everyone to build on our tradition of pro bono work and community service. We continue to give billable credit to associates and counsel for all approved pro bono hours, and have established a pro bono committee and a group of local office pro bono coordinators who continue to look for challenging and exciting opportunities for pro bono work, focusing on serving clients of limited means.
BUCHANAN INGERSOLL & ROONEY PC

One Oxford Centre
301 Grant Street, 20th Floor
Pittsburgh, PA 15219
Phone: (412) 562-8800
www.bipc.com

LOCATIONS
Alexandria, VA • Buffalo, NY • Charlotte, NC • Denver, CO •
Fort Lauderdale, FL (two offices) • Fort Myers, FL • Harrisburg,
PA • Jacksonville, FL • Miami, FL • New York, NY • Newark,
NJ • Philadelphia, PA • Pittsburgh, PA • Princeton, NJ •
San Diego, CA • Tallahassee, FL • Tampa, FL (two offices) •
Washington, DC • Wilmington, DE

MAJOR DEPARTMENTS & PRACTICES
Bankruptcy & Creditors’ Rights • Biotechnology/FDA •
Corporate Finance & Technology • Energy, Environmental &
Natural Resources • ERISA • Federal Government Relations
• Financial Services • Health Care • Intellectual Property
• Labor & Employment • Litigation • Real Estate • State
Government Relations • Tax

THE STATS
No. of Attorneys: 528
No. of Offices: 21
CEO and Managing Director: John A. Barbour
Hiring Partner(s): Mary Ann Dunham
Lloyd S. Smith

EMPLOYMENT CONTACT
Laurie S. Lenigan
Director, Legal Recruiting
Phone: 412-562-1470
Email: laurie.lenigan@bipc.com
Careers website: https://lawcruit.micronapps.com/sup/v3/
lc_supp_app Frm.aspx?lawfirm=113&id=0
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Less than half.

Please provide the primary pro bono contact(s)'s information below.

Peter J. Ennis
Shareholder, Co-Chair Pro Bono Committee
Phone: 412-392-1689
Email: peter.ennis@bipc.com

Sherman W. Smith, III
Counsel, Co-Chair Pro Bono Committee
Phone: 215-665-3922
Email: sherman.smith@bipc.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Bi-monthly (six times a year)

Please describe the composition of the committee.
The committee is comprised of shareholder representatives from most of our larger offices as well as associates. Each of the shareholder representatives is supported in his or her office by either an associate or an administrative staff member.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Through the Pro Bono Coordinators.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Bankruptcy, Community economic development, Disability benefits, Domestic violence, Elder law, Employment, Family law, Homeless advocacy, Immigration, Indigent criminal defense, Prisoners’ rights, Social Security law, The arts and historic preservation, Veterans’ benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- McKees Rocks Clinic
- Transgender Legal Defense and Education Fund
- HELP Clinic
- Homeless Advocacy Project
- Neighborhood Legal Services
- Legal Services of Northern Virginia
- Eastern District, Prisoner Civil Rights Panel
- Innocence Project
- Support Center for Child Advocates
- Bay Area Legal Services

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Assisted a Russian citizen who was seeking political asylum in the United States on the grounds of her political opinion and membership in a political social group. Human Rights First is an independent advocacy and action organization that challenges America to live up to its ideals. It believes leadership is essential in the struggle for human rights, and it, therefore, presses the U.S. government and private companies to respect human rights and the rule of law.
- Worked with the Hill House Association and its affiliates, the Hill House Economic Development Corporation and Centre Heldman Plaza, LLC, to locate a supermarket and affiliate retail, restaurant and office space in the Hill District of Pittsburgh. The Hill District lost its last supermarket in the mid-1980s. Since that time, it has been defined as a “food desert” by the United States Department of Agriculture because of the limited opportunity to purchase fresh, healthy, nutritious food and groceries. In April 2011, Buchanan began working with the Hill House Association regarding financing for and construction of the retail development, which will house a leased Shop n’ Save. The firm also played a role in the project by assisting with additional bridge financing, grants, construction loans and New Market Tax Credit financing. In addition, the firm
assisted with contracting for the construction of the project and the leasing and equipping of the supermarket, as well as the leasing and construction of ancillary retail space in the building.

- Provided pro bono representation to the Friends of Lambertville Public Library, a New Jersey nonprofit that sponsors special programs and exhibits, including a weekly independent and documentary film series and discussions with authors and directors. In addition to drafting amended and restated Articles of Incorporation and Bylaws, they drafted policies enacted by the Board of Trustees on intellectual property rights, conflicts of interest and non-discrimination. They have also provided legal advice on Board Governance issues related to New Jersey laws governing nonprofits.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

**Total number of pro bono hours in 2012:** 15,965
**Total number of pro bono hours in 2013:** 18,541

What was the attorney headcount in your firm’s U.S. offices?

**Number of attorneys as of December 31, 2012:** 409
**Number of attorneys as of December 31, 2013:** 400

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

**Average number of hours per attorney in 2012:** 39
**Average number of hours per attorney in 2013:** 46

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

**Percentage of attorneys who did pro bono work in 2012:** 31–40%
**Percentage of attorneys who did pro bono work in 2013:** 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

51–100

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Neighborhood Legal Services, Legal Services of Northern Virginia and others as they arise.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

- **2012:** 31
- **2013:** 74

**Average hours per summer associate spent on pro bono work**

- **2012:** 6
- **2013:** 15

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Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 50%
2013: 63%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Our Firm gives annually to the United Way and makes monetary donations to various charities in our communities throughout the year and during the holiday season.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Buchanan is very proud to be a part of the community. In 2013, in conjunction with our Pro Bono commitment, we also created the firm’s Community Outreach Program, in which various staff members provide their time to volunteer with organizations. Through this program, we assisted Martha’s Kitchen in Washington, DC; participated in the “Can Hunger” event for the Central PA Food Bank in Harrisburg; held a holiday coat drive in Alexandria; participated in the Walk for Cystic Fibrosis in Philadelphia; donated gift bags to Camillus House in Miami; held a toy drive for Our Kids of Miami-Dade Monroe; raised money for the JDRF Walk in San Diego and Pittsburgh; and held a food drive in Princeton.

Members of the Pittsburgh office volunteer with the United Way’s “Be a Middle School Mentor,” which is a signature program of the Pittsburgh office. Throughout the school year, thirteen Buchanan employees spend an hour each week with their assigned mentees at two Pittsburgh middle schools. During their mentoring sessions, the mentors meet individually with their students to discuss career options, play games and serve as positive role models to the mentees.

In addition, our professionals log thousands of hours as board members and business counselors to non-profit organizations in and around our communities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Buchanan was awarded the Community Impact Award in Hershey, Pa. at the 2014 Governor’s ImPACT Awards. The award is given to a company that exemplifies the tenet of “doing well by doing good.” The winners in this category show a sustained commitment to the growth and development of their employees and the communities in which they do business. The firm was noted for its involvement in civic and nonprofit groups, including United Way’s “Be a Middle School Mentor” program, the Education Partnership, Sarah Heinz House, the Pressley Ridge School for Autism and more. Outside of work, our professionals are active in more than 85 different boards of local organizations in the Pittsburgh area, including organizations focusing on children, education, business, economic development, legal services, energy, healthcare, arts and culture, history, sports and recreation, religion, social issues and animals.

- The Pittsburgh office was honored as a Good Neighbor during the United Way’s Fred Rogers Good Neighbor Day due to the office’s participation in the United Way’s “Be a Middle School Mentor” program, as well as our additional significant support of other United Way of Allegheny County volunteer initiatives.

- Buchanan Ingersoll & Rooney | Fowler White Boggs sponsored the Thirteenth Judicial Circuit Pro Bono Service Awards, which took place at the Chester H. Ferguson Law Center in Tampa. Bay Area Legal Services and the Hillsborough County Bar Association presented the annual awards to individuals and groups to recognize their pro bono service for attorneys in the circuit who have provided 20–49, 50–99 or 100+ hours of pro bono service. Sarah Lahlou Amine, an associate in the Tampa office, was recognized for donating in excess of 100 hours, Ashley Trehan, an associate in Tampa, was honored for donating close to 50 hours, and Alice Weinstein, counsel in Tampa, was honored in the 20–49 hour category.

- Steven Zuchelli, an associate in the Pittsburgh office received an award for his work in coordinating Pittsburgh’s HELP (community legal outreach project), which is a program aimed to provide pro bono legal services once a month at the Operation Safety Net (OSN) office. OSN is a health care, case management and housing program for the local homeless population. The organization’s goal is to give individuals a means to obtain the necessary benefits needed to get off the streets, as well as to provide a way to repair problems of their past so that they can move on to a healthier lifestyle. The firm was also recognized as a whole for its continuing support of the program.

- Tanya Bosi, counsel in the firm’s New York office, was recognized with Buchanan’s first-ever Community Service Award in 2013 for her involvement with the Superstorm Sandy relief efforts.

- Peter Ennis, shareholder in the Pittsburgh office and co-chair of the firm’s Pro Bono Committee, was honored by the Pennsylvania Bar Institute with the (Association for Continuing Legal Education) - ACLEA Award for his work on the Employment Law Deskbook at the Employment Law Institute WEST.

- Through the efforts of shareholders Brian North and Doug Coopersmith, and associates Elizabeth Klaproth and Hillary Nguyen in the firm’s Philadelphia office, the firm was awarded the Homeless Advocacy Project’s Inaugural Law Firm Recognition Award at the 2013 Volunteer Awards, which honors the region’s outstanding volunteers. The firm was recognized for the work it has done on the SOAR project, a mission designed to help homeless individuals.
receive social security benefits on an expedited basis. In addition to the firm’s award, Elizabeth was awarded the Legal Services Recognition Award, and Brian received the Adopt Coordinators Award.

- The Pittsburgh Pro Bono Partnership, of which Buchanan is a founding member, named the firm a recipient of the 2012 Super Lawyers Pro Bono Awards. The award recognizes the Partnership’s dedication to numerous pro bono projects. The Partnership is comprised of law firms, corporate law departments and the Neighborhood Legal Services Association and works to meet the needs of local, indigent clients.

- For the second consecutive year, Buchanan has ranked in the top 100 law firms for pro bono legal services among the AM Law 200. Two key metrics are used in the ranking: the average pro bono hours per lawyers and percentage of lawyers with more than 20 pro bono hours.

- The Obediah Cole Foundation for Prostate Cancer recently recognized Buchanan for its pro bono intellectual property services. Mike Dever, shareholder and Vicki Cremonese, a patent and trademark specialist, both in the Pittsburgh office, served the Foundation of which former Pittsburgh Steeler Robin Cole is the President, with all of the Foundation’s trademark work. Because the Foundation treated the pro bono services work as a work-in-kind contribution equivalent to a sponsorship, the firm was also recognized as one of the sponsors for the Foundation’s annual 5k/10k event, which is held on Father’s Day to raise money for the Foundation.

Please add any additional information about your firm’s pro bono program.

Buchanan’s pro bono commitment emphasizes the importance of contributing to the community. The firm encourages and supports participation by individual attorneys in various community and charitable activities by providing pro bono legal services on an organized and regular basis. Our strategic plan also reaffirms our commitment to pro bono.

The purpose of our pro bono committee is to build additional interest and support within the firm for pro bono work and to communicate the pro bono efforts to our offices. We also believe the communication between offices will help to seed new pro bono ideas in the different geographic areas where our firm is located. The participation of shareholders on this committee demonstrates both internally and externally the commitment of our firm to pro bono work.

Attorneys are always encouraged to become involved with different pro bono projects, including McKees Rocks Clinic, Philadelphia VIP, Homeless Advocacy Project, Volunteers for the Indigent Program, Lawyers for the Arts and others as they arise.

The firm is a Signatory of the Annual Pro Bono Challenge Report, which is an initiative of PBI’s Law Firm Pro Bono Project. The Annual Pro Bono Challenge serves as a guidepost to assist major law firms in increasing their commitment to pro bono legal services to at least 3 percent. In 2013, Buchanan met the 3 percent requirement, reporting 18,541.1 hours of pro bono work. Of those hours, 6,697.7 were dedicated to litigation, and 11,843.4 were non-litigation hours.

Sampling of Buchanan’s Pro Bono Legal Programs

McKees Rocks Legal Clinic is a signature project of the Pittsburgh Pro Bono Partnership and is staffed by attorneys from Buchanan Ingersoll & Rooney, ALCOA and Burns White. The Clinic is a referral source that accepts civil cases such as landlord/tenant, bankruptcy, child support, etc.

Dauphin County Bar Association Veterans Disability Claims Project assists veterans in the presentation and prosecution of their disability claims in the US Department of Veterans Affairs and through the federal appeal process. An initial decision on a disability claim by the Department of Veterans Affairs may take up to 24 months, and final decision by the Board of Veterans Appeals on appeal may take up to 5 years.

Homeless Advocacy Project’s SOAR Project is a referral source in Philadelphia in which several of our attorneys assist the homeless with SSI and disability benefits. Under the SOAR program, applications for individuals likely to be awarded SSI are fast-tracked, with an average wait time between submission of the application and approval of only 30 days. The cases require meeting 1–2 times with the client, obtaining medical records, writing and/or coordinating the writing of a letter of support for the application and filling out and submitting the application.

Philadelphia VIP partners with corporations that do business in Philadelphia to further its mission and help low-income Philadelphians receive access to justice. Partnerships at this level provide significant resources that allow VIP to help a growing number of clients. Buchanan works on civil cases and corporate matters for the indigent, and our work includes issues regarding guardianships, divorce, custody, homeownership and advice to non-profit corporations.

Christian Legal Aid/Ascension Church and Allegheny Center Alliance provides free counsel to clients who have verified incomes below certain levels. Counseling sessions typically last approximately 45 minutes, and clients must attend a screening session the week prior to the counseling session. Screening sessions are conducted by law school student volunteers, and relevant information is passed to the attorney meeting with the client. Approximately 50 attorneys volunteer with Christian Legal Aid, including attorneys from Buchanan Ingersoll & Rooney and other law firms in the Pittsburgh area.

Support Center for Child Advocates volunteer child advocates are teamed with social workers from the Support Center to represent abused and neglected children in dependency cases in Family Court. Children who are adjudicated are either in the custody of DHS and placed in foster homes or under DHS supervision in their family homes. A child advocate appears on the child’s behalf in periodic review hearings in Family Court to ensure that necessary services are being provided. In more extreme cases, we represent the child’s interests in proceedings to terminate parental rights and place the child in an adoptive
home. Child advocates also appear with children in criminal court in cases where the child is a victim of a crime or is a witness to another crime.

Volunteer Lawyers for the Arts provides small and mid-sized arts organizations, and low-income artists, with pro bono legal assistance for arts-related legal needs to include malpractice insurance coverage through the Allegheny County Bar Association. It promotes cooperation, understanding and communication between the arts and law. Both Buchanan's Pittsburgh and Philadelphia offices provide pro bono services for this organization.
CADWALADER, WICKERSHAM & TAFT LLP

One World Financial Center
New York, NY 10281
Phone: (212) 504-6665
www.cadwalader.com

LOCATIONS
Charlotte, NC • Houston, TX • New York, NY • Washington, DC •
Beijing • Brussels • Hong Kong • London

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Corporate • Derivatives & Structured Products •
Energy & Commodities • Executive Compensation, Benefits &
ERISA • Financial Regulation • Financial Restructuring • Health
Care • Insurance and Reinsurance • Intellectual Property •
Investment Management • Litigation • Mergers & Acquisitions
• Not-for-Profit Institutions • Private Wealth • Real Estate •
Securitization & Asset Based Finance • Tax • White Collar
Defense and Investigations

THE STATS
No. of Attorneys: 451
No. of Offices: 8
Chairman: W. Christopher White
Chairman-elect: James C. Woolery
Hiring Partner(s): Paul Mourning (Chair)
  Jodi Avergun (DC)
  Ken Irvin (DC)
  Jonathan Kanter (DC)
  Hank LaBrun (NC)
  Lisa Pauquette
  Pat Quinn
  Colin Underwood

EMPLOYMENT CONTACT
Susan Harlow
Director of Legal Recruitment
Phone: 212.504.6565
Email: susan.harlow@cwt.com
Careers website: www.cadwalader.com/makehistory
**WHO’S WHO**

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of her time.

Please provide the primary pro bono contact(s)’s information below.

Annie Mohan  
Manager of Pro Bono  
Phone: 212.504.6665  
Email: anine.mohan@cwt.com

Gregory Markel  
Litigation Partner  
Phone: 212.504.6112  
Email: gregory.markel@cwt.com

**Does the firm have a pro bono committee?**

Yes

**How often does the committee meet?**

The Firm’s Pro Bono Advisory Group meets and/or communicates several times weekly.

**Please describe the composition of the committee.**

The Pro Bono Advisory Group includes attorneys and staff from all offices.

**THE SCOOP**

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

All matters must be approved by the Firm’s Pro Bono Advisory Group and Management, but most matters are accepted subject to pro bono eligibility and conflicts checks.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Contested family law matters.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Her Justice
- Immigration Equality
- Kids In Need of Defense
- Lawyers Alliance for New York
- Legal Counsel for the Elderly
- Legal Services of Southern Piedmont
- New York Lawyers for the Public Interest
- New York Legal Assistance Group
- The Legal Aid Society
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Cadwalader’s Not-for-Profit Incubator, under the supervision of partner David Miller, shares responsibility for counseling the Firm’s not-for-profit clients, a diverse group with wide-reaching tax-exempt purposes. Our clients provide relief to victims of the Haiti earthquake and other natural disasters; shelter battered and indigent women; aid indigent youth in New York’s poorest neighborhoods; help poor and distressed women and children in Tangiers, Morocco; provide tutoring and counseling to at-risk youth; and expand opportunities for underserved populations. These organizations seek advice on a range of legal and practical issues, including acquiring real estate, managing a board, fundraising, complying with Treasury Department and Patriot Act guidelines for international grants, partnering with other charitable organizations, and drafting contracts.
• In an effort to bring crucial legal services to vulnerable and underserved immigrants, Cadwalader has taken on numerous representations involving immigrant rights: Asylum, Special Immigrant Juvenile Status and Violence Against Women Act Self-Petitions. Working with groups such as the City Bar Justice Center, Her Justice, Human Rights First, Immigration Equality, Kids In Need of Defense, National Center for Refugee and Immigrant Children, Sanctuary for Families, and The Legal Aid Society, we have successfully aided individuals from all over the world in obtaining legal status to reside in the United States.

• Through the Volunteers of Legal Service (VOLS) Microenterprise Project, the Firm is paired with the Small Business Development Center at Pace University to assist microentrepreneurs with their business startups. Legal services provided by our attorneys include assistance with incorporation, drafting of business agreements and contracts, lease review and negotiation, and provision of general corporate advice.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• VS: Confronting Modern Slavery in America is a targeted campaign of The Cadwalader Center for Community Service to raise awareness about human trafficking in the United States and to support legislative reform to prosecute traffickers, prevent modern slavery and protect victims. Human trafficking is a global epidemic. While many are aware of the atrocities committed abroad, some are not aware that human trafficking exists here in America. In fact, there are estimated to be hundreds of thousands of trafficking victims in the U.S. today. VS is a coalition builder focused on helping those individuals and organizations that work around the clock for change. We believe that by helping these champions of change—by bringing them together to share their stories, their innovative ideas, what has worked and what has not worked—we can expand their impact and significantly improve legislation and victim services.

• The Firm filed an amicus curiae brief on behalf of the American-Arab Antidiscrimination Committee (ADC) with the United States Supreme Court in University of Texas Southwestern Medical Center v. Nassar. At issue in the case is whether a Title VII plaintiff alleging retaliation must show that retaliation was the “but for” cause of his termination rather than one of several “motivating factors.” The amicus brief argued that the plaintiff, Dr. Naiel Nassar, an American Arab Muslim of Egyptian descent, was illegally and discriminatorily retaliated against after he submitted a resignation letter in which he complained about his supervisor’s discriminatory conduct. Dr. Nassar received favorable results at both the trial and appellate levels. The amicus brief argued that the Supreme Court should uphold the Fifth Circuit’s decision that applied the “mixed-motive” causation standard to the anti-retaliation provision of Title VII. The Court’s decision is expected to establish what a plaintiff must prove in order to successfully state an employment retaliation claim under Title VII of the Civil Rights Act of 1964.

Several organizations joined the amicus brief to display their support, including the Arab American Institute (AAI), the Asian American Legal Defense and Education Fund (AALDEF), the Center for Constitutional Rights (CCR), the Council on American-Islamic Relations (CAIR), Muslim Advocates, and the Sikh Coalition.

Founded in 1980, the American-Arab Anti-Discrimination Committee is the largest Arab American grassroots organization committed to protecting civil rights, promoting mutual understanding, and preserving cultural heritage.

• The Firm filed an amicus curiae brief with the United States Supreme Court on behalf of the American Jewish Committee (AJC) in Gregory Houston Holt A/K/A Abdul Maalik Muhammad v. Ray Hobbs, Director, Arkansas Department of Correction, et al.

The question is whether the Arkansas Department of Correction violated the Religious Land Use and Institutionalized Persons Act of 2000 (RLUIPA) when it denied the petitioner’s request to grow a one-half-inch beard in accordance with his religious beliefs with only speculative evidence of a compelling state interest and no evidence that its grooming policy presented the least restrictive means of meeting its purported interests. The brief, prepared pro bono by a Cadwalader team argues that Arkansas prison officials violated the inmate’s religious rights.

The American Jewish Committee is an international advocacy organization that focuses on advancing freedom, liberty, tolerance and mutual respect.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 10,935
Total number of pro bono hours in 2013: 11,512

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 392
Number of attorneys as of December 31, 2013: 402

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 28
Average number of hours per attorney in 2013: 29

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 21–30%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
All attorneys are encouraged to dedicate substantial resources to pro bono matters, with an annual goal of at least 30 hours. As part of our enhanced commitment to pro bono, the Management Committee has implemented a policy whereby all first associates are required to take on at least one pro bono matter (a minimum of 20 hours) each year.

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Attorneys attend training sessions offered by the Firm and by pro bono legal services providers. Each attorney working on a pro bono matter is supported by a partner and/or a more senior associate who provides training and acts as a resource for the attorney.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
All summer associates are required to participate in at least one pro bono matter during their time at the Firm. The Firm works with its summer associates to provide suitable opportunities that will help to fulfill any established state bar pro bono requirements. Pro bono opportunities for summer associates come from existing firm pro bono matters, such as the Firm’s signature anti-trafficking project VS., as well as participation in the following projects: Anti-Defamation League Summer Associates Legal Research Program, Cadwalader’s Not-for-Profit Incubator, Sanctuary for Families’ Courtroom Advocates Project (CAP), and the Transgender Legal Defense and Education Fund’s Name Change Project.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
- Cadwalader sponsors several activities at law schools throughout the country. Recent sponsorships include the BLSA Employer Reception at Harvard, the Annual Penn LALSA Conference, NYU LALSA’s Annual Interview Skills Workshop, Columbia’s Myra Bradwell Dinner, and Stanford’s Annual Bid for Justice Auction.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
- Each school year, the Firm hosts students from local high schools and middle schools at our offices. The students have the opportunity to learn about the careers of various Cadwalader legal and administrative professionals, and...
about their educational and career paths. Presenters speak about their day-to-day responsibilities, offer tips for being a successful student and give general career advice. In addition, the firm also sends trained volunteers to high schools and middle schools to teach Junior Achievement (JA) curriculum. JA is a non-profit organization that brings economics-based education programs into the classroom for students in grades K–12. Our volunteers not only teach the JA curriculum, but they also serve as role models for the students, exposing them to career possibilities and associating education with obtaining professional goals.

- Cadwalader Cares is a project of the Community Outreach Division of The Cadwalader Center for Community Service. Through Cadwalader Cares, all firm employees are invited to participate in various activities focused on the Fight Against Hunger in cities where Cadwalader offices are located. This initiative kicked off in June 2014 and will continue with events taking place throughout the year.

- Each month, the Firm coordinates visits to the Caring Community, a senior resource center located on Greenwich Street in downtown New York. During these visits, attorney and staff volunteers mingle with the seniors and help serve food for their lunch meal. Volunteers all have a fantastic time, hearing life stories and offering a welcoming ear to residents. These visits provide a wonderful opportunity to get involved in the local community and to give back to an often neglected population.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2013 Awards & Recognition:

A team of Cadwalader attorneys received Pro Bono Publico Awards from The Legal Aid Society for their outstanding work on a prisoners rights case. The Firm also received a Pro Bono Publico Award for its outstanding commitment to The Legal Aid Society and its underserved clients.

The Firm was selected to be the recipient of a Washington Lawyers’ Committee Outstanding Achievement Award for its pro bono efforts on behalf of the Committee. This award is presented in recognition of the Firm’s work with the Immigrant & Refugee Rights Project on Jose Alberto Claros v. Nastos Construction, Inc.

Cadwalader received the Advocate Law Firm of the Year Award from the American-Arab Anti-Discrimination Committee (ADC). The firm filed an amicus curiae brief on behalf of the ADC with the United States Supreme Court in University of Texas Southwestern Medical Center v. Nassar. At issue in the case is whether a Title VII plaintiff alleging retaliation must show that retaliation was the “but for” cause of his termination rather than one of several “motivating factors.”

Several of our attorneys were recognized by the District of Columbia Court of Appeals, the Superior Court of the District of Columbia and New York State Bar Association for contributing 50 or more hours of free legal services in 2012 to those in need. By generously donating their time and talent, these attorneys have brought justice to vastly underserved communities.

2012 Awards & Recognition:

Cadwalader was named the recipient of the Washington Lawyers’ Committee (WLC) Outstanding Achievement Award for representation of a District of Columbia parolee who had been erroneously miscategorized during the parole process. Under the auspices of the WLC DC Prisoners’ Project, a team of Cadwalader attorneys secured a favorable settlement that will serve as an important precedent for others to challenge the application of unduly restrictive parole conditions.

Cadwalader was honored by The Legal Aid Society as a recipient of the 2012 Pro Bono Publico Award for outstanding service to The Legal Aid Society and its clients. Every year, the Society recognizes the outstanding work of volunteer lawyers, law firms, corporations, and other professionals who support The Legal Aid Society and/or participate in the Society’s Pro Bono Program by providing exceptional legal services to low-income New Yorkers. The Honorable Jonathan Lippman, the Chief Judge of the State of New York, presided over the event and presented the award to Peter Isajiw and Greg Markel on November 19 at The Liberty Theater in New York.

Please add any additional information about your firm’s pro bono program.

Cadwalader has a long-standing tradition of providing pro bono services to those in need. This commitment serves the goal of (a) meeting our professional obligation to provide legal services to those unable to afford an attorney, and (b) providing professional development opportunities for junior associates to assume principal responsibility for important matters. Our pro bono program encompasses legal assistance to those in need or without access to the justice system, volunteer service and community projects, and financial contributions to charitable organizations. Both new and experienced attorneys have the chance to help the indigent and contribute to matters and causes of public interest, as well as to gain valuable personal and professional experience.

Cadwalader’s pro bono programs are managed by a Pro Bono Advisory Group, which includes the Firm’s Manager of Pro Bono. The group’s mission is threefold: (a) to identify and maintain relationships with select public service agencies and other organizations; (b) to oversee the procedures for the supervision, management and administration of pro bono assignments; and (c) to carry out the annual fundraising campaigns for pro bono organizations. While we encourage all personnel to bring pro bono projects in which they are interested to the Group’s attention, many of our pro bono clients come to us from the outside referral sources and legal services agencies with which we have long-standing relationships. In addition, the Firm has successfully launched a “Pro Bono Concierge Service” that is designed to aid our attorneys in identifying pro bono matters that meet their specific interests. The Firm believes that our attorneys should dedicate substantial resources to pro bono matters, with an annual goal of at least 50 hours per attorney. Cadwalader continues to make a mark by volunteering our time, skills, and resources to improve the quality of life for those in the communities where we live and work, across the country, and around the world.
CARLTON FIELDS JORDEN BURT

4221 W. Boy Scout Blvd.
Suite 1000
Tampa, FL 33607-5780
Phone: (813) 223-7000
www.cfjblaw.com

LOCATIONS
Atlanta, GA • Hartford, CT • Los Angeles, CA • Miami, FL • New York, NY • Orlando, FL • Tallahassee, FL • Tampa, FL • Washington, DC • West Palm Beach, FL

MAJOR DEPARTMENTS & PRACTICES
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THE STATS
No. of Attorneys: 375
No. of Offices: 10
President and CEO: Gary L. Sasso
Hiring Partner(s): Gwynne A. Young, Firmwide Hiring Chair

EMPLOYMENT CONTACT
Naila Townes Ahmed
Director of Legal Talent Management
Phone: 813.229.4172
Email: nahmed@cfjblaw.com
Careers website: www.cfjblaw.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide the primary pro bono contact(s)'s information below.

Kathleen S. Mcлерoy
Chair, Pro Bono Committee
Phone: 813.229.4228
Email: kmcleroy@cfjblaw.com
Website: www.cfjblaw.com/pro-bono

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The committee is comprised of shareholders and associates from all firm offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The Chair of the pro bono committee, together with attorneys knowledgeable in the substantive area of law for the proposed matter, screens the matter for merit.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- American Civil Liberties Union
- Bay Area Legal Services
- The Children's Law Center
- Equality Florida
- Florida Immigrant Advocacy Center
- Atlanta Legal Aid Society
- Lawyers Committee for Civil Rights
- The Cuban American Bar Pro Bono Program
- Lawyers for Children America
- Hartford Program of the Pro Bono Partnership

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- A team of firm attorneys provided pro bono representation for an LGBT youth who tried to organize a National Day of Silence in support of LGBT youth everywhere in 2011 and 2012 at her high school. The student's 2012 silenced attempt was the heart of the lawsuit. On behalf of the teen, by and through her father, Carlton Fields Jorden Burt and Lambda Legal filed a lawsuit against the school district and various school officials in their individual and official capacities seeking injunctive, declaratory, and nominal relief for violating the girl's First Amendment right to freedom of expression; for retaliating against her exercise of her First Amendment rights; and for violating her Fourteenth Amendment rights by failing to supervise school personnel. In a detailed ruling on the plaintiff's preliminary injunction motion, the district court held that the plaintiff had the right to participate in the Day of Silence and that she had established that she had a "substantial likelihood of success on the merits." Although the court also found that the public interest would be furthered by an injunction, and that the balancing of harms weighed in her favor, the court did not enter an injunction because the defendants represented to the court that the school superintendent and school principal were no longer in positions of authority over students at the high school and that the plaintiff could participate without interference in 2013. As promised, in April 2013, plaintiff was permitted to organize and participate in a Day of Silence event at her high school, and was planning the event for 2014. The plaintiff and the school district are discussing possible amendments to district policy to ensure that students are permitted to exercise their First Amendment rights at school.
• The firm handled matters on behalf of Ronald McDonald House Charities of Tampa Bay (RMH), including two real property transactions involving a piece of property being donated to RMH and the subsequent sale of that property by RMH. Firm attorneys drafted the property donation agreement, the purchase and sale agreement, and various closing documents related to the two transactions. To protect RMH from exposure arising out of its previous ownership of the property, they also created a limited liability company through which RMH will accept title to the donated property and transfer it to the subsequent purchaser. Another RMH matter handled by firm lawyers was in relation to a suit filed by RMH against a company from which it purchased defective bedroom furniture for its Tampa house. Soon after filing suit, a settlement was reached and RMH was refunded the full purchase price.

• Representation in trial for a pro bono adoption case in which we represented foster parents who were seeking to adopt a 2 year old special needs boy. The child was placed in their home when he was 7 months old, after he was removed from his mother’s care. After the presentation of evidence and closing arguments the judge immediately granted the adoption request. This is the second special needs child our firm helped this couple adopt. Understandably they are thrilled, since after 16 months in their home he is firmly a part of their lives.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Henry v. State, SC12-578 (Fla.). The firm handled all aspects of representing an indigent juvenile non-homicide offender before the Florida Supreme Court. Appeal involves an Eighth Amendment challenge to a 90-year sentence based on the United States Supreme Court’s decision in Graham v. Florida, 560 U.S. 48 (2010). Briefing and oral argument are complete with a decision from the Florida Supreme Court forthcoming.

• Pareto et al v. Harvey Ruvin as Clerk of the Courts of Miami-Dade County, Case No. 2014-1661-CA-01 (Miami-Dade Circuit Court, Florida). The firm is handling a pending pro bono matter that has the potential to result in providing same-sex couples in Florida with the same legal protections afforded to all other Florida residents. In coordination with Equality Florida and NCLR, a lawsuit was filed in January 2014 to bring marriage equality to Florida. The lawsuit was filed on behalf of six same-sex couples and Equality Florida and argues that Florida’s laws barring same-sex couples from marriage violate the United States Constitution by denying them the legal protections and equal dignity that the freedom to marry provides.

• Cruz, et al v. State of California, State Board of Education, et al, Superior Court of the State of California, Alameda County. Carlton Fields Jorden Burt is co-counsel (to the ACLU Foundation of Southern California, the public interest firm Public Counsel, Prof. Gary Blasi of UCLA Law School, and Arnold & Porter’s San Francisco office) in a significant class action lawsuit filed in May 2014 on behalf of 18 primarily poor students of color at seven schools in Northern and Southern California. Taking advantage of a California constitutional provision charging the State with responsibility for equal education, it alleges that the State provides them with far less instructional time than students receive in higher-performing schools. The reasons for the disparity include high teacher turnover, teacher vacations and absences, and, a little-known time-wasting practice called “service learning,” by which students perform administrative chores for teachers. The complaint contains egregious examples, such as students who have six hours of these service classes a day; schools that have multiple “code red lockdowns” because of shootouts; annual teacher turnover of as much as 50 percent; and classes that have rotating substitutes, many with no background in the substantive subject. This high-impact lawsuit has received substantial local and national publicity because it involves a novel legal theory: that poor schoolchildren are entitled to equal time in school. Unlike past equal education cases, it does not focus on money. It looks at quality time, not service periods, by qualified teachers. Its focus on using existing resources effectively, not spending more money, is intentional. The two major events in the months ahead will be class certification and a preliminary injunction motion.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 8,792
Total number of pro bono hours in 2013: 8,396

What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during the following years?

Number of attorneys as of December 31, 2012: 298
Number of attorneys as of December 31, 2013: 300

Average number of hours per attorney in 2012: 30
Average number of hours per attorney in 2013: 28

What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes
Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
1–50

Does the firm consider pro bono hours when determining bonuses?
Yes

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 142
2013: 150

Average hours per summer associate spent on pro bono work
2012: 28
2013: 15

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 80%
2013: 80%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer Associates handle intake interviews and case evaluations for the Bay Area Legal Services Conflict Program, represent indigent tenants in eviction proceedings, and they work on existing pro bono matters being handled by the firm attorneys.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Training for the Florida Immigration Advocacy Coalition. Attorneys receive training with respect to the rights of minors who are in this country illegally, the hearings they can seek, types of asylum available, and forms to use.
- Training with the Atlanta Volunteer Lawyers Foundation. Attorneys received training with respect to the defense of indigent tenants in eviction hearings.
- Attorneys handling family law matters are trained in the preparation of domestic violence injunctions.
- Attorney ad Litem training for attorneys who stand in place of absentee parents and make decisions on behalf of juveniles appearing before the court.
- Carlton Fields Jorden Burt created a scholarship program to assist diverse students financially and to create employment opportunities for those students during their law school careers. Students are selected for the scholarship based on their diverse backgrounds (including ethnicity, race, gender, sexual orientation, culture or disabilities), high levels of performance and achievement, outstanding interpersonal and communication skills, and good standing as a first-year law student at an American Bar Association-accredited law school. Each year two students are awarded...
a $5,000 scholarship and work in paid positions as summer associates.

- Additionally, we participate in and donate scholarship funds to the Professional Opportunities Program (POP), developed to provide minority law students with summer internship and summer associate program opportunities in Florida.
- Carlton Fields Jorden Burt also has a scholarship endowment at the University of Florida Law School. The funds were donated by the firm and firm lawyers who attended the law school.
- We help Public Interest Lawyers train and develop their skills by presenting Mock Oral Arguments.

**What non-law related volunteer opportunities does your firm offer?** For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The firm participates in a number of these matters in our offices, including the following:

- Firm attorneys participate in projects for The Spring, a shelter for victims of domestic abuse and their children.
- Firm attorneys participate in the Hillsborough County Bar Association Lawyers for Literacy Program, collecting books and reading to children in Head Start classrooms.
- Attorneys and staff participate in environmental clean-up projects.
- Participation in Law Week programs for school children, including mock trials and courthouse tours.
- The firm serves as a co-sponsor of an annual golf tournament to raise funds for the United Way.
- Attorneys and staff participate in many fundraisers every year for numerous organizations including the American Diabetes Association, American Heart Association, American Cancer Society, etc.

**Please list any special recognition or awards your firm has won since 2012 for its pro bono work.**

- Firm attorney John Herrington was reappointed to the Connecticut State Advisory Committee by the U.S. Commission on Civil Rights.
- Legal Aid Service of Broward County (LAS) and Coast to Coast Legal Aid of South Florida (CCLA) selected Carlton Fields Jorden Burt, and four lawyers from the firm, to receive the 2013 Children’s Advocacy Award.
- The ACLU of Georgia selected Carlton Fields Jorden Burt as the recipient of its 2012 Pro Bono Award in recognition of the commitment by the firm to furthering the work of the ACLU of Georgia.

**Please add any additional information about your firm’s pro bono program.**

“Service to our communities and the profession” is a core value of Carlton Fields Jorden Burt. The firm expects and encourages its attorneys to participate actively in community service, pro bono representation, and professional organizations. Attorneys are encouraged to provide legal services to individuals and groups who cannot afford legal help. The firm’s attorneys provide approximately $2 million in legal services annually to those less fortunate in society and to organizations that serve the disadvantaged.

Carlton Fields Jorden Burt is a charter signatory in the American Bar Association Pro Bono Challenge (n/k/a the Law Firm Pro Bono Challenge). The firm pledged to contribute an amount of time equal to 3 percent of its total billable hours to pro bono work. The firm also co-sponsored a National Association for Public Interest Law (NAPIL) Partner Fellow (n/k/a Equal Justice Works). The Fellow worked with the Child Victim Rapid Response School Program, a school-based violence prevention and intervention program established in conjunction with the Florida Attorney General’s Office, Bay Area Legal Services, Inc., the Florida Commission on Community Service, and the Florida Department of Education.

Attorneys at Carlton Fields Jorden Burt are encouraged to donate at least 50 hours per year of legal services to individuals and groups who cannot afford to pay for such assistance. In support of this commitment, the firm provides its shareholders, associates, and paralegals with substantial “billable hour credit” for pro bono legal services. The firm has also instituted a practice of selecting recipients for a firm-sponsored award recognizing a shareholder and an associate (and on some occasions groups of attorneys) within the firm who have made the most significant contributions to pro bono efforts during each year.

To coordinate pro bono and public service from office to office, Carlton Fields Jorden Burt attorneys serve on the firm’s longstanding Pro Bono Committee. The firm’s Pro Bono Committee oversees firm wide participation in large pro bono or public service projects and works with community groups in the locale of each office to optimize the services provided.

Many firm attorneys are also very active and hold leadership roles in pro bono programs and initiatives outside the firm. For example, Kathleen S. McLeRoy, the Chair of the firm’s pro bono committee, serves co-chair of the Pro Bono Legal Services Committee of The Florida Bar.

In March 2013, The Board of Directors of Florida Legal Services, Inc. passed a resolution honoring our firm’s late Chair Emeritus, Wm. Reece Smith, Jr., a founder of Florida Legal Services, for his leadership and advocacy for equal justice.
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm’s Pro Bono Attorney spends 100% of her time on pro bono work; this includes supervision and training of associates on pro bono matters, litigating cases, and managing the firm’s pro bono initiatives.

Please provide the primary pro bono contact(s)’s information below.

Charles O’Neill  
Chair, Pro Bono Committee  
Phone: (212) 408-5365  
Email: co’neill@chadbourne.com

Maureen K. Schad  
Pro Bono Attorney & Manager of Pro Bono  
Phone: (212) 408-5212  
Email: mschad@chadbourne.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Bi-monthly

Please describe the composition of the committee.

The Pro Bono Committee includes lawyers at every level and from every practice group; there are representatives from each U.S. office and several international offices. The Committee’s Chair, Charles O’Neill, is the firm’s former Managing Partner and current General Counsel.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Lawyers can choose from cases regularly circulated from our partners, or they can propose a matter of their own. If a lawyer has an interest in an area not currently covered by the list of opportunities, the Pro Bono Attorney will assist them in finding a matter and obtaining approval.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- The Door: A Center of Alternatives
- Human Rights First
- Center for Justice and Accountability
- Volunteer Lawyers for the Arts
- Sanctuary for Families
- Human Rights Watch
- The Legal Aid Society
- Lawyers Alliance for New York
- Urban Justice Center—Community Development Project
- DC Bar Pro Bono Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Chadbourne lawyers, together with the Urban Justice Center’s Community Development Project (CDP), achieved a highly favorable settlement on behalf of thirteen employees of an upscale Greek restaurant in New York City. The workers brought employment claims against the restaurant and certain affiliated individuals for numerous violations of federal and state wage and hour requirements. The matter was vigorously litigated over several years in the Southern District of New York through substantial motion practice,
document discovery, and depositions. The plaintiffs prevailed on most of their claims on summary judgment. After a failed mediation and as the impending trial approached, the restaurant quadrupled its prior settlement offer and the case eventually resolved. Through the settlement, the workers obtained virtually all of the damages that they were owed and the restaurant paid an equal amount in attorneys' fees and costs, which helped support the critical work of the Urban Justice Center’s Community Development Project.

- Chadbourne represents the Whitaker Peace and Development Initiative (WPDI), founded by Forest Whitaker in 2011 in conjunction with his appointment as a UNESCO Goodwill Ambassador, as part of his vision for a “global peacemaker network.” WPDI operates educational programs for vulnerable young people in communities affected by violent conflict. Over the past year, a multidisciplinary team of Chadbourne lawyers from our New York, Washington, DC, Los Angeles, and Mexico City offices helped WPDI launch operations in Uganda, South Sudan, and Mexico; cement collaborative relationships with universities and major international corporations; develop and protect its brand and related intellectual property; and establish employment policies and hire staff and consultants across three continents.

- In partnership with the Center for Family Representation (CFR), Chadbourne lawyers successfully argued an appeal for a mother accused of neglect based on her then 17-year-old daughter's behavior. The New York Appellate Division, First Department, agreed with Chadbourne’s argument and affirmed the dismissal of the neglect petition, ruling that “[a]lthough respondents may not have reacted appropriately to every difficulty that arose involving the child, the preponderance of the evidence does not show that they failed to exercise the statutory minimum degree of care.” If the neglect charges had been upheld, the finding would have significantly threatened not only the family’s stability but also the client’s livelihood, as she was a baby nurse who would have been barred from further employment in her field. Chadbourne is proud to partner with CFR, which provides free legal representation and social work services to families in crisis to help children stay with their parents in a safe and stable setting.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Chadbourne lawyers, together with the Center for Justice and Accountability, won $15 million in damages for Constitutional Law Professor Abukar Hassan Ahmed, who was imprisoned for five years and tortured for his political beliefs during Somalia's brutal Siad Barre dictatorship. Nearly 25 years later, Professor Ahmed finally found justice in a U.S. court. After discovering that the man who ordered his torture, former Colonel Abdi Aben Magan, was living in Columbus, Ohio, Ahmed brought suit against him under the Alien Tort Statute and Torture Victims Protection Act. In November 2012, the U.S. District Court for the Southern District of Ohio found Magan liable for torture, cruel treatment, and arbitrary detention, and in August 2013, the court awarded Ahmed $15 million in damages. This case was the first to hold a former member of the National Security Service, known as the “Black SS,” liable for atrocities committed under the regime, and it was one of the first successful decisions following the Supreme Court’s decision in Kiobel. Ahmed—honored with the International Bar Association's 2013 Human Rights Award—is the current Legal Adviser to the President of Somalia, and Chadbourne further advised the transitional government in drafting the Somali Provisional Constitution.

- In March and April 2014, Chadbourne represented OutServe-SLDN and the American Military Partner Association in filing amicus briefs in marriage equality cases in the U.S. Courts of Appeal for the Fourth and Tenth Circuits. The briefs, filed by Abbe David Lowell and Christopher Man, ask the Courts to affirm lower court decisions from Utah, Oklahoma, and Virginia that held bans on marrying couples of the same sex unconstitutional. The briefs explain that the uneven patchwork of state laws harms military families and adversely impacts the military’s recruitment and retention efforts, thereby compromising national security. Previously, Chadbourne, together with OutServe-SLDN, successfully sued the U.S. military in a landmark suit, McLaughlin v Panetta, brought in federal court in October 2011 on behalf of eight current and former members of the armed services seeking equal benefits for their legally married same-sex spouses. In March 2013, Chadbourne also filed an amicus brief in U.S. v. Windsor, arguing that DOMA harms military families and compromises national security. In October 2013, the district court judge in McLaughlin declared that each plaintiff who had formerly been denied or precluded from applying for benefits under DOMA was entitled to apply for benefits “without regard to being a couple of the same gender.” Chadbourne continues to advocate for military families denied access to benefits, both through individual advocacy and appellate work, and anticipates litigating this issue in other U.S. Courts of Appeal now that federal courts have invalidated marriage bans in several states and the Attorneys General of several others have conceded that their laws are unconstitutional.

- Nearly a dozen Chadbourne lawyers across multiple practice groups—including Corporate, Project Finance, Litigation, and Bankruptcy—are representing abused, abandoned and neglected immigrant youth who fear deportation back to countries where they would be without adult support and which are plagued by gang conflict and gender-based violence. Chadbourne lawyers represent these vulnerable youth in guardianship, custody, foster care, or adoption proceedings in family court, ensuring that they have the adult care and support they need, and then help them obtain legal permanent residence through Special Immigrant Juvenile Status (“SIJS”). SIJS affords these youth the opportunity to pursue an education, work legally, avoid homelessness and instability, and leave without the constant fear of deportation. Each year, through Chadbourne’s Door Fellowship and the pro bono work of firm lawyers in nearly every practice area, approximately 200 youth successfully obtain permanent resident status and avoid deportation to the countries they fled due to family neglect and community violence.
• Since January 2014, Chadbourne has partnered with The Legal Aid Society’s Immigration Unit to screen and represent immigrant youth at Legal Aid’s monthly juvenile docket—a special court session at which unaccompanied minors in removal proceedings, some as young as 2 or 3 years old, appear before the immigration court for the first time, without any right to counsel.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 10,576
Total number of pro bono hours in 2013: 14,046

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 263
Number of attorneys as of December 31, 2013: 252

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 40
Average number of hours per attorney in 2013: 56

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 51–60%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

The firm partners with a wide range of legal services organizations and traditional training institutes (such as PLI) to provide an extensive list of pro bono training opportunities, through in-house CLE sessions, online webinars, and external programs. Training materials and resources are also available through an online firm database and can be accessed anytime by lawyers and staff. Frequent updates are provided to address developments in law and practice, and the firm’s Pro Bono Attorney is available anytime to coordinate or provide additional training and supervision as necessary.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 953
2013: 794

Average hours per summer associate spent on pro bono work
2012: 43
2013: 42

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 91%
2013: 95%
Please provide any additional information about pro bono opportunities available to summer associates.

As one of the firm's core values, pro bono work is a critical component of Chadbourne's summer program. Summer associates participate in the full range of the firm's pro bono initiatives—working on asylum cases and other immigration matters, such as SIJ cases for youth or VAWA cases for survivors of domestic abuse; advocating for victims of trafficking; assisting with high-profile human rights and civil liberties litigation; advising nonprofits with incorporation, tax exemption, and other corporate issues; and representing low-income artists in a wide range of corporate and intellectual property matters. In addition, summer associates have the opportunity to participate in Sanctuary for Families’ Courtroom Advocates Project (CAP), through which they advocate for victims of domestic violence in family court, preparing petitions for protective orders and assisting with court appearances. Summer associates are also very involved in the firm's wide range of community service and youth mentoring activities, including Youth About Business (YAB), an innovative leadership development program for a diverse range of young people interested in corporate law and finance.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

The Door Fellowship: Since 2005, Chadbourne has sponsored a full-time fellow at The Door: A Center of Alternatives, New York City's premier youth development agency. The Fellow is an associate and employee of Chadbourne, but works full time at The Door for 16–18 months, representing young people ages 12–21 in the areas of family, immigration, education, and public benefits law. Following their time at The Door, the Fellow has the opportunity to return to Chadbourne in the practice area of his or her choice. Chadbourne’s commitment to The Door’s Legal Services Center goes back to 1998, when the firm began sending externs for 8–12 week assignments at the youth center.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Aware of the critical need for increased funding for legal services organizations, Chadbourne provides ongoing financial support to our partners. In addition, the firm sponsors a variety of law school groups and bar associations supporting diverse law students and lawyers. Through these partnerships, we provide financial and technical assistance to various programs serving the needs of low-income communities. We also sponsor a Fellow each summer through the New York City Bar’s Office of Diversity & Inclusion. Our partners include: Asian American Bar Association of NY; Metropolitan Black Bar Association; South Asian Bar Association of NY; LeGaL (LGBT Bar Association of NY); Empire State Pride Agenda; ACLU’s LGBT/AIDS Project; Human Rights Campaign; MinKwon Center for Community Action; Hispanic National Bar Association; National LGBT Bar Association; North American South Asian Law Students Association (SALSA); Practicing Attorneys for Law Students (PALS); Columbia Law’s Women’s Association and Outlaws; Georgetown Law LaLSA; NYU Law’s LaLSA, SALSA, Outlaws, and Women of Color Collective; U Penn LaLSA; Northeast BLSA; Fordham Law’s AALSA, BLSA, and LALSA; and the National Black Pre-Law Conference.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteer opportunities for organizations like Habitat for Humanity.

Each year, the firm sponsors and provides hundreds of hours of support to Youth About Business (YAB), an innovative leadership-training program exposing a diverse population of youth to corporate law and business environments. Teams from the firm also mentor and teach middle and high school students through moot court programs in New York and Washington, DC. In addition, the firm participates in community service projects and fundraisers such as Cycle For Survival, raising money to fund research to fight rare cancers; AIDS Walk New York; the Avon Walk for Breast Cancer; volunteer days at camps for children with terminal illness and organizations such as God’s Love We Deliver, which delivers meals to hundreds of needy families throughout the NY Metro Region; Operation Backpack, providing homeless children with fully-stocked backpacks at the start of each school year; holiday gift drives; Jeans Days for a wide range of charitable organizations; and support for programs such as Dress for Success and Career Gear.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

The Door’s Legal Services Center- honored Chadbourne at “Joining In Justice,” for the firm’s longstanding commitment to The Door and to legal advocacy for youth (April 2014); The Legal Aid Society- 2013 Pro Bono Publico Award & 2013 Associates’ Campaign Award Highest Contributor for firm of its size; Center for Family Representation- honoring Chadbourne partner Howard Seife (October 2013); Volunteer Lawyers for the Arts- honored Chadbourne associate Lara Aryani (June 2014); KIND (Kids In Need of Defense)- honored Chadbourne’s Pro Bono Attorney Maureen Schad (December 2013); Urban Justice Center- Community Development Project- honoring Chadbourne partner Marc Ashley (Fall 2014).
LOCATIONS
Chicago, IL • New York, NY • Salt Lake City, UT • San Francisco, CA • Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Asset Securitization • Banking • Bankruptcy, Restructuring and Workouts • Corporate & Securities • Corporate Finance • Credit Enhancement • General Litigation • Investment Companies • Public Finance • Tax • Trusts & Estates

THE STATS
No. of Attorneys: 238
No. of Offices: 5
Chief Executive Partner: Timothy P. Mohan
Chief Operating Partner: William Libit
Hiring Partner(s): Jennifer Tedjeske

EMPLOYMENT CONTACT
Stacey Kielbasa
Director of Professional Development and Attorney Recruitment
Phone: 312-845-2997
Email: kielbasa@chapman.com
Careers website: http://www.chapman.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Joe Lombardo, Pro Bono Partner, oversees the firm’s current pro bono participation and reviews new pro bono matters. Nichole Veihman, Community Relations Coordinator, supports these efforts and coordinates efforts amongst attorneys at the firm. Pro bono work takes up less than half of Joe’s and Nichole’s time.

Please provide the primary pro bono contact(s)’s information below.

Joseph Lombardo
Partner
Phone: 312-845-3248
Email: Lombardo@chapman.com

Nichole Veihman
Community Relations Coordinator
Phone: 312-847-4686
Email: veihman@chapman.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Attorneys present the potential matter to the Pro Bono Partner, who reviews against the Firm’s pro bono policy and makes a determination regarding acceptance. Then, the matter is run through a standard conflicts check.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Bankruptcy, Civil rights, Community economic development, Consumer law and small claims court, Education, Environment, Family law, HIV/AIDS advocacy, Immigration, Indigent criminal defense, Nonprofit corporate law, Prisoners’ rights, Probate law

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Cabrini Green Legal Aid
- Chicago Volunteer Legal Services
- Ladder Up
- TMC Development Working Solutions
- Neighborhood Housing Services
- On Course Educational Foundation
- Link Community Development USA
- Global Alliance for Africa
- Chicago Community Loan Fund
- The Law Project

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Chapman provided substantial services to Cabrini Green Legal Aid (CGLA), where our attorneys volunteered at the CGLA Help Desk, and also represented five individual CGLA clients in clemency and expungement hearings before the Illinois Prisoner Review Board. At the Help Desk, our attorneys met with clients to assess their options, under Illinois law, for clearance of criminal records. For the clemency petitions, our attorneys interview the clients, review their criminal records and other relevant information, prepare the clemency petitions, and then represent the clients in a public hearing before the Prisoner Review Board. In addition, two of our past clemency clients were granted clemency by the Governor of Illinois.

- In 2013, we assisted Living Cities in its fifth and final investment under its Integration Initiative. The project involved making a senior unsecured credit facility available to a local Community Development Financial Institution, who will use the loans proceeds to make smaller, targeted investments in Newark, New Jersey’s communities, with the goal of creating healthy housing, schools, and food options. Chapman attorneys represented a syndicate of financial institutions, led by JPMorgan Chase Community Development Bank, in documenting the credit facility through several iterations.

- Chapman represented Chicago Community Loan Fund (CCLF) in a number of its lending transactions to non-for-profit organizations throughout the Chicago area. Several of the loans were secured terms loans used to acquire real estate and pre-development expenses incurred by the developer prior to seeking
construction financing. Other loans were construction loans or permanent secured term loan financing once construction was completed. CCLF also provided a revolving credit facility to a museum to finance renovations. Chapman attorneys were involved in the documentation and negotiation of the primary loan and security documents, as well as undertaking customary due diligence on behalf of CCLF.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 2,879
- Total number of pro bono hours in 2013: 4,300

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 217
- Number of attorneys as of December 31, 2013: 234

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 13
- Average number of hours per attorney in 2013: 18

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 11–20%
- Percentage of attorneys who did pro bono work in 2013: 21–30%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

No, they are not taken into account.

Are those evaluations taken into account in determining advancement within the firm?

No

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

The Firm regularly hosts CLE and training sessions presented by non-profit organizations for which the Firm does pro bono work. Also, in connection with our work with Cabrini Green Legal Aid (CGLA), there are two trainings associates go through in order to work the CGLA Help Desk and Live Call.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please provide any additional information about pro bono opportunities available to summer associates.

All summer associates attend a pro bono presentation and meeting with the Firm’s pro bono partner, are presented with a range of potential pro bono opportunities, and are encouraged to participate in any number of pro bono matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

The firm provides a stipend for incoming first year associates who work at a public interest organization during the summer prior to starting at the firm. Chapman works with the Public Interest Law Initiative to place incoming first year associates.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

As a firm, we support a variety of charitable organizations and our partners and associates sit on numerous non-profit boards. The firm has a strong connection with United Way and every year we have a United Way campaign. In addition, we provide firm and office wide volunteer opportunities annually with Misericordia, Gilda’s Club, Gads Hill, Spark Chicago Mentoring, and Chicago scholars interview night and mentoring.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Chapman and Cutler was named to Public Interest Law Institute’s 2013 Pro Bono Roster.
- Chapman and Cutler was named by Cabrini Green Legal Aid as the 2012 Volunteer Law Firm of the Year.
LOCATIONS
Boston, MA

MAJOR DEPARTMENTS & PRACTICES
Complex Commercial Litigation • Finance and Restructuring
• Government Enforcement & Compliance • Insurance & Reinsurance • Labor Employment and Benefits • Life Sciences
• Mergers and Acquisitions/Corporate and Securities • Private Equity • Real Estate • Technology, IP and related litigation • Wealth Management

THE STATS
No. of Attorneys: 167
No. of Offices: 1
Managing Partner: Charles A. Cheever
Managing Partner: William P. Gelnaw
Hiring Partner(s): Diana K. Lloyd & John A. Nadas

EMPLOYMENT CONTACT
Michael Kaufman
Director of Legal Recruiting
Phone: 617-248-4039
Email: mkaufman@choate.com
WHOS WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
While each of the three partners devotes a significant portion of time to pro bono matters, it is less than half of each of their time.

Please provide the primary pro bono contact(s)’s information below.
Alison Reif
Partner
Phone: 617-248-5157
Email: areif@choate.com

Margaret Marshall
Senior Counsel
Phone: 617-248-4088
Email: mmarshall@choate.com

E. Macey Russell
Partner
Phone: 617-248-4012
Email: mrussell@choate.com

Does the firm have a pro bono committee?
No

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm focuses on matters referred by established pro bono partners such as the Massachusetts Lawyers Clearinghouse, the Charles Hamilton Houston Institute for Race & Justice at Harvard Law School, the Center for Law and Education, the Political Asylum and Immigration Representation Project, and the Center for Women & Enterprise, to name a few. In addition, attorneys who are interested in matters other than those referred by our established pro bono partners are welcome to bring these matters to the firm for consideration, which consideration includes availability of resources, expertise, and conflicts.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Civil rights, Community economic development, Disability benefits, Domestic violence, Education, Fair housing/tenants rights, First Amendment and constitutional issues, Homeless advocacy, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners’ rights, Public benefits, Social Security law, Veterans’ benefits/appeals

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Charles Hamilton Houston Institute for Race & Justice at Harvard Law School
• Center for Law and Education
• Political Asylum and Immigration Representation Project
• Massachusetts Lawyers Clearinghouse
• Center for Women & Enterprise
• Lawyers’ Committee for Civil Rights
• Anti-Defamation League

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Massachusetts Lawyers Clearinghouse: The Firm represented a seriously ill homeless individual in convincing the Social Security Administration (“SSA”) to restart the man’s monthly disability benefits. Working with the Lawyers Clearinghouse, Choate staffed a legal clinic at a local homeless shelter. The individual, one of many who attended, had been unsuccessful on his own in convincing the SSA to restore his benefits, which were discontinued due to a failure to respond to a SSA request for information which the individual never received due to his homelessness. After being told by the SSA that the client’s case would be on hold “indefinitely” due to backlogs, the Firm was able to persuade officials to begin making the payments again, including all missed payments retroactive to the original date of discontinuation, on a provisional basis until a final determination was made. Choate also was able to expedite final review of the client’s claim of continued disability and to successfully persuade the SSA that his benefits should be restored permanently. The case was complicated by the client’s serious mental and physical conditions, but with his benefits restored and permanent housing now financially possible, the client’s mental and physical health have improved.
• Center for Women & Enterprise: As part of an effort to help budding entrepreneurs launch new businesses on sound legal footing and to avoid early missteps that could negatively impact the business and/or the client’s personal assets down the road, the firm advised a single mother starting an online fashion retail business. The firm advised her in forming a limited liability company to operate the business, creating a liability shield protecting her family’s assets and providing a framework for new investors to take an equity stake. The firm also provided intellectual property advice to help her develop a trademarking and domain name strategy to protect the key asset of the business, the valuable intellectual property underlying the brand. With the firm’s advice, the client was able to develop and launch a successful online fashion retail business.

• The Charles Hamilton Houston Institute for Race & Justice at Harvard Law School: The Firm represented a 13-year-old middle school student who had been suspended from school on two separate occasions—one for bringing a knife to school in response to repeated episodes of bullying by classmates and a second time for an offhand remark to a teacher about an explosive on school property. In both incidents, the school failed to follow state and federal law and the school’s own policies which would have established that the students conduct was the manifestation of previously diagnosed behavioral-disordered disabilities and therefore should not have resulted in any discipline, let alone suspensions from school. The Firm argued that in making the findings that the incidents were not the manifestation of any disability, school officials ignored uncontroverted evidence of the students’ diagnosed disabilities. As a result of the Firm’s advocacy on the student’s behalf, school officials partially expunged the student’s record, provided individual tutoring to compensate the student for the time he was excluded from school, and agreed to a comprehensive Individual Education Plan (IEP) and Behavior Intervention Plan which plans contained numerous specific accommodations to assist the student and ensure his progress in school. Since the new Plans were implemented, the student has not been involved in any further incidents and is excelling in his classes.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• One of the firm’s partners, Jack Cinquegrana, was appointed by the Massachusetts Supreme Judicial Court as special counsel to conduct a confidential and independent preliminary inquiry into the acquittal rate in jury-waived trials on charges of operating under the influence of drugs or alcohol, and to examine whether that rate differs from the national average and from the acquittal rate in other criminal cases in Massachusetts District Courts and the Boston Municipal Court. Mr. Cinquegrana was also asked by the SJC to explore whether the acquittal rates of certain District Court and Boston Municipal Court judges are substantially greater than the statistical average and, if so, to identify the possible reasons for the disparity. The Court launched this inquiry after learning of an investigation being conducted by The Boston Globe, to obtain independent findings to review and consider in determining whether any further actions were appropriate. Fourteen Choate attorneys worked over 3,500 hours to produce a 56-page detailed report used by the SJC in formulating its response.

• The firm participated in the Lawyers’ Committee for Civil Rights’ election protection effort for the November, 2012 presidential election. After undergoing specialized training on legal issues concerning voting, 10 attorneys from the firm fanned out to precincts around Boston which in the past have encountered the most reported voter eligibility questions. These attorneys then advised election officials on voter eligibility issues to ensure no eligible voter was disenfranchised.

• As part of its collaboration with the Charles Hamilton Houston Institute for Race & Justice and the Center for Law and Education, the firm represented a high school senior in an appeal to the superintendent of schools of his expulsion. The student had been accused of inadvertently bringing an unloaded pellet gun to school. According to the school’s allegations, the student was returning the pellet gun to a friend and had placed it in his coat pocket and forgotten about it when wearing the coat to school. At school, the pellet gun allegedly fell out of the student’s coat pocket and was discovered by a teacher. The student was expelled. At the appeal hearing, the firm successfully argued that the facts alleged, even if true, did not warrant the severe sanction of expulsion and pointed out various laws and policies school officials arguably had violated in handling the matter, including publicizing the student’s name. The superintendent vacated the expulsion and permitted the student to graduate with his class and to participate in the graduation ceremony.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 10,425
Total number of pro bono hours in 2013: 6,427

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 170
Number of attorneys as of December 31, 2013: 167

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 61
Average number of hours per attorney in 2013: 41
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Several of our pro bono programs require formal training (e.g., educational law matters, PAIR cases, the Suffolk County District Attorney Program, and certain benefits cases). Continuing Legal Education providers also offer programs throughout the year in immigration, housing and other areas, and these programs are made available to associates.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 258
2013: 108

Average hours per summer associate spent on pro bono work
2012: 20
2013: 11

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 90%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are able to participate in pro bono matters on the same basis as the firm’s associates. For example, our summer associates help to staff a legal clinic held at one of Boston’s homeless shelters, screening cases and interviewing clients, and then assumed primary responsibility for the clients/matters (with attorney supervision). Representative matters included SSI Disability Benefits and Landlord/Tenant issues. This year summer associates are also participating in the Anti-Defamation League’s (ADL) Summer Associate Research Project, through which the firm produces significant research briefs on civil rights issues that the ADL is currently addressing. The summer associates’ work on issues surrounding access to healthcare, education equity, voters’ rights, religious freedom and reproductive rights and serve as a valuable resource to the ADL’s attorneys throughout the year.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

For many years, Choate has served Suffolk County in the Volunteer Prosecutor Program. Every six month period, a Choate mid-level litigator works at Choate pay as a full-time assistant District Attorney. This program helps to alleviate resource constraints in the DA’s office while providing Choate lawyers with valuable professional development opportunities. Litigation associates have also participated in year long, part-
time fellowships with the Boston Bar Association’s Public Interest Leadership Program.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Choate has a long tradition of public service that extends beyond traditional legal representation. Our current or recent lawyers have served as president of the Massachusetts and Boston Bar Associations and in other leadership positions with those organizations, as well as with the Asian-American Lawyers Association of Massachusetts, the Hispanic National Bar Association, the Women’s Bar Association, Greater Boston Legal Services and the PAIR and Lawyers’ Clearinghouse Boards. Choate partners have been appointed to the Massachusetts Board of Bar Overseers by the Chief Justice of the Massachusetts Supreme Judicial Court; have chaired the Massachusetts Judicial Nominating Committee, have chaired the Joint Bar Committee on Judicial Appointments; and have served on the Massachusetts Supreme Judicial Court’s Standing Committee on the Rules of Professional Conduct. Choate attorneys also serve on the boards of numerous charitable organizations, including hospitals, museums, colleges and universities, to which they give generously. In addition, the firm regularly provides financial support to law schools’ public interest auctions and other programs to defray the cost of public interest summer internships. We provide considerable financial support to the Charles Hamilton Houston Institute for Race & Justice at Harvard Law School, and Greater Boston Legal Services, among other organizations.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteering for organizations like Habitat for Humanity.

Choate is a law-firm participant in the Citizen Schools Eighth Grade Academy Program. Through this program, Choate attorneys and senior staff serve as writing coaches to Boston 8th grade students (apprentices) for the entire academic year. As writing coaches, they help the apprentices develop persuasive writing skills and guide them through Boston’s high school selection process.

Additionally, Choate lawyers coach a team of students in a Citizen Schools/Discovering Justice mock trial/appellate advocacy programs that culminates in mock trials and appellate arguments in the federal court in Boston. Choate lawyers relish this opportunity to teach advocacy skills to urban students while fostering a better understanding of and appreciation for our justice system.

Choate personnel also participate in various public service group efforts. Choate personnel (staff and lawyers) are active in the United Way, collect back packs for low income school children, purchase holiday presents for low income teen moms, participate in the Greater Boston Legal Services Associate Fund Drive, fundraise for and volunteer at the Greater Boston Food Bank, and fundraise for a variety of charitable organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Boston University School of Law Black Students’ Association Pro Bono Award
- Massachusetts Supreme Judicial Court Pro Bono Honor Roll

Please add any additional information about your firm’s pro bono program.

The firm has a well-established commitment to serving an active and generous role in the community. We are proud of this tradition and consider it to be part of our responsibility and our success. The firm’s public service includes the provision of pro bono legal services to the indigent and under-served communities across a broad spectrum of needs and creative collaborations with public and private organizations that support these communities. Our attorneys and staff lead and participate in organized bar activities and volunteer work for numerous non-profit organizations.

Our commitment to public service is carried out at all levels of the firm—from summer associates to senior partners—and across all practice areas—from litigation to corporate and practice groups in-between.

Our public service mission is intertwined, as it should be, with our commitment to diversity. Just as we value the importance of our attorneys representing the richness of our community, so too should our pro bono program. Accordingly, we collaborate with and support the Massachusetts Lawyers Clearinghouse, the Charles Hamilton Houston Institute for Race & Justice at Harvard Law School under the leadership of Professor Charles J. Ogletree, the Center for Women & Enterprise, Innovation for a New Economy, and the Political Asylum Immigration Representation Project, among other organizations, to ensure that under-served populations have access to justice and legal representation from some of the most capable and committed lawyers in the country.

We seek to professionally develop our attorneys through interesting and challenging pro bono work. We value their commitment to serving otherwise unmet legal needs, and place no cap on pro bono hours.
Cleary Gottlieb is proud of its award-winning pro bono practice.

As a charter member of the Law Firm Pro Bono Challenge, Cleary Gottlieb provides 3% or more of our billable hours to a diverse range of pro bono clients.

Cleary Gottlieb believes that pro bono work creates an opportunity for ‘equal justice,’ enabling lawyers to address the unmet legal needs of those with limited access to legal services.

Cleary Gottlieb encourages and values pro bono work, supporting the desire and responsibility of our lawyers to give back to the community.

For more information about our practice visit: www.cgsh.com
LOCATIONS
New York, NY • Washington, DC • Abu Dhabi • Beijing • Brussels • Buenos Aires • Cologne • Frankfurt • Hong Kong • London • Milan • Moscow • Paris • Rome • São Paulo • Seoul

MAJOR DEPARTMENTS & PRACTICES
Anti-Trust and Competition • Banking and Financial Institutions • Bankruptcy and Restructuring • Capital Markets • Corporate Governance • Derivatives • Energy • Environmental Law • Executive Compensation and ERISA • Intellectual Property • International Trade and Investment • Leveraged and Acquisition Finance • Litigation and Arbitration • Mergers, Acquisitions and Joint Ventures • Private Clients and Charitable Organizations • Private Equity • Privatizations • Pro Bono • Project Finance and Infrastructure • Public International Law • Real Estate • Sovereign Governments and International Institutions • Structured Finance • Tax • White-Collar Defense, Securities Enforcement and Internal Investigations

THE STATS
No. of Attorneys: 1,095
No. of Offices: 16
Managing Partner: Mark Leddy
Hiring Partner(s): Breon S. Peace

EMPLOYMENT CONTACT
Donna Harris
Director of Legal Recruiting
Phone: 212-225-3170
Email: dharris@cgsh.com
Careers website: www.cgsh.com/careers/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Director of Pro Bono Practice spends all of her time on pro bono work or administering the Firm’s Pro Bono Practice Group and the Pro Bono Coordinator spends all of her time administering the Firm’s Pro Bono Practice Group.

Please provide the primary pro bono contact(s)’s information below.

Jennifer L. Kroman
Director of Pro Bono Practice
Phone: 212-225-2348
Email: jkroman@cgsh.com

Akilah M. Browne
Pro Bono Coordinator
Phone: 212-225-3462
Email: ambrowne@cgsh.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The New York and DC offices both have pro bono committees comprised of associates and partners. The committees meet regularly throughout the year to discuss and improve ways in which pro bono work is done at the Firm.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm will consider taking on a matter pro bono where:

1) the potential client is a person or organization with a genuine need of pro bono legal representation,
2) there is a respectable legal argument that deserves to be aired,
3) there are committed volunteers who want to take on the assignment, and
4) there are not conflicts or other issues that would make taking on the assignment imprudent.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- The Legal Aid Society
- Human Rights First
- MFY Legal Services Inc.
- The Bronx Defenders
- Sanctuary for Families
- Volunteer Lawyers for the Arts
- New York Lawyers for Public Interest
- Volunteer of Legal Service
- DC Bar Pro Bono Program
- Urban Justice Center

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Many sex trafficking victims are forced to work in the sex trade and then are arrested and prosecuted for prostitution.
In 2010, New York State passed a law that enables survivors of human trafficking to vacate their convictions for prostitution related offenses. CGSH has joined with The Legal Aid Society to represent more than 20 survivors in their quests to clear their records, and lawyers in the Firm’s DC office are helping victims under a similar law passed in Maryland in 2011.

• On November 27, 2012, CGSH, working pro bono with the Southern Poverty Law Center and Lite De Palma Greenberg LLC, filed a first-of-its kind lawsuit against a New Jersey provider of “conversion therapy” for fraudulently claiming that its services can change clients from gay to straight in violation of New Jersey’s Consumer Fraud Act. On June 10, 2014, New Jersey Superior Court Judge Peter F. Bariso Jr. ruled that the conversion therapy provider and its co-defendants are potentially liable for the costs to repair the damage it inflicted on four young people by using dangerous and discredited conversion efforts.

• CGSH continues to litigate a lawsuit in federal district court in Arizona on behalf of Jane Doe, a teenage Guatemalan girl. The suit alleges that border patrol officers unlawfully coerced Doe into acting as bait in a sting operation against human smugglers resulting in a car chase by police and physical injuries to Doe. The complaint alleges that the agents refused to take Doe to the hospital and instead arrested her after the sting. Doe seeks damages for negligence, negligent and intentional infliction of emotional distress, and violations of the Fifth and Eighth Amendments.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In November 2013, CGSH won a preliminary grant of cancellation of removal in U.S. Immigration Court for Ms. S., a Togolese citizen who fled to the U.S. after her parents were shot to death by government soldiers targeting Convention Démocratique des Peuples Africains activists. Ms. S.’s asylum case was filed, pro se, after the one year deadline. CGSH therefore focused on Ms. S.’s cancellation of removal claim. After working with Ms. S. for over a year leading up to a full merits hearing, CGSH convinced the Court that Ms. S. and her son would face extreme hardship if they returned to Togo, due primarily to Ms. S.’s severe peanut allergy and the prevalence of the peanut in Togolese cuisine. The Court agreed that the allergy constituted an extreme and exceptionally unusual hardship that, combined with other factors, warranted a grant of cancellation of removal. The Department of Homeland Security declined to appeal the decision.

• For the past six years, Cleary Gottlieb has been representing Donald Fell in a federal habeas proceeding related to his 2005 conviction and death sentence. Following a five-day evidentiary hearing, spread out over multiple months, U.S. District Judge William K. Sessions ruled that Fell’s conviction and death penalty sentence must be vacated because of juror misconduct that Cleary Gottlieb lawyers uncovered and that Fell must be given a new trial.

• CGSH and the Bronx Defenders won a decisive victory from the Bronx Criminal Court for a pro bono client who had been charged with marijuana possession following a stop and frisk. The Bronx Criminal Court ordered suppression of the evidence and dismissed the criminal case in its entirety.

This case is one of 54 misdemeanor marijuana possession cases arising from New York City’s stop-and-frisk program that CGSH and the Bronx Defenders have litigated in an effort to highlight the consequences of the unconstitutional searches that led to the underlying arrests.

The New York Times previously highlighted Cleary Gottlieb and the Bronx Defenders’ efforts in a front page story on the criminal justice system in Bronx County courts. The article examined how backlogs in the Bronx Court systems are preventing stop-and-frisk victims from obtaining speedy trials, thereby making admitting guilt a quicker and more favorable choice for victims than fighting for a trial to prove their innocence.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 54,392
Total number of pro bono hours in 2013: 54,105

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 684
Number of attorneys as of December 31, 2013: 709

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 80
Average number of hours per attorney in 2013: 76

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes
Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Cleary Gottlieb lawyers can participate in legal service trainings organized by public interest law groups to learn about areas of pro bono law that interest them. In addition, the Firm creates and presents in-house trainings throughout the year on a variety of issues pertinent to our lawyers’ pro bono work.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Average hours per summer associate spent on pro bono work
2012: 44
2013: 46

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 80%
2013: 76%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates can participate in any Firm pro bono matter during their summer. The pro bono matters are assigned to the summer associates based upon their expressions of interest. The Director of Pro Bono Practice and The Pro Bono Coordinator work closely with the Summer Associate Committee to ensure that the summer associates get the most out of their pro bono work.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
In 1969, Cleary Gottlieb established its first formal externship with MFY Legal Services, Inc., a legal services office in Manhattan. MFY devotes much of its resources to landlord-tenant matters, often in New York City Housing Court. Since 1989, the firm has also worked with the Lawyers Alliance for New York (LANY), a public interest law group that assists not-for-profit community organizations in New York City. The externship program at LANY provides associates with corporate, real estate, tax and/or other transactional or business law experience related to public interest work.

Both externships work in the same fashion: an associate is selected to work on a full-time basis at the offices of MFY or LANY for a four-month period. Each associate participating in the program works exclusively on MFY or LANY matters during the four-month assignment, but continues to receive his or her full salary and benefits from the firm. In essence, during the course of a year, three different associates provide an additional full-time staff lawyer position for each of MFY and LANY.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Cleary Gottlieb sponsors the Melvin C. Steen Fellowships at the Legal Aid Society and holds an annual associate driven fundraising drive for the Legal Aid Society. In addition, our
Harvard alumni sponsor an annual fellowship at the Harvard Immigration and Refugee Clinic.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

In 1991, Cleary Gottlieb initiated a “partnership” with Washington Irving High School (WIHS), a New York City public school, in order to assist in the major challenge of revitalizing the perceived failure of the NYC public school system. The partnership allows the firm, as a whole, to participate in community service in an area where there is dramatic need. Major partnership programs include one-on-one mentoring, college advising, SAT preparation courses, and sponsoring annual events that promote the various academic and cultural talents of the students. The Firm employs a full-time employee to coordinate our partnership with WIHS.

All employees in the New York office are invited and welcome to share their time and talents with the students of Washington Irving High School through participation in a variety of programs and events. A committee composed of lawyers and non-legal employees from throughout the Firm contribute ideas and guidance to the coordinator and assist in recruiting volunteers.

In 2012, Cleary Gottlieb’s DC office established a similar school partnership program with McKinley Technology Education Campus in Northeast DC. Since then, Cleary Gottlieb lawyers have been helping the students gain confidence, communication skills, professional experience, and better access to college and trade schools through different programs.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Among the awards Cleary has won since 2012 are:

- Award for Excellence in Pro Bono Advocacy, 2012, Sanctuary for Families
- Capital Pro Bono Honor Roll, 2012, DC Bar Pro Bono Program
- Norman Redlich Award for Advocacy in a Death Penalty Case, 2012, City Bar Association
- Above & Beyond Award, 2013, Sanctuary for Families
- Hurricane Sandy Relief Recognition, 2013, Lawyers Alliance for New York
- Marvin E. Frankel Award, 2013, Human Rights First
- Outstanding Work for LGBT Rights, 2013, Southern Poverty Law Center
- Pro Bono Partner of the Year, 2013, Bronx Defenders
- Pro Bono Firm of the Year, 2012 and 2013, Law360
- Pro Bono Publico Award, 2012 and 2013, Legal Aid Society
- Social Justice Award, 2013, Urban Justice Center
- Harvard Immigration and Refugee Clinical Program Pro Bono Award, 2014, Harvard Law School
- Outstanding Achievement Award, 2014, Washington Lawyers’ Committee for Civil Rights and Urban Affairs
- Pro Bono Leadership Award, 2014, Legal Services NYC
COOLEY LLP

3175 Hanover Street
Palo Alto, CA 94304
Phone: (650) 843-5000
www.cooley.com

LOCATIONS
Boston, MA • Broomfield, CO • Los Angeles, CA • New York, NY
• Palo Alto, CA • Reston, VA • San Diego, CA • San Francisco,
CA • Seattle, WA • Washington, DC • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Advertising • Antitrust & Trade Regulation • Business
Litigation • Capital Markets • Clean Energy & Technology •
Class Action Litigation • Compensation & Benefits • Corporate
Restructuring & Bankruptcy • Credit Finance • Debt Securities
Transactions • Emerging Companies • Employment & Labor •
Environmental • Estate Planning & Personal Representation
• Government Contracts • Intellectual Property Litigation •
ITC • International • Life Sciences Partnering • Mergers &
Acquisitions • Patent Prosecution & Counseling • Privacy •
Private Equity & Buyout • Pro Bono • Project Development
& Finance • Public Companies • Real Estate • Regulatory
• Securities Litigation • Tax Transactional/Controversy •
Technology Transactions/Outsourcing • Trademark, Copyright &
Advertising • Venture Capital

THE STATS
No. of Attorneys: 750
No. of Offices: 11
Chief Executive Officer: Joseph Conroy
Chairman: Stephen Neal
Hiring Partner(s): Ryan Naftulin

EMPLOYMENT CONTACT
Carrie Wagner
Director of Legal Talent
Phone: (703) 456-8115
Email: cwagner@cooley.com
Careers website: www.cooley.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
All of their time.

Please provide the primary pro bono contact(s)’s information below.

Maureen Alger
Pro Bono Partner
Phone: (650) 843-5201
Email: malger@cooley.com

Monique Sherman
Pro Bono Resource Attorney
Phone: (650) 843-5798
Email: msherman@cooley.com

Website: www.cooley.com/probono

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Every other month.

Please describe the composition of the committee.
The Pro Bono Committee is comprised of at least one partner from each office, plus the Firm’s Pro Bono Partner.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
New pro bono clients must meet the firm’s pro bono guidelines and be approved by a Pro Bono Committee Member and the firmwide Pro Bono Partner.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Personal injury

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

•    Lawyers’ Committee for Civil Rights Under Law
•    Lawyers’ Committee for Civil Rights of the San Francisco Bay Area
•    The Legal Aid Society of New York
•    The Legal Aid Society of San Diego
•    Kids in Need of Defense (KIND)
•    Law Foundation of Silicon Valley
•    Justice & Diversity Center of the Bar Association of San Francisco
•    The Legal Aid Society of San Mateo County
•    Capital Area Immigrants’ Rights Coalition (CAIR)
•    Rocky Mountain Children’s Law Center

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

•    Asylum Matters: Cooley attorneys in all of our U.S. offices represent individuals seeking asylum in the United States. In 2013, Cooley attorneys handled 29 asylum cases, including affirmative asylum petitions and asylum cases in the Immigration Courts, the Board of Immigration Appeals, and the U.S. Courts of Appeal.

For example, Cooley attorneys represented a Christian man from Afghanistan on his successful asylum application based on religious persecution. Cooley also successfully assisted a journalist from Cameroon in obtaining political asylum. Other clients who obtained asylum included a transgender male from Honduras and a victim of domestic violence from El Salvador. Cooley continues to represent asylum applicants from Latin America, Africa, Asia, and the Middle East. Cooley partners with the ABA Immigrant Justice Project,
Cooley LLP

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- **MHC Financing Limited Partnership v. San Rafael:**
  After a 13-year battle, Cooley secured victory for Contempo Marin Homeowners Association (CMHOA). MHC Financing sued the City of San Rafael in 2000, raising constitutional challenges to mobilehome rent and vacancy control ordinances. CMHOA, represented by Cooley, intervened on behalf of the resident mobilehome owners, whose equity in their mobilehomes would be decimated if the rent control ordinance was struck down. The district court ruled in MHC’s favor, but ultimately the Ninth Circuit found for the City and CMHOA, rejecting MHC’s claims that the City’s ordinance constituted a taking and violated the Due Process clause. If the district court injunction had not been overturned, homeowners would have lost most—if not all—of the value of their homes, which for many of them equaled the majority of their life savings. MHC petitioned for certiorari, and the Supreme Court requested responsive briefing before ultimately denying MHC’s petition.

- **Special Immigrant Juvenile Status (SIJS) Matters:** Cooley attorneys around the firm represent unaccompanied and undocumented minors in their applications for this special form of immigration relief for children who cannot be reunified with their parents due to abuse, neglect, or abandonment. Cooley attorneys meet with the young clients and their caregivers, assist the caregivers in obtaining legal custody in state court, and then file the SIJS application with USCIS. Cooley represented 27 clients applying for SIJS in 2013.

- **Nonprofit Advising Matters:** In 2013, Cooley attorneys advised more than 250 nonprofit organizations on a variety of legal issues, including formation and exemption, corporate governance, employment, contract, real estate, trademark, and intellectual property matters.

**BY THE NUMBERS**

What was the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 30,565
- **Total number of pro bono hours in 2013:** 30,184

**What percentage of attorneys who did pro bono work in 2012?**
- **Number of attorneys as of December 31, 2012:** 691
- **Number of attorneys as of December 31, 2013:** 721

**Average number of hours per attorney**
- **in 2012:** 44
- **in 2013:** 42

**What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?**
- **Percentage of attorneys who did pro bono work in 2012:** 31–40%
- **Percentage of attorneys who did pro bono work in 2013:** 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
- Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
- Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Cooley provides in-house training sessions on various substantive topics that relate to our pro bono matters. The firm also encourages attorneys to participate in training programs provided by legal services providers.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 889
2013: 1415

Average hours per summer associate spent on pro bono work
2012: 19
2013: 26

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 74%
2013: 78%

Please provide any additional information about pro bono opportunities available to summer associates.

Cooley encourages summer associates to work on a variety of pro bono matters on teams with our attorneys. Summer associates are encouraged to participate in the pro bono training programs regularly offered to our attorneys. Summer associates in our Bay Area offices also participate in OneJustice’s Justice Bus program, through which they provide free legal services in a clinic setting in underserved rural communities.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Through Cooley’s District Attorney/City Attorney/Public Defender program, senior associates are given leave from Cooley for a period of time (usually three months) to conduct criminal or civil trials in conjunction with a local District Attorney, City Attorney or Public Defender’s office.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We sponsor a variety of fellowship programs and events through student organizations at a variety of law schools. One example is the establishment of the first Cyberlaw Clinic Fellowship at Harvard Law School’s Berkman Center for Internet & Society in 2009, a position Cooley continues to actively support in 2014. The program is an integral part of the Cyberlaw Clinic’s cutting-edge teaching and representation of clients on matters involving online speech and anonymity; protection of children using the internet; open access, digital copyright and fair use; software and music licensing; and patent reexaminations. Cooley also partners with a number of law school clinics to provide representation to entrepreneurs.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Cooley offers a variety of volunteer opportunities for attorneys and staff. These opportunities vary from office to office and year to year, but have included opportunities to work with programs such as Habitat for Humanity, Rebuilding Together, Safe Horizon, Legal Food Frenzy, and holiday food and gift drives in various offices. Cooley also coordinates efforts in all of its offices to donate to local charities, food and clothing banks, and local and international disaster relief efforts.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Legal Aid Society of San Diego “Law Firm of the Year” (2013)
- Centro Legal de la Raza “Pro Bono Champion” Award (2013)
• ABA Immigrant Justice Project “Law Firm of the Year” (2012)
• Disability Rights California “Pro Bono Achievement” Award (2012)
• Top Ten Pro Bono Practices in Northern California, The Recorder (2012)
• Capital Area Immigrants’ Rights Coalition “Law Firm Partner of the Year” (2012)

Please add any additional information about your firm’s pro bono program.

Cooley LLP’s Vision & Values Statement emphasizes that commitment to the community is an important part of our firm culture: “We give generously of our time, talents and resources to each of the communities in which we practice.” Our pro bono work is one of the primary ways we strive to fulfill this goal. Our broad range of expertise enables us to handle a wide variety of pro bono matters, from impact litigation to individual representation to transactional matters for nonprofits and micro-entrepreneurs. We routinely staff the legal services clinics in our communities, assisting low-income residents with many issues, including consumer disputes, government benefits, employment matters, and landlord/tenant disputes. We also regularly handle asylum, domestic violence and guardianship matters, and we actively represent a broad array of foundations and nonprofit organizations.

Support for the provision of legal services to the underserved and for the betterment of the community has always been part of the very fabric of the firm. To further expand its commitment to the pro bono practice, the firm has appointed a partner to manage the pro bono practice on a full-time, firmwide basis. The primary focus of the firm’s pro bono partner is the management and development of the pro bono practice, which includes ensuring that a wide range of appropriate pro bono opportunities are available for attorneys in all offices and all practice areas.

Because we view the pro bono practice as an integral part of our firm, all pro bono matters are given the same staffing, attention and resources as other matters. Pro bono matters are given equal weight and credit as compared with work on other billable matters in evaluating each attorney’s contributions to the firm.
LOCATIONS

New York, NY • Redwood City, CA • San Diego, CA • San Francisco, CA • Washington, DC • Beijing • Brussels • London • Seoul • Shanghai

MAJOR DEPARTMENTS & PRACTICES

Advertising & Consumer Law • Antitrust & Competition Law • Communications & Media • Corporate • Election & Political Law • Employee Benefits & Executive Compensation • Employment • Energy Regulation • Environmental • Federal-State Programs • Financial Institutions • Food & Drug • Government Contracts • Insurance Coverage • Policyholders • Intellectual Property • International • International Arbitration • Litigation • Privacy & Data Security • Public Policy & Government Affairs • Securities/Derivatives Litigation & Enforcement • Tax • White Collar Defense & Investigations

THE STATS

No. of Attorneys: 807
No. of Offices: 10
Chairman: Timothy Hester

EMPLOYMENT CONTACT

Ellen Purvance
Director, Legal Personnel Recruiting
Phone: 202-662-6200
Email: legal.recruiting@cov.com
Careers website: http://www.cov.com/careers/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm’s pro bono counsel and three pro bono managers spend all of their time administering the firm’s pro bono program. The firm’s public service committee is chaired by a partner who spends less than half of his time administering the firm’s pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Alan Pemberton
Partner, Chair, Public Service Committee
Phone: 202-662-5642
Email: apemberton@cov.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Periodically

Please describe the composition of the committee.
Approximately 50 members consisting of partners, counsel, associates and staff from most of the firm’s offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm considers any new matter that does not raise conflict of interest issues, that will result in the provision of legal assistance to individuals and organizations not otherwise able to afford legal representation or when such assistance serves the public interest, and that can be staffed by attorneys with requisite legal expertise to provide high quality representation to the client. The firm encourages lawyers to pursue pro bono work in their areas of interest.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Product liability

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- American Civil Liberties Union
- Bread for the City
- Bronx Defenders
- Children’s Law Center
- Center for Constitutional Rights
- Human Rights Campaign
- The Legal Aid Society of the District of Columbia
- Lawyers’ Committee for Civil Rights of the San Francisco Bay Area
- National Veterans Legal Services Program
- Public International Law & Policy Group

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Over the past few years, several Covington attorneys have played an active role in litigation and advocacy surrounding capital punishment in Maryland. Those efforts have included not only individual representation of a defendant for whom the death penalty was sought, but also the preparation of written testimony to the Maryland legislature regarding capital punishment, legal work concerning a proposed ballot referendum, and legal arguments concerning the constitutionality of Maryland’s unusual death penalty regime. Had the legislature not abolished capital punishment in 2013, a Covington client’s case would have become one...
of the first vehicles for a host of challenges to the legal and constitutional adequacy of the new death penalty statute that Maryland enacted in 2009. Covington attorneys were among the named honorees at a dinner hosted by the Association for the Public Defender of Maryland celebrating the repeal of the death penalty in Maryland in recognition of that work. For decades, Covington has been committed to advocacy and representation on behalf of individuals facing the death penalty. In 2013, the firm was actively representing nine capital defense clients in Alabama, Arizona, Florida, and Tennessee.

- Covington has long been a leader in pro bono work to help prevent gun violence, including representing the District of Columbia in the landmark Supreme Court case, DC v. Heller. In the post-Heller world, the firm continues to work with the Brady Center to Prevent Gun Violence and the Law Center to Prevent Gun Violence on Second Amendment matters. Recent highlights of the firm’s gun violence prevention docket include:
  - Advocating in the Supreme Court on behalf of the Brady Center. We filed an amicus brief in U.S. v. Castleman arguing for broad interpretation of a statute prohibiting any domestic violence misdemeanor from possessing a firearm. In United States v. Abramski, we filed an amicus brief defending the validity of straw purchase questions on Brady Law background check forms.
  - Serving as lead counsel to the Brady Center we challenged a “Family Protection” law in Nelson, Georgia that purported to require all households in the town to own a working firearm. After the suit was filed, the City agreed to amend the ordinance to prohibit its enforcement, stipulating that it was unconstitutional.
  - Assisting the Brady Center to defend state gun-violence-prevention laws in Colorado’s Cooke v. Hickenlooper and in Maryland’s Tardy v. O’Malley.
  - Representing the Law Center to Prevent Gun Violence in two amicus briefs in Ninth Circuit appeals concerning the constitutionality of a county ordinance governing issuance of permits for concealed carrying of firearms.
  - Trial level amicus briefing and argument in Fisher v. Kealoha to support Hawaii's denial of a domestic violence offender's gun permit application.
  - Representing the Law Center to Prevent Gun Violence in filing a Fourth Circuit amicus brief supporting the State of Maryland’s appeal of a ruling striking down the part of Maryland’s public carry permit process for handguns. The court ruled favorably on the appeal.
  - In 2013, hosting a workshop for gun-violence-prevention advocates from across the country who convened in Washington, DC to lobby for the passage of a national gun violence prevention law.
  - Covington’s corporate and transactional attorneys are deeply engaged in the firm’s pro bono program, advising hundreds of charitable organizations each year. For over 10 years, we have acted as outside counsel to FINCA International, an international microfinance organization that makes loans to microentrepreneurs for the purpose of starting or expanding businesses. Its mission is to provide financial services to the world’s lowest-income entrepreneurs so they can create jobs, build assets and improve their standard of living. FINCA serves over 725,000 clients in 21 underdeveloped countries, the majority of whom are women. In 2013, with Covington’s assistance, FINCA closed its first-ever acquisition of a microfinance bank, acquiring a significant majority interest in Kashf Microfinance Bank Limited, a leading microfinance bank based in Pakistan. As the principal documents were governed by English law, FINCA asked Covington’s London-based corporate team to provide advice and strategic counsel on the complex cross-border, cross-currency issues presented by this transaction, which ultimately involved ten parties spread across seven countries, four continents and nine time zones, and 15 law firms and in-house legal teams. Covington’s tax, intellectual property, and arbitration teams also advised on the ancillary aspects.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Covington, together with co-counsel, the Center for Constitutional Rights and Beldock Levine & Hoffman LLP, successfully represented the plaintiffs in a federal class action lawsuit challenging New York Police Department’s unconstitutional stop-and-frisk policies and practices. In Floyd v. City of New York, we sought to persuade a federal district court that the NYPD’s stop-and-frisk policies violated the constitutional rights of the city’s black and Hispanic residents by targeting them for suspicionless stops on the basis of their race or ethnicity. These practices led to a dramatic increase in the number of suspicionless and race-based stop-and-frisks per year in the city, with the majority of stops in communities of color. In August 2013, after an eventful nine-week trial, the Court found that the City of New York violated the plaintiffs’ Fourth and Fourteenth Amendment rights by acting “with deliberate indifference toward the NYPD’s practice of making unconstitutional stops and conducting unconstitutional frisks.” In earlier rulings, the Court lambasted the City for displaying “a deeply troubling apathy towards New Yorkers’ most fundamental constitutional rights.” Following the trial, the Court appointed a monitor to oversee reforms of the NYPD’s stop-and-frisk policies and practices, including in the areas of policy, training, supervision, monitoring, and discipline. The Court’s decision was stayed by the Second Circuit pending appeal, but newly inaugurated Mayor de Blasio has announced that the City will drop its appeal and implement the district court’s ruling.

- We represented the National Law Center on Homelessness & Poverty and other anti-poverty and homeless advocacy organizations in litigation seeking to enforce U.S. government compliance with the McKinney-Vento Homeless Assistance Act, the only major piece of federal legislation providing housing benefits to the homeless. In March 2013, we obtained a total substantive victory on behalf of NLCHP, ...
defeating the Government’s motions to vacate a longstanding injunctive order against the defendant agencies, and obtaining an expansion of the injunction to remedy further violations of the McKinney-Vento Act uncovered by our investigation. The case is a continuation of litigation initiated in the late 1980s when the firm represented the National Law Center on Homelessness and Poverty (NLCHP) in securing a court order enforcing the federal government’s compliance with Title V of the McKinney-Vento Act, which requires federal agencies to make their unneeded property available for use by the homeless. Under the order, the government must provide various monitoring reports to NLCHP. When NLCHP began to question discrepancies between those reports and public statements (including testimony on the Hill) regarding the government’s move to get rid of “excess” properties, the government moved to vacate the Court’s 1993 Order, claiming that it had an “unblemished record” of compliance and that it was time for the Order to lapse. On behalf of NLCHP, Covington opposed the motion and filed a cross-motion to improve monitoring of compliance with Title V. The briefing was preceded by an intense period of discovery seeking relevant information from the Department of Housing and Urban Development and the General Services Administration. After combing through mountains of documents, Covington assembled a sizable list of violations of the 1993 Order, which the government tried to dismiss as either immaterial or outside the scope of the 1993 Order. Judge Lamberth rejected the government’s arguments, issuing an opinion in March 2013, denying the government’s motion and granting Covington’s cross-motion, a victory for NLCHP and its homeless constituents. With the increase in homelessness in recent years, this victory is critical to making full use of available resources to address this crisis.

• Covington, together with the ACLU of Arizona, the ACLU Immigrants’ Rights Project, and the Mexican American Legal Defense and Education Fund (MALDEF), successfully brought a racial profiling lawsuit against the Maricopa County Sheriff’s Office (MCSO) in response to “crime suppression” sweeps conducted in Arizona, under a stated policy to “go after illegals, not the crime first.” The named plaintiffs in Ortega Melendres v. Arpaio, all Latinos who are citizens or legally present in the United States, were treated differently based on their race and/or ethnicity as part of the MCSO and Sheriff Arpaio’s self-declared campaign against illegal immigration. Covington stepped in as lead counsel for the plaintiffs in 2010, contending that Latino drivers and passengers in Maricopa County are unconstitutionally targeted for investigation of potential immigration violations and are subjected to pretextual vehicle stops, detentions, questioning, searches, and other forms of law enforcement action, which creates a climate of fear among the County’s Latinos. In May 2013, a significant victory was handed down, with United States District Court Judge G. Murray Snow’s 142-page decision permanently enjoining the MCSO’s practice of using race as a factor in its decision-making. The ruling follows a high-profile bench trial which took place over seven days in 2012. One news account observed that the judge’s ruling, “peppered with stinging criticism of the policies and practices espoused by Sheriff Arpaio,” represented Arpaio’s “most decisive defeat so far.” In late 2013, the Court issued a supplemental permanent injunction ordering various remedies to the constitutional violations. The Court has appointed a monitor to oversee implementation of these remedies, and plaintiffs are working with the monitor and defendants to ensure compliance with the Court’s orders. Defendants have appealed the Court’s orders, and briefing is expected in 2014.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 79,511
Total number of pro bono hours in 2013: 73,988

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 665
Number of attorneys as of December 31, 2013: 687

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 120
Average number of hours per attorney in 2013: 108

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 61–70%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining bonuses.
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
The firm participates in many bar-sponsored training programs throughout the year, and often hosts training programs conducted by a variety of legal services organizations (e.g., training on immigration relief for unaccompanied minors, asylum cases, custody and adoption, guardian ad litem, landlord-tenant, parole, Social Security, veterans’ benefits). In addition, the firm sends attorneys to specialized training as the needs of specific pro bono cases dictate, (e.g., seminars on death penalty representation).

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 2,505
- 2013: 3,070

**Average hours per summer associate spent on pro bono work**
- 2012: 46
- 2013: 42

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**
- 2012: 74%
- 2013: 77%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are offered the same variety of projects as are available to the firm’s attorneys.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
- Two associates and one paralegal at the Neighborhood Legal Services Program - six months, full-time rotation.
- One associate and one paralegal at the Children’s Law Center - six-months, full-time rotation.
- One associate at Bread for the City - six months, 50 percent time rotation.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
- The Covington & Burling Howard C. Westwood Fellowship was created in 1991 to help address the serious shortage of poverty lawyers in the District of Columbia. Graduates of local law schools are selected each year for one-year assignments at a local legal services provider. The fellowships are named for a late Covington partner who was instrumental in the formation of legal services programs both locally and nationally. These fellowships have spawned the public interest legal careers of a number of new lawyers in the District of Columbia.

- In 2013, Covington committed to cosponsoring an Equal Justice Works fellowship with Northrop Grumman Corporation. Through this two year fellowship, we are supporting a recent law graduate working at Helping Military Veterans Through Higher Education (HMVHE). The HMVHE fellow is working to establish a model consortium of higher education institutions in Virginia to aid veterans and active duty military personnel with medical and disability issues, reemployment and reintegration.

- In 1992, the firm began a partnership with Cardozo Senior High School in the District of Columbia, a public school with an ethnically and racially diverse student body. Through the partnership, our attorneys prepare students for an annual mock trial competition.

- Many Covington lawyers teach at law schools and serve as board members on numerous law institutes, court councils, bar committees, and non-profit legal services providers.

- The firm’s Charitable Contributions Committee meets several times a year to consider requests for financial contributions from the providers of direct legal services.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- As part of our partnership with Cardozo Senior High School, a weekly academic enrichment program is held at the firm’s DC office for a number of students. Firm lawyers and staff coordinate and volunteer in this program.
- The firm endowed four full scholarships to the University of the District of Columbia in honor of deceased partner Charles A. Horsky, who was instrumental in the founding of the University. A member of the firm sits on the University’s scholarship selection committee.
- The firm offers scholarships to staff members who are enrolled in accredited two- and four-year schools. The Maureen Shaffer Scholarships are named for a former Covington personnel director.
- The firm’s Covington & Burling Public School Project, Inc. is a charitable organization founded in 2002 that offers small grants to teachers and staff of DC’s public schools for the purpose of enriching their students’ educational experience. The board of directors is comprised of firm lawyers and staff.
- Each November and December, the firm organizes several fundraisers and meal/clothing/toy drives to assist disadvantaged children and families.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- The American Lawyer magazine has ranked Covington’s pro bono practice among the top three firms for 17 of the past 22 years.
- Since 2003, the DC Circuit Judicial Conference has recognized those firms where at least 40% of the attorneys perform 50 or more pro bono hours during the previous year. Covington has achieved this so-called “40 at 50” benchmark each year.
- Law360 designated Covington as a Pro Bono Firm of the Year in 2012 and 2013, noting that dedication to the responsibility of pro bono service “permeates the culture of Covington.”
- The National Law Journal - Covington was named to NLJ’s Pro Bono Hot List in 2013 and 2014.
- The National Law Journal “Champions” - Covington lawyers have been selected as “Champions” for upholding the profession’s core values through public service, pro bono efforts, and advocacy for civil liberties - Robert Long (2012); S. William Livingston (2011); Anthony Herman (2010).
- B’nai B’rith International - Distinguished Achievement Award - honoring Covington’s dynamic leadership and demonstrated commitment to diversity and public service. (2014)
- Washington Lawyers’ Committee - Outstanding Achievement Awards - for work with the Criminal Justice and Disability Rights Projects. (2014)
- Voices for a Second Chance - Charles A. Horsky Civic Leadership Award (awarded to firm chairman Timothy Hester and public service committee chair Alan Pemberton). (2014)
- California Lawyer of the Year Award - Stan Young honored for work on (and trial victory in) class action racial profiling suit (Melendres v. Arpaio), as co-counsel to the ACLU. (2014)
- Asian Pacific American Legal Resource Center - Access to Justice Award (2014)
- Center for Constitutional Rights - Legal Partnership Award - for our work on (and our trial victory in) the Floyd case, which challenged NYPD stop-and-frisk policies that involved racial profiling. (2014)
- Law Students in Court - Celebration of Service Award. (2014)
- Maryland Office of the Public Defender - Recognition of firm’s advocacy in capital cases at Death Penalty Repeal Celebration (2013).
- The National Legal Aid & Defenders Association - Beacon of Justice Award (2013)
- Legal Aid Society of New York - Pro Bono Publico Award for Outstanding Service (2013).
- The Justice & Diversity Center - Outstanding Volunteer in Public Service Award (2013).
- National Law Center on Homelessness & Poverty - Pro Bono Service Award (2012).
- Legal Community Against Violence - Pro Bono Law Firm of the Year Award (2012).
- Washington Lawyers’ Committee - Outstanding Achievement Awards - for work in the fields of DC Prisoners’ Rights and Disability Rights (2012).
- Innocence Project New Orleans - Outstanding Volunteer Counsel - for work to recover compensation for IPNO’s exonerated clients (2012).
- District Alliance for Safe Housing - Keystone Award (2012).
- Legal Aid Society of New York - Pro Bono Publico Award for Outstanding Service - for extraordinary commitment in an Alabama death penalty case (2012).
Please add any additional information about your firm’s pro bono program.

Since its founding in 1919, Covington & Burling has enjoyed a broad reputation for two paramount qualities—representation of clients according to the highest professional standards, and dedication to public service. Today, Covington is a leading international law firm, with more than 800 lawyers practicing in Washington, New York, San Francisco, Silicon Valley, San Diego, London, Brussels, Beijing, Shanghai and Seoul. The American Lawyer magazine has ranked Covington among the top three firms in the United States for pro bono work in 17 of the past 22 years of the publication’s annual law firm survey.

As the firm’s global footprint continues to grow, so too does its international pro bono practice, with many of our lawyers working on matters that address conflict, instability and poverty around the world. By partnering with organizations such as the Public International Law & Policy Group, Global Rights, The Nature Conservancy and Internews, firm lawyers have contributed significantly to efforts to increase capacity for peace, support for human rights, environmental sustainability and political stability in various regions, including Africa, Latin America and the Middle East. Lawyers in all of Covington’s offices are also advising hundreds of NGOs focused on improving access to food, water, healthcare, education, economic opportunity, peace and justice in the world’s poorest regions.

Covington’s partnership and its management committee view it as essential that the firm’s pro bono practice thrive and grow. The firm’s annual Charles F.C. Ruff Pro Bono Recognition Reception celebrates the firm’s long commitment to and tradition of pro bono practice, and to recognize its many lawyers who daily give of their time and energy to make that tradition tangible and real to the people and communities served by the firm. Last year, over half of the firm’s attorneys contributed 50 hours or more of pro bono legal work.
Cravath’s place in the world is more than just the offices in which we work. We believe it is important for us to lend our support to the community. Pro bono work is both an opportunity and an obligation; it is a longstanding commitment that the Firm takes seriously. All of our lawyers – partners and associates alike – are encouraged to take on pro bono matters, which receive the full backing of the Firm. We are proud to support the Vault Guide to Law Firm Pro Bono Programs.
Worldwide Plaza  
825 Eighth Avenue  
New York, NY 10019-7475  
Phone: (212) 474-1000  
www.cravath.com

LOCATIONS  
New York, NY • London

MAJOR DEPARTMENTS & PRACTICES  
Corporate • Executive Compensation and Benefits • Litigation • Tax • Trusts and Estates

THE STATS  
No. of Attorneys: 432  
No. of Offices: 2  
Presiding Partner: Allen Parker  
Hiring Partner(s): Karin DeMasi (Litigation)  
George Schoen (Corporate)

EMPLOYMENT CONTACT  
Lisa Kalen  
Director of Legal Recruiting  
Phone: 212-474-3215  
Email: ikalen@cravath.com  
Careers website: http://www.cravath.com/careers/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The amount of time spent by the partners listed as our primary pro bono contacts varies, depending on the nature of their pro bono and other commitments. We also have a pro bono paralegal who spends substantially all of her time on pro bono related matters.

Please provide the primary pro bono contact(s)'s information below.

Stuart Gold
Partner
Phone: 212-474-1394
Email: sgold@cravath.com

LizabethAnn Rogovoy Eisen
Partner
Phone: 212-474-1930
Email: lizann.eisen@cravath.com

Dana Alamia
Pro Bono Paralegal
Phone: 212-382-4298
Email: dalamia@cravath.com

Website: http://www.cravath.com/probono/

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Generally, assuming there are no conflict issues, if an attorney desires to take on a pro bono matter, the only other consideration is whether that matter can be adequately staffed consistent with available expertise and current commitments to other clients. An associate who desires to take on a pro bono matter must also ensure that there is a partner willing to supervise his or her work on the matter, which has never been a problem.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Children's Hospital at Montefiore/ Morgan Stanley Children's Hospital of New York- Presbyterian
• Covenant House
• Fresh Air Fund
• Friends of the Highline
• Her Justice (formerly inMotion)
• Innocence Project
• Legal Aid Society
• New York Lawyers for the Public Interest
• United Nations Children's Fund (UNICEF)
• Urban Assembly School for Law and Justice

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Children's Hospital Programs: Our lawyers team with doctors and social workers at The Children's Hospital at Montefiore and Children's Hospital of New York-Presbyterian to provide free legal services to sick children and their families. This program was developed by Dr. Irwin Redlener, a pediatrician who noticed that his patients' health problems often went beyond traditional medical care, in an effort to provide legal services to families regarding issues that directly affect children's medical conditions. Successes included: obtaining immigration benefits for a nineteen-year-old undocumented
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- **O’Toole, et al. v. Cuomo, et al.**: Cravath partner Antony L. Ryan represented a coalition of 10 mental health organizations as amici counsel in support of a plaintiff class of individuals with mental illness residing in adult homes in New York City in litigation against the State of New York for failing to provide them with residential opportunities to live in the “most integrated setting,” as required under the Americans With Disabilities Act (“ADA”). On March 18, 2014, the U.S. District Court for the Eastern District of New York granted final approval of a settlement in which the State would give all 3,867 class members the opportunity to move out of group homes, as well as counseling and other services to help them make the transition. The court cited Cravath’s amicus brief in its opinion. The decision marks an historic win for people with mental illness who now have the choice to move into their own residences and live more independently in the community, ending a 10-year battle with the State to vindicate the rights of people with mental illness.

- **United States v. Jefferson County**: In 1974, African American and female plaintiffs, later joined by the United States, filed employment discrimination lawsuits against Alabama municipal defendants, who signed consent decrees designed to remedy past discrimination and ensure equal opportunity. In 1984, the Lawyers Committee for Civil Rights Under Law asked Cravath to represent the plaintiff classes. For almost 30 years, we have worked to bring the defendants into compliance with the decrees. In 2002, on Cravath’s motion, the court held the testing authority in contempt of its decree and appointed a Receiver to reform it. The testing authority achieved compliance in 2007. After a two-week bench trial in 2012, the court in 2013 granted our motion to hold Jefferson County in contempt of its decree, and again ordered the appointment of a Receiver. The Receiver was appointed to assume control of all employment decision making in Jefferson County, reform its hiring practices, and remedy past discrimination. We continue to appear in court on a monthly basis to ensure that Jefferson County is working towards full compliance, including the remediation of past discrimination and the adoption of nondiscriminatory hiring practices. In addition, the court recently granted our petition to award the Receiver $70,000 in undistributed settlement funds from prior consent decrees, to be used to further his ability to remediate employment discrimination claims not otherwise covered by the Receivership Order.

- **U.S. Supreme Court Victory in International Custody Dispute**: Cravath represented pro bono client Diana Montoya Alvarez in winning a unanimous U.S. Supreme Court ruling affirming the denial of a petition pursuant to the Hague Convention on the Civil Aspects of International Child Abduction, which requested that Ms. Montoya Alvarez’s daughter be returned to the United Kingdom for custody proceedings. The petition was filed by the child’s father over a year after she and her mother left the country. Cravath persuaded the courts at trial and on appeal that the child was “now settled” in the United States and that the one-year period for filing the petition before the now-settled defense can be raised cannot be equitably tolled. This decision aligns U.S. treaty interpretation with other nations’.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012**: 20,894
- **Total number of pro bono hours in 2013**: 25,318

What was the attorney headcount in your firm’s U.S. offices?

- **Number of attorneys as of December 31, 2012**: 420
- **Number of attorneys as of December 31, 2013**: 427

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012**: 50
- **Average number of hours per attorney in 2013**: 59

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- **Percentage of attorneys who did pro bono work in 2012**: 31–40%
- **Percentage of attorneys who did pro bono work in 2013**: 41–50%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
No

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
All pro bono matters handled by associates must be supervised by a partner, and no associate appears in any judicial, administrative or other proceeding without first discussing with the supervising partner the nature of the representation and the arguments to be made and having briefs submitted to, and reviewed by, that partner. The firm also lists on its intranet site training opportunities available from various organizations in areas directly related to those organizations’ pro bono work.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 1,504
2013: 1,395

Average hours per summer associate spent on pro bono work
2012: 17
2013: 15

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 37%
2013: 41%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are given the same opportunities that are available to all other lawyers at the firm. The level of participation is sometimes affected given that summer associates are not yet admitted to the bar. Each year we highlight pro bono matters in which summer associates can get involved. At our Summer Associate Weekend, one of our panels focuses on pro bono opportunities at the firm.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- We provide a paralegal support program for The Legal Aid Society Juvenile Rights Division.
- We provide funding, as well as curriculum planning, mentoring, moot court and other academic activities, to the Urban Assembly School for Law & Justice.
- We created the Thomas D. Barr Mississippi Freedom Fund at the Lawyers’ Committee for Civil Rights Under Law to fund the Committee’s civil rights activities in Mississippi.
- For over 20 years, our lawyers have acted as mentors to local high school students as they prepare for a citywide moot court competition.
- We conduct mock trials in our courtroom with students from the Fresh Air Fund Career Awareness Program.
- Lawyers sit on many not-for-profit organization boards, including Appleseed, New York Public Library, The Legal Aid Society and the Neighborhood Defender Service of Harlem.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
We provide a wide range of volunteer opportunities to our employees. A small sampling is listed below:

- We participate in the New Alternatives for Children toy drive each year to collect gifts for children coming from low income families who have developmental disabilities.
- Since 2009, we have participated in the annual March for Babies Walk to raise funds for March of Dimes research and
programs that work to find solutions to the serious problems that threaten babies.

- We collect gently used suits and electronic goods for the homeless at the Neighborhood Coalition for Shelter. The suits are used to help the homeless secure employment. Participants in the program sell the electronic goods to provide them work and help them build their skills.

- We provide internships to high school students at Cristo Rey High School to help them build their skills and introduce them to a corporate environment. These students come from low income families.

- We participate in the Read Ahead (formerly Everybody Wins) Power Lunch Program, in which firm employees read with children from a local elementary school on a weekly basis.

- We provide a number of volunteer services to the Fresh Air Fund, including participation in the Career Awareness Program and Camp Counselor-for-a-Day program.

- We participate in The Legal Aid Society’s holiday party for homeless children.

- We provide financial and volunteer support to the Prep for Prep program, and hire Prep students into meaningful positions during the summer.

- We participate in the Transitional Employment Program with the Fountain House and provide transitional employment opportunities on a temporary basis to its members who have mental illnesses.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In 2013, Cravath received the 2013 Social Justice Award from the Urban Justice Center for outstanding pro bono work. For 29 years, the Urban Justice Center has served New York City’s most vulnerable residents through a combination of direct legal service, systemic advocacy, community education and political organizing. They assist their clients on numerous levels, from one-on-one legal advice in soup kitchens, to helping individuals access housing and government assistance, to filing class action lawsuits to bring about systemic change.

- On April 10, 2013, Cravath was honored by the City Bar Justice Center at the program’s Annual Gala. The City Bar Justice Center, as part of a public service affiliate created by the New York City Bar Association, has dedicated itself over the past four decades to providing low-income clients throughout New York City with the information and tools they need to succeed within the legal system. By assembling a vast and diverse network of legal service providers, the Justice Center has created a wealth of pro bono resources and programs to ensure equal access to economic, immigrant and family justice. Over the years, Cravath has played an active role in supporting this mission through its leadership with the New York City Bar Association and ongoing financial support of the City Bar Justice Center. Presiding Partner C. Allen Parker accepted the 2013 City Bar Justice Award on behalf of Cravath and renewed the Firm’s dedication to commit the full strength of its talent and resources to pro bono work.

- On February 7, 2013, Cravath was honored at Her Justice Inc.’s (formerly inMotion) 13th annual Commitment to Justice Awards in New York City. Her Justice provides free legal and social services to low-income women, including recent immigrants and those suffering from domestic violence. Each year, the organization honors the contributions of those who have volunteered, promoted or supported the cases and work of Her Justice. Cravath received the “Law Firm Award” for its pro bono work. Cravath associate Lindsay J. Smith received a “Legal Team Award” for her outstanding advocacy on behalf of a mother of two children who was abused by her former husband. Lindsay helped the client obtain final orders of child support and custody after the client had moved to a domestic violence shelter with her daughters. She is now assisting the client to obtain a divorce, helping to ensure that she and her children will be free from future harm. Additionally, discovery attorney Alysa D. Mokas received a “Pro Bono Liaison Award” for her initiative in recruiting Cravath attorneys to represent Her Justice clients, as well as organizing Her Justice CLE training sessions at the Firm.

Please add any additional information about your firm’s pro bono program.

Cravath’s commitment to pro bono work is long-standing, and our relationship with leading public service organizations spans decades. In 1960 at President Kennedy’s request, we assisted in creating the Lawyers’ Committee for Civil Rights under Law; more recently we helped to create New York Lawyers for the Public Interest. Our cases involve a broad range of issues, including civil rights, indigent defense, women’s rights, health care, higher and secondary education, and community development. All lawyers—partners and associates alike—are encouraged to work on pro bono matters. Numerous partners have relationships with various public service and other organizations for which they do pro bono work. Associates can get involved in a pro bono matter either by working on a matter that has been undertaken by the partners with whom they work, or by taking on a matter by themselves. Pro bono matters are handled in the same way other matters are handled for the firm’s clients. To that end, all pro bono matters are supervised and no associate appears in any judicial, administrative or other proceeding without first discussing the nature of the representation and the arguments to be made with, and having briefs submitted to, and reviewed by, the partner in charge. Similarly, no significant legal advice is given, either orally or in writing, without first obtaining the approval of the partner in charge.

A wealth of pro bono opportunities are regularly posted on the firm’s intranet site. In addition, an associate interested in pro bono opportunities can contact Stuart Gold, LizabethAnn Eisen or the partner(s) with whom the associate regularly works. Associates interested in working on a pro bono matter for one of the entities listed on the firm’s intranet can also contact the partner indicated, or the pro bono coordinator. Associates are also free to seek out other opportunities for pro bono representation after consulting with the partner(s) with whom the associate regularly works.
CROWELL & MORING LLP

1001 Pennsylvania Avenue, NW
Washington, DC 20004
Phone: (202) 508-8750
www.crowell.com

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THE STATS
No. of Attorneys: Approximately 500
No. of Offices: 9
Chairman: Kent A. Gardiner
Hiring Partner(s): Jennifer N. Waters

EMPLOYMENT CONTACT
Torey Philips
Director Attorney Recruiting & Development
Phone: 202-624-2771
Email: tphillips@crowell.com

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WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

100%

Please provide the primary pro bono contact(s)’s information below.

Susan M. Hoffman
Public Service Partner
Phone: 202-624-2591
Email: shoffman@crowell.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The committed includes associates, counsel, and partners from each of the firm’s U.S. offices.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

For each pro bono matter, the Public Service Partner drafts a memorandum that describes the proposed matter and requests approval from the Public Service Committee co-chairs. A variety of factors are considered in determining whether a matter is appropriate for pro bono representation including the income and resources of the proposed client, the nature of the client’s interests, the legal issues or policy involved, the firm’s ability to provide adequate staffing on the matter and the firm’s expertise in the legal area involved or its ability to obtain adequate mentoring and support in that area.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Environment, trusts and estates, divorce

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- American Civil Liberties Union of Maryland
- Children’s Law Center
- DC Bar Community Economic Development Program
- Human Rights First
- Justice & Diversity Center of the San Francisco Bar Association
- Kids in Need of Defense (KIND)
- Legal Aid Society of DC (and New York)
- Public Law Center of Orange County (CA)
- Washington Lawyers Committee for Civil Rights & Urban Affairs
- Washington Legal Clinic for the Homeless

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- The firm has a broad indigent criminal defense practice, representing defendants on both on the trial court and appellate levels through referrals from the Office of the Public Defender for Montgomery County, the Office of Public Defender for Maryland (appeals), the Federal Defender for the District of Columbia and the Federal Public Defender for the Eastern District of Virginia. These representations enable attorneys to obtain valuable jury trial, brief writing and oral argument experience. In addition, the firm has several ongoing death penalty cases. The firm has also been successful in representing prisoners referred by Families Against Mandatory Minimums in having their sentences commuted.
• The firm represents refugees on a variety of immigration matters, ranging from representation in political asylum trials, to assisting undocumented clients, particularly domestic violence victims, with applications for U visas, T visas and self-petitions for legal status under the Violence Against Women Act to drafting amicus briefs on important immigration policy issues. The firm is currently working with an immigrants’ advocacy organization to develop a pilot program in increase legal services to immigrants in rural or remote geographical areas.

• The firm has a focus on representation of children and families, recognizing that in DC nearly one in three children lives in poverty, which is a similar rate to the cities of our other offices. The firm handled more than 75 individual cases comprising nearly 15% of its total pro bono hours either directly or on behalf of children. This included representation of low-income children and parents in obtaining appropriate special education services, of unaccompanied minor children in seeking Special Immigrant Juvenile Status, of parents, grandparents and caregivers in seeking custody of children, and of foster parents who are adopting children in the abuse and neglect system. Attorneys also served as court-appointed guardian ad litem in contested custody disputes and in a special partnership with the Attorney General for DC, assisted in terminating the parental rights of children in the abuse and neglect system so that they could be free for adoption.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• As co-counsel with the Southern Poverty Law Center ("SPLC") and several other public interest organizations, Crowell & Moring is representing 12 men in a human trafficking case arising out of the fraudulent recruitment and trafficking of more than 500 workers from India to work for Signal International ("Signal") in Texas and Mississippi during the period 2006–2007. In March 2008, a class action lawsuit was filed in federal court in Louisiana on behalf of 12 named plaintiffs seeking to represent a class of 350 men who were lured from India to work on oil rig repairs in the aftermath of Hurricane Katrina by Signal International under the federal government’s guestworker program with false promises that they would become lawful permanent residents. The skilled workers were subjected to discriminatory and inhumane work and living conditions, being compelled to live in over-crowded, fenced and guarded labor camps. Signal also exploited the workers through exorbitant labor fees causing workers to go into significant debt and threatened to deport any workers who did not accept the conditions imposed on them. The Court denied class action status, and the case is continuing on behalf of 12 individual plaintiffs. The complaint alleges violations of the human trafficking act and the federal wage hour laws, along with other federal and common law claims.

• The firm along with Legal Counsel for the Elderly (LCE) spearheaded the creation of the AT HOME Alliance—Alliance to Help Owners Maintain Equity—which seeks to reform the tax sale foreclosure process in the District of Columbia. C&M attorneys have staffed the Tax Sale Resource Center twice a month at DC Superior Court since March 2010, providing information to homeowners about preservation of their interests in real property that has been sold for unpaid taxes. As a result, the firm became interested in joining with LCE and other community groups to address inequities in the process. After completing research on best practices in other jurisdictions, the firm and LCE finalized draft legislation that included most of the reforms identified as necessary to protect District homeowners. The legislation was introduced in the DC City Council in late 2012 with six co-sponsors and is currently pending. Further, the team served as an essential source to reporters at the Washington Post who conducted an in-depth investigative report on the issue of tax lien sales in Washington, DC. The paper published a front-page four-part series on the issue which was also widely covered by other print and broadcast news outlets, including NPR.

• In a rare grant of Executive Clemency, President Obama commuted to time served for our client Stephanie George who had been imprisoned for 16 years, after the firm had aggressively advocated on her behalf for over a year. President Obama has commuted the sentences of only nine individuals, two of them C&M clients. George was convicted of conspiracy to distribute drugs, when a large quantity of drugs and money belonging to George’s ex-boyfriend were found in her home. Afraid of a lifetime away from her young children, George refused to plead guilty. She was found guilty and sentenced to life under the mandatory minimum laws based on the amount of drugs attributed to the conspiracy. In November 2012, the firm submitted a brief in support of George to the Pardon Attorney, and continued its advocacy, rallying support, advocating with members of Congress to support the commutation and submitting written testimony to the Senate Judiciary Committee. The extensive coverage of this clemency case included a feature of the lead partner in The Wall Street Journal, and he was interviewed by several other news outlets, including NPR.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 34,685
Total number of pro bono hours in 2013: 35,229

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 476
Number of attorneys as of December 31, 2013: 488

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 73
Average number of hours per attorney in 2013: 72
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 61–70%
- Percentage of attorneys who did pro bono work in 2013: 61–70%

SUPERVISION AND EVALUATIONS

- Is there partner supervision on all pro bono matters?
  - Yes

- Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
  - Yes

- Are those evaluations taken into account in determining salary or bonuses?
  - Yes, they are taken into account when determining salary
  - Yes, they are taken into account when determining bonuses

- Are those evaluations taken into account in determining advancement within the firm?
  - Yes

- Is there a pro bono requirement at your firm?
  - No

- Does the firm give billable hour credit for pro bono work?
  - Yes

- Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
  - Yes

- What is the maximum number of pro bono hours that can be applied toward the billable hour target?
  - Associates may count up to 50 hours of pro bono time as billable regardless of their client billable hours. For associates who otherwise meet our minimum billable hours requirement, all pro bono work will count as fully billable for purposes of evaluation and bonuses.

- Does the firm consider pro bono hours when determining bonuses?
  - Yes

PRO BONO POINTS

- What training opportunities are open to associates working on pro bono matters?
  - Associates are able to obtain hands-on litigation and courtroom experience, through handling criminal jury trials referred by the Montgomery County Public Defenders Office and other organizations; custody and guardian ad litem cases referred by the Children’s Law Center; landlord/tenant and child custody cases referred by the Legal Aid Society; civil protection order hearings; parole revocation hearings from the DC Public Defenders Office; termination of parental rights trials referred by the DC Attorney General’s Office and political asylum Immigration Judge hearings. Associates are able to obtain appellate experience through handling pro bono criminal appeals referred by the Office of Public Defender for Maryland, the courts and Families Against Mandatory Minimums and civil appeals referred by the Veterans Pro Bono Consortium, the Domestic Violence Legal Empowerment and Appeals Project (DVLEAP), Ayuda and other public interest organizations.

  The firm participates in and offers to associates a broad array of training programs offered by the DC Bar Pro Bono Program in sponsorship with other legal services providers. In addition, the firm sponsors a number of specific training programs at the firm in which outside organizations, such as the Capital Area Immigrants’ Rights Coalition, the Children’s Law Center, Human Rights First, the Tahirih Justice Center, the Washington Legal Clinic for the Homeless and the Montgomery County Office of Public Defender, come in to present the training sessions, making training even more accessible for our attorneys.

- Does the firm offer the use of support staff in handling pro bono matters?
  - Yes

- Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
  - Total hours summer associates spent on pro bono work
    - 2012: 891
    - 2013: 898

  - Average hours per summer associate spent on pro bono work
    - 2012: 37
    - 2013: 37

- Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
  - 2012: 84%
  - 2013: 85%

- Please provide any additional information about pro bono opportunities available to summer associates.
  - In addition to integrating summer associates on existing pro bono matters through assignments, the firm makes available pro bono opportunities designed specifically for summer
associate participation. For example, summer associates are able to conduct intake interviews and complete follow-up for homeless clients at various local shelters, participate in training and work on political asylum cases and complete intake of detained immigrants during “jail visits” to local detention centers. Finally, each summer the firm conducts the “Took Tour” in which a partner on the Management Board conducts a tour of various local nonprofit organizations, such as the Thurgood Marshall Public Charter School and So Others Might Eat (“SOME”), to which the firm has contributed services.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

Crowell & Moring offers summer associates the opportunity to participate in its Summer Associate Public Interest Program in which Crowell & Moring summer associates are able to spend five weeks of their summer working at a local public interest organization or legal service provider and the remainder of their summer at the firm. The firm pays the salary of the summer associate through grants to the participating groups. In addition to assisting the participating public interest groups, the firm hopes that its program helps to cultivate a commitment to authorize a two-year Equal Justice Work (formerly NAPIL) fellowship. The firm funds a recent graduate whose proposal addresses the needs of poor or underrepresented individuals. Since then, the firm or the Crowell & Moring Foundation has sponsored Equal Justice Works fellowships for every two-year cycle.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Beginning in 1994, Crowell & Moring became the first firm to authorize a two-year Equal Justice Work (formerly NAPIL) fellowship. The firm funds a recent graduate whose proposal addresses the needs of poor or underrepresented individuals. Since then, the firm or the Crowell & Moring Foundation has sponsored Equal Justice Works fellowships for every two-year cycle.
- To memorialize one of the firm’s founders, Eldon “Took” Crowell, who died in May 2010, Crowell & Moring in collaboration with the UDC David A. Clarke School of Law launched in August 2010 the Took Crowell Institute for At-Risk Youth located at UDC Law School. The firm is providing major financial support, and pro bono assistance to the Took Institute, which (1) provides direct representation of youths through clinics focusing on juvenile justice, special education advocacy, and school discipline due process representation; (2) includes a strong systemic change component and (3) trains future public interest lawyers, both students and clinical professors who will continue their legal work for at-risk youth.
- Since 2004, Crowell & Moring has funded a public service summer fellowship for a Howard Law School student each year who will work on housing and homelessness issues at the Washington Legal Clinic for the Homeless Affordable Housing Initiative.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The firm has instituted a weekly volunteer tutoring program involving more than 40 Crowell & Moring attorneys and staff. As part of the program, Crowell & Moring hosts students from Thurgood Marshall Academy Public Charter School who are tutored in math, English, history, and science. In addition, the firm hosts a “Law Day” for 70 of the students in which our attorneys assist in small group law-related role plays and discussions.

Through a program with the Washington Lawyers Committee for Civil Rights and Urban Affairs, the firm has “adopted” a public elementary school in a low-income area of the city. Among other activities, the firm tutors first and four graders twice a month in reading.

Firm “teams” organize and participate in a number of “walks” to benefit special charities, including the AIDS Walk, the Diabetes Walk and the Homeless Walkathon. Finally, the firm coordinates a number of charitable drives during the holiday season. For the past fifteen years, through the Salvation Army’s Angel Tree Program, firm employees have served as “angels” for more than 100 children each year, purchasing holiday gifts for them. The firm also collects and sorts clothing for the Gifts for the Homeless used clothing drive and collects toiletries for the DC Jewish Community Center’s drive to benefit the homeless.

The firm organizes participation by attorneys and staff in several work days throughout the year.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Each year Kids In Need of Defense (KIND) honors three of its law firm pro bono partners with its “Allegiance Award” in recognition of their efforts to extend their commitment to the organization, including pro bono hours and other innovative contributions that have helped advance KIND’s mission. (2014)
- Asian Pacific American Legal Resource Center Access to Justice Award for the Firm’s work in representing a group of Filipino teachers who had been victims of human trafficking. (2014)
- DC Bar Pro Bono Law Firm of the Year (2013)
- 2012–2013 Human Rights First Frankel Award based on the Firm’s representation of numerous asylum clients referred by HRF (2013)
• Washington Lawyers Committee for Civil Rights and Urban Affairs Outstanding Achievement Award for the Firm’s pro bono efforts in the area of Public Education for its Adopt a School partnership with a local elementary school in a low-income community (2013)

• Beacon of Justice Award from the National Legal Aid and Defender Association for law firms that have provided significant pro bono representation to secure the mandate of Gideon v. Wainwright. The NLADA noted, “The review committee was genuinely moved by your firm’s investment of time and resources in partnerships that expand access to counsel to people unable to afford it. We are delighted to acknowledge the depth and impact of your work to ensure that the right to counsel is fulfilled.” (2013)

• The John Carroll Society Pro Bono Award given annually by the Society to those individuals and firms who have made “significant contributions to the Archdiocesan Legal Network.” (2013)

• Asian Pacific Islander Legal Outreach (API Legal Outreach) Legal Impact Award bestowed on a law firm or attorney “that/who has exemplified the spirit of volunteerism with work that reached beyond the normal scope of work of pro bono attorneys.” The Firm was selected not only for the firm’s support of API Legal Outreach’s pro bono programs that assisted over 1500 clients last year in the human trafficking, domestic violence, and immigration areas but also its work in promoting community service and social justice within the firm and the broader legal profession. (2013)

• Domestic Violence Legal Empowerment and Appeals Project (DV LEAP) One of ten firms awarded with the Leap for Justice award for its “remarkable efforts” that the firm has “made on behalf of survivors of domestic violence and their children throughout our organization's history.” (2013)

• DC Law Students in Court Celebration of Service Award presented to C&M Partner Susan Hoffman (2013)

• CASA of Maryland recognizes Crowell & Moring with its Social Justice Award (2013)

• Washington Lawyers Committee for Civil Rights and Urban Affairs Outstanding Achievement Award for the Firm’s pro bono efforts in the areas of Public Accommodations (2012).

• Beacon of Justice Award from the National Legal Aid and Defender Association as one of six firms honored “for Innovative Public-Private Partnerships that Deliver Justice in their Communities.” (2012)

• The DC Circuit Judicial Conference 2013, 2012, and 2011 honoree at the Conference’s “40 at 50” Judicial Recognition Breakfast (40 percent of the firm’s attorneys had worked 50 or more pro bono hours); special recognition in 2013 for having more than 50% of its attorneys contributing 50 or more pro bono hours.

• One of the Top Ten Law firms in the District of Columbia honored by the Washington Business Journal with a 2012 Corporate Philanthropy Award, recognizing “the region’s most active and inspirational companies and nonprofits who have made a difference in their communities through both financial and volunteer philanthropic work.”

• 2012 Legal Aid Society of DC Servant of Justice Award given to firm partner Susan Hoffman

• Washington, DC-based senior counsel Peter B. Work, a founder of the firm and former co-chairman of Crowell & Moring’s Litigation Group, was named to the fifth annual The National Law Journal’s list of “Champions & Visionaries” for 2012. Specifically, he was awarded a “Champion” title for his dedication to public service and pro bono efforts.

• One of the firm’s pro bono teams was featured on the front page of the “Metro” section of the Washington Post on May 29, 2012. The article discusses the problems with the tax lien sales process in Washington and how Crowell & Moring attorneys Peter Work, Karen Hermann, and Todd Rosenberg have been working in collaboration with AARP’s Legal Counsel for the Elderly to assist senior citizens and others who have been adversely impacted by the tax lien process. A similar article featuring the firm and this pro bono efforts was published by The National Law Journal in March 2012.

• Washington Lawyers Committee for Civil Rights and Urban Affairs Outstanding Achievement Award for the Firm’s pro bono efforts in the areas of Fair Housing and Disability Rights.

Please add any additional information about your firm’s pro bono program.

Crowell & Moring LLP has committed itself - as a firm and as a community of professionals - to assure that all citizens have access to the legal system. Crowell & Moring’s promotion of broad participation in pro bono work by the firm’s attorneys and staff has enabled the firm to serve a range of urgent community needs.

The firm’s nationally recognized pro bono program includes:

• an innovative, proactive pro bono program structure spearheaded by a full-time public service partner;
• a wide range of pro bono work including impact cases and individual representation;
• sponsorship of Public Interest Fellowships for summer associates, including a paid summer public interest fellowship in Washington, DC for a second-year Howard University School of Law student;
• programs to extend the firm’s public service culture to non-lawyer employees, such as its tutoring project for a local public charter school and an “adopted” public elementary school

Crowell & Moring believes in maintaining a balanced pro bono program that addresses systemic issues through impact litigation while at the same time providing representation to indigent individuals on specific legal problems. A substantial portion of the firm’s pro bono practice involves direct individual representation on a wide range of poverty law issues referred by legal services organizations in our community, such as the Washington Legal Clinic for the Homeless, Children’s Law Center and the Legal Aid Society. Typical pro bono representations include:
• assisting domestic violence victims in obtaining civil protection orders;
• serving as guardian ad litem for children in contested custody cases;
• representation of foster parents seeking to adopt children in the abuse and neglect system;
• filing applications for political asylum on behalf of refugees and presenting evidence on their behalf at trial;
• defending criminal defendants at trial or on appeals challenging application of the sentencing guidelines;
• handling the in-take hotline once a week for a local legal service provider; and
• staffing four pro se litigant self-help centers, three in DC and one in Los Angeles.

Although the firm is committed to providing representation to indigent individuals, it also handles cases that may have a beneficial impact for a broad segment of society on important legal issues in areas such as civil rights and civil liberties. Examples of such work include:

• spearheading a lawsuit with the NAACP against a national restaurant chain that we alleged discriminated against minority customers;
• representing a prospective class of African-American consumers in obtaining a $5.4 million settlement to redress discriminatory treatment by five North Carolina franchises of Avis Rent-a-Car Systems;
• representing Terry Andersen, the former Chief Mideast Correspondent for the Associated Press who was held hostage for seven years in Lebanon, in Freedom of Information Act (“FOIA”) litigation to obtain documents relating to governmental efforts to secure his release;
• representing a coalition of immigrant rights organizations, which successfully challenged the constitutionality of a Virginia county policy under which the county school system asked immigrant families about their visa status before allowing them to enroll their children in school; and
• representing individuals and an organization in threatened litigation against a national chain of fast-food restaurants, resulting in an agreement by the chain to make all of its eateries accessible to disabled customers.

Commitment to pro bono and community service is a firm-wide tradition at Crowell & Moring. The firm’s Public Service program continually strives to assess and meet the current legal needs of underrepresented individuals in our community through efficient and targeted use of its pro bono resources.
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THE STATS
No. of Attorneys: 308
No. of Offices: 16
Chairman: George Kahale III
Hiring Partner(s): Carl Ruggiero

EMPLOYMENT CONTACT
Raquel Lorenzo
Phone: (212) 696-6005
Email: rlorenzo@curtis.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The coordinator devotes his time to pro bono matters and administration commensurate with the flow of pro bono work.

Please provide the primary pro bono contact(s)’s information below.

Turner Smith
Partner, Litigation
Phone: 212 696 6121
Email: tsmith@curtis.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

When a new pro bono matter is being considered.

Please describe the composition of the committee.

The committee is comprised of several partners.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The committee meets and considers the proposed engagement.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Civil rights, Domestic violence, Fair housing/tenants rights, Family law, Historic preservation, Immigration, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners’ rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- View Finder Workshop
- Gaetano d’Attore
- American Friends of Shalva Israel
- Arisleida Duarte
- Classic Stage Company
- Union de Empresarios para la Tecnología en la Educación, A.C. (UNETE)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- View Finder Workshop is a startup not-for-profit that runs photography workshops for children living in impoverished regions of the world. The workshops are intended to engage and inspire children in order to build their self-esteem and confidence. View Finder exhibits and sells the resulting photography to raise awareness about the children’s living conditions and to raise funds to conduct more workshops. To date, View Finder has conducted programs in Haiti and Kenya. Curtis lawyers initially helped View Finder to incorporate in New York and to file a charitable tax exemption application with the IRS, as well as with other organizational matters. Curtis has continued to provide legal advice to View Finder on general corporate, tax and intellectual property matters. Our counsel has included structuring View Finder’s international contracts, filing for trademark protection and the contractual management of copyright and other intellectual property issues arising from its activities.

- American Friends of Shalva Israel, Inc. is a registered 501(c)(3) charitable organization that raises funds for programs and services for mentally and physically challenged children and their families in Israel. Curtis partner Jacques Semmelman serves as corporate secretary and is a member of the board of directors. Curtis first represented Shalva in connection with the migration of Shalva from an Ohio entity to a Delaware entity and the accompanying re-registration with the IRS. Curtis now acts as outside general counsel to Shalva. Curtis lawyers advise Shalva on a wide range of matters and assist with contract review, intellectual property registration and protection, analysis and advice on charitable rules and regulations, employment matters, and general corporate governance.

- Curtis lawyers serve as pro bono outside general counsel to the Classic Stage Company (CSC Repertory), an award-winning off-Broadway not-for-profit theater in New York’s East Village. Over the last two years, Curtis has represented CSC and a group of playwrights in an emergent copyright issue involving disputed claims to a work in CSC’s season
lineup. The matter was resolved consensually, enabling a production of the show at CSC and avoiding a last minute rush to court that might have enjoined the production altogether.

However, Curtis continues to represent the authors of the disputed work who are seeking a more permanent resolution to the dispute. In 2012 Curtis commenced an action in the New York federal court seeking a declaratory judgment that the work, as staged at CSC, does not infringe upon the challenger’s copyright in a play that treats the same historical subject. The lawsuit is designed to clear the way for these authors to freely present the work in other venues and media.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Curtis represents a client in a civil rights case, brought under 42 U.S.C. § 1983, who alleges that he was assaulted by a prison guard while incarcerated at Rikers Island Correctional Facility. While this case was referred to Curtis by the Clerk of the Southern District of New York as a “trial ready” case, Curtis successfully moved to reopen discovery and deposed several witnesses. After Curtis attorneys litigated the case in a two-day trial in the Southern District of New York, the District Court granted the defendant’s motion for judgment as a matter of law. Curtis has appealed the District Court’s decision to the Court of Appeals for the Second Circuit on grounds that the District Court improperly precluded expert testimony and impermissibly weighed the credibility of witnesses on a motion for judgment as a matter of law.

- Curtis obtained a dismissal of an appeal filed by the City of New York to the NYS Court of Appeals on a previously granted Article 78 Petition. Curtis had filed the Article 78 on behalf of an inmate mother at Rikers Island, Arisleida Duarte, after the NYC Department of Corrections denied her admission to the prison’s nursery program based on her criminal history. Arguing that the law governing the nursery program did not permit the DOC to deny admission based on automatic disqualifiers, Curtis won at both the Supreme Court and the Appellate Division. In its appeal to the NYS Court of Appeals, the City asserted that the Appellate Division had erred both in finding that the sole criterion for admission to the nursery program was the “best interests of the child” and in ordering that Duarte be admitted to the program. Prior to the scheduled argument the DOC reissued its guidelines and removed all automatic disqualifiers to admission. Curtis then successfully argued that the case was moot.

- Curtis lawyers represented a detained Sri Lankan man who successfully sought political asylum in the U.S. The client had experienced persecution in Sri Lanka since 1980 based on his race and political opinion. In Sri Lanka, the client was arrested several times without charge. He survived several harrowing attacks while in prison. In May 2012, the client fled Sri Lanka after the national police once again visited his home to arrest and interrogate him about his political beliefs. At an evidentiary hearing before the federal Immigration Court in Elizabeth, N.J., Curtis lawyers used the client’s own testimony, medical evidence of his scars and documentary evidence of his previous arrests and imprisonments to convince the Immigration Judge to grant the client’s application, notwithstanding the Dept. of Homeland Security’s arguments that his application should be denied based on his previous associations with political groups in Sri Lanka. The client now lives in NYC and is applying to bring his wife and children to the U.S. from Sri Lanka.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 4,917
Total number of pro bono hours in 2013: 5,520

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 175
Number of attorneys as of December 31, 2013: 158

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 28
Average number of hours per attorney in 2013: 35

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 11–20%
Percentage of attorneys who did pro bono work in 2013: 21–30%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

No

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes
Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
Associates are mentored in-house by senior attorneys. They also participate in training programs set up for volunteers by the legal services organizations.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
2012: 183
2013: 386

**Average hours per summer associate spent on pro bono work**
2012: 14
2013: 35

**Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work**
2012: 31%
2013: 82%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Ranked 153 on the 2012 *The American Lawyer* Pro Bono survey.
- Ranked 147 on the 2013 *The American Lawyer* Pro Bono survey.
- Ranked 109 on the 2014 *The American Lawyer* Pro Bono survey (the 2nd largest increase in ranking by any AmLaw 200 firm).
DAVIS POLK & WARDWELL

450 Lexington Avenue
New York, New York 10017
Phone: (212) 450-3039
www.davispolk.com

LOCATIONS
Menlo Park, CA • New York, NY • Washington, DC • Beijing • Hong Kong • London • Madrid • Paris • São Paulo • Tokyo

MAJOR DEPARTMENTS & PRACTICES
Corporate • Intellectual Property • Litigation • Tax • Trust & Estates

THE STATS
No. of Attorneys: 868
No. of Offices: 10
Managing Partner: Thomas J. Reid
Hiring Partner(s): Warren Motley

EMPLOYMENT CONTACT
Cristobal Modesto-Fulton
Director of Legal Recruiting
Phone: (212) 450-4768
Email: cristobal.modesto@davispolk.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of their time.

Please provide the primary pro bono contact(s)’s information below.

Sharon Katz
Special Counsel for Pro Bono
Phone: 212-450-4508
Email: sharon.katz@davispolk.com

Amy Rossabi
Pro Bono Coordinator
Phone: 212-450-4435
Email: amy.rossabi@davispolk.com

Sonia Batten
Assistant Pro Bono Coordinator
Phone: 212-450-5689
Email: sonia.batten@davispolk.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

As needed.

Please describe the composition of the committee.

Litigation partner Ted Polubinski and corporate partner Luigi De Ghenghi co-chair the Pro Bono Committee, which includes corporate partners Joe Hall, Kyoko Takahashi Lin, Michael Davis and Jason Kyrwood, tax partner Michael Mollerus, intellectual property partner Frank Azzopardi, litigation partners Jim Windels and Brian Weinstein, corporate senior counsel John Fouhey and Peter Levin, litigation senior counsel Ogden Lewis, Special Counsel for Pro Bono Sharon Katz, Pro Bono Coordinator Amy Rossabi, and Assistant Pro Bono Coordinator Sonia Batten.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Members of the Pro Bono Committee evaluate every matter that comes to the firm to ensure that it is consistent with the goals of our pro bono program and that there are attorneys interested in the matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Asian American Legal Defense and Education Fund
• Human Rights First
• Innocence Project
• Lawyers Alliance for New York
• Lawyers Committee for Civil Rights
• The Legal Aid Society
• Public International Law & Policy Group
• Sanctuary for Families
• Volunteer Lawyers for the Arts
• Volunteers of Legal Service

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Asylum and immigration work comprises a large portion of our pro bono program. Through our asylum program, our lawyers assist individuals fleeing their home countries to
escape from or avoid persecution based on political opinion, sexual orientation, religion or gender (including domestic violence, forced marriage, female genital mutilation and honor killing). Since 2012, we have represented five brothers from Palestine, a same-sex couple from Malaysia, two individuals from Iran, and one client from each of Algeria, Chad, Cote d’Ivoire, the Democratic Republic of Congo, Gambia, Iraq, Jamaica, Nepal, Nigeria and Turkey in their claims for asylum in the U.S. We have received favorable decisions in every case that has reached the decision stage. Since we began our asylum program, we have assisted more than 160 individuals with their claims and succeeded in gaining asylum for our clients in nearly all of the cases. Through our immigration program, we assist crime victims in obtaining U visas and help victims of domestic violence file self-petitions for green cards under the Violence Against Women Act. In connection with new regulations offering relief to individuals brought to the U.S. as children, known as Deferred Action for Childhood Arrivals (DACA), we work with the New York Immigration Coalition and have hosted clinics at the Firm assisting more than 70 individuals with DACA applications. We also have assisted individuals with Special Immigrant Juvenile Status.

• In 2013, as in prior years, our largest single area of focus was criminal justice. Our efforts included representing an individual on death row in Louisiana; representing a man, formerly on death row in Tennessee, in the new trial we secured for him based on ineffective assistance of counsel and securing his release from incarceration; working with the Innocence Project and others on a number of wrongful conviction cases; serving as Counsel to the New York State Justice Task Force, a permanent body created by Chief Judge Lippman to examine causes of wrongful convictions and recommend reforms; handling criminal appeals; petitioning for resentencing for individuals sentenced under the Rockefeller drug laws; participating as a founding member of Legal Aid’s Criminal Defense Pro Bono Project; working with Legal Aid to set standards for funding of and caseloads for indigent defense work; partnering with the Bronx Defenders on trials and motion practice; serving on the Criminal Justice Act Panel in the Southern District of New York; handling cases for indigent defendants; and sending associates to participate in externships at Legal Aid.

• Our corporate pro bono hours rose by more than 13% in 2013. Our corporate pro bono work includes advising individuals in clinical settings, as well as assisting individuals with discrete matters such as contract drafting and negotiation, and advising not-for-profit and community service organizations on complex transactions. Our largest single matter in 2013 was for Hunts Point Economic Development (HPEDC), an organization in need of assistance and financing to continue operations and avoid a potential dissolution. Working with Lawyers Alliance for New York, we advised HPEDC with regard to its strategic options. We worked with its Board of Directors and Executive Director to find an organization that had ties to the community that HPEDC served and that was willing to provide the necessary financial support. We educated the Board on its fiduciary duties and guided it through the process. We also amended HPEDC’s bylaws to accommodate their potential strategic partner becoming the sole member of HPEDC, and drafted the relevant transaction documentation to effectuate the alliance. HPEDC entered into a strategic alliance with Urban Health Plan, Inc. (UHP) and secured $150,000 in financing in exchange for granting UHP the option to become the sole member of HPEDC. We facilitated this alliance and negotiated all of the relevant agreements. UHP recently exercised its option and is in the process of integrating a fully functioning HPEDC into its existing structure and operations.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• A team of Davis Polk lawyers obtained a significant victory on behalf of a wrongfully convicted woman. In 1994, our client was convicted on multiple counts of rape, attempted rape and gross sexual imposition in one of the last “day care sex abuse” cases to rock the country. She was sentenced to 30 to 90 years in prison. All of her appeals and efforts to obtain post-conviction relief were unsuccessful. After serving more than 14 years in prison, her case was reopened and she was released, only to learn two years later that the release was unauthorized and that she was required to serve the remainder of her sentence. Working with the Innocence Project, we became involved, and following the April 2012 airing of a “Dateline NBC” segment on her case, filed an application for Executive Clemency seeking a pardon or alternatively, at a minimum, a commutation of her sentence so that she would never be required to return to prison. While the clemency application was pending, we entered into negotiations with the prosecutor. This led to a sentencing agreement approved in June 2013 that allowed our client to remain free. Under the agreement, she has completed her sentence, is not required to register as a sex offender, was not required to enter a guilty plea and continues to pursue a pardon.

• We took on the case of death row inmate Timothy McKinney in 2007. In 1999, McKinney was convicted of murdering an off-duty police officer and was sentenced to death. There was no forensic evidence linking him to the crime, and the prosecution’s case was based on the testimony of two eyewitnesses, only one of whom could identify McKinney as the shooter and whom, it was later discovered, had provided police with multiple descriptions of the shooter. In 2010, the Tennessee Court of Criminal Appeals unanimously vacated his conviction and ordered a new trial based on ineffective assistance of counsel. The Court held that trial counsel violated the Sixth Amendment and that the jury was not able to consider evidence that would have created reasonable doubt. After two retrials that ended in hung juries, the prosecutor agreed to a plea agreement wherein our client was sentenced to time served: 16 years. On May 23, 2013, McKinney was released from prison. He continues to maintain his innocence.

• After serving more than 27 years in prison for a murder he did not commit, pro bono client Robert Hill was released from prison on May 6, 2014. The Kings County District Attorney agreed to a vacatur of the conviction and a dismissal of all charges against Robert after concluding that the primary
witness against him was not credible. An investigation by The New York Times last year revealed that a detective had used that witness to bolster the state’s claims in at least six other murder trials, including in cases resulting in the convictions of both of Robert’s brothers. Both brothers, one of whom died in prison, had their convictions vacated as well. Robert’s conviction was one of more than 50 that are being subjected to renewed scrutiny as a result of allegations of unethical and illegal behavior by disgraced former detective Louis Scarcella. In conjunction with our pro bono partner, The Legal Aid Society, Davis Polk has been representing Robert for the past year. In April 2014, Davis Polk submitted a letter on Robert’s behalf to the Parole Board highlighting the questions raised about his guilt and prepared Robert for his appearance before the Board. As part of our representation, Davis Polk also conducted an extensive investigation into Robert’s innocence, maintained regular contact with the DA’s office about Robert’s claims, and was preparing a motion seeking to overturn his conviction. Robert was granted parole on April 17, and he was scheduled to be released at the end of May. But by May 4, the DA’s office informed Davis Polk that it no longer had confidence in the guilty verdict and would agree to Hill’s unconditional release within two days.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 45,457
Total number of pro bono hours in 2013: 31,809

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 669
Number of attorneys as of December 31, 2013: 698

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 68
Average number of hours per attorney in 2013: 46

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors, or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

No

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?

N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

We conduct pro bono training sessions throughout the year, with the majority of the sessions in the fall. We generally hold live trainings in the following types of pro bono matters: asylum and other forms of immigration relief, criminal appeals, transgender name changes, uncontested divorces, unemployment compensation hearings, U visas, veterans benefits, and wills. We also make training sessions in other areas available to our associates.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 6,375
2013: 5,173

Average hours per summer associate spent on pro bono work
2012: 50
2013: 41

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 80%
2013: 80%
Please provide any additional information about pro bono opportunities available to summer associates.

We offer our summer associates a wide range of pro bono opportunities to assist those in need of legal services. They have the chance to join teams on our existing matters and we accept new matters in areas including asylum and immigration, corporate, education, elder law, family law, research and policy, transgender name change, and veterans benefits. In addition, through a program with New York Lawyers for the Public Interest, summer associates have the chance to participate in two-week externships at public and legal service organizations throughout New York City.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
We have a six-month externship program with the Legal Aid Society. In addition, we offer two-week externships at public service organizations to our summer associates.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

In conjunction with the Columbia Law School’s Center for Public Interest Law, our attorneys teach a clinic on asylum law at Columbia Law School. We also sponsor a summer fellow at Sanctuary for Families’ Center for Battered Women’s Legal Services.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

We have a mentor program for high school students.

A number of our lawyers serve on the boards and junior boards of public and legal service organizations throughout New York City.

Our bankruptcy lawyers participate in the Credit Abuse Resistance Education (“C.A.R.E.”) Program, a financial literacy program that teaches students about the importance of using consumer credit responsibly and the consequences that result if they do not.

Our lawyers and staff volunteer at the Legal Aid Society Holiday Party for Homeless Children.

We conduct a clothing drive to donate new or gently used clothing to Sanctuary for Families, which serves battered women and their children.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Davis Polk or attorneys at the firm have received awards from the following organizations: The American Lawyer, Bar Association of San Francisco, Brooklyn Bar Association Volunteer Lawyers Project, Common Cause, Community Service Society, inMotion, Groundswell Community Mural Project, Lawyers Alliance for New York, Lawyers Committee for Civil Rights (Washington, DC), Lawyers Committee for Civil Rights of the San Francisco Bay Area, Legal Aid Society (New York), Legal Aid Society of San Mateo County, Legal Services of New York, MFY Legal Services, National Legal Aid & Defender Association, New York City Bar Association, New York Immigration Coalition, New York Law Journal, New York State Bar Association, Sanctuary for Families, and Super Lawyers.

Please add any additional information about your firm’s pro bono program.

Davis Polk & Wardwell LLP views pro bono work as a central responsibility of the firm and our lawyers. We have a long and distinguished history of providing pro bono legal services to those who could not otherwise obtain legal representation and we expect each of our lawyers to work on pro bono matters throughout their careers at the firm. At Davis Polk, we believe that pro bono work is critical to our lawyers and our firm not only because it assists those in need, but also because it enhances our own lives.

Davis Polk provides pro bono opportunities in numerous areas so that our lawyers can pursue the kind of pro bono commitment they find most meaningful. The firm supports pro bono work through partner mentoring, training sessions and devotion of resources. We cooperate with established pro bono service providers, clearinghouses and courts so that our efforts are broadly channeled. In addition to fulfilling our desire and obligation to aid those in need, we are also gratified by the benefit pro bono work provides as a vehicle for early client responsibility and training.
THE STATS
No. of Attorneys: 454
No. of Offices: 9
Managing Partner: David C. Baca
Hiring Partner(s): Ken Payson (Seattle)
Bill Miner (Portland)
David Ubaldi (Bellevue)
Claude Goetz (New York)
John Seiver (Washington, DC)
Joe Addiego (San Francisco)
Mike Jungreis (Anchorage)
Mary Haas (Los Angeles)
Norm Page (Shanghai)

EMPLOYMENT CONTACT
Brook Dormaier
Law Student Recruiting Manager
Phone: (206) 757-8761
Email: brookdormaier@dwt.com
Careers website: http://www.dwt.com/careers
WHO’S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Approximately 99% on administration, 1% on advocacy.

Please provide the primary pro bono contact(s)’s information below.
Julie Orr
Pro Bono Administrator
Phone: 206-757-8586
Email: julieorr@dwt.com

Does the firm have a pro bono committee?
Yes

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Matters are reviewed by the Pro Bono Administrator and/or the Pro Bono Committee for compliance with policies and to ensure that we have the necessary expertise.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- King County Bar Association
- ACLU
- Portland State University Business Outreach Project
- Kids in Need of Defense
- Seattle University School of Law Entrepreneur Legal Clinic
- Second Chance Legal Clinic
- Alaska Network on Domestic Violence and Sexual Assault
- U.S. District Court of the District of Oregon Pro Bono Program
- Domestic Violence Impact Project
- Online Media Legal Network

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- In November 2012, immigration associate Megan Vogel successfully received approval for her client’s wife and son’s derivative asylum petitions. The case first came to DWT in 2009, with several different associates having handled it, until Megan agreed to take it on. At one point, the son’s full-ride scholarship was at risk. By having him enroll in school part-time at his own expense until Megan could get the case in order, they were able to preserve his eligibility for the scholarship he’d been awarded. Green card applications are in the plans for each family member and work authorization extension applications are pending.
- New York associates Lisa Keith and Jeremy Chase, with Partner Chris Robinson’s oversight, represented a muralist who had painted three murals displayed in a hospital that were later destroyed in the course of hospital construction. They wrote a letter to the hospital asserting their client’s potential claims under the Visual Artists Rights Act. The case was referred to the New York City Law Department because the hospital was owned by New York City. After meeting and negotiating with the New York City Law Department, they were able to settle the case with the New York City Health and Hospitals Corporation for $20,000.
- San Francisco Partner Harvey Schochet volunteered to assist a gravely ill client referred by AIDS Legal Referral Panel who needed to be released from a commercial lease. The matter was very time sensitive, but when the client’s partner tried to handle the negotiations, the landlords were unreceptive and inflexible. Once Harvey stepped in, he was able to negotiate a lease termination in a very short time that met the exact terms requested.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.
- A settlement agreement reached in the first quarter of 2014 is helping insure appropriate service for tens of thousands of
developmentally disabled individuals living in California’s San Bernardino and Riverside counties. DWT partner Terri Keville, along with associate Sarah Fallows and former associate Aleah Yung, helped gather information and negotiate and draft the agreement on behalf of our pro bono client, Disability Rights California (DRC).

The agreement follows more than five years of effort to improve services and communications by the Inland Regional Center (IRC), a non-profit, private agency that is the largest of 21 regional centers in California working with the developmentally disabled.

Among the many issues raised by DRC were ongoing complaints that IRC provided inadequate notification and failed to provide fair process when it terminated or reduced services to some consumers.

Under an agreement signed between the parties in January, IRC has agreed to abide by a number of important guidelines regarding its notifications to applicants and consumers, insuring timeliness, responsiveness, and clear communication, as well as its processes for ensuring that consumers receive necessary services.

DWT attorneys will continue to work with DRC to assist and monitor compliance with the agreement.

• Domaine Javier v. California Baptist University

We represent a student expelled from California Baptist University after she came out as transgender.

• DWT helped score a major victory for free speech on campus in February 2013, as a federal jury found former university president Ronald M. Zaccari personally liable for violating the due process rights of Hayden Barnes, a student he expelled.

DWT represented the Valdosta State University student who peacefully protested the university’s plan to construct a new, $30 million parking deck. In response to Barnes’ activism, Zaccari ordered that he be “administratively withdrawn” from the institution.

The verdict in February followed five years of litigation, during which DWT partner Robert Corn-Revere worked with the Philadelphia-based Foundation for Individual Rights in Education (FIRE) and Cary Wiggins of The Wiggins Law Group in Atlanta. Lisa Zycherman and Erin Nedenia Reid, associates in our DC office, participated in the trial, and former associates Chris Fedeli and Brigham Bowen worked on earlier stages of the case.

Barnes objected to the new garage on environmental grounds, and his protest activities included posting flyers, writing a letter to the editor of the VSU student newspaper, and writing to Zaccari himself to request an exemption from the mandatory student fee designated for funding construction. Barnes also created a collage on his personal Facebook page that combined photos of a garage structure and Zaccari and used the acronym for an on-campus student group (Students Against Violating the Environment) in a caption that read “S.A.V.E. Zaccari Memorial Parking Garage.”

In a letter to Barnes, Zaccari called that Facebook post “a threatening document” and told Barnes “you are considered to present a clear and present danger to this campus.” By means of the letter, and without further notice or a hearing, Barnes was expelled.

That fall, Barnes sought help from FIRE. A few months later, with Corn-Revere’s help, a complaint was filed against Zaccari and other school administrators in the U.S. District Court for the Northern District of Georgia. Not long after, the VSU Board of Regents reversed the expulsion of Barnes, who had since enrolled at another university.

The district court found that Zaccari had violated Barnes’ constitutional right to due process.

A trial on Barnes’ breach-of-contract claim against Zaccari took place in the U.S. District Court for the Middle District of Georgia, Valdosta Division, earlier this year and ended with a verdict in Barnes’ favor and the $50,000 judgment.

A separate breach of contract claim against Zaccari resulted in a $30 million settlement last year in a separate case involving a student who was expelled from California Baptist University after she came out as transgender.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 18,680
Total number of pro bono hours in 2013: 19,220

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 448
Number of attorneys as of December 31, 2013: 454

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 37
Average number of hours per attorney in 2013: 42

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%
Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
144 hours, or more with an hours waiver.

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
All associates are encouraged to participate in pro bono trainings offered throughout the year by legal service providers and others. In 2013, training opportunities included domestic violence protection orders, services to homeless clients, services to youth aging out of foster care, immigration/asylum, veterans, FBI interview training, third-party custody, and an annual pro bono fair in Seattle where associates learn more about pro bono opportunities from many local legal service providers.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>295</td>
</tr>
<tr>
<td>2013</td>
<td>180</td>
</tr>
</tbody>
</table>

Average hours per summer associate spent on pro bono work

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>16</td>
</tr>
<tr>
<td>2013</td>
<td>18</td>
</tr>
</tbody>
</table>

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>54%</td>
</tr>
<tr>
<td>2013</td>
<td>47%</td>
</tr>
</tbody>
</table>

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates provide legal research, observation and participation in legal clinics, review of potential exoneration cases for The Innocence Project, and assist attorneys on existing cases. They may shadow our lawyers as they volunteer representing low income tenants facing eviction, and they may observe our monthly legal clinic for the homeless. We are happy to help summer associates get connected to the organizations and causes about which they care.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- John M. Davis Diversity Scholarship, University of Washington Law School
- DWT-Seattle offers two Diversity Scholarships to first-year law students, including summer internships
- DWT-Portland offers one Diversity Scholarship to a first-year law student, including a summer internship
- DWT-Seattle has been a sponsor at several events for the Black Law Student Associations (at UCLA, Harvard and UVA)
- DWT-Seattle annually participates in fall recruiting at the Northwest Minority Job Fair
- DWT-Portland annually participates in fall recruiting at the following diversity fairs: Northwest Minority Job Fair, the Oregon Minority Job Fair, the National Black Law Student Association Portland Career Fair and the Council on Legal Education Opportunity Program (CLEO)
- DWT-Portland is a current sponsor of the Robert Phillip/POIC Scholarship fundraiser through Lewis & Clark Law School’s Black Law Students Association.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students
Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- A Pro Bono Leadership Award was conferred on Vidhya Prabhakaran in 2013 by Legal Services for Children in San Francisco, for his work securing a U Visa for a young woman from El Salvador.
- The Seattle Office received a 2013 Community Service Award from Puget Sound Association of Legal Administrators, for participation in the Seattle Stand Down, an event to provide many types of services for homeless veterans
- The Legal Aid Society in New York honored George Wukoson with a 2013 Pro Bono Publico Award for outstanding service to the Society and its clients for representing Milanis Rivas, a tenant in an apartment building in Washington Heights whose landlord refused to accept federally funded “Section 8” vouchers in partial payment of her rent.
- Gene Grant was awarded the Oregon State Bar’s 2013 Public Service Award which recognizes an Oregon attorney’s contribution to public service and pro bono work. Gene has served on the Board, including chairing the Board, of the Cascade Pacific Council of the Boy Scouts, as well as on the Board of the Mt. Hood Cultural Center and Museum. He has also been very active in both the bar and other organizations focused on development, urban planning and sustainability, and given many hours of pro bono work for a variety of individuals and organizations.
- Portland Partner Bob Newell received an individual pro bono award from Oregon State Bar at the 2013 Annual Pro Bono Fair and Social.
- Minority Media and Telecom Council selected DWT Washington, DC for their Distinguished Pro Bono Service Award in July 2013, which was awarded for DWT’s generous support of MMTC by providing mentoring, office infrastructure, and general operational support, above and beyond the call of duty.
- Nick Verwolf, Bellevue partner, was honored by King County Dependency CASA, with the Judge David W. Soukup Award as the 2013 Legal Advocate of the Year, for extraordinary contribution to the advocacy for abused and neglected children.
- Three DWT lawyers were recognized by the New York State Bar Association as Empire State Counsel Honorees for rendering at least 50 hours of pro bono service in 2012. The Empire State Counsel program was created in 2006 to give special recognition to NYSBA members who provide 50 hours of pro bono legal services in a calendar year. The program celebrates the idea that pro bono service by qualified lawyers can change the lives of those unable to afford counsel and can help them achieve justice. Honorees include Rob Balin, Sam Bayard, and Deirdre Davis.
- The Community Service Society of New York honored Carolyn Foley and Alison Schary in June 2012, recognizing their work with the editor of City Limits (a magazine now published by the Society that features investigative journalism and in-depth reporting about local NYC affairs, politics and policies) on a high-profile series of articles written by Tom Robbins about “The Phantom Landlord of New York City,” a man who controlled an empire of dangerously decaying buildings through shell companies and managed to avoid financial responsibility for them.
- King County Bar Association Board of Trustees selected DWT for its 2012 annual law firm pro bono award.
- The ACLU Foundation of Southern California presented DWT with its 2012 Artistic Freedom Award, in recognition of our work as co-counsel on People v. MTA. The case was a defense of aspiring artist Cris Gheorghiu against novel attempts to restrict his most basic freedoms and ability to lawfully create art because of his alleged past membership in a tagging crew.

Please add any additional information about your firm’s pro bono program.

DWT expects all attorneys to provide at least 50 hours of pro bono service a year, in keeping with the expectations of many bar associations. The purpose of our pro bono program is first and foremost to make a meaningful contribution to access to justice, but as with many worthwhile goals there are other benefits that flow from it. In the case of pro bono, professional development is a significant benefit. In addition to being the right thing to do, pro bono work offers excellent training opportunities for both litigators and non-litigators alike. It can help associates develop proficiency in particular legal skills, as well as competence in case management and strategic analysis. The increased responsibility that comes with pro bono work does much to build an associate’s confidence and develop an aptitude for exercising initiative.
DAY PITNEY LLP

242 Trumbull Street
Hartford, CT 06103
Phone: (203) 977-7338
www.daypitney.com

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THE STATS

No. of Attorneys: 284
No. of Offices: 9
Managing Partner: Stanley A. Twardy, Jr.
Hiring Partner(s): Paul J. Halasz
Joseph K. Skully

EMPLOYMENT CONTACT

Jill Little & Marilyn Olivo
Legal Recruitment Managers
Phone: (860) 275-0468; (973) 966-8318
Email: jlittle@daypitney.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of his time. In addition, the firm maintains a ten-member Pro Bono Committee.

Please provide the primary pro bono contact(s)’s information below.

Paul Marino
Chair, Pro Bono Committee
Phone: (973) 966-6300
Email: pmarino@daypitney.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
Five partners, two counsel, and three associates drawn from offices around the firm.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Most pro bono matters arise through referral agencies or requests from the courts. Each office also has captains that serve as principal points of contact for the various referral agencies. In addition, attorneys are free to present and often present possible pro bono programs and new matters to the firm. The pro bono committee ultimately approves all matters.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Civil rights, Community economic development, Consumer law and small claims court, Disability benefits, Domestic violence, Employment, Fair housing/tenants rights, First Amendment and constitutional issues, Guardianship cases, Homeless advocacy, Indigent criminal defense, International human rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners’ rights, Probate law, Public benefits, Real estate transactions, Veterans’ benefits/appeals

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• New England Innocence Project
• Battered Women’s Legal Advocacy Project
• Child Health Advocacy Partnership
• Pro Bono Partnership
• SCARC Guardianship Services
• Connecticut Veterans Legal Center
• Criminal CJA Panel
• Legal Services of New Jersey
• Lawyers for Children America
• Volunteer Lawyers for the Arts

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Battered Women’s Legal Advocacy Project: We founded this joint program in 1992 with the Morris County Bar Association and the New Jersey Battered Women’s Service. We continue to administer the project and assign volunteers to represent abused women. Over the years, the project has assisted more than 2,000 victims in their efforts to obtain restraining orders against their abusers.
• Child Health Advocacy Partnership: We have partnered with the Boston Medical Center since 2005 to staff a clinic at a medical facility serving a low-income neighborhood. Our lawyers continue to assist patients at the Center by responding to “prescriptions” for legal services.
• Lawyers for Children America: We have represented numerous children in difficult domestic situations with impaired or abusive parents. We have worked with state agencies, handled litigation, monitored custody proceedings, and represented the interests of children in negotiations and hearings with parents and agencies.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• The firm recently obtained a transfer for Jerome Riddick, a Connecticut prison inmate with profound mental illness who, while incarcerated for a non-violent offense, had been transferred to a “Supermax” prison and held in solitary confinement for nearly five years after officials discontinued some of his mental health medication and his behavior...
deteriorated. The firm was able to obtain his transfer out of solitary confinement at the "Supermax" prison and back to a facility where he could receive treatment for his mental health issues.

• Boston Marathon Matters: The firm provided assistance to families impacted by the Boston Marathon bombing in various ways, including by assisting with completion of One Fund claim forms, advising on other available sources of financial assistance, analyzing income, estate, and gift tax implications of distributions from the One Fund, and advising as to potential claims.

• The firm provided legal assistance for Keyport Ministerium Food Pantry (KMFP), a non-profit that provides food to needy families, particularly counsel and oversight for the heavily regulated, highly technical bid and contracting process required for HUD-financed food pantry construction projects. The firm worked closely with the local planning board, helped obtain necessary permits and waivers, prepared and executed a long-term lease, prepared bid documents and provided ongoing guidance and support.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 8,192
Total number of pro bono hours in 2013: 8,450

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 313
Number of attorneys as of December 31, 2013: 284

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 22
Average number of hours per attorney in 2013: 30

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
The firm works with various agencies to provide training for its associates.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work 2012: 516
Average hours per summer associate spent on pro bono work 2012: 26

Total hours summer associates spent on pro bono work 2013: 353
Average hours per summer associate spent on pro bono work 2013: 22

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work 2013: 81%
Please provide any additional information about pro bono opportunities available to summer associates.

The firm maintains a summer apprentice program. All summer apprentices are offered opportunities to perform and are encouraged to perform pro bono service.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

One example is the Barbara Rosenthal Summer Internship Program. It provides an opportunity for local minority students entering 11th or 12th grade to experience working in a law firm. The goal of the program is to prepare students for corporate and community leadership and provide a pipeline for minority students to enter the legal profession. Each intern has two mentors—a Director and a first-year attorney—who help the intern become acclimated, offer support and serve as a designated resource.

Year round, the Day Pitney Foundation promotes positive developments in the law, legal scholarship and legal education through financial contributions and the volunteer efforts of the firm and its personnel. In addition, many attorneys and other personnel are actively involved in numerous community service organizations and activities.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Day Pitney participates in many community programs. One such program is “Farm Week,” which gives urban elementary school students a day of pumpkin picking, hay rides, pony rides, face painting and volleyball. Our attorneys and other personnel are actively involved in numerous community service organizations and activities. The Day Pitney Foundation, in addition to promoting legal education, also more generally promotes community education, through financial contributions and the volunteer efforts of the firm and its personnel.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

For his work with a new pro bono program developed by Day Pitney in conjunction with SCARC Guardianship Services, Inc., a Day Pitney lawyer received the New Jersey State Bar Association Pro Bono Award in 2013. For his pro bono efforts in representing children with developmental disabilities in special education matters, a Day Pitney lawyer was honored by the Life’s WORC charitable organization. In recent years, the firm has received additional recognition for its pro bono service.

Please add any additional information about your firm’s pro bono program.

Pro bono work is a priority at Day Pitney. We take great pride that our legal skills can benefit and protect individuals and deserving nonprofit organizations in our communities that might otherwise not be able to obtain high quality representation. Please visit our website (http://www.daypitney.com/about/probono) or call us for more information.
DEBEVOISE & PLIMPTON LLP

919 Third Avenue
New York, NY 10022
Phone: (212) 303-6832
www.debevoise.com

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Collar/Regulatory

THE STATS
No. of Attorneys: 650
No. of Offices: 8
Presiding Partner: Michael Blair
Hiring Partner(s): Maurizio Levi-Minzi
    Nicole Mesard

EMPLOYMENT CONTACT
Sandra Herbst
Director of Legal Recruiting
Phone: (212) 909-6657
Email: seherbst@debevoise.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Both the Pro Bono Counsel and the Foreign Office Pro Bono Manager spend 100% of their time on pro bono work and/or administering the firm's pro bono program.

Please provide the primary pro bono contact(s)'s information below.

Marjorie Menza
Pro Bono Counsel
Phone: (212) 909-6832
Email: mmenza@debevoise.com

Rebecca Greenhalgh
Pro Bono Manager
Phone: +44 20 7786 5513
Email: rgreenha@debevoise.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The Pro Bono Committee is comprised of partners, counsel and associates from nearly every office, representing each of the firm's departments and major practice areas in both billable and pro bono work.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Each matter is evaluated on its own merits by the Pro Bono Committee chairs. Factors that are considered include the scope and nature of the project, an estimate of the resources required, and the circumstances of the proposed recipients of the legal assistance. We strive to provide the majority of our pro bono legal services to persons of limited means, to organizations that address the needs of such persons, to organizations that protect civil rights, and to organizations for which payment of standard legal fees would significantly deplete the organizations' economic resources.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Human Rights First
- Start Small, Think Big
- The Legal Aid Society
- Office of the Appellate Defender
- Lawyers Alliance of New York
- Immigration Equality
- Her Justice
- Center for Reproductive Rights
- Urban Justice Center
- Bronx Defenders

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In 2013, Debevoise represented six individuals seeking asylum in the United States (New York and DC), each fleeing sexual-orientation based violence and persecution in their home countries in Uganda, Russia and Macedonia. These matters were referred to Debevoise by Immigration Equality. From referrals from Her Justice, Human Rights First, Sanctuary for Families, and other organizations, in 2013, Debevoise
represented over 40 immigrants in obtaining some form of immigration relief for the individual and her/his family.

- In collaboration with Start Small, Think Big!, a low-income microenterprise legal and financial service provider founded by a Debevoise alumna, Debevoise has advised 9 low-income start-up companies located in Harlem and the Bronx on matters as diverse as entity selection and incorporation, trademark registration, employment manuals and policies, and model service contracts. The client companies include education consultants, an importer of fair-trade goods, a creator of children’s animated series, and a publisher focusing on authors of color.

- Debevoise continued to advise Scenic Hudson, a not-for-profit dedicated to the protection and restoration of the Hudson River and its natural surroundings, in a range of transactional matters, totalling over 450 hours of pro bono legal services.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Debevoise secured the release of pro bono client Ibrahim Idris, a detainee at the Guantanamo Bay detention camp. Mr. Idris had been held at Guantanamo since 2002, and Debevoise has represented him since 2005. He was cleared for release in 2009, but was barred by statute from returning home to Sudan. He is severely ill, suffering from schizophrenia, diabetes, and other health issues. In June 2013, Debevoise filed a motion for judgment based on a novel and creative argument: under domestic law and the principles of international law, severely ill detainees must be repatriated. In October, the government told the Court that it would not oppose the motion, and withdrew all of its allegations against Mr. Idris. In October, the DC District Court issued a writ of habeas corpus and ordered the U.S. government to take all necessary steps to release Mr. Idris from Guantanamo. It was the first habeas grant to a Guantanamo detainee by the District Court since 2010. Mr. Idris was returned to the Sudan in December.

- Debevoise is co-counsel with the Center for Constitutional Rights (“CCR”) and Creating Law Enforcement Accountability & Responsibility project at CUNY Law School in representing several plaintiffs in a federal court lawsuit in New York to challenge their placement on the No Fly List. One named plaintiff alleges his name was added to the list solely in retaliation for his refusal to become a confidential informant on the New York Muslim community for the FBI. The suit also alleges that the lack of due process in being placed on the list and the absence of an effective mechanism for petitioning for removal from the list allows law enforcement to use the No Fly List improperly to coerce individuals to become confidential informants.

- Debevoise, through its London office, is acting for the Social and Economic Rights Action Center (“SERAC”), a Nigerian-based human rights NGO in representing roughly 300,000 people before the African Commission on Human and People’s Rights following a large scale eviction by the state of Nigeria in the Maroko township in Lagos, Nigeria, in July 1990. Maroko residents were given little notice of the eviction and no attempt was made to resettle the majority of those evicted. With no housing or compensation for lost property, the Maroko evictees have spent over 23 years attempting to seek redress through the domestic courts without avail.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 46,295
Total number of pro bono hours in 2013: 42,728

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 501
Number of attorneys as of December 31, 2013: 498

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 92
Average number of hours per attorney in 2013: 86

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No
Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm hosts a variety of training events in conjunction with the pro bono provider organizations with which we work. Topics range from immigration (asylum, U visa, cancellation); housing defense; family law; registering a not for profit; advising a small business on corporate structure. Additionally, the firm maintains a video library of prior training events, an internal pro bono web page with access to successful models, and a calendar of training events held throughout the cities in which we practice.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,808
2013: 3,024

Average hours per summer associate spent on pro bono work
2012: 37
2013: 55

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 70%
2013: 76%

Please provide any additional information about pro bono opportunities available to summer associates.
Debevoise summer associates are invited and encouraged to participate in a variety of pro bono opportunities as part of larger teams in the firm or through summer-specific programming with organizations such as Sanctuary for Families or Manhattan Legal Services.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Debevoise currently sends one mid-level litigation associate per year for a six-month externship with the Federal Defenders of New York.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Debevoise co-sponsors an Equal Justice Fellow for 2014–2016, to be placed at VOLS. Debevoise associates are active participants in the Legal Aid Society’s Associates’ Campaign.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Debevoise lawyers work with high school students on a mock-trial team as well as teachers in creating law-related curriculum for high school students in the New York City public school system. Lawyers and staff regularly volunteer or fundraise for various organizations including City Harvest, Her Justice, Habitat for Humanity, Miriam’s Kitchen.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• Pro Bono Awards, the Legal Aid Society, 2012 and 2013
• Sanctuary for Families Law Firm Leadership Award, 2013
• Urban Justice Center, Social Justice Award, 2013
• LawWorks Pro Bono Awards, Best Pro Bono Partnership, 2013 (London)
• Halsbury Legal Awards, Pro Bono Team of the Year, 2013 (London)
DECHERT LLP

Cira Centre
2929 Arch St.
Philadelphia, PA 19104
Phone: (202) 261-3428
www.dechert.com

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THE STATS
No. of Attorneys: 908
No. of Offices: 27
Chair, Policy Committee: Andrew Levander
Chief Executive Officer: Daniel O’Donnell
Hiring Partner(s): James A. Lebovitz

EMPLOYMENT CONTACT
Paul Giangola
Global Director of Legal Recruiting
Phone: (212) 698-3516
Email: paul.giangola@dechert.com
Careers website: www.dechert.com/careers/
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Full-time partner, full-time pro bono manager, part-time partner (Philadelphia), part-time pro bono assistant (London).

Please provide the primary pro bono contact(s)’s information below.

Suzanne E. Turner
Partner
Phone: 202-261-3361
Email: suzanne.turner@dechert.com

Paul Lee
Pro Bono Manager
Phone: 202-261-3428
Email: paul.lee@dechert.com

Ethan Fogel
Partner
Phone: 215-994-2965
Email: ethan.fogel@dechert.com

Website: www.dechert.com/pro_bono

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Every six weeks.

Please describe the composition of the committee.

The firmwide pro bono committee consists of an attorney representative(s) from each of our offices. Several offices also have local pro bono committees or pro bono practice groups.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm uses a variety of factors in determining whether to take on a pro bono matter, including income eligibility of the client and the subject matter. We try to match the interests and skills of our lawyers with the needs of the community.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Community Legal Services (Philadelphia)
- Lawyers Clearinghouse (Boston)
- Advocates for Human Rights
- Lawyers Alliance for New York
- Lawyers Committee for Civil Rights Under Law
- Immigration Equality
- Advocates for International Development
- Pro Bono Partnership
- Public Counsel (Los Angeles)
- Justice & Diversity Center (San Francisco)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Dechert represents dozens of prisoners annually in civil rights cases challenging their conditions of incarceration.
- Dechert attorneys staff legal aid clinics through Community Matters (London), the Islington Law Centre (London), the Homeless Advocacy Project (Philadelphia), the Washington
Legal Clinic for the Homeless, Neighborhood Entrepreneur Law Project (New York), and Droits d’Urgence (Paris).

• Dechert attorneys handle a wide variety of issues for many different nonprofit organizations, including leases, employment issues, incorporation and application for tax exempt status, tax, trademark and copyright matters.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Groundbreaking Victory in Wisconsin Voter ID Case: Dechert prevailed on behalf of Wisconsin voters in a judgment handed down in April in the U.S. District Court for the Eastern District of Wisconsin. Our team obtained a final judgment enjoining Wisconsin’s voter photo ID law, considered one of the strictest voter ID laws in the country, following a two-week trial held in November 2013. In 2011, Wisconsin passed the law requiring certain types of photo ID in order to vote. A group of individuals who would be unable to vote because they lacked acceptable photo ID challenged the law as an unconstitutional violation of the equal protection clause and as a violation of Section 2 of the Voting Rights Act. Dechert attorneys built a fact-intensive case, bolstered by experts and statistics, that demonstrated that hundreds of thousands of Wisconsin voters—in particular lower-income and minority voters as well as the elderly, students, veterans, people with disabilities, and homeless voters—would be unfairly burdened by this restrictive law because they lacked acceptable photo ID and at least one of the underlying documents (typically their birth certificates) needed to obtain ID. The case was tried jointly with lawyers from the ACLU Voting Rights Project, the ACLU of Wisconsin, and the National Law Center on Homelessness & Poverty.

• Providing Educational Stability for Children with Autism: On behalf of a class parents of children with autism (and co-counseling with PILCOP), Dechert challenged the Philadelphia School District’s “upper leveling” process by which it transferred the children from school to school without adequate notice to or input from parents. On June 3, 2014, the district court approved a settlement in the matter. The settlement followed on the heels of several years of litigation and a successful summary judgment motion where the Court ruled that this procedure violated the federal Individuals with Disabilities Education Act (IDEA), noting that an unplanned transition for children with autism is likely to impact their learning negatively. The Court ordered the school district to “alter its upper-leveling process for children with autism to provide prior written notice and a level of parental participation that complies with the procedural requirements under the IDEA.” The settlement included a number of important components, including mandating that advance notice of any potential transfer decision be provided to parents at least twice prior to the next school year, ensuring that parents have an opportunity to provide input into any potential transfer decision. Parents also retained the right to object to a transfer decision through the normal due process hearing procedures. The case received significant press and was considered an enormous victory for children with disabilities in Philadelphia.

• Arguing for Artistic Freedom Through Rap Lyrics: A team of Dechert attorneys filed a brief on behalf of the ACLU of New Jersey, arguing that the First Amendment requires courts to conduct an analysis before admitting rap lyrics written by a defendant as evidence in his attempted murder trial. In the case of State v. Skinner, the trial court admitted into evidence thirteen pages of rap lyrics written by Skinner prior to the crime as evidence of his motive and intent, even though the lyrics had no connection to the crime with which Skinner was charged. Skinner was convicted, and appealed to the New Jersey Appellate Division, which reversed the conviction on a 2–1 vote. The State appealed to the New Jersey Supreme Court and the New Jersey ACLU, represented by Dechert, was granted amicus curiae status. Dechert’s amicus brief argued that admission of the lyrics as evidence in a criminal proceeding could have a chilling effect on free expression rights because they are fictional and artistic expressions of a political and social commentary nature. Noting that courts around the country have admitted “gangsta rap” lyrics into evidence, Dechert argued that this is cruelly ironic, because gangsta rap had evolved as a response to the “mass incarceration” of the black male population in the inner cities, and is now being used to perpetuate the vicious cycle of arrest, incarceration, arrest, incarceration. The brief suggested that the court adopt a more stringent set of standards to guide courts in admitting into evidence a criminal defendant’s fictional, artistic expressions. In August 2013, the New Jersey Supreme Court found in favor of Skinner, citing that there was no evidence that the rap lyrics, although filled with graphically violent images, were connected with the crime charged. The Court advised not to admit such evidence representing artistic expressions, including those of social commentary, unless there is a clear connection between the expressions and the crime charged and its probative value outweighs its prejudicial impact.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

*Total number of pro bono hours in 2012: 61,070*

*Total number of pro bono hours in 2013: 63,128*

What was the attorney headcount in your firm’s U.S. offices?

*Number of attorneys as of December 31, 2012: 569*

*Number of attorneys as of December 31, 2013: 611*

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

*Average number of hours per attorney in 2012: 107*

*Average number of hours per attorney in 2013: 103*
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 91–100%
Percentage of attorneys who did pro bono work in 2013: 91–100%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
All attorneys are required to perform a minimum of 25 hours of pro bono work annually.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Dechert regularly publishes lists of external training programs offered on topics that could be useful in handling pro bono matters and encourages attorneys to attend. The firm also conducts internal training sessions.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 4,773
2013: 1,851

Average hours per summer associate spent on pro bono work
2012: 55
2013: 52

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 86%
2013: 35%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to participate in the firm’s pro bono program and regularly assist with already existing Dechert pro bono matters. Additionally, they participate in various programs specially geared toward summer associates, including Philadelphia VIP’s Summer Associates Day and Sanctuary for Families’ Courtroom Advocates Program. Dechert also participates in the Legal Aid Society of New York’s Summer Associate Program pairing up summer associates and partners with Social Security clients.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We supervise students participating in the University of Pennsylvania School of Law’s Federal Appellate Litigation Externship and partner with Penn Law students on a landlord-tenant representation project.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students
and non-legal volunteerism for organizations like Habitat for Humanity.

Other public service initiatives include reading and mentoring programs, firmwide clothing and toy drives, twice annual Red Cross blood drives, United Way activities, participation in several nationwide jeans day fundraisers, and participation in the ABA’s National Pro Bono Celebration Week.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- American Bar Association Pro Bono Publico Award
- The American Lawyer Pro Bono Rankings—U.S. No. 6, Global No. 6
- The American Lawyer Global Pro Bono Deal of the Year
- New York State Bar Association President’s Pro Bono Award - Large Law Firm
- National Legal Aid & Defender Association’s Beacon of Justice Award
- United Way of Southeastern Pennsylvania’s Partner in Caring Award
- Legal Aid Society of New York’s Pro Bono Publico Award
- New York Law Journal’s Lawyers Who Lead by Example Award
- City Bar Justice Center Jeremy G. Epstein Awards for Pro Bono Service
- Pennsylvania First Judicial District’s Roll of Honor
- Massachusetts Supreme Judicial Court Pro Bono Recognition Program
- Capital Pro Bono Honor Roll (DC)
- Pro Bono Partnership’s Outstanding Nonprofit Project (Hartford)
- Partners for Women in Justice Pro Bono Award (Princeton)
- Volunteer Legal Services Program’s Outstanding Volunteer Award (San Francisco)
- National Association of Criminal Defense Lawyers’ Recognition of (Turner v. Rogers)
- Pennsylvania Legal Aid Network Excellence Award
- Immigration Equality’s Safe Haven Award (New York)
- Legal Aid of North Carolina Pro Bono Attorney of the Year
- Financial Times’ Standout Firm Pro Bono Program
- State Bar of California Wiley W. Manual Award for Pro Bono
- The Legal Intelligencer Unsung Heroes Award (Philadelphia)
- Philadelphia VIP Silver Gavel Award
- American Gateways Access to Justice Pro Bono Attorney of the Year (Austin)
- Juvenile Law Center Spring Celebration Honoree
- The Texas State Conference of NAACP Foot Soldier in the Sands Award
- ACLU of Pennsylvania Civil Libertarian Award
- Public Interest Law Center of Philadelphia Thaddeus Stevens Award
- Penn Law Alumni Society Howard Lesnick Pro Bono Award
- Washington Legal Clinic for the Homeless Law Firm of the Year
- The Recorder Top 10 Pro Bono Efforts by Law Firms in Northern California
- GlaxoSmithKline Public Service Law Firm of the Year
- Mazzoni Center Amicus Award
- Community Legal Services Champion of Justice Award

Please add any additional information about your firm’s pro bono program.

Dechert has a longstanding tradition of providing pro bono legal services to individuals and organizations who cannot otherwise afford legal counsel. Lawyers and non-legal staff in all practice groups and offices make a difference every day by contributing their talents to this endeavor.

Dechert is a founding member of the Law Firm Pro Bono Project and, as part of the Law Firm Pro Bono Challenge®, we have committed to allocate three percent of our total billable time to pro bono work. In addition, we are a signatory to the United Kingdom’s Joint Protocol for Pro Bono Legal Work. Pro bono work is treated the same as work performed for commercial clients, and associates receive billable hour credit for their pro bono work. All Dechert attorneys are required to perform a minimum of 20 pro bono hours annually.

Our pro bono practice is diverse. Our lawyers handle hundreds of pro bono matters covering a broad range of issues such as civil rights, international human rights, child advocacy, special education, access to public benefits, asylum and the representation of numerous nonprofit organizations. Our goal is to find opportunities that meet the needs in the community and match the personal interests and skill sets of our lawyers. Thus, we take referrals from a wide range of local, national and international legal services organizations.

Annually, the firm presents the Samuel E. Klein Award to an individual or team who has shown exceptional commitment to providing pro bono legal services. This year award winners were recognized for a variety of issues including assisting victims of human trafficking.

A Dechert partner and coordinator work full-time, along with a part-time pro bono partner and assistant, to manage the firm’s commitment to pro bono service. Dechert also supports a pro bono committee, consisting of representatives from every Dechert office that is charged with promoting the firm’s pro bono efforts and ensuring that a wide variety of pro bono opportunities are available.
THE STATS
No. of Attorneys: U.S. - 644
International - 2,580
No. of Offices: U.S. - 15
International - 62
Global Chief Executive Officer: Elliott Portnoy
Hiring Partner(s): Mike McNamara

EMPLOYMENT CONTACT
Jill Maganza-Ruiz
U.S. HR Director
Phone: (212) 768-6868
Email: jill.maganza-ruiz@dentons.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide the primary pro bono contact(s)’s information below.
Ben Weinberg
Pro Bono Partner
Phone: (312) 876-3101
Email: ben.weinberg@dentons.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
Partner from every U.S. office, and also associate representatives from larger offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Pro Bono Partner reviews for compliance with firm’s Pro Bono Policy.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Public Counsel
- Center for Justice & Accountability
- Legal Aid of Western Missouri
- Legal Aid of Eastern Missouri
- National Immigrant Justice Center
- New York Legal Assistance Group
- DV Leap
- LAF
- NYLPI
- LANY

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Dentons helped found and staff a domestic violence clinic at the Circuit Court of Cook County Domestic Violence Division.
- Dentons served as lead counsel on class actions on behalf of Medicaid recipients in New York and inmates with mental illness in Illinois.
- Dentons provides global pro bono assistance to social entrepreneurs.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.
- Dentons created the Domestic Violence Appellate Project, a collaboration among Dentons US LLP, Allstate Insurance Company, the Legal Assistance Foundation of Metropolitan Chicago and the Domestic Violence Legal Clinic. The project grew out of a multi-law firm pro bono clinic at Chicago’s unified domestic violence division of the Circuit Court of Cook County, in which the goal was to ensure that petitioners seeking protective orders were not forced to proceed pro se. After launching the clinic, it became apparent that many progressive reforms in the Illinois Domestic Violence Statute were not being implemented in the courtroom, and therefore the court was inappropriately denying certain victims’ requests for an order of protection. Working with their legal aid partners and the domestic violence advocacy community, Dentons and Allstate lawyers have secured relief for several victims through successful appeals and/or motions for reconsideration and have educated advocates and legal aid attorneys about effectively leveraging these procedural avenues in these cases. As a result of this unique partnership, survivors of domestic violence who have been wrongfully denied orders of protection now have a way of securing meaningful relief.
- Dentons serves as lead counsel in a class action on behalf of seriously mentally ill inmates in Illinois prisons. After Dentons conducted substantial fact investigation, engaged in motion practice, and filed an amended complaint, the state agreed to negotiate. The parties agreed to the certification of a settlement
class and to a review of prison conditions by an expert—who ultimately concluded that conditions violated constitutional standards. Subsequently, the state demanded a right to conduct its own study. In 2013, in exchange for agreeing to this request, Dentons successfully moved the Court for entry of an interim order providing concrete relief to the class and specific steps the state would take to improve the system while conducting its own study. Since then, the state has removed some mentally ill prisoners from segregation and reduced the segregation terms of others. The state also has hired additional mental health staff and administrators. The case is ongoing.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 28,508
Total number of pro bono hours in 2013: 34,018

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 607
Number of attorneys as of December 31, 2013: 601

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 47
Average number of hours per attorney in 2013: 57

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- 2013 “40 at 50 Pro Bono Recognition” Award, DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services
- Pro Bono 100, The American Lawyer
- 2013 Excellence in Pro Bono and Public Interest Service Award, U.S. District Court for the Northern District of IL
- 2013 PILI Pro Bono Recognition Roster
- Home Project Hardhat Award, Dallas Bar Association
- Recognition of Contributions after Superstorm Sandy, NY Legal Assistance Group
We are an international law firm with no main office.
www.dlapiper.com
www.dlapiperprobono.com
www.newperimeter.org

LOCATIONS
Albany, NY • Atlanta, GA • Atlantic City, NJ • Austin, TX • Baltimore, MD • Boston, MA • Century City, CA • Chicago, IL • Dallas, TX • Houston, TX • La Jolla, CA • Los Angeles, CA • Miami, FL • Minneapolis, MN • New York, NY • Palo Alto, CA • Philadelphia, PA • Phoenix, AZ • Raleigh, NC • Reston, VA • Sacramento, CA • San Diego, CA • San Francisco, CA • Seattle, WA • Short Hills, NJ • Tampa, FL • Washington, DC • Wilmington, DE • Abu Dhabi • Amsterdam • Antwerp • Bangkok • Beijing • Berlin • Birmingham • Bratislava • Brisbane • Brussels • Bucharest • Budapest • Canberra • Cologne • Doha • Dubai • Edinburgh • Frankfurt • Hamburg • Hong Kong • Kuwait City • Kyiv • Leeds • Liverpool • London • Madrid • Manama • Manchester • Melbourne • Mexico City • Milan • Moscow • Munich • Muscat • Oslo • Paris • Perth • Prague • Riyadh • Rome • St. Petersburg • Seoul • Shanghai • Sheffield • Singapore • Sydney • Tbilisi • Tokyo • Vienna • Warsaw
http://www.dlapiper.com/global/locations/

MAJOR DEPARTMENTS & PRACTICES
Antitrust and Competition • Franchise and Commercial Contracts • Intellectual Property and Technology Employment • International Trade, Regulatory and Government Affairs • Litigation, Arbitration and Investigation • Real Estate • Tax

THE STATS
No. of Attorneys: 4,200
No. of Offices: 79
Americas, Co-Chairmen: Roger Meltzer
Jay Rains
Americas, Co-Managing Partners: Stasia Kelly
Michael Poulos
Global Co-Chairmen: Anthony Angel
Nigel Knowles
Lee Miller
Terry O’Malley
Co-Managing Partner: Benjamin S. Boyd
Hiring Partner(s): Benjamin S. Boyd

EMPLOYMENT CONTACT
Diane Ross
Director of Legal Recruiting
Phone: (202) 799-4090
Email: diane.ross@dlapiper.com
Careers website: www.dlapiperlegalcareers.us
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

In the United States, DLA Piper has one Pro Bono Partner/ Director of New Perimeter, one Senior Pro Bono Counsel, three Pro Bono Counsel, one Assistant Director of New Perimeter, one International Pro Bono Counsel, one Pro Bono Research Assistant, one New Perimeter Program Coordinator and one Pro Bono/New Perimeter Project Manager, for a total of ten pro bono administrators. 100% of every person’s time is spent administering the pro bono program and delivering pro bono work.

Please provide the primary pro bono contact(s)’s information below.

Lisa Dewey
U.S. Pro Bono Partner; Director, New Perimeter
Phone: (202) 799-4505
Email: elizabeth.dewey@dlapiper.com

Roberta Ritvo
Senior Pro Bono Counsel
Phone: (202) 799-4470
Email: roberta.ritvo@dlapiper.com

Sara K. Andrews
Assistant Director, New Perimeter
Phone: (617) 406-6032
Email: sara.k.andrews@dlapiper.com

Website: www.dlapiperprobono.com and www.newperimeter.org

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Semi-annually

Please describe the composition of the committee.

The North American Pro Bono Committee consists of: the seven dedicated pro bono lawyers, one Pro Bono Research Assistant, one Pro Bono/New Perimeter Project Manager, 33 office pro bono coordinators, and certain other partners and associates. In addition to the North American Pro Bono Committee, most offices have a local office pro bono committee, led by the office pro bono coordinator.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

DLA Piper evaluates each new matter to ensure it falls within the firm’s policy, which generally follows the ABA definition of pro bono. Each matter is approved in the office in which it originates, by the Pro Bono Counsel who works with that office, the Senior Pro Bono Counsel and the U.S. Pro Bono Partner.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Appleseed & many local affiliates
• Atlanta Volunteer Lawyer’s Foundation
• National Veterans Legal Services Program
• Community Legal Services in East Palo Alto
• Ayuda
• Lawyers Alliance for New York
• Maryland Volunteer Lawyers Service
• San Diego Volunteer Lawyer Program
• Legal Assistance Foundation of Metropolitan Chicago
• The Lawyers Committee for Civil Rights Under Law

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Serving Those Who Serve Our Country is our national signature project dedicated to providing legal and community engagement services to the growing number of veterans, active duty military and their families across the country. Our work includes providing on-site legal clinics at U.S. Department of Veterans Affairs hospitals in
Lyons, NJ, Philadelphia, Wilmington and Tampa; helping homeless veterans reenter society through the San Diego Homeless Court Program; representing veterans pursuing disability appeals with the Department of Veterans Affairs; securing benefits through the Combat-Related Special Compensation program; volunteering at Stand Down in San Diego, Dallas, Florham Park and Philadelphia where we run the expungement desk and communications tent and also serve meals; partnering with Entrepreneurship Bootcamp for Veterans with Disabilities by teaching the business law section of Bootcamp across the U.S. and advising graduates on how to form and operate their small businesses and protect their intellectual property; and assisting veterans upgrade their discharge papers to fully honorable and change the narrative discharge reason under policies now available because of the repeal of Don’t Ask, Don’t Tell.

• DLA Piper has long supported children’s education through our national signature project, Advancing Education’s Promise, developed in partnership with nonprofits, academic institutions, foundations and corporate clients. In Chicago and Washington, DC, we represent community groups creating “Promise Neighborhoods;” which provide cradle to career supports and services. In these cities and in Baltimore, we created place-based legal clinics to meet the civil legal needs of specific communities. Across the U.S., we represent children with disabilities in special education proceedings; educate community members about their legal rights; study the availability of special education services for 3–5 year olds and work on juvenile justice issues, including the efficient return of court-involved youth to school. Further, we represent charter and special needs schools, an inner-city boarding school and an alternative teacher training program.

• Feeding The Hungry In Our Global Neighborhood is our signature project dedicated to food security and the fight against hunger. Since 1988, we have provided ongoing support to numerous food banks through outside counsel service, board memberships, charitable contributions and volunteer work that has positively impacted the fight against hunger worldwide. The firm undertakes an annual food drive gathering food and financial donations for food banks located near our offices. This summer initiative supports food banks when they typically receive fewer donations while facing higher demand due to children being out of school and unable to access school meal programs. In 2012 and 2013, DLA Piper surpassed all prior goals by gathering more than 4,200 lbs of food and nearly $250,000 in financial donations.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Gulino v. The Board of Education of the City School District of the City of New York (BOE) is a class action under Title VII of the Civil Rights Act on behalf of minority applicants seeking to become public school teachers. For more than a decade, the BOE administered standardized exams as part of the teacher application process that were discriminatory and had a disparate impact on the minority applicants. The case was filed in 1996 and DLA Piper became involved in 2000. In 2012, the district court judge ruled the standardized exams were not job related and the City was liable for discrimination. The BOE appealed to the Second Circuit, which in 2013 issued a significant ruling affirming an earlier decision that the BOE was liable. Members of the class who have spent their lives as teachers and were demoted, denied short and long-term benefits (including pensions), and received reduced pay during the most productive years of their careers because of the discriminatory tests, will now be compensated by the BOE. The team working on this case won the DLA Piper 2013 Justice Seymour Simon award, which is given to the team that best demonstrates unwavering commitment to public service.

• New Perimeter, DLA Piper’s nonprofit that works primarily in developing and post-conflict countries, delivered legal education projects in Tanzania, Zambia, South Africa, Vietnam, Myanmar, Mexico and Colombia in 2013. Our legal education work expanded to include trainings for government lawyers and clinical legal education courses for professors and law students. We support the development of strong legal sectors, enhance the rule of law and build local capacity. This is especially important in Africa and Southeast Asia, where the numbers of lawyers are comparatively low and the legal professions are underdeveloped. In Mexico, where we’ve taught about pro bono and public interest law since 2008, law students are now entering the workforce, establishing pro bono programs at their organizations and providing services to those in need. The Mexican legal profession’s capacity to do pro bono legal work is growing, and guidance on how to structure and manage pro bono programs is critical.

• When the U.S. Department of Justice filed a forfeiture action against the largest regulated medical cannabis dispensary in Oakland, California, the city filed suit in federal court to enjoin the forfeiture. Relying on the government’s policy not to prosecute caregivers and dispensaries acting in compliance with state and local law, Oakland sought to estop the DOJ from shuttering the dispensary and thereby derailing the city’s detailed regulatory regime, eliminating tax revenues and creating a public safety crisis by forcing patients to buy their medicine on the streets. Oakland sought judicial review of the forfeiture under the Administrative Procedure Act. Although the district court dismissed the suit for lack of standing, it stayed the forfeiture pending review by the Ninth Circuit, noting the novelty and importance of Oakland’s arguments.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 118,602
- Total number of pro bono hours in 2013: 114,378

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 1,467
- Number of attorneys as of December 31, 2013: 1,410
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 81
Average number of hours per attorney in 2013: 81

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
The firm expects every attorney to devote 60–80 hours to pro bono each year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
100 hours automatically; up to 300 additional hours for signature and New Perimeter projects.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Pro bono work provides tremendous opportunities for training, professional growth and development. It often exposes lawyers to areas of the law outside their standard practice, and most importantly, reinforces a sense of professional responsibility and ethics. DLA Piper’s talent management system for associates includes benchmarks to guide skills development and pro bono work is a great tool for helping lawyers reach their benchmarks. We believe that our commitment to pro bono makes DLA Piper a better firm, and we provide many training opportunities and seminars to support and enhance our lawyers’ work and make their pro bono as impactful as it can be. In 2011, DLA Piper introduced the Krantz Fellowship Program, which allows two associates to dedicate their first year of work at the firm to signature and New Perimeter projects before continuing at the firm as second year associates in their practice groups.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,765
2013: 1,862

Average hours per summer associate spent on pro bono work
2012: 46
2013: 36

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 95%
2013: 91%

Please provide any additional information about pro bono opportunities available to summer associates.
DLA Piper expects each summer associate to do pro bono work and we strive to present summer associates with meaningful opportunities to work on pro bono cases. The following are examples of pro bono work done by summer associates in 2013:
- Helped create a justice index by interviewing pro se litigants in New York family courts to measure how effectively states provide litigants with access to their courts.
• Researched how charter schools in various jurisdictions apply mandated school food programs as part of the firm’s national hunger initiative.

• Worked on political asylum matters, conducting research on country conditions and interviewing clients.

• Conducted research related to our global pro bono work through New Perimeter, our nonprofit affiliate dedicated to pro bono work primarily in less developed and post-conflict countries.

• Staffed our legal clinic in Chicago’s Woodlawn neighborhood where lawyers interview and advise clients on issues such as family law, housing, and public benefits.

• Analyzed medical records and wrote briefs to prepare Social Security disability appeals.

• Staffed a wills and trusts clinic at the local legal aid, helping elderly residents prepare end-of-life documents.

• Conducted intake interviews at a homeless shelter once a week and provided legal assistance to shelter clients.

• Assisted with challenges to special education student’s Individualized Education Programs.

• Advocated for domestic violence victims seeking protective orders.

• Drafted portions of a U Visa application for an immigrant survivor of domestic violence.

• Provided real estate advice to nonprofits focused on affordable housing, youth and veterans’ programs in California.

• Staffed projects relating to the Parental Readiness Education Program.

• Worked to form nonprofit organizations providing therapeutic assistance to veterans.

• Drafted portions of veteran’s benefits applications.

• Staffed a clinic for individuals recently released from incarceration who need help re-entering society by obtaining driver’s licenses, expunging their criminal records, or receiving child support.

• Staffed an advance health care directives clinic at a local nursing home for the elderly.

• Staffed a clinic to help adults seal their juvenile records.

• Staffed a general law intake and advice clinic.

• Helped unaccompanied immigrant children obtain special juvenile immigrant status.

• Provided assistance to immigrants applying for DACA (Deferred Action for Childhood Arrivals).

• Researched claims against a landlord who refused to comply with habitability laws.

Please describe the established program(s) and their duration, if applicable.

In 2011, DLA Piper introduced the Krantz Fellowship Program, which allows two associates to dedicate their first year of work at the firm to signature and New Perimeter projects while receiving the same salary as a first year associate. Krantz fellows are selected through a rigorous application process.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

DLA Piper participates in a number of law-related public interest activities. Lawyers from across our offices coach moot court and mock trial teams at local law schools. We sponsor an Equal Justice Works fellow at Bread for the City and partner to staff the Kenilworth-Parkside Legal Clinic she created in the DC Promise Neighborhood and we sponsor a second Equal Justice Works fellow, in collaboration with Pfizer, who works at a medical legal clinic in New York City. The DLA Piper Foundation provides financial contributions to nonprofits involved in our signature projects and New Perimeter and the firm overall provides charitable giving to legal service providers and other legal aid organizations across the country.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

DLA Piper has a strong commitment to supporting and mentoring at-risk youth. Through our national signature project, Advancing Education’s Promise, we have expanded the volunteer opportunities available. In partnership with Verizon, some offices participate in Street Law to work with at-risk high school students. Our Chicago office has participated in the Constitutional Rights Foundation program for many years, and we have developed our own set of Know Your Rights presentations for schools in Baltimore. Additionally, attorneys in some cities, such as Baltimore, Chicago, Miami, New York, Philadelphia, Seattle and Washington, DC, regularly tutor and mentor children, hold reading nights, and have served as advisors for moot court competitions for high school, undergraduate and law school students. Our Chicago lawyers coach an urban debate league team.

Our national signature project, Serving Those Who Serve Our Country, includes many volunteer projects. We collaborate with our local partner, Veteran’s Village of San Diego, on service opportunities like Stand Down, a grassroots three-day community-based intervention program designed to help the nation’s estimated 400,000 homeless veterans “combat” life on the streets. Our lawyers also participate at Stand Down in Dallas and Philadelphia. We hold backpack, blanket, food and toy drives throughout the year in support of Operation Homefront of Southern California. We also volunteer at their events where they provide much needed items such as holiday

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes
meals or backpacks full of school supplies to active duty military and their families.

DLA Piper is committed to fighting hunger through our signature project, Feeding The Hungry In Our Global Neighborhood, and works with Feeding America and its affiliates in most cities in which the firm has a presence. Employees volunteer at firm-organized community service events at local food banks. Attorneys, summer associates and staff in almost every city participate in volunteer nights in which they package donated food for distribution to local food pantries or kitchens.

The Washington, DC, summer associates annually participate in Habitat for Humanity’s “Buildable Hours” day and attorneys and staff in New York City and Raleigh have also volunteered with Habitat for Humanity. In East Palo Alto and San Francisco, attorneys and staff build and repair homes with Rebuilding Together. Attorneys and staff in Chicago volunteer annually at the Women Everywhere Partners in Service project and attorneys and staff in Tampa also volunteer annually at a service day.

**Please list any special recognition or awards your firm has won since 2012 for its pro bono work.**

In 2013, DLA Piper received 29 pro bono awards.

- **DLA Piper was awarded The American Lawyer Global Citizenship Award: Lifetime Achievement for our work through New Perimeter.**
- **DLA Piper was recognized on The National Law Journal’s Pro Bono Hot List in January 2013 for our work on California SB9.**
- **DLA Piper was awarded the Public Interest Law Center of Philadelphia Thaddeus Stevens Partnership Award for our work as co-counsel in the Law Center’s case against the Lower Merion School District’s policy of segregation through special education.**
- **William Campbell of DLA Piper received Presidential Citation from the ABA for his leadership and commitment to pro bono initiatives.**
- **DLA Piper was honored with the PILI 2013 Pro Bono Initiative Award.**
- **DLA Piper was recognized with the Living the Dream award by the Lawyers Committee for Civil Rights, San Francisco, for our work with election protection.**
- **DLA Piper received the 2013 Good Apple Award from Georgia Appleseed for the Atlanta office’s “remarkable leadership and support over the years for the Heir Property project.” In addition, the Board is honored one of DLA Piper’s lawyers as the individual Good Apple honoree for her leadership of the Heir Property subcommittee of Georgia Appleseed’s Young Professionals Council.**
- **DLA Piper received the Champions of Justice Award from the NAACP.**
- **DLA Piper received the Sustaining Justice Award from San Diego Volunteer Lawyer Program. The award honors a San Diego law firm that has provided on-going extensive support to SDVLP over the years through its provision of pro bono legal services and financial support.**
- **A lawyer in Silicon Valley received the Pro Bono Lawyer of the Year Award from the Santa Clara County Bar Association for our dedication to pro bono.**
- **DLA Piper was awarded the Texas Civil Rights Project Kristi Couvillon Pro Bono Award for our work on a VAWA case.**
- **DLA Piper received the Hispanic Affairs Pro Bono Award from the Baltimore Mayor’s Liaison on Hispanic Affairs, for our work at Education-Based Latino Outreach for its Saturday School program, an academic program for Hispanic children grades 2–9.**
- **The Florida Bar President’s Pro Bono Service Award for 2013 for the Out-Of-State Florida Bar member was awarded to a lawyer in DLA Piper’s Baltimore office.**
- **DLA Piper was honored with the Appleseed and Chicago Appleseed Fund for Justice Pillars of Justice Award, for our outstanding pro bono work.**
- **DLA Piper was honored at the Tenth Annual Student Funded Public Interest Fellowship Benefit Dinner for our outstanding contributions to public service and the legal community.**
- **DLA Piper received the Rising Star Award from the National Immigrant Justice Center for providing high quality pro bono services to clients with complex immigration cases.**
- **A lawyer in Chicago received the Maurice Weigle Exceptional Young Lawyer Award from the Chicago Bar Association and the Chicago Bar Foundation.**
- **DLA Piper was award the Community Service Award from the Urban Justice Center for our outstanding work on the Kingsbridge Armory Redevelopment Alliance.**
- **DLA Piper was honored with a pro bono award at the Chicago Appleseed annual luncheon for our work to ensure that defendants receive a public defender when in need.**
- **DLA Piper received a pro bono award from the Brooklyn Bar Association for our advocacy work with Harbor Ring to install a bike pedestrian lane on the Verrazano Bridge.**
- **DLA Piper was awarded the Christopher J. Battaglia Memorial Award at the Delaware State Bar’s Annual Pro Bono awards.**
- **DLA Piper received the 2013 Pro Bono Publico Award from The Legal Aid Society for our outstanding service to The Legal Aid Society and for providing exceptional legal services to low-income New Yorkers.**
- **DLA Piper received a pro bono award from the New York Legal Assistance Group for our pro bono response during the Hurricane Sandy relief efforts.**
- **A lawyer in New York was awarded the Cornerstone Award from Lawyers Alliance.**
- **DLA Piper was awarded the Partner in Justice Award by MFY Legal Services, Inc. for assisting residents of adult homes in New York who suffer from mental illness.**
• Federal Judiciary Honor by The DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services (“40 at 50”) to DLA Piper.

• International Award: The Law Society of the UK award DLA Piper an Excellence in Pro Bono Award for the firm’s work through New Perimeter.

• International Award: DLA Piper was included in the Who’s Who Legal list of top ten firms paving the way in terms of their contribution, level of participation and efforts to institutionalize pro bono. The firm was recognized for the dedication, ingenuity and enthusiasm of our lawyers for our global pro bono practice though New Perimeter.

• International Award: DLA Piper Group firm Cliffe Decker Hoefmyer was recognized by LegalWeek with the inaugural Africa Awards for our work with New Perimeter.

Please add any additional information about your firm’s pro bono program.

DLA Piper’s culture and policies encourage pro bono service because community involvement is an essential element of who we are. We expect every lawyer to make a serious and sustained commitment to pro bono work. We have dedicated pro bono counsel to help our lawyers be successful with this commitment.

Our pro bono opportunities for helping individuals and nonprofits are expansive, including both transactional work and litigation, and cover a broad range of legal areas from tax to education, veteran’s benefits to policy work. Part of what makes our pro bono work meaningful is the impact we make in the lives of others on a daily basis. We believe that every lawyer has a professional responsibility to provide free legal services to poor people and organizations that serve the indigent, and to perform other work that benefits the community. As a global law firm, our responsibility is not just to each of the cities or countries where we have offices, but to the world community as well. In 2013, DLA Piper U.S. devoted over 148,000 hours to pro bono and community engagement work and DLA Piper global donated nearly 240,000 hours.

New Perimeter (newperimeter.org) is the nonprofit organization established by DLA Piper to provide pro bono legal assistance primarily in developing and post-conflict countries. Founded in 2005 as a result of our firm’s commitment to support legal advancement worldwide, New Perimeter draws on the skills and talents of more than 4,200 DLA Piper lawyers globally. To maximize our impact, we send teams of lawyers to work in-country alongside our partners and clients whenever possible. We focus our work on legal education, women’s and children’s rights, access to justice and law reform, environmental protection, economic development and food security. Prior engagements include assisting the Kosovo government to draft legislation creating its judicial system; teaching Mexican law students about pro bono; training Tanzanian government lawyers on negotiations and international arbitration; and working with an international NGO to document and combat incidents of politically motivated violence against Zimbabwean women.

Our U.S. pro bono work focuses on education, veterans, food security, intimate partner violence and juvenile justice among other areas (dlapiperprobono.com). We have developed signature projects around these issues. A signature project involves lawyers at all levels and from all practice groups. For example, most of our offices are involved in our national signature project, Advancing Education’s Promise, working in a variety of education-related legal areas and community service projects. Signature projects have allowed the firm to make an impact on issues of great concern to our communities in a more focused and effective way, while also creating a team spirit among the lawyers and staff working on them. In addition, we have been involved in pro bono projects for hundreds of organizations and their clients, including food banks, women’s shelters, immigration help centers, legal service clinics and emergency assistance organizations.

DLA Piper believes that pro bono matters provide an excellent opportunity to develop valuable legal skills, broaden a lawyer’s experience and judgment, learn about new areas of law, perform a worthwhile service and obtain the personal satisfaction of helping an individual or community organization gain meaningful access to our legal system. We actively encourage all lawyers to devote at least 60–80 hours each year to providing pro bono legal services.

The firm promotes its pro bono program by:

• Recognizing a certain number of hours of associate pro bono time as equivalent to billable hours for all purposes.

• Providing a full-service pro bono program, including (1) a full-time pro bono partner, three pro bono counsel and directors, one pro bono counsel; (2) three international pro bono counsel (two in the U.S., one in Paris) who work full time on New Perimeter, (3) a partner who acts as the pro bono coordinator in each of the firm’s offices, (4) a North America pro bono committee and local pro bono committees in most of the firm’s offices, and (5) a project manager dedicated to marketing and strategy for the firm’s pro bono and New Perimeter initiatives.

Together, these dedicated individuals manage firm-wide efforts in the U.S., work with the international pro bono team, liaise with nonprofit organizations and ensure that the necessary mentoring, training and lawyer and staff resources are in place for the firm’s pro bono clients to receive the same high quality of legal services as clients of the firm’s other practice areas do.

We look for ways to partner with our corporate clients on both U.S. and international pro bono matters, having found it very rewarding to work together to help improve our communities and serve those less fortunate than ourselves.

Note: The attorney calculations cited above include a small number of hours that do not fit the ABA definition of pro bono work but are given pro bono credit under DLA Piper’s pro bono policy.
MAJOR DEPARTMENTS & PRACTICES
Antitrust • Bankruptcy/Creditors Rights • Clean Technology/Renewable Energy • Corporate • Energy • Intellectual Property International • Labor & Employment • Litigation • Real Estate • Tax and Technology.

Transaction Groups: Banking and Commercial • Broker-Dealer • Capital Markets • Closely Held Businesses • Copyright and Brand Management • Corporate and Securities • Corporate Governance and Compliance • Corporate Trust Services • Employee Benefits • Executive Compensation • Financial Restructuring and Bankruptcy • Financial Services • Franchise and Distribution • Funds • Health • Infrastructure • Licensing and Technology Commerce • Mergers & Acquisitions • Nonprofit and Tax-Exempt Organizations • Patent • Private Equity • Project Development and Finance • Public Finance • Securitization • Tax, Trust and Estate Planning • Technology Commerce • Trademark • Venture Capital and Emerging Companies.

Advocacy Groups: Appellate • Class Action • Commercial/Contract • Construction and Design • Electronic Discovery • Indian Gaming • Insurance • Intellectual Property

THE STATS
No. of Attorneys: 564
No. of Offices: 19
Managing Partner: Kenneth L. Cutler
Hiring Partner(s): Bridget Logstrom-Koci

EMPLOYMENT CONTACT
Harry Poulos
Director of Recruiting
Phone: (612) 492-5165
Email: Poulos.Harry@Dorsey.com
Careers website: www.Dorsey.com/Careers
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Eric Ruzicka, Pro Bono Partner spends approximately 10–20% of his time administering the pro bono program. Alysia Zens, Pro Bono Counsel (Transactions) for the firm spends 100% of her time administering the pro bono program. Lawrence McDonough, Pro Bono Counsel (Advocacy) for the firm spends 100% of his time administering the pro bono program. Bonnie Farrell, Pro Bono Coordinator for our Regional (Non-Minneapolis) Offices spends approximately 50% of her time on pro bono management; Sue Kjelvik, Pro Bono Program Coordinator (Minneapolis) spends approximately 80% of her time providing administrative support for the pro bono program. We have Pro Bono Coordinators in all offices that spend approximately 5% of their time on managing the pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Eric Ruzicka
Pro Bono Partner
Phone: 612-340-2959
Email: Ruzicka.Eric@Dorsey.com

Alysia Zens
Pro Bono Counsel - Transactions
Phone: 612-752-7333
Email: Zens.Alysia@Dorsey.com

Lawrence McDonough
Pro Bono Counsel - Advocacy
Phone: 612-492-6795
Email: McDonough.Lawrence@Dorsey.com

Website: www.dorsey.com/probono/

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Appropriate members of the Pro Bono Team review the matter for potential conflicts, eligibility and merit. Depending on the type of matter, they also determine the appropriate people available to properly staff the matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Family law

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• The Lawyers Committee for Civil Rights Under Law
• The American Civil Liberties Union
• Community Legal Services of Palo Alto
• Volunteer Lawyers for the Arts
• The Advocates for Human Rights
• Tubman Safety Project
• WAYFIND
• Alaska Legal Services Co.
• Children’s Law Center
• Volunteer Lawyers Network
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Our client Half the Sky Foundation (which trains childcare workers in Chinese orphanages) brought a trademark infringement and unfair competition suit against two authors. After the Foundation declined the authors’ request to use the name, the authors used it anyway and named their unrelated best-selling book HALF THE SKY. The authors have a website and Facebook page, and solicit contributions for other charities. The authors’ actions resulted in widespread confusion and our client is inundated by confused inquiries and is now barely visible in search engine results. The Foundation seeks to have defendants enjoined from using HALF THE SKY as the organization’s name and on future issued materials. October mediation did not settle the case. Defendants moved to dismiss, claiming HALF THE SKY originated in an old Chinese proverb that “Women hold up half the sky” and the parties are awaiting a decision on the motion. The judge has ordered discovery.

• The immigration backlog has resulted in far-reaching effects for those trapped in the immigration adjudication system. We prepared a white paper to investigate how delays in adjudication of asylum claims disrupt family unity and violate the rights of migrants, children, and families as recognized in international human rights and humanitarian law. The project included three teams. The Legal Research Team researched national and international law on family rights and family unity, including how other countries handle family unity and reunification in the immigration process. The Interview Team interviewed persons granted asylum who have suffered because of family separation, persons waiting for decisions on their asylum applications who are separated from their families, aliens in detention, and immigration officers. The Freedom of Information Act (FOIA) Team drafted and filed FOIA requests on delays in the adjudication.

• Dorsey staffs a large number of pro bono projects for nonprofits established in communities where our offices are located. In 2013 we staffed over 280 projects working on governance document revisions, tax exempt status applications, structural reorganizations, real estate transactions, trademark registrations, employment matters, policy updates, research projects for upcoming legislative initiatives, and many other issues that affect the everyday operation of nonprofit organizations. Some of the work was related to large scale nonprofit reviews where we worked with organizations for up to six months to provide a complete internal review of all corporate workings of the organization from top to bottom.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• On behalf of the ACLU, we have been assisting with litigation to compel the United States government’s proper response to Freedom of Information Act requests served by the ACLU. The FOIA requests seek information pertaining to the United States’ legal basis for its use of predator drones to conduct “target killings” overseas. In particular, the ACLU’s FOIA request seeks disclosure of the legal memorandum written by the Department of Justice’s Office of Legal Counsel, which provided justifications for the targeted killing of Anwar al-Awlaki, as well as records describing the legal and factual basis for the killings. The New York Times submitted a similar but narrower FOIA request, and the two resulting lawsuits filed in the Southern District of New York were combined. The government argued that the requested documents cannot be released, despite the fact that government officials have talked publicly on numerous occasions about al-Awlaki’s killing and the targeted killing program in general. In January 2012, the District Court granted summary judgment for the government. The ACLU and NY Times appealed and on April 21, 2014, the Second Circuit reversed the District Court in part, concluded that a redacted version of a key legal memorandum should be released, and remanded the matter. We expect the government to respond by petitioning the Second Circuit for en banc review and/or filing a petition for a writ of certiorari with the U.S. Supreme Court. We continue to prepare for potential further proceedings before the District Court.

• In Williams et al. v. Premiere Loan Services, et al., our client (class of plaintiffs) sued unscrupulous companies posing as loan modification providers. In reality, the companies collected advance payments and did nothing for the victims. Instead of refunding fees, pursuant to their contract, when the loan modification never came to fruition, the scammers ignored the victims’ pleas to have their funds returned, which for many represented a significant portion of their savings. The FBI and California AG’s office are also actively investigating and prosecuting such scams. Dorsey, with assistance from the Lawyers Committee for Civil Rights Under the Law, investigated companies, interviewed victims, crafted legal theories, prepared the class action complaint, defended multiple demurrers, obtained default judgments, conducted extensive discovery, deposed a key player in the loan modification scams, and engaged in mediation which resulted in settlement by all but one defendant.

• Matthew Ralph, a partner in the firm’s Trial Group, was named one of Minnesota Lawyer’s Attorneys of the Year 2013. For seven years, Mr. Ralph has been representing our client and his family, seeking asylum in the United States from political and religious persecution they suffered in Kenya. This has entailed numerous proceedings in the United States Immigration courts as well as two appeals to the United States Court of Appeals for the Eighth Circuit and one appeal to the United States Supreme Court. Mr. Ralph’s recent victory in the Eighth Circuit Court of Appeals comes from a recognition by the court that asylum in the United States can be appropriate for those who resist violent gangs in their home country. This change in the law comes on top of Mr. Ralph’s strong and successful representation of our client and his family in countless court proceedings and these appellate courts.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law
**Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.**

*Total number of pro bono hours in 2012: 29,054*

*Total number of pro bono hours in 2013: 30,627*

**What was the attorney headcount in your firm’s U.S. offices?**

*Number of attorneys as of December 31, 2012: 506*

*Number of attorneys as of December 31, 2013: 515*

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

*Average number of hours per attorney in 2012: 58*

*Average number of hours per attorney in 2013: 59*

**What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?**

*Percentage of attorneys who did pro bono work in 2012: 51–60%*

*Percentage of attorneys who did pro bono work in 2013: 51–60%*

**SUPERVISION AND EVALUATIONS**

**Is there partner supervision on all pro bono matters?**

Yes

**Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?**

Yes

**Are those evaluations taken into account in determining salary or bonuses?**

Yes, they are taken into account when determining bonuses.

**Are those evaluations taken into account in determining advancement within the firm?**

No

**Is there a pro bono requirement at your firm?**

No

**Does the firm give billable hour credit for pro bono work?**

Yes

**Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?**

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

Up to 150

**Does the firm consider pro bono hours when determining bonuses?**

Yes

**PRO BONO POINTS**

**What training opportunities are open to associates working on pro bono matters?**

We offer extensive training opportunities, both internally and externally. We partner with various nonprofit legal service organizations, which provide training and supervision on specialized areas of law (e.g., orders for protection, representing foster children, expungements, asylum petitions). We have full-time pro bono staff who specialize in housing and nonprofit matters, and provide regular trainings and supervision. Dorsey associates in the Minneapolis trial department are assigned to the Minneapolis City Attorney’s Office for three-month periods where they prosecute misdemeanors and gain trial skills.

**Does the firm offer the use of support staff in handling pro bono matters?**

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

*Total hours summer associates spent on pro bono work 2012: 1,187*

*2013: 1,712*

*Average hours per summer associate spent on pro bono work 2012: 48*

*2013: 50*

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

*2012: 100%*

*2013: 100%*

Please provide any additional information about pro bono opportunities available to summer associates.

We are dedicated to providing a large variety of interesting pro bono projects for our summer associates. We welcome the summer associates with a pro bono orientation and invitations to multiple training and informational sessions about a variety of pro bono projects, which we schedule in the first few weeks of the summer (e.g., nonprofits, housing, orders for protection,
asylum petitions, children's rights, white paper projects involving human rights). We work to match summer associates with pro bono projects that are directly interested to them and projects that will help them build good skills and connections. We have projects that provide summer associates with writing samples, give them direct client contact, and expose them to courtroom opportunities. In our Minneapolis office, the Minnesota Board of Legal Examiners allows us to have law students certified so that they can represent pro bono clients in Housing Court, as well as assisting victims of domestic abuse in obtaining orders for protection.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

All associates in our litigation department and related areas of the Minneapolis office spend three dedicated months prosecuting cases on behalf of the Minneapolis City Attorney Office. Typically, associates will participate in this program in approximately their fourth year at the firm. In this program, they office at the Minneapolis City Attorney Office and work full time in that office.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

The firm encourages our attorneys to participate in law related, non-Challenge work through our local and state bar association committees and sections to improve the justice system and access to the justice system. Our collaboration with law schools is primarily through mentoring programs, mock trial and moot court work as well as through the Minnesota Justice Foundation and the University of Washington Low Income Tax Clinic. The firm regularly provides monetary support to various law school and public interest causes.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Dorsey has many volunteer opportunities within our communities. Four of our larger offices have their own Volunteer Councils. Each Council is comprised of lawyers and support staff coordinating volunteer opportunities. Many of our offices participate in fundraising activities such as United Way sponsored events, adopting local schools to mentor and read to students as well as collecting school supplies for the classrooms. Dorsey offices often host blood drives, collect food and cash donations for local food shelves and adopt families to provide holiday gifts and food during the holiday season.

In Seattle, the office raises money in support of an Arts Fund with 70 organizations located in the three largest counties in Washington State. Families count on the Arts Fund to educate their children and maintain family and friendship bonds through shared experiences. The Seattle office also participates in Food Frenzy, a competition among local businesses to collect food and raise funds for Food Lifeline, an organization that feeds hungry children in Western Washington during the summer months.

In Minneapolis, attorneys and support staff build homes in the Twin Cities area for Habitat for Humanity. Others participate in the Minnesota Aids Walk, mentor children at an inner-city elementary school to encourage reading and promote literacy. Some help package meals at Feed My Starving Children, a nonprofit that provides meals to malnourished children around the world. Many Dorsey volunteers work on food drives that benefit local food shelves and assemble and pack care packages for soldiers living overseas. In addition, attorneys in all Dorsey offices work with our clients on community service projects to build furniture for the homeless, make and pack lunches, create hygiene kits and assemble soup packages.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- 91 lawyers in the Firm’s Minneapolis office received recognition from the North Star Program of the Minnesota State Bar Association for their pro bono work in 2013. Each of these 91 lawyers contributed at least 50 hours of pro bono legal service to the poor and disadvantaged in our community.
- Dorsey & Whitney was a 2013 recipient of Opportunity International’s Alfred Whittaker Founder’s Award. Opportunity International is a nonprofit organization that provides financial products and strategies to over five million people working their way out of poverty in the developing world. The Alfred Whittaker Founder’s award is presented each year to a “key partner who has not only helped break the cycle of poverty around the world, but inspired each of us to live purposefully and passionately.”
- Minneapolis Partner Joe Genereux was named to the International Pro Bono Advisory Committee. Finance and Restructuring Co-Department Head Joe Genereux has always made time for pro bono. Genereux recently attended the Pro Bono Institute (PBI) conference in Washington, DC, which included attendees from law firms and corporations around the world. Genereux serves on PBI’s Advisory Committee and he is committed to giving his time to help facilitate the growth and effectiveness of pro bono services to those in need.
- Annette Jarvis was selected for the Third Annual Christine M. Durham Public Service Award. Ms. Jarvis joins Utah Supreme Court Justice Durham and Randall A. Mackey as the third recipient of the award which recognizes the work of legal professionals who demonstrate outstanding service to the citizens of Utah.
- Matthew Ralph, a partner in the firm’s Trial Group, was named one of Minnesota Lawyer’s Attorneys of the Year 2013.
For seven years, Mr. Ralph has been representing our client and his family, seeking asylum in the United States from political and religious persecution they suffered in Kenya. This has entailed numerous proceedings in the United States Immigration courts as well as two appeals to the United States Court of Appeals for the Eighth Circuit and one appeal to the United States Supreme Court.

• In commemoration of the 50 year anniversary of the *Gideon v. Wainwright* decision, the U.S. Department of Justice sponsored an impressive event featuring Dorsey special counsel former Vice-President Walter Mondale, U.S. Attorney General Eric Holder, and U.S. Supreme Court Justice Elena Kagan, among other high ranking DOJ figures. Mr. Mondale spoke in a formal conversation with Attorney General Holder and Justice Kagan about his role as Minnesota Attorney General assembling the support of 22 states in filing an amicus brief in support of the historic decision. He also reflected on the historic and current challenges facing the federal and state governments in fully implementing adequate programs for providing effective representation.

• Perry Wilson, who was a partner in the Firm’s Trial Group, received the Hennepin County Bar Association’s Pro Bono Publico Award for an Attorney in the Private Sector. Mr. Wilson has a long and distinguished career supporting pro bono activities on behalf of the poor and disadvantaged. He joined Dorsey in 1981 and promptly began to represent pro se parties in conciliation court and housing court. For five years, he was the pro bono partner at Dorsey, overseeing the Firm’s extensive pro bono program. Mr. Wilson regularly devoted 60 or more hours per month to pro bono causes and many young lawyers today participate in pro bono activities thanks to his recruiting efforts.

Please add any additional information about your firm’s pro bono program.

Community service is a core value of Dorsey & Whitney, reflected in our consistent leadership in pro bono and volunteer activities, and the philanthropic support provided to our communities through the Dorsey & Whitney Foundation.

In 1993 Dorsey & Whitney took the law Firm Pro Bono Challenge as a charter signatory. In 2013, we met the challenge for the 21st consecutive year, contributing at least 3% of our billable hours to Law Firm Pro Bono Challenge pro bono service.

At Dorsey, pro bono is part of the firm culture. The firm recognizes a certain number of pro bono hours as if such hours were client billable for purposes of compensation and bonuses for both associates and partners. Each year the firm presents its Scales of Justice awards to honor outstanding lawyers who have made special contributions to the pro bono program and have helped create pro bono opportunities for others in the firm.

Our international offices are also involved in significant pro bono work. Our London office works on appeals to the UK Privy Council representing Jamaican prisoners serving life sentences. Attorneys from our London and Hong Kong offices helped establish the Asian University for Women, a charity in the UK and China that encourages and assists young women from Asia to attend a university. Dorsey lawyers provided advice regarding an effective tax structure, internal corporate governance procedures and the establishment of management policies.

Law Works is another charity in the UK providing free legal help to individuals and community groups who are disadvantaged and cannot afford to pay, receive help on contractual matters and assistance with disputes from our London attorneys.
One Logan Square, Ste 2000
Philadelphia, PA 19103
Phone: (312) 569-1000
Drinkerbiddle.com

LOCATIONS
Albany, NY • Chicago, IL • Florham Park, NJ • Los Angeles, CA • Milwaukee, WI • New York, NY • Philadelphia, PA • Princeton, NJ • San Francisco, CA • Washington, DC • Wilmington, DE • London

MAJOR DEPARTMENTS & PRACTICES
Commercial Litigation • Communications Litigation • Corporate & Securities • Corporate Restructuring • Employee Benefits & Executive Compensation • Environment & Energy • Government & Regulatory Affairs • Health Care • Insurance Coverage • Intellectual Property • Investment Management • Labor & Employment • Life Insurance & Annuities • Private Client • Products Liability • Real Estate

THE STATS
No. of Attorneys: 603
No. of Offices: 12
Chairman: Alfred W. Putnam Jr.
Hiring Partner(s): Barry Gross

EMPLOYMENT CONTACT
Maryellen Wyville Altieri
Director of Professional Recruitment
Phone: (215) 988-2663
Email: Maryellen.Altieri@dbr.com
Careers website: www.drinkerbiddle.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm has a Public Interest Committee that includes 14 lawyers, 12 of whom are partners, representing all of the firm's offices. Those individuals are active in coordinating pro bono activity in each office. Their coordination generally entails less than a quarter of their time.

Please provide the primary pro bono contact(s)'s information below.

Wilson M. Brown, III
Partner
Phone: (215) 988-2718
Email: Wilson.Brown@dbr.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Bi-Monthly

Please describe the composition of the committee.

See above. In addition to the lawyers, our CFO, head of client intake, and communications team are part of the committee. The Chair of the Committee is responsible for providing approvals for new matters where required under the policy.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Any lawyer can bring a pro bono matter to the attention of the Chair of the Committee, and it will be approved so long as there is no conflict and it meets the firm's pro bono policy guidelines.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- ABA Death Penalty Representation Project
- National Center for Law and Economic Justice
- Public Interest Law Center of Philadelphia
- Equal Rights Center
- Lawyers' Committee for Civil Rights under Law
- National Immigrant Justice Center
- Domestic Violence Legal Clinic of Chicago
- Homeless Advocacy Project
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- Center for Disability & Elder Law

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Drinker Biddle lawyers Michael Daly, Meredith Reinhardt and Katie Bailey are representing Pennsylvania citizens who have gone to court to compel the Secretary of the Commonwealth to decertify direct recording electronic (DRE) systems in Pennsylvania. After the 2000 presidential election and its infamous “hanging chads,” electronic voting systems became ubiquitous. In the years that followed, however, several states rejected one kind of electronic voting system—specifically the DRE system—due to a growing consensus that such systems cannot prevent, detect or remedy vote tampering. Working with the Public Interest Law Center of Philadelphia, Drinker Biddle has marshaled evidence that DRE systems violate Pennsylvania law because they do
not preclude tampering and cannot detect or remedy such tampering because (unlike optical-scan systems) they do not produce permanent physical records of votes that can be recounted after an election.

- Drinker Biddle lawyers and the Exelon legal department, in conjunction with the National Immigrant Justice Center, held a pro bono clinic for Chicago area youths eligible for deferred action from the Department of Homeland Security. Deferred action offers eligible youths a two-year reprieve from deportation and is available to undocumented immigrant minors that meet certain eligibility criteria. All of the youths who applied for deferred action took a risk in identifying themselves as undocumented to the U.S. Department of Homeland Security. But the risk was offset by the security of knowing they cannot be deported for a period of two years and that they might gain expanded privileges. Once a student’s application is granted, the student can apply for a work permit to finance, among other things, their continuing education, receive a Social Security number, and apply for a driver’s license. More than 40 Drinker Biddle lawyers and a team from Exelon assisted applicants with a review of the eligibility requirements, application completion, and submission to the Department of Homeland Security. Several students’ applications have been granted already.

- In 2011, the firm’s Chicago office joined the ranks of Chicago law firms participating in the Domestic Violence Legal Clinic (DVLC) Pro Bono Program. The program is sponsored by the Circuit Court of Cook County Domestic Violence Division and the Domestic Violence Legal Clinic. With heightened attention to court-based pro bono efforts by the Illinois Supreme Court’s Access to Justice Commission, the DVLC Pro Bono Program has gained renewed attention as a model effort. Vice President Joe Biden has applauded the successes of the program in expanding access to justice in Chicago. In 2013, the Chicago office had 29 lawyers volunteer to participate in the program and provide ongoing training for additional volunteers. The firm’s volunteer lawyers assist victims of domestic violence who are seeking orders of protection against their abusers. Volunteer lawyers conduct intake, file petitions for emergency orders of protection, effectuate service of orders of protection, and represent petitioners in hearings for plenary orders of protection. Representation may include identifying and questioning witnesses, presenting evidence, preparing clients to give testimony, objecting to inappropriate testimony or evidence presented by respondents, and giving opening and closing arguments. As of the end of 2013, Drinker Biddle obtained 22 emergency orders of protection and 14 plenary orders of protection for victims of domestic violence.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Philadelphia partner William Clark and associate Elizabeth Babson have spent hundreds of hours championing the creation of benefit corporations, a new class of corporations that are required to create a material positive impact on society and the environment and to meet higher standards for accountability and transparency. Bill created the benefit corporation model legislation and he and Lizzie have participated in drafting almost all the subsequent state legislation. So far, the legislation has been enacted in 20 states and is under consideration in many more. The new class of corporation allows consumers to tell the difference between good companies and good marketing by holding benefit corporations to higher standards, both in terms of accountability and transparency, than traditional business corporations. Bill and Lizzie worked closely with B Lab, a nonprofit dedicated to building a community of benefit corporations, and accepted an award on behalf of Drinker Biddle at B Lab’s annual Champions Retreat for the firm’s continued support with respect to benefit corporation legislation.

- Thanks to a decade of effort by Drinker Biddle’s Lee Petro, working on behalf of the Washington Lawyers’ Committee for Civil Rights, prison inmates and their families no longer face extraordinary charges to phone home. Studies find that lack of contact between inmates and their families, especially children, promotes recidivism. But inmate calls cost as much as $17 for 15 minutes. Why? Prison operators typically demand a share of phone company profits. Lee, aided by associates Jennifer Oberhausen and Jennifer Roussil, petitioned the FCC on behalf of one family to cap the rate for inmate calls at 7 cents a minute, with no call-initiation charge. On August 9, 2013, following extended proceedings, the FCC ordered this relief, applying its “just and reasonable” statutory authority to ensure that the rates and fees charged reflect the actual cost of service. The new interstate rates took effect February 11, 2014. The FCC has invited comment on applying its order to intrastate rates.

- Drinker Biddle lawyers have been fighting to save Texas death row inmate Brittany Holberg from execution since 2006. In June 2013, the Texas Court of Criminal Appeals, the highest court in Texas, held that one of its judges had denied petitions for habeas corpus. San Francisco lawyers Alan Lazarus, Chris L’Orange, Sally White and Karl Saddlemire led the charge for Ms. Holberg during a two-week hearing in October 2013. At the hearing, our lawyers argued Ms. Holberg had been denied effective assistance of counsel at trial because her trial counsel ignored “red flags” in Holberg’s upbringing that required investigation under the Sixth Amendment, and that mitigating evidence that could have been developed shows that Holberg deserved a sentence less than death. The trial court proceedings concluded in December 2013 and the matter is back before the Texas appeals court.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 26,542
- **Total number of pro bono hours in 2013:** 31,732
What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 637
Number of attorneys as of December 31, 2013: 624

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 42
Average number of hours per attorney in 2013: 51

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Partner-supervised training and training by various referral sources.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 900
2013: 673

Average hours per summer associate spent on pro bono work
2012: 41
2013: 34

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 91%
2013: 80%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Drinker Biddle volunteers with several law-related organizations. They include:

• The “Lawyers in the Classroom” project coordinated by the Constitutional Rights Foundation of Chicago.
• Illinois Campaign to Prevent Gun Violence.
• Heartland Alliance for Human Needs & Human Rights.
• National Immigrant Justice Center.
• Support Center for Child Advocates.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students.
and non-legal volunteerism for organizations like Habitat for Humanity.

Drinker Biddle volunteers with several non-law organizations. They include:

- A novel Law2Life educational program (developed by our lawyers) for the benefit of students in Essex County, NJ high schools
- A job enrichment program with high school students in Chicago.
- Cabrini Connections.
- Chicago Credit Abuse Resistance Education Program.
- Morris Habitat for Humanity.
- Morris County, N.J., Dress-for-Success Suit Drive.
- City Year, Greater Philadelphia.
- Center for Literacy.
- AIDS Walk Philly.
- Hopewell Valley Trail Run, Hopewell Township, N.J.
- Young Audiences New Jersey.

In addition, many of the firm’s offices hold “Jeans Day” events, where lawyers and staff may wear jeans in exchange for donations to various charity and non-profit organizations.

Other offices partner with schools in their communities to mentor and tutor students, and sponsor and participate in a variety of charity running/walking races and bicycle rides.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Associates Jeffrey Baravetto and Yesenia Villasenor-Rodriguez received the Award for Excellence in Pro Bono Service from the U.S. District Court for the Northern District of Illinois and the Chicago Chapter of the Federal Bar Association.
- Rich Goldman was one of six distinguished individuals honored with the Princeton, N.J., Family YMCA’s Centennial Award.
- Practice Group Administrative Director Christine Darr was recognized by HIA and the Council Migration Service of Philadelphia with a Refugee Resettlement Volunteer Award.
- Philadelphia partner Bill Clark, and associate Lizzie Babson, were honored with B Lab’s “Above and Beyond” award for their tireless work getting Benefit Corporation legislation passed in 2011. B Lab is a non-profit organization that works to advance Benefit Corporation legislation throughout the United States; the legislation creates a new class of corporation that are required to create a material positive impact on society and the environment and to meet higher standards of accountability and transparency.
- Washington, DC, partner Mike Remington was awarded the State Bar of Wisconsin’s 2011 Nonresident Lawyers Division Founders Award for his extensive pro bono work.
- Philadelphia associate Tracy Schloss Combs was awarded the 2012 First Judicial District Pro Bono Publico Award for her volunteer service with the Support Center for Child Advocates in criminal child abuse cases.
- The American Bar Association Death Penalty Representation Project honored Drinker Biddle in 2011 with its Exceptional Service Award for our commitment and dedication to the representation of prisoners on death row.

Please add any additional information about your firm’s pro bono program.

At Drinker Biddle & Reath, pro bono work is part of who we are and what we do, every day.

Throughout our 165-year history, we have encouraged our lawyers to fight for the causes that interest them and appeal to their sense of justice. It is not our policy to screen cases on ideological grounds, so we’ve taken on cases that are as varied as the dedicated lawyers who work on them. The common threads are the passion, commitment, ethics and honor that our lawyers display.

We work for clients who cannot afford lawyers, and for causes that call out for the skilled advocacy that only the best lawyers can provide. We fight for the lives of inmates on death row; enforce the constitutional rights of prisoners to freedom of worship and decent medical care; counsel small nonprofit organizations on their legal rights and responsibilities; and represent many individual clients, from tenants who are wrongly evicted and left homeless, to victims of domestic violence and child abuse, to families of limited means that are trying to adopt hard-to-place children. And we serve these pro bono clients with the same quality and resources we devote to every client.
LOCATIONS
Atlanta, GA • Baltimore, MD • Boca Raton, FL • Boston, MA • Cherry Hill, NJ • Chicago, IL • Houston, TX • Lake Tahoe, CA • Las Vegas, NV • Los Angeles, CA • Miami, FL • New York, NY • Newark, NJ • Palo Alto, CA • Philadelphia, PA • Pittsburgh, PA • San Diego, CA • San Francisco, CA • Washington, DC • Wilmington, DE • Hanoi • Ho Chi Minh City • London • Myanmar • Oman • Shanghai • Singapore

MAJOR DEPARTMENTS & PRACTICES
Business Reorganization and Financial Restructuring • Corporate • Employment, Labor, Benefits and Immigration • Energy, Environment and Resources • Health Law • Intellectual Property • Real Estate • Trial • Wealth Planning
Multidisciplinary Client Teams (including Cybersecurity, Fashion, Retail, Luxury and Consumer Goods, Government Contracts, Information Technology (IT) and Telecom, Health, Telemedicine and HIT, Professional Liability and Strategic Crisis and Communications Services)

THE STATS
No. of Attorneys: 677
No. of Offices: 26
Chairman and Chief Executive Officer: John J. Soroko
Hiring Partner(s): Kelly Eckel

EMPLOYMENT CONTACT
Amee R. McKim
Director of Legal Recruiting
Phone: (215) 979-1279
Email: armckim@duanemorris.com
Careers website: http://www.duanemorris.com/site/careers.html
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide the primary pro bono contact(s)'s information below.

Nicole Friant
Pro Bono Counsel
Phone: (215) 979-1835
Email: anfriant@duanemorris.com

Katharyn Christian McGee
Pro Bono Manager
Phone: (215) (979)-1879
Email: kimcgee@duanemorris.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

The Pro Bono Committee is comprised of partners and associates representing the majority of the firm's offices and practice groups. Committee members act as Local Pro Bono Coordinators in their offices.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Pro Bono Counsel considers whether the matter qualifies under the firm's Pro Bono Policy. In certain circumstances, the full Pro Bono Committee or the firm's Executive Committee may also consider whether the firm should take on a matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Plaintiff's employment discrimination; foreclosure matters on behalf of borrower

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Volunteer Lawyers Project of the Boston Bar Association
• City Bar Justice Center, New York City Bar Association
• Girls Educational & Mentoring Services (GEMS)
• Chicago Alliance Against Sexual Exploitation (CAASE)
• Philadelphia Volunteers for the Indigent Program/LawWorks
• Philadelphia Volunteer Lawyers for the Arts
• National Veterans Legal Services Program
• Put Something Back, Dade Legal Aid
• The Law Project, Chicago Lawyers' Committee for Civil Rights Under Law
• Lawyers Committee for Civil Rights of the San Francisco Bay Area

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Child Advocacy Work: Duane Morris attorneys in various offices represent abused and neglected children in a variety of matters, including dependency and criminal proceedings as well as special immigrant juvenile status, Hague Convention and other immigration related matters. For example, through the Support Center for Child Advocates in Philadelphia, attorneys represent abused and neglected children in terminating the children's parental rights and securing safe, adoptive homes. Through the American Immigration Lawyers Association (AILA) South Florida Chapter, Legal Services for Children, and K.I.N.D., among other organizations, Duane Morris attorneys represent abused and neglected children in obtaining special immigrant juvenile status such that they may remain safely in the United States.
• Immigration and Asylum Work: Through various organizations such as HIAS-Pennsylvania, Nationalities Service Center, City Bar Justice Center, U.S. Committee for Refugees and Immigrants as well as the organizations listed
above, among others, Duane Morris attorneys represent children and adults in various immigration, asylum, refugee and related matters. Duane Morris is leader in the Association of Pro Bono Counsel’s (APBCo) Philadelphia Immigration IMPACT project, through which attorneys represent immigrant victims of violent crimes in stabilizing their immigration status.

• Veterans’ Rights: Through the National Veterans Legal Services Program, Veterans Consortium Pro Bono Program, the Veterans Assistance Project of the City Bar Justice Center, and other local organizations supporting veterans and their family members, Duane Morris attorneys represent veterans in seeking benefits and appealing benefit denials or improper disability ratings, combat related special compensation and other benefits. Attorneys also provide legal assistance to organizations supporting veterans as well as legal assistance to veterans and family members concerning various civil legal matters.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Duane Morris continued expanding pro bono efforts aimed at combatting the domestic trafficking and commercial sexual exploitation of girls and young women. Collaborating with Girls Educational & Mentoring Services (GEMS) and the Chicago Alliance Against Sexual Exploitation (CAASE), attorneys assist survivors in vacating their records of state convictions related to the trafficking. In August 2013, attorneys successfully represented a survivor in only the second petition granted by Illinois courts under the Illinois Justice for Victims of Sex Crimes Trafficking Act. A national leader in combating sex trafficking and a former victim of the practice, our client was forced to work as a prostitute for over 20 years, enduring beatings, shootings and rape. While our client was arrested over 50 times, she never was identified as a victim of a crime. In 1997, our client escaped “the life” and dedicated herself to helping others escape, significantly contributing to research on sex trafficking in Chicago, founding an organization serving girls impacted by the sex trade, and working with the Cook County Sheriff’s Office to aid survivors. However, her prostitution convictions kept her from achieving further goals, including becoming an adoptive parent, working with at-risk youth, and opening a crisis center. Working in conjunction with the Chicago Alliance Against Sexual Exploitation, the pro bono team helped the client expunge her criminal convictions related to the trafficking under the new Illinois Justice for Victims of Sex Crimes Trafficking Act. Additional attorneys represent several survivors in similar matters and helped lead the first statewide training on the Act in 2012. The firm also hosts a civil legal clinic at GEMS through which attorneys, with assistance from The Legal Aid Society, provide advice and representation in civil legal matters, in addition to leading workshops about survivors’ basic legal rights. Duane Morris also represents survivors in various civil legal matters through The Human Trafficking Pro Bono Legal Center.

• A team of Duane Morris lawyers secured the return of two minor children to their home country of Paraguay. The case was brought under the Hague Convention on the Civil Aspects of International Child Abduction by the children’s mother who claimed that her ex-husband wrongfully took the children from their home in Paraguay to the United States without the mother’s consent. At trial, the ex-husband claimed that he and the children’s mother had longstanding plans to permanently move with the children to the United States. Contrary to his testimony, evidence was elicited at trial that in more than a year’s time, the ex-husband made no preparations to permanently resettle in the United States and the boys’ removal from Paraguay was sudden and unplanned. Following the trial, Duane Morris also successfully opposed the father’s motion to stay the trial court’s order, allowing the children to return home to Paraguay in January 2014.

• Collaborating with Asian Americans Advancing Justice Los Angeles, an inter-office and inter-practice group team of Duane Morris attorneys performed a significant legal analysis of a proposed sign ordinance in the City of Monterey Park, California. The ordinance would have required all business owners citywide to display the modern Latin alphabet on their business signs (e.g. English), in addition to any other non-alphabet languages displayed. The team found that the ordinance, among other issues, raised free speech and equal protection concerns. Along with subsequent public backlash, the legal analysis pushed legislators to not pass the ordinance. Instead, Asian Americans Advancing Justice LA along with other community members held a harmony celebration in Monterey Park for Duane Morris, the city’s leadership, and other partners to honor those that helped with the issue, which initially divided the historically immigrant community.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 16,366
Total number of pro bono hours in 2013: 18,180

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 639
Number of attorneys as of December 31, 2013: 643

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 26
Average number of hours per attorney in 2013: 28

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 31–40%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
All junior associates are required to complete at least twenty hours of pro bono service annually.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
51–100

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm encourages attorneys to attend trainings offered by legal service providers, bar associations, and other organizations and pays the cost of attending such trainings. The firm also often hosts and sponsors trainings in collaboration with local legal service providers or pro bono organizations, attendance to which is open to the firm and attorneys from outside the firm.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 291
2013: 218

Average hours per summer associate spent on pro bono work
2012: 18
2013: 14

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
The firm provides pro bono orientation to all summer associates. Each summer associate assists with at least one pro bono matter according to the associate’s identified interests. Summer associates similarly are invited to pro bono trainings and clinics, and the firm participates in summer associate pro bono events and projects managed by local public interest organizations.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Duane Morris is committed to serving the community through various volunteer projects and encourages everyone to participate. For example, employees in the Philadelphia, Cherry Hill and Wilmington offices sponsor and mentor a City Year Team and tutor students through the Philadelphia Reads and other tutoring programs. The firm also participates in several local food, clothing and school supply drives and annually participates in the American Red Cross blood drives.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Partner Jim Holman, of the Philadelphia office, was honored as the Philadelphia Volunteer Lawyers for the Arts 2014 “Volunteer of the Year” by the Arts & Business Council of...
Greater Philadelphia, which recognizes an attorney whose advocacy has had a profound effect on an individual artist or arts organization.

- Duane Morris was honored with a 2014 HIAS-Pennsylvania Golden Door Award for the firm’s leadership in Immigration IMPACT, a nationwide effort aimed at involving more pro bono attorneys in our communities together (IMPACT) to address unmet legal needs through sustainable initiatives. Recognized alongside other participating firms, the award honors men and women of courage who work to ensure that the contributions of immigrants and refugees to the Philadelphia region's economic social and cultural well-being are realized.

- In recognition of the firm’s support of Volunteer Lawyers for Justice’s relief efforts following Super Storm Sandy, Duane Morris was honored with a 2013 “Heroes of Sandy” Award.

- Associate Kevin Potere, of the New York Office, was awarded a New York State Courts Access to Justice Pro Bono Award in 2012 and 2013 for his outstanding work and dedicated service in the New York City Family Court Volunteer Attorney Program.

- In June 2013, Michael Grohman, Chair of the firm’s Wealth Planning Practice Group and Managing Partner of the firm’s New York office, was honored with an inaugural Girls Educational & Mentoring Services (GEMS) Male Allies Award. Honoring men who fight alongside GEMS, Mr. Grohman was selected for his “leadership in the movement to end the commercial sexual exploitation and domestic sex trafficking of girls and young women.” Along with U.S. Department of State Ambassador Luis CdeBaca, Mr. Grohman was one of only three men to receive the inaugural award.

- Partner Larry Pockers, of the Philadelphia office, was honored as a Distinguished Advocate by the Support Center for Child Advocates for his longtime dedication to representing abused and neglected children in Philadelphia.

- Special counsel Lisa Widdecke, of the San Diego office, was honored with a Wiley W. Manuel Award by the State Bar of California in recognition of her outstanding pro bono legal service contributions through the San Diego Volunteer Lawyer Program in 2012. Ms. Widdecke and associate Lisa Hird Chung, also of the San Diego office, also were honored with the award in 2011.

- Duane Morris received the 2012 Pro Bono Publico Award from LatinoJustice Puerto Rican Legal Defense and Education Fund (PRLDEF) in recognition of the firm’s “essential” pro bono assistance in two cases: Perez-Santiago v. Volusia County and Delrio-Mocci, et al. v. Connolly Properties, et al., both of which involved challenges to basic Latino civil and human rights.

- Partner Lee Potter, of the New York office, was awarded a 2012 City Bar Justice Center Jeremy G. Epstein Award for Pro Bono Service for his leadership and commitment to representing veterans through the City Bar’s Veterans Assistance Project.

- Associate Jamie Dyce and the New York office were named one of New York Law Journal’s 2012 “Lawyers Who Lead by Example.” Ms. Dyce and the office were recognized for helping survivors of trafficking through Girls Educational & Mentoring Services (GEMS).
MAJOR DEPARTMENTS & PRACTICES
- Benefits & Executive Compensation
- Business Litigation
- Construction & Real Estate Litigation
- Corporate
- Energy, Resources and Clean Technology
- Nonprofit Organizations
- Finance & Restructuring
- Financial Services
- Food & Agriculture
- Government Advocacy & Consulting
- Health Law
- Insurance
- Intellectual Property
- Labor & Employment
- Life Sciences
- Product Liability & Environmental
- Real Estate
- Tax Advocacy
- Wealth Management
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm's pro bono counsel and three pro bono managers each spend 100% of their time administering the firm's pro bono program and/or on pro bono work.

Please provide the primary pro bono contact(s)'s information below.

Dianne C. Heins
Pro Bono Counsel & Director of Pro Bono & Community Service
Phone: 612-766-7778
Email: dianne.heins@faegrebd.com

Jodie Boderman
Pro Bono Manager
Phone: 612-766-8601
Email: jodie.boderman@faegrebd.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The Pro Bono & Community Service Advisory Group includes one or more partners from each domestic office and the London office. The members are also representative of the firm's various practice groups. The firm's professional pro bono and community service staff are also members of the Group.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Approximately thirty percent of the firm's pro bono matters are brought to the firm by individual lawyers. Our lawyers are encouraged to work on cases of interest to them, and which reflect their community engagement. There is no specialized approval process for pro bono matters; the administrative procedure to open a new pro bono matter is the same used for billable matters, with the exception that the pro bono counsel approves these matters as part of that process. Lawyers are expected to exercise sound judgment and discretion in committing the firm's resources, and are encouraged to consult with the firm's pro bono staff on questions of client eligibility, availability of expertise within the firm, and any barriers to the pro bono representation. With respect to firm pro bono projects developed and/or managed by the professional staff, they are selected based on the needs of the community, lawyer interest, and the availability of legal services partners.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Plaintiff's employment law

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- The Advocates for Human Rights
- National Immigrant Justice Center
- National Veterans Legal Services Program
- National Center for Lesbian Rights
- ACLU
- Immigrant Law Center of Minnesota
- Volunteer Lawyers Network
- Eskenazi Medical Legal Partnership
- Colorado Lawyers Committee
- LawWorks

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Within the Persons with Disabilities Project, Indiana lawyers continue to represent a high-needs client under
Indianapolis attorneys successfully settled a state prisoner civil rights case for $30,000. Firm attorneys also took the extra step of mediating and the firm’s attorneys offered to take the case to trial and began discovery. Ultimately the parties settled the case for $40,000. Firm attorneys also took the extra step of filing a motion to modify the client’s sentence to allow him to serve the balance in a re-entry program. The client is now out of prison and has resumed his work as a union member in the construction trades.

• A tax lawyer and a government relations lawyer in Minneapolis successfully joined forces to resolve a longstanding tax exemption dispute for the firm’s client, a community nonprofit organization which operates a clinic to provide dental services to poor, largely immigrant, patients. For four years, the tax lawyer attempted unsuccessfully to obtain a sales tax exemption for the client from the state Department of Revenue, and ultimately filed suit in the state Tax Court.

• Indianapolis attorneys successfully settled a state prisoner civil rights action for a pro bono client referred by the federal court through its Mediation Assistance Program. The firm’s attorneys were appointed to represent an inmate in his lawsuit against several prison guards. The client had been attacked by a fellow inmate who fashioned a weapon by attaching a padlock to a leather belt. The attack caused severe physical injuries and left the client with post-traumatic stress disorder. The client alleged that guards arrived at the scene but did nothing to stop the attack. The case did not settle at mediation, and the firm’s attorneys offered to take the case to trial and began discovery. Ultimately the parties settled the case for $40,000. Firm attorneys also took the extra step of filing a motion to modify the client’s sentence to allow him to serve the balance in a re-entry program. The client is now out of prison and has resumed his work as a union member in the construction trades.

• A team of lawyers in Minneapolis, working with the National Center for Lesbian Rights and the Transgender Law Center, successfully assisted a family in its efforts to secure their transgender child’s rights to use the girls’ bathroom at her school.

• The firm’s attorneys were appointed to represent an inmate for a pro bono client referred by the state Tax Court. A legislative strategy to achieve the client’s goals was developed, and in the closing week of the 2013 legislative session, the government relations lawyer convinced the tax conference committee to add remedial language to the omnibus tax bill to address the client’s status. The legislation was passed. The provision was retroactive to 2007, and resulted in a refund of over $250,000 in sales taxes to the organization. The refund will support additional dental services to patients served by the clinic.

• A team of lawyers in the firm’s Colorado offices successfully challenged a municipal ordinance which had the practical effect of precluding any registered sex offender from residing in the city limits, without respect to status with regard to rehabilitation, compliance with conditions of release or other mitigating factors. A federal court judge found the ordinance to be pre-empted by the Colorado state scheme for the systematic evaluation, treatment, release and supervision of sex offenders, and issued an injunction against its enforcement.

• A team of lawyers in Minneapolis, working with the National Center for Lesbian Rights and the Transgender Law Center, successfully assisted a family in its efforts to secure their transgender child’s rights to use the girls’ bathroom at her school.

• A cross-office team of lawyers prepared and submitted shadow reports on behalf of The Advocates for Human Rights to the United Nations Committee on the Elimination of Discrimination Against Women (CEDAW) as part of that body’s review of Cameroon. The work is part of the firm’s larger project, the Africa Advocacy Project, to further the rule of law and advance human rights in Africa. As part of the project, a team of firm lawyers had traveled to Cameroon to work with human rights NGOs in that country. The submissions addressed issues related to violence against women, including cultural practices which harm women, as well as the participation of women in the political process. The CEDAW adopted several of the key recommendations made in the shadow reports.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

**Total number of pro bono hours in 2012:** 25,589

**Total number of pro bono hours in 2013:** 30,799

What was the attorney headcount in your firm’s U.S. offices?

**Number of attorneys as of December 31, 2012:** 709

**Number of attorneys as of December 31, 2013:** 716

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

**Average number of hours per attorney in 2012:** 35

**Average number of hours per attorney in 2013:** 43

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

**Percentage of attorneys who did pro bono work in 2012:** 41–50%

**Percentage of attorneys who did pro bono work in 2013:** 41–50%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes
Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
51–100

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
The firm promotes attendance at specialized training programs provided by legal services organizations that refer pro bono matters to the firm. These training programs include practice areas such as asylum, immigration, representation of children in foster care or victims of domestic violence seeking civil protective orders, human rights monitoring and documentation, guardianship, wills, and landlord-tenant law. In addition, the firm offers its own training programs specific to legal clinics and projects, as well as skills-based training courses offered as part of the firm’s professional development program.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 1,720
- 2013: 1,511

**Average hours per summer associate spent on pro bono work**
- 2012: 35
- 2013: 34

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**
- 2012: 100%
- 2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
The firm maintains and meets an annual goal of 100% participation by summer associates in pro bono practice. Summer associates participate in an April pre-service training, and complete pro bono interest surveys at that time. These surveys are used to plan for their participation in specific projects that require specialized training and case selection in advance of their arrival at the firm. Pro bono orientation is held after their arrival at the firm, and at that time all summer associates are offered an opportunity to participate in any of the firm’s pro bono projects. Most summer associates complete at least one case and many work on several matters over the course of the summer.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Faegre Baker Daniels provides charitable contributions to three Indiana law schools to support public interest/access to justice fellowships for law students. The firm underwrites two summer law student clerkships through the Minnesota Justice Foundation; the clerks serve at public interest or legal services organizations. The firm also has an active charitable giving program through its foundation that provides ongoing financial support to many legal services organizations in our communities. Representative sample: The Advocates for Human Rights, Children’s Law Center of Minnesota, Immigrant Law Center of Minnesota, Indianapolis Bar Foundation, Neighborhood Christian Legal Clinic, National Immigrant Law Center, CARPLS, Colorado Lawyers Committee, ACLU of Colorado, and Iowa Legal Aid Society.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Faegre Baker Daniels offers an array of firm-sponsored community service volunteer opportunities open to all firm personnel. They are managed by the firm's full-time community service coordinator, and include:

- Habitat for Humanity
- We the People
- United Way Campaigns
- Street Law
- Dress for Success professional clothing drives and mock interview programs
- IPS School 39 Volunteer Program (Indianapolis)
- Guardian ad Litem Program
- Mount St. Vincent's Home for Children events
- St. Joseph's Home for Children Minnesota Vikings event
- Holiday Gift Drives
- Roll Out the Barrel Food Drive (Denver)
- Twin Cities RISE! work readiness resume writing and job interview workshops

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- The Advocates for Human Rights—Special Recognition Award for The Faegre Baker Daniels Africa Advocacy Project (2013)
- Colorado Lawyers Committee—Law Firm of the Year (2013)
- Public Interest Law Initiative—Pro Bono Recognition Roster, Chicago (2013)

Please add any additional information about your firm’s pro bono program.

Faegre Baker Daniels is deeply committed to the health and vitality of the communities in which we work and live. At the core of that commitment is our long record of sustained engagement in philanthropic activities which serve our communities, and which are organized as an integrated mix of pro bono service, community service projects, and charitable giving.

We are a founding member of the Law Firm Pro Bono Project, and a signatory to the Law Firm Pro Bono Challenge. We have committed to contribute pro bono services equal to at least 3% of our annual billable hours. The substantial majority of our pro bono time is dedicated to delivering legal services to low-income and disadvantaged clients, or to nonprofit organizations which address the needs of low-income persons. In addition, each year a strong majority of the firm's lawyers engage in pro bono practice.

The firm's pro bono policy encourages lawyers to use their unique skills to address unmet legal needs in our communities. The firm has a professionally-managed and supported pro bono practice, and has prioritized service to children and families, immigrants and new Americans, agencies which address affordable housing and homelessness, individuals and agencies seeking to secure civil and human rights, nonprofit organizations and small businesses, and medical-legal partnerships.

The firm’s pro bono practice integrates the firm’s Guiding Principles of Clients First, High Performance, and One Firm.
Fenwick & West’s participation in pro bono work is an ongoing expression of our commitment and gratitude to the communities where we live and work. As rewarding as it is to know that we make a tangible difference to those we assist, giving back to people in need is the greater reward.
801 California Street
Mountain View, CA 94041
Phone: (650) 335-7244
www.fenwick.com

LOCATIONS
Mountain View, CA • San Francisco, CA • Seattle, WA • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Clean Technology/Renewable Energy • Corporate • Intellectual Property • Labor and Employment • Life Sciences • Litigation • Tax • Technology

THE STATS
No. of Attorneys: 313
No. of Offices: 4
Chairman: Richard L. Dickson
Managing Partner: Kathryn J. Fritz
Hiring Partner(s): William L. Hughes
Jay L. Pomerantz

EMPLOYMENT CONTACT
Julieta Stubrin
Director of Attorney Recruiting & Diversity
Phone: (650) 335-4949
Email: recruit@fenwick.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Julie Park: all
Patrick Premo: less than half
Bonnie Lau: all

Please provide the primary pro bono contact(s)’s information below.

Julie Park
Director of Pro Bono
Phone: (650) 335-7244
Email: jjpark@fenwick.com

Patrick Premo
Pro Bono Chair
Phone: (650) 335-7963
Email: ppremo@fenwick.com

Bonnie Lau
Pro Bono Coordinator
Phone: (650) 335-7886
Email: blau@fenwick.com

Website: www.fenwickprobono.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The committee consists of partners, associates, and administrative staff.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The Pro Bono Review Committee carefully screens each pro bono proposal to ensure that each matter falls under the firm’s pro bono policy.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Legal Services for Entrepreneurs
- OneJustice
- Lawyers’ Committee for Civil Rights
- Pro Bono Project
- Law Foundation of Silicon Valley
- Community Legal Services in East Palo Alto
- Legal Aid Society of San Mateo County
- Bay Area Legal Aid
- Volunteer Legal Services Program of the Bar Association of San Francisco
- AIDS Legal Referral Panel

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In June 2014, we partnered with OneJustice and the Disability Rights Education & Defense Fund to provide legal assistance on special education and disability law. Clients were comprised of children with disabilities and their families who reside in rural or isolated communities in California.

- We partnered with Community Legal Services in East Palo Alto and a client of ours in the high technology industry to provide legal advice and referrals to low-income clients in East Palo Alto.

- In partnership with lawyers from Yahoo! and the Justice & Diversity Center of The Bar Association of San Francisco (JDC), we counseled representatives from local nonprofits who had requested legal advice through the JDC.
preparation, Fenwick attorneys provided an intense 2-hour training on the most common legal issues that nonprofits face and how to address them.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In 2013, Fenwick partnered with Legal Voice, a nonprofit women’s rights legal organization, to obtain a Washington Supreme Court ruling that Washington courts cannot charge indigent litigants fees or costs associated with filing a case. This ruling helps to ensure that indigent litigants have equal access to justice.

• In partnership with the Electronic Frontier Foundation (EFF), Fenwick secured a victory for free speech and open government. As a result, PublicResource.org, a nonprofit that acquires and makes available online a wide variety of public documents (such as fire safety codes and food safety standards), is able to continue its mission of improving public access to the laws that govern our daily lives.

• Fenwick Partner Vic Schachter, with the support of the firm, established The Foundation for Sustainable Rule of Law Initiatives (FSRI) in 2012. FSRI is a nonprofit that builds and expands sustainable mediation centers in developing countries, and devises, promotes, and cultivates an infrastructure of procedures and programs to provide host countries with enduring judicial reform systems.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 14,017
Total number of pro bono hours in 2013: 11,288

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 350
Number of attorneys as of December 31, 2013: 296

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 47
Average number of hours per attorney in 2013: 38

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Ongoing training opportunities are provided to associates working on pro bono matters. If applicable, we bring in speakers to present training programs to our attorneys. We also provide PLI membership to all attorneys, which allows them to access PLI’s pro bono trainings either live or virtually.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 564
2013: 282
Average hours per summer associate spent on pro bono work
2012: 20
2013: 10

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 68%
2013: 61%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to participate in clinics and take on pro bono projects with associates. The firm organizes two pro bono clinics specifically targeted at summer associates, but summer associates are welcome to attend any and all clinics.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? Yes

Please describe the established program(s) and their duration, if applicable.
An externship at the District Attorney’s office is available.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We partner with the Santa Clara University School of Law Center for Social Justice and Public Service. We also sponsor Equal Justice Works Fellows and provide them with administrative support.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Fenwick has a strong pro bono and volunteer culture, and encourages all—attorneys, paralegals, and staff—to give back. Attorneys and paralegals are given billable credit for their pro bono work. Staff receive paid time off to participate in community service projects.

Fenwick has a Volunteer Committee that is currently comprised of staff but open to all. Members of the committee and other employees (both staff and attorneys) have volunteered with and raised money and collected donations for the following organizations and events: I Have a Dream Foundation, American Cancer Society, Making Strides Against Breast Cancer, Relay for Life, Daffodil Days, Doctors Without Borders, Ecumenical Hunger Program, Second Harvest Food Bank, Humane Society of Silicon Valley, Walk ’n Wag, Peninsula Humane Society, Purrfect Cat Rescue, InnVision, One Warm Coat, Princess Project, Career Closet, Hope Center, San Tomas Convalescent Hospital, Friends of Stevens Creek Trail.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- 2014 Pro Bono Project of Silicon Valley Visionary Award
- 2014 Euromoney Legal Media Group Americas Women in Business Law Best National Firm for Pro Bono Work Award
- 2014 National Legal Aid and Defender Association (NLADA) Beacon of Justice Award
- 2014 Legal Aid Society of San Mateo County Guardian of Justice Award
- 2013 Super Lawyers Pro Bono Award
- 2013 The National Law Journal Pro Bono Hot List
- 2013 Washington State Bar Association Pro Bono Award
- 2013 Animal Legal Defense Fund Advancement in Animal Law Pro Bono Achievement Award
- 2013 Community Legal Services in East Palo Alto (CLSEPA) Pro Bono Partnership Award
- 2013 Legal Aid of Marin Pro Bono Award

Please add any additional information about your firm’s pro bono program.
Fenwick has a strong pro bono and volunteer culture, and encourages all—attorneys, paralegals, and staff—to give back. Attorneys and paralegals are given billable credit for their pro bono work. Staff receive paid time off to participate in community service projects.
LOCATIONS
Atlanta, GA • Boston, MA • Palo Alto, CA • Reston, VA • Washington, DC • London • Shanghai • Taipei • Tokyo

MAJOR DEPARTMENTS & PRACTICES
Intellectual Property

THE STATS
No. of Attorneys: 341
No. of Offices: 9
Managing Partner: James B. Monroe
Hiring Partner(s): Robert F. Shaffer

EMPLOYMENT CONTACT
Timothy M. Henderson
Chief Recruitment & Professional Development Officer
Phone: (202) 408-4034
Email: timothy.henderson@finnegan.com
Careers website: www.finncgan.com/careers
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Two of the three professionals mentioned above work solely on pro bono matters for the firm. In addition, Finnegan also employs another attorney dedicated solely to pro bono matters.

Please provide the primary pro bono contact(s)’s information below.

Paul W. Browning
Partner
Phone: (202) 408-4134
Email: paul.browning@finnegan.com

Barbara E. Butterworth
Of Counsel
Phone: (202) 408-6090
Email: barbara.butterworth@finnegan.com

Ronald L. Smith
Counsel, Veterans’ Pro Bono Program
Phone: (202) 408-4195
Email: ronald.smith@finnegan.com

Website: www.finnegan.com/probono/

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Civil rights, Consumer law and small claims court, Disability benefits, Domestic violence, Fair housing/tenants rights, Family law, Homeless advocacy, Immigration, Indigent criminal defense, International human rights, Nonprofit intellectual property, Social Security law, The arts and historic preservation, Veterans’ benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Disabled American Veterans
- DC Bar Pro Bono Program Advocacy and Justice Clinic
- Children’s Law Center
- Asian Americans for Community Involvement (AACI)
- The Law Foundation of Silicon Valley
- New England Innocence Project
- Human Rights First
- Genetic Alliance
- Litigation Mentor Program (representing indigent defendants in DC Superior Court)
- Political Asylum/Immigration Project (PAIR) of Boston

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- We successfully defended our client, who was facing assault charges stemming from a dispute with her adult son, in a criminal trial in DC Superior Court. After knocking out significant parts of the government’s case through pre-trial motions, Finnegan’s trial team argued that our client acted in self defense. Based on the evidence, including testimony from our client and cross-examination of the arresting officers, the judge agreed and found our client not guilty.
- Our client petitioned to adopt an 8-year-old child who has been in her care on and off since his birth. Initially, both biological parents withheld their consents to the adoption.
The case proceeded through discovery with simultaneous settlement negotiations, as we prepared for a five-day trial. On the morning of trial, the biological mother gave her consent, but the father did not. We proceeded to trial, demonstrating both that the biological father withheld his consent contrary to the child’s best interest, and that our client was fit to adopt the child. The trial court recently issued a finding in the favor of our client.

- Our client—six months pregnant and with another minor child—had been without heat for months. We successfully argued for a court to issue a temporary restraining order mandating that our client’s heat be turned on immediately. After a few months of legal wrangling, in which the client’s heat failed again, we succeeded in ultimately compelling the landlord to replace the furnace and bring the unit into complete compliance with the DC Housing Code. We also ultimately negotiated the client’s release from her lease with several months’ rent abatement.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Nearly 200 attorneys and staff participate in our pro bono program serving disabled military veterans. We focus on appeals in the Court of Appeals for Veterans Claims (CAVC) and the Federal Circuit, but also represent service members before the military Physical Evaluation Boards and the Court of Federal Claims. We review approximately 20 pre-screened Board of Veterans’ Appeals (BVA) decisions each month. Our goal is to identify between 12 and 15 cases in which we can offer pro bono representation. Since the program commenced in July 2008, we have brought approximately 650 appeals, with 60 appeals taken in 2013. Typical appeals are based on the BVA having made clearly erroneous findings of fact, having failed to discharge the VA’s duty to assist the veteran in developing the facts relevant to the claim, or failing to correctly interpret or apply a statute of VA regulation. In 2013 alone, Finnegan attorneys won 50 appeals for their veteran clients.

- Through the concerted efforts of a number of Finnegan attorneys, our team marked success in a landmark criminal case in Washington, DC. After 5 years of litigation, a judge granted our client a new trial in a 35-year-old homicide case, finding that the government withheld information that was material to our client’s defense. The government appealed the trial court’s finding, and we defended the trial court’s decision at oral argument in Sept. 2013. The DCCA issued an opinion in Oct. 2013 upholding the trial court’s order for a new trial. Our client’s new trial is scheduled for May 2014.

- Our client was a pro se plaintiff in a complicated s.1983 action for over 4 years. On the eve of trial, he realized that he lacked crucial discovery and requested that the District Court grant him counsel. The Court approached Finnegan, and we agreed. Finnegan quickly came up to speed, raised defendants’ numerous discovery deficiencies with the Court, and secured a new, no-holds-barred discovery period. Now faced with an informed Court and opposing counsel, defendants have begun providing meaningful discovery responses. Discovery is scheduled to end this Summer, with trial by year end.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 15,938
- **Total number of pro bono hours in 2013:** 19,635

What was the attorney headcount in your firm’s U.S. offices?

- **Number of attorneys as of December 31, 2012:** 380
- **Number of attorneys as of December 31, 2013:** 341

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012:** 42
- **Average number of hours per attorney in 2013:** 58

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- **Percentage of attorneys who did pro bono work in 2012:** 31-40%
- **Percentage of attorneys who did pro bono work in 2013:** 41-50%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

- Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

- Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

- Yes

Is there a pro bono requirement at your firm?

- No
Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
51–100

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
- Regular, on-site training in indigent criminal defense taught by Barbara Butterworth, with CLE credit.
- Regular, on-site training in veterans claims representation, taught by Ron Smith, with CLE credit.
- Litigation training programs are provided on-site for deposition and trial skills generally.
- Attendance at local bar and legal service providers’ CLE and training programs.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are invited to participate in pro bono work during their tenure at the firm. They assist with legal research in ongoing pro bono matters, and are invited to attend hearings and meetings in pro bono cases that may take place over the summer.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
- The firm has proudly supported the Howard University School of Law Institute of Intellectual Property and Social Justice (IIPSJ) for ten years. Finnegan partners with Howard to present the annual IIPSJ conference. This program, which is co-chaired by a Finnegan partner, also includes other Finnegan partners that present at different sessions throughout the two-day conference. In addition, Finnegan’s attorneys have taught an advanced patent law and social engineering course as part of the law school’s curriculum since 2003. We also teach an introduction to patent law class at the law school, and an intellectual property class at Howard’s undergraduate engineering school.
- In 2013, Finnegan attorneys donated a combined 5,692 hours to represent veterans at the U.S. Court of Appeals for Veterans Claims and the Court of Appeals for the Federal Circuit. The firm was awarded attorneys fees in a large number of cases by the courts, and in turn donated those fee awards to charitable organizations serving veterans and their families. The firm donated over $372,100 to veterans’ charities around the nation, including the Disabled American Veterans, Fisher House Foundation, National Veterans Legal Services Program, Shepherd Center Foundation and USO of Metropolitan Washington.
- In 2013, five Finnegan attorneys joined with the American Bar Association (ABA) to publish the Veterans Appeals Guidebook: Representing Veterans in the U.S. Court of Appeals for Veterans Claims. The publication addresses the basics of veterans-related appeals to the U.S. Court of Appeals for Veterans Claims (CAVC), including jurisdiction issues, and the process from pre-briefing through post-briefing.
- The Finnegan Diversity Scholarship, established in 2003, includes a monetary award for tuition and law school fees, as well as an offer to join the firm’s summer associate program. To date, the firm has hired 27 summer associates and has awarded nearly $285,000 via our Diversity Scholarship program.
- For more than 20 years, Finnegan has hosted the finals of the International Trademark Association’s (INTA) Lefkowitz Moot Court Competition. The competition honors Saul Lefkowitz, longtime Chairman of the TTAB and former of counsel to the firm. Regularly attracting teams from more than 80 law schools around the country, the competition has become a signature event for INTA.
- The Finnegan Prize Competition is an intellectual property writing competition open to all students enrolled in the George Washington University Law School. The prizes consist of cash awards of $5,000 for first place; $2,000 for second place; and $1,000 for third place. To receive the Finnegan Prize a paper must be of publishable quality and make a significant contribution to the theory and practice of intellectual property law.
- Finnegan provides financial support to a number of direct legal services providers dedicated to meeting the unmet needs of the poor in our community.
- Finnegan coordinates a program with the George Washington University Law School under which students are paired with Finnegan lawyers representing veterans in appeals to the Court of Appeals for Veterans Claims.
Students have the opportunity to draft pleadings and potentially participate in oral argument.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Our firm offers a variety of opportunities for our attorneys to volunteer in their communities. Some examples include the Salvation Army Angel Tree Gift Drive; numerous community food and clothing drives; efforts on behalf of abused and neglected children; Habitat for Humanity; local Earth Day environmental activities; benefits for the Children’s National Medical Center; fundraisers for the American Cancer Society; the Susan G. Komen Race for the Cure; tutoring at The SEED School of Washington, DC; and sponsorship of the Science Club for Girls.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- On August 13, 2013, the Disabled American Veterans (DAV) presented Finnegan with the Exceptional Donor Award in recognition of extraordinary generosity to the DAV National Service Foundation. Finnegan is the first recipient of the award, and is the first donor, corporate or individual, to exceed $1 million in lifetime giving.
- On Friday June 14, 2013, the Fisher House Foundation presented Finnegan with the Fisher House Patriot Award. Established in 2002, the award recognizes the extraordinary efforts of individuals and organizations supporting the quality of life of military service men, women, and their families.
- In 2012, the Federal Circuit Bar Association honored Finnegan partner John D. Livingstone with a Pro Bono Leadership Award for his pro bono services.
- On November 8, 2012, the National Veterans Legal Services Program honored Finnegan pro bono counsel Ronald L. Smith with the Daniel K. Inouye Award for extraordinary national service in support of veterans, service members, and their families in recognition of Ron’s lifelong dedication and commitment to helping veterans and their families.

Please add any additional information about your firm’s pro bono program.

At Finnegan, pro bono representation is regarded as an important part of professional development. It presents a great opportunity to fill a need in the community while sharpening and diversifying a lawyer’s skills. Further, we also believe pro bono is for the good of our clients, our lawyers and staff, and our community.

That is why our involvement is as varied and diverse as the professionals at our firm. We don’t restrict programs to just a few that senior management deems worthy. We let our professionals tell us what is important to them and where they feel they can best put their passion and expertise to good use. More than 40 percent of our lawyers are actively engaged in pro bono activities. Finnegan credits 80 hours a year towards our attorneys’ billable hours goal. For those who choose more involved pro bono work such as litigation, the additional hours are rewarded and credited toward merit bonuses.

Some may think that a firm focusing solely on intellectual property is limited in the type of pro bono work it can take on. The exact opposite is true. Finnegan’s IP professionals are intellectually curious, talented individuals who enjoy new challenges. We handle highly complex “bet-the-company” IP matters for some of the world’s largest companies and organizations, and we bring the same level of focus, skill, and commitment to achieve the best possible outcomes in the pro bono matters we undertake. The results are highly rewarding. Our lawyers sharpen their skills by litigating criminal and civil cases, negotiating agreements and settlements, and working hand-in-hand with community non-profit organizations to address their constituencies’ legal issues. We help artists, children, the elderly, veterans, the homeless, and other groups in need that might not be heard without out assistance.
THE STATS
No. of Attorneys: 372
No. of Offices: 12
President, Chief Executive Officer: Peter J. Devlin
Hiring Partner(s): Roger A. Denning

EMPLOYMENT CONTACT
Kelly Mixon Morgan
Director of Attorney Hiring
Phone: (214) 747-5070
Email: Morgan@fr.com
Careers website: www.fr.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

We have a firm-wide Pro Bono Chair who is an equity principal and spends less than half of his time in his role as Pro Bono Chair. We have a Pro Bono Manager who spends 100% of her time managing and coordinating the program on a national level. We have a Pro Bono committee comprised of a principal from each of Fish & Richardson P.C.'s 11 domestic offices who are tasked with seeking out and publicizing local pro bono opportunities. They spend less than half of their time in this role.

Please provide the primary pro bono contact(s)'s information below.

Lawrence K. Kolodney
Principal, Chair of Pro Bono Committee
Phone: (617) 521-7003
Email: kolodney@fr.com

Katie Niejadlik
Firm-wide Pro Bono Manager
Phone: (212) 641-2211
Email: niejadlik@fr.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

The committee communicates by email on an as-needed basis.

Please describe the composition of the committee.

The committee consists of one principal from each domestic office who is tasked with building relationships with local pro bono organizations and with seeking out and publicizing individual pro bono matters. The firm-wide pro bono manager also sits on the committee.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Proposed pro bono matters will generally be approved if the matter falls within the Pro Bono Institute's Law Firm Pro Bono Challenge definition of pro bono work, there is attorney interest in handling the matter, and the firm has adequate capacity to handle the matter. A matter is submitted for review through the firm's conflicts system. Once any professional or business conflicts are cleared, the matter is reviewed by the firm's Pro Bono chair to determine whether it falls within the definition.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Civil rights, Community economic development, Consumer law and small claims court, Death penalty defense, Domestic violence, Education, Elder law, Employment, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Habeas Corpus, Homeless advocacy, Immigration, Individual intellectual property including pro bono patent prosecution, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners' rights, The arts and historic preservation, Veterans' benefits/appeals, Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- United States Patent and Trademark Office/Federal Circuit Bar Association Inventors Assistance Pro Bono Program
- The Children's Law Center
- Political Asylum/Immigration Representation ("PAIR") Project
- Volunteer Legal Services of Central Texas
- Western Center on Law and Poverty
- Kids in Need of Defense ("KIND")
- California Lawyers for the Arts
- MFY Legal Services
- American Bar Association Death Penalty Representation Project
- Start Small Think Big

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Fish’s patent pro bono practice has seen a five-fold increase in participation since calendar year 2012. The growth is
attributed to Fish’s involvement with the Federal Circuit Bar Association’s PTO Pro Bono Program, formally launched in late 2012 after a successful pilot program in Minnesota (in which Fish played a pivotal role, obtaining the program’s 1st patent on behalf of our pro bono client). Fish represented 26 low-income inventors in 2013, prosecuting patents for inventions such as a customized hair comb to provide relief for women with cornrows; a chin-controlled joystick for controlling remote control cars (conceived after a family friend was left paralyzed after a tragic accident); and a portable hammock designed specifically for truck drivers assigned to long routes with little access to comfortable sleeping accommodations. Fish’s patent group has found this work to be greatly rewarding, and has broken down barriers for patent prosecutors to engage in pro bono work.

- In 2013, Fish & Richardson dedicated substantial pro bono hours and firm resources towards representation of prisoners on death row. Since beginning its work on death penalty cases in 2008, Fish has developed an in-house expertise, contributing over 10,000 hours representing death row inmates. In 2013, Fish attorneys worked on three active death penalty litigations. Fish represents a CA inmate on his habeas appeal; his petition was filed in June of 2013. We investigated facts pertaining to homicide charges with which our client was charged, but also to a separate, then-unadjudicated homicide introduced as aggrivating evidence during the penalty phase. We represent a second inmate on his death penalty appeal to Mississippi; petitions for certiorari and rehearing were denied in 1997, and the client’s post-conviction relief petition was denied in 2001. Execution is stayed pending the outcome of an Atkins hearing appeal (the hearing was held in Feb to evaluate psychological and IQ competence; our client was found not retarded). The Mississippi Supreme Court unanimously granted Fish’s PCR motion based on DNA evidence; DNA testing commenced in 2013. Fish also represents an Arizona inmate on his state PCR proceeding. Fish is focusing on ineffective assistance of counsel and is working with mitigation specialists in preparation for filing of the client’s state habeas petition in 2014.

- Fish handles family law matters in several of our offices working with a variety of organizations, representing low income clients in guardianship and adoption matters, matrimonial cases, will preparation and advance directives, and other family law matters.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Fish is co-counsel with Western Center on Law & Poverty in San Diego on an investigation into San Diego County’s application process & eligibility criteria for General Relief. General Relief is a county-funded, state mandated benefit in California that provides nominal cash assistance under Welfare and Institutions law. “Employable” people can receive General Relief up to 3 months a year; “incapacitated” people, 12 months a year. WCLP & Disability Rights CA allege that General Relief poses illegal application barriers; it is difficult to qualify for in San Diego. A complex income test and low asset threshold ($) prevents thousands of needy people from receiving it. Fish, in partnership with WCLP and Disability Rights CA, has led the fact investigation effort, conducting outreach to witnesses at General Relief offices and service providers, gathering declarations and retaining clients for anticipated class action litigation. Negotiations with the potential plaintiff, San Diego County, began in fall 2013. If no resolution is made, a complaint will be filed in 2014.

- Fish represents an inmate on his state habeas appeal to the Georgia Supreme Court. Our client has been incarcerated since 1999 after a gang shooting. The central issue is ineffective assistance of counsel. His court-appointed trial lawyer was a drug abuser who was disbarred & later died; he misled our client on the mandatory life sentence he faced & failed to give him his plea offer. The case went up to the Georgia Supreme Court and was affirmed in May 2005, because the Court had no fact record upon which to consider ruling in our client’s favor. Fish was appointed in 2008 and led a new fact investigation, developed a new case strategy, engaged in discovery, conducted a mini-trial & completed probable cause briefing before the Supreme Court. In 2012, our client’s application for cert. of probable cause was granted by the Georgia Supreme Court. A hearing was held in late 2012; the Georgia Supreme Court denied the petition. Fish then filed a Federal Habeas petition. In July 2013, the United States District Court for the Middle District of Georgia invited full briefing, yet another substantial victory for our client and team. Fish filed its 200 page brief in September and a reply brief in late December of 2013.

- In 2013, Fish attorneys litigated on behalf of a national nonprofit organization whose mission is to leverage technology to increase access to justice for the millions of poor people who face legal problems each year without legal representation. This organization works in close partnership with nonprofit legal service organizations across the United States and Canada, supporting innovative and effective use of technology by the nonprofit sector, increasing participation by pro bono attorneys, and facilitating collaborations among nonprofit legal organizations and advocates working on similar issues or in the same region. A pro bono client of the firm since 2009, Fish has done extensive trademark work for this organization, handling over 55 trademark enforcement and prosecution matters. In February of 2012, Fish filed an In Rem complaint in the Eastern District of Virginia on behalf of our client’s subsidiary program, an online resource that helps low and moderate-income people find free legal aid programs in their communities, answers to questions about their legal rights, court information, links to social service agencies, and more. This resource was built and is maintained in partnership with hundreds of legal aid, pro bono, and court based programs across the country. The New York affiliate of the subsidiary, our complaint alleged, was a victim of cybersquatting. Fish filed the complaint in February 2013, alleging a violation of the Anticybersquatting Consumer Protection Act. After negotiations with the cybersquatter, the parties negotiated a settlement favorable to our client, resulting in a dismissal of the E.D.V.A. action and a resolution to the matter. This victory enabled our client to re-brand and re-launch the new local subsidiary website.
BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 10,267
Total number of pro bono hours in 2013: 13,859

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 372
Number of attorneys as of December 31, 2013: 372

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 28
Average number of hours per attorney in 2013: 41

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
200 hours is the presumptive limit. Extensions beyond 200 hours are authorized for appropriate matters on a case-by-case basis by the Firm-wide Pro Bono Chair and the attorney’s Practice Group Leader.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm encourages and pays for training offered by legal services organizations and continuing legal education in areas of pro bono representation.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 219
2013: 318

Average hours per summer associate spent on pro bono work
2012: 8
2013: 11

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 28%
2013: 29%
For many of the students, the trip to Space Camp is their first experience flying in an airplane and seeing a different part of the country. Meals, spending money, and a flight spacesuit to take home are all new to them. For the winners, the benefits are even more significant. The Scholarship Program is one of the ways we can get children excited about the fields of math, science, and technology. Scholarship winners receive full tuition to Space Camp, roundtrip airfare, sleeping accommodations for themselves and their chaperones, meals, spending money, and a flight spacesuit to take home. For many of the students, the trip to Space Camp is their first experience flying in an airplane and seeing a different part of the United States. We have sent more than 1,100 children to Space Camp through this program.

Fish also supports the Boston and New York City chapters of the Urban Debate League. The New York City Urban Debate League is a program that empowers underserved students while immersing them in public speaking, research techniques, civics, law and ethnic studies. Attorneys and staff members from both offices volunteered as judges at the Boston and New York City Urban Debate League City Championships. Each domestic office provides local volunteer opportunities in the community; we have worked with the Pajama Program, the American Red Cross, and a variety of other local organizations.

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are encouraged to work on existing pro bono matters with the firm’s attorneys.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Fish has a lawyer-on-loan program, which provides an opportunity for Fish attorneys to serve as temporary full-time prosecutors, for periods of up to six months, in local district attorney offices.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The firm supports and sponsors science fairs in Massachusetts, San Diego, and the Twin Cities, including offering pro bono patent prosecution for the winners of the science fairs. For the Massachusetts Science Fair, we award the top two most patentable inventions and write free patent applications for them.

Since 1999, each summer Fish & Richardson sponsors three middle school students from each of the U.S. cities in which we have offices at NASA Space Camp in Huntsville, AL. The goal of our Space Camp Scholarship Program is to get children excited about the fields of math, science, and technology. Scholarship winners receive full tuition to Space Camp, roundtrip airfare, sleeping accommodations for themselves and their chaperones, meals, spending money, and a flight spacesuit to take home. For many of the students, the trip to Space Camp is their first experience flying in an airplane and seeing a different part of the United States. We have sent more than 130 children to Space Camp through this program.

Fish also supports the Boston and New York City chapters of the Urban Debate League. The New York City Urban Debate League is a program that empowers underserved students while immersing them in public speaking, research techniques, civics, law and ethnic studies. Attorneys and staff members from both offices volunteered as judges at the Boston and New York City Urban Debate League City Championships.

Each domestic office provides local volunteer opportunities in the community; we have worked with the Pajama Program, the American Red Cross, and a variety of other local organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

• The American Bar Association Death Penalty Representation Project named Fish & Richardson a recipient of the 2012 Exceptional Service Award for our commitment and dedication to the representation of prisoners on death row. Since taking on our first death penalty pro bono matter in 2008, Fish attorneys have developed an in-house expertise in death penalty representation and are currently handling three active litigations staffed across five of domestic offices.

• CLA Artistic License Award: The Board of Directors for California Lawyers for the Arts established the Artistic License Awards in 2008 to recognize persons and organizations whom have mastered their arts (intended in the broadest possible sense) in extraordinary ways for the communities they serve. CA Lawyers for the Arts has named Fish its 2014 recipient in recognition of the outstanding pro bono legal service we have provided to patent pro bono clients referred through the California Inventors Assistance Program, as well as the firm’s leadership with the expansion of the USPTO pro bono patent program.

• Whitney Reichel, a principal in Fish & Richardson’s Washington, DC, office, received the 2014 Outstanding Pro Bono Service Award from the Political Asylum/Immigration Representation Project, a Boston-based pro bono partner.

• Several Fish attorneys were honored by various regional bar associations for their commitment to pro bono work in 2013:


  • Pro Bono College of the State Bar of Texas: Jim Babineau, Ryan McCarthy, David Hoffman, Michael Henry, Kevin Gray, and John Lane

  • Empire State Counsel Program: Kristen McCallion, John Pegram, Tony Zhang, Ron Vogel, and Sean Grygiel.

  • North Star Lawyers: Nicholas Stephens, Conrad Gosen, John Dragseth, Matt Samuel

  • Capitol Pro Bono Honor Roll: Christopher Ma, Nick Jepsen, Tim Riffe, Franceska Schroeder, David Jordan, Jay Newman, Terry Mahn

Please add any additional information about your firm’s pro bono program.

At Fish, we are committed to making pro bono work an integral part of our professional culture, and we strongly encourage...
all of our legal professionals to take on pro bono matters as an integral part of their professional lives. We back up this commitment by providing our attorneys with full hours credit for approved pro bono matters, and by assigning a principal-level attorney in each of our U.S. offices with the task of seeking out and publicizing local pro bono opportunities.

Last year, Fish attorneys donated over 13,000 pro bono hours representing clients in need of legal representation. On average, Fish lawyers spend 40 hours a year on pro bono matters. Our efforts have resulted in significant and meaningful gains for our clients, from securing asylum from a persecuted refugee, to obtaining citizenship for immigrant children fleeing abuse and violence in their home country, to preserving intellectual property rights for income-qualifying artists, inventors, and nonprofit organizations. At a time when funding for legal services and access to justice for low-income individuals are at an all-time low, the volunteer work done by Fish’s attorneys is critically important in providing access to justice.

We are a member firm of the Pro Bono Institute (PBI), and in selecting matters for pro bono representation, we are guided by the PBI’s definition of pro bono legal work, which emphasizes the provision of legal services to persons and nonprofit organizations with limited means, and the protection of important civil and public rights.
Seaport West
155 Seaport Boulevard
Boston, MA 02210
Phone: (617) 832-1755
www.foleyhoag.com

LOCATIONS
Boston, MA • Washington, DC • Paris

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• Healthcare • Intellectual Property • International • International Litigation and Arbitration • Investment Management • Labor and Employment • Life Science • Litigation • Professional Services • Technology

THE STATS
No. of Attorneys: 220
No. of Offices: 3
Co-Managing Partner: Adam P. Kahn
Co-Managing Partner: William R. Kolb
Hiring Partner(s): Paul Sweeney

EMPLOYMENT CONTACT
Dina Wreede
Director of Legal Recruiting
Phone: (617) 832-7060
Email: dwreede@foleyhoag.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator, Claire Laporte spends less than half of her time on pro bono administration. Pro Bono Managing Attorney, Rebecca Cazabon spends more than half of her time.

Please provide the primary pro bono contact(s)'s information below.

Claire Laporte
Pro Bono Coordinator
Phone: (617) 832-1210
Email: claporte@foleyhoag.com

Rebecca Cazabon
Pro Bono Managing Attorney
Phone: (617) 832-1755
Email: rcazabon@foleyhoag.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Many pro bono matters are referred by legal services agencies or civil rights organizations whose missions coincide with the purposes of the pro bono program. Any lawyer may also submit an application to take on a pro bono project. The pro bono coordinators review these on a case-by-case basis. We sometimes accept direct requests for pro bono assistance.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Greater Boston Legal Services
- One Laptop Per Child, Inc.
- Children’s Law Center of Massachusetts, Inc.
- Lawyers’ Clearinghouse on Affordable Housing and Homelessness
- Lawyers’ Committee for Civil Rights
- Planned Parenthood League of Massachusetts
- Medical-Legal Partnership Boston
- Victim Rights Law Center
- Gay & Lesbian Advocates & Defenders
- Volunteer Lawyers for the Arts

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Foley Hoag’s Domestic Violence and Sexual Assault Advocacy and Prevention Program remains a focus of the firm’s Pro Bono Program. For 24 years, the firm has represented victims of domestic violence and sexual assault. Today, more than forty lawyers and paralegals assist low income victims of domestic violence and sexual assault and the shelters and agencies that serve them. Our work in this area has involved restraining order, sexual assault, immigration, child support, housing, education, and privacy cases. We provide trainings for law firms, legal services agencies, hospitals, and others. We have also drafted and secured the passage of legislation to expand the protections accorded to victims of domestic violence and sexual assault. We have extensive appellate experience in domestic violence cases. Since 2012, we have secured a string of high-profile victories in Massachusetts’ highest courts, including cases in which the courts have articulated basic standards for fair hearings and have affirmed the paramount importance of the victim's safety. The firm has represented over 100 clients in this area since 2012.
- Lawyers at the firm regularly handle political asylum and immigration cases referred by the Political Asylum/
Immigration Representation Project, Greater Boston Legal Services, and Medical Legal Partnership Boston. We currently represent 21 clients seeking political asylum, cancellation of removal, adjustment of status, withholding of deportation, and other types of immigration relief.

• Appellate efforts on behalf of U.S. veterans have been an area of focus for Foley Hoag’s pro bono program. Since 2012, we have represented 12 disabled veterans or their families in the Court of Appeals for Veterans’ Claims. Our clients served in armed conflicts from World War II to Vietnam. Some were also non-combat veterans. In each case, the Veterans’ Administration rejected the veteran’s claim for benefits. These rejections occurred despite the fact that the VA, by statutory mandate, is supposed to help veterans obtain all benefits to which they are entitled. We have won every case that has concluded (several are pending). The program is particularly important because access to benefits can prevent impoverishment, homelessness, and further disability.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Working with the ACLU, Foley Hoag filed a petition with the Massachusetts Supreme Judicial Court asking the court to implement a comprehensive remedy for the 40,323 defendants whose convictions were tainted by the criminal actions of a state drug lab chemist. For almost ten years, the chemist fabricated test results, contaminated samples, and forged signatures to cover up her crimes. The petition asked the court to presumptively vacate the defendants’ convictions and shift the burden to prosecutors to determine whether to pursue the cases further. In cases that the state intended to pursue, the state would have six months to resolve the cases by trial or plea, but no conviction could be for a more serious offense than the original conviction, nor any new sentence more severe than the original sentence. The petition is currently pending. The firm has spent close to 600 hours on this case since 2012.

• Foley Hoag secured an important victory affecting domestic violence victims throughout Massachusetts. The firm represented a battered woman who fled from an abusive relationship and sought protection under the Commonwealth’s abuse prevention law, Chapter 209A. Instead of considering what was needed to protect the victim, the lower court devoted equal concern to the rights of the abuser, who was facing criminal prosecution for battering our client. The district court refused to conduct evidentiary hearings so that the defendant would not have to testify and on one occasion reduced the protection to our client without granting an evidentiary hearing. Similarly, the district court granted restraining orders that would be good only for very short periods. And the judge attempted to pressure the parties to transfer the litigation into the Probate and Family Court. After granting our petition for direct appellate review—and such petitions are granted only rarely—the Supreme Judicial Court of Massachusetts (SJC) issued a decision strongly critical of the proceedings in the district court. The decision affirms the rights of victims to have full, fair, and timely hearings and emphasizes that the victim’s safety should be the “exclusive focus” of the proceedings. The SJC noted that it was improper to pressure the parties to take the dispute to a different court, including by issuing very short-duration orders such as those issued by the district court in our case.

• Foley Hoag successfully defended a young immigrant from being removed (i.e., deported) to a country he had never so much as visited. Our client was born in a refugee camp in Thailand, where his family had fled to escape the Khmer Rouge in Cambodia, and entered the United States at the age of three. After he chose not to contest a criminal charge in Rhode Island state court, the federal immigration authorities sought to remove the client to Cambodia, even though he had never visited that country and was not in touch with any family remaining there. Due to his immigration status upon entering the United States, the client was deemed ineligible for cancellation of removal. Foley Hoag invoked a little-used law that allows Indochinese refugees such as our client to apply for a new green card (effectively giving him a clean immigration record). Foley successfully procured a new green card for our client, which resulted in the termination of his removal proceedings. Since 2012, the firm has spent over 300 hours representing this client.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 24,934
Total number of pro bono hours in 2013: 27,200

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 221
Number of attorneys as of December 31, 2013: 220

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 113
Average number of hours per attorney in 2013: 123

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes
Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

All lawyers are encouraged to attend training programs on various legal subjects offered by legal services referral agencies, including the Children’s Law Center, Volunteer Lawyers’ Project, Women’s Bar Foundation, the Lawyers Clearinghouse on Affordable Housing and Homelessness, Political Asylum and Immigration Representation Project and Boston Bar Association Business Law Pro Bono Project.

In addition, the firm offers extensive training programs in domestic violence prevention, litigation, and corporate work. We also have a nonprofit practice group within the firm that meets regularly to exchange ideas, engage in informal learning, and discuss topics of relevance to that practice.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 716
- 2013: 625

**Average hours per summer associate spent on pro bono work**
- 2012: 40
- 2013: 35

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**
- 2012: 72%
- 2013: 72%

Please provide any additional information about pro bono opportunities available to summer associates.

Foley Hoag summer associates take part in a broad range of assignments for pro bono clients, working alongside lawyers from virtually every department in the firm. They also help domestic violence clients to obtain protective restraining orders against their abusers and assisted in the representation of clients seeking political asylum in the United States. Within the corporate area, summer associates handle a wide variety of assignments for the firm’s nonprofit clients.

Foley Hoag summer associates have the opportunity to volunteer at the Legal Advocacy and Resource Center (LARC), a legal hotline that provides legal information and advice to the general public, with an emphasis on assisting low-income callers. The volunteers interview callers about their legal problems; research legal issues presented; and provide information, referrals, and limited legal advice. Training is provided in housing law, including tenants’ rights, evictions, and housing discrimination.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

In 1997, the firm initiated a program with the Norfolk County District Attorney’s Office in which litigation associates may spend four months working full-time at that office. This program offers an opportunity to serve the public, and it provides litigation associates with substantial trial experience.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list...
any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Individual lawyers have served as bar association officers and section chairs and members of special committees appointed by the Massachusetts Supreme Judicial Court to study gender bias in the courts and to implement the canons of ethics governing clerks of court. Others have participated on bar association task forces addressing court reform, unrepresented litigants, and the use of technology in the courts. Foley Hoag lawyers have served on the advisory group to the federal district court’s Civil Justice Reform Committee, have aided in the reform of the state system of corrections, and served on the Board of Bar Overseers.

- In all but one year in the last ten, a Foley Hoag associate has been selected by the Boston Bar Association to serve in the Boston Bar Association’s Public Interest Leadership Program, which promotes civic engagement and public service by advancing the leadership role of lawyers in service to their community. Nominations for this program are collected from across the Commonwealth, and only lawyers who have demonstrated a commitment to pro bono, public service, and organized bar activities are chosen. Fellows strive to advance the leadership role of lawyers in service to their community, the legal profession, and the Commonwealth of Massachusetts.

- In 1980, we created the Foley Hoag Foundation to combat racism, especially among youth, in the City of Boston. The Foundation awards grants to organizations that work to improve Boston’s racial climate by addressing issues of diversity and race. Since 1981, the Foundation has awarded over 500 grants totaling $1.5 million.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Our lawyers have actively participated in the Discovering Justice/Citizen Schools Mock Trial program, in which attorneys work with a team of sixth- to eighth-grade students from the Boston area for ten weeks to prepare a mock trial that is heard before a federal judge and a mock jury; and in the Citizen Schools’ 8th Grade Academy, which offers attorneys the opportunity to work with Boston-area eighth graders for a year to improve their reading and writing skills.

Foley Hoag has also become involved with the Big Brother/ Sister’s Appleseed Juvenile Court Mentoring Program. This program seeks to match Boston attorneys, law clerks, law students, and law firm administrators and support staff with neglected children or children “in need of supervision” who are referred to the Mentoring Program by the Court.

Foley Hoag is a sponsor of the YWCA Boston’s Health and Wellness Center. This sponsor helps to support the YWCA’s groundbreaking programs such as a program for grandparents raising their children, a program for urban, at-risk youth, and a breast and cervical cancer prevention and education program for under- or uninsured women in the Boston area.

These activities, as well as service on the boards of legal services agencies, charitable organizations, civil rights groups and professional organizations, and leadership at many levels of government, reflect the firm’s strong commitments to the public good.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2012 Awards:

- Massachusetts Supreme Judicial Court’s Pro Bono Recognition Program: The Massachusetts Supreme Judicial Court honored Foley Hoag as part of its Pro Bono Recognition Program for demonstrating an extraordinary commitment to pro bono work by voluntarily assisting vulnerable people of limited financial means with their legal issues.

- Law360 Recognized Foley Hoag as a Top Pro Bono Firm of 2012: Law360’s third annual pro bono firms of the year series recognized 20 firms that committed a significant number of attorney hours and secured major victories in high-profile matters between June 1, 2011, and June 1, 2012.

- American Lawyer Pro Bono Report Ranked Foley Hoag Among Top Firms, Highest Ranked Boston-Based Firm: Foley Hoag was named to The American Lawyer’s report evaluating the pro bono efforts of the top 200 firms identified in its annual “AmLaw 200” listing. The publication ranked Foley Hoag #12, giving it the highest rank of all Boston-based firms.

- The Lawyers’ Committee for Civil Rights and Economic Justice Presents Award to Foley Hoag Associate Amy Senier: The Lawyers’ Committee for Civil Rights and Economic Justice presented Foley Hoag associate Amy Senier with a recognition award for her active pro bono practice.

- Massachusetts Lawyers Weekly Presented “Top Women of Law” Award to Foley Hoag Pro Bono Managing Attorney Rebecca Cazabon: Pro bono managing attorney Rebecca Cazabon was named one of Massachusetts Lawyers Weekly’s “Top Women of Law,” the publication’s annual survey of women lawyers who have demonstrated outstanding accomplishment in private practice, corporate law, and social advocacy.

- The Political Asylum Immigration Representation Project Presented Award to Foley Hoag Associate Amy Senier- Foley Hoag associate Amy Senier received The Political Asylum Immigration Representation Project’s 2012 Outstanding Service Award in recognition of her longstanding commitment to protecting asylum-seekers and immigrants’ rights.

- The Victim Rights Law Center Presented Award to Foley Hoag Associate Tom Ayres: The Victim Rights Law Center presented Foley Hoag associate Tom Ayres with its Shining Star Award for his dedication as a VRLC pro bono attorney.

2013 Awards:

- Massachusetts Supreme Judicial Court’s Pro Bono Recognition Program—The Massachusetts Supreme Judicial Court honored Foley Hoag as part of its Pro Bono Recognition Honor Roll Program for performing as attorneys...
in the finest tradition of the Massachusetts bar by providing significant pro bono legal services for calendar year 2012.

- Vault Ranked Foley Hoag #3 in the Pro Bono Category
- The Massachusetts Association of Criminal Defense Lawyers (MACDL) honored Foley Hoag lawyers Michael Keating, David Kluft, and Dan McFadden with their 2013 President's Award in recognition of their defense of the principle of judicial independence.
- Foley partner Michael Keating received the Lawyer of the Year award from the Frank Murray Inn of Court for service to the court system.
- The Victim Rights Law Center awarded its Shining Star Award to Foley lawyer Eric Haskell for demonstrating an incredible commitment to the VRLC’s pro bono efforts.

2014 Awards:

- Foley partner Andrew Schwartz & alumnus Joshua Pemstein received the Arts & Business Council of Greater Boston’s 2014 Robert B. Fraser Award for Pro Bono Excellence in June 2014.
- Foley associates Kathleen Brill and Kevin J. Conroy were honored by the Lawyers’ Committee for Civil Rights and Economic Justice with their Pro Bono Civil Rights Award in June 2014.
- Foley associate Eric Haskell received the Political Asylum & Immigration Representation Project (PAIR) 2014 Outstanding Achievement Award in June 2014.

Please add any additional information about your firm's pro bono program.

Since its founding, Foley Hoag has had a deep commitment to public and community service. We believe it is every attorney’s professional and ethical responsibility to make sure that our system of justice is open to all persons, regardless of income. Toward this end, Foley Hoag has a large pro bono program that offers a variety of projects covering the spectrum of legal issues. All lawyers at the firm are encouraged to participate in the program and become involved in other civic undertakings as well.

Foley Hoag is a proud signatory to the Pro Bono Institute’s annual Pro Bono Institute’s Law Firm Pro Bono Challenge. We have set for ourselves a goal of devoting to pro bono matters 5 percent of the total time spent on regular billable work—2 percent more than required by the Challenge.

Foley Hoag treats pro bono work just as it does its work for paying clients. We provide the same quality of work and dedicate the same level of supervision, staffing, and effort to pro bono clients as we do to paying clients. Similarly, 100 percent of the time spent on pro bono matters is credited to attorneys (and legal assistants). There is no ceiling on the number of hours a lawyer may devote to pro bono representation, nor is there any ceiling on the credit received by attorneys for such work.

The firm accepts cases from more than 30 legal services and pro bono referral organizations and provides pro bono assistance directly to several dozen non-profit organizations involved in charitable causes; environmental protection; civil rights; protection of women, children, people in the GLBT community and persons with various disabilities; and intellectual property. Foley Hoag’s lawyers are also encouraged to bring pro bono matters to the firm. Such matters have provided us with the opportunity to represent artists’ communities, charter schools, entrepreneurs doing business in inner-city neighborhoods, and a host of other interesting and important clients both large and small.

It is the firm’s goal to engage in a wide variety of pro bono projects, from small matters for individual clients to high-profile impact litigation projects that can achieve systemic social change. Pro bono matters make a big difference in the lives of our clients while providing opportunities for younger lawyers to interact with clients, appear in court, and manage cases from start to finish.

Although we are a Boston-based firm, the lawyers in our DC office also attract and handle a variety of pro bono projects. For example, from our DC office, we worked on a Guantanamo Bay detention case, and we began a series of projects to assist less developed countries with managing, exercising, and protecting their intellectual property rights. While this work originated in our DC office, lawyers from both offices collaborated on it.

In short, Foley Hoag has an impressive pro bono program, and we are proud of all that we have accomplished through it.
FRESHFIELDS BRUCKHAUS DERINGER LLP

601 Lexington Avenue
31st Floor
New York, New York 10022
Phone: (212) 277-4085

LOCATIONS
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MAJOR DEPARTMENTS & PRACTICES
U.S. offices: Antitrust, Competition and Trade • Corporate • Disputes • Finance • Intellectual Property and Information Technology • Tax

THE STATS
No. of Attorneys: 2,500
No. of Offices: 28
Global Managing Partner: David Aitman (Global)
Regional Managing Partner: Adam Siegel (U.S.)
Hiring Partner(s): Jerome Ranawake (U.S.)

EMPLOYMENT CONTACT
Lesley Stumphauzer
Legal Recruiting and Personnel Manager
Phone: 212-230-4674
Email: uslegalrecruiting@freshfields.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
The U.S. Pro Bono effort is led by three associate Pro Bono Directors, two in New York and one in Washington, DC, each of whom spends approximately 10% of their time on pro bono administration.

Please provide the primary pro bono contact(s)’s information below.
Katie Palms
Director of U.S. Pro Bono
Phone: 212-284-4950
Email: katie.palms@freshfields.com

Jonathan Ware
Director of U.S. Pro Bono
Phone: 202-777-4511
Email: jonathan.ware@freshfields.com

Omar Pringle
Director of U.S. Pro Bono
Phone: 212-277-4056
Email: omar.pringle@freshfields.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The Committee is comprised of the Head and three Directors of U.S. Pro Bono, with input from dedicated Pro Bono Partner/Counsel Liaisons as well as all interested partners, associates and staff.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Any associate interested in any matter may take it on as long as there is staffing capacity, the matter clears a standard conflicts check and the matter does not present a reputational risk to the firm.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Civil rights, Community economic development, Disability benefits, Domestic violence, Employment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Immigration, Indigent criminal defense, International human rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Police misconduct, Prisoners’ rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Bankruptcy

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• The Bronx Defenders
• The Legal Aid Society
• Amnesty International
• Physicians for Human Rights
• Coalition Against Trafficking in Women
• Iraqi Refugee Assistance Project
• Save the Children International
• Cyrus R. Vance Center for International Justice
• Office of the Appellate Defender
• Human Rights First

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Lawyers in our New York and Washington, DC litigation and arbitration groups represent former inmates of a correctional facility on Rikers Island, who allege that the New York City Department of Correction failed to provide proper religious accommodations to Muslim inmates in the facility as required under federal law. The claims, pending before the Southern District of New York, have been brought under Section 1983 for violation of the Free Exercise Clause, the federal Religious Land Use and Institutionalized Persons Act, and under the Fourteenth Amendment.
• Lawyers in our New York arbitration and litigation groups, in partnership with the Bronx Defenders, represented clients
in filing a complaint against the City of New York pursuant to 42 U.S.C. § 1983 challenging the unlawful seizure and sale of their vehicles by the New York Police Department. After several months of negotiations, the team concluded a favorable settlement on behalf of their clients.

- Lawyers in our Washington, DC litigation group represented the Domestic Violence Legal Empowerment and Appeals Project in an amicus brief before the Virginia Supreme Court. The case involved Ms. A who was charged with summary contempt of court during a criminal proceeding against her husband. Without representation in court and without the opportunity to respond, the judge ordered her to be jailed for ten days. Later, the appeals court vacated her contempt conviction and held that the district court had violated her due-process rights by denying her a right to respond to the charge against her. On appeal before the Virginia Supreme Court, the immediate question was whether Ms. A procedurally defaulted in her challenge to the conviction by failing to object at the hearing or thereafter. Our team represented DV LEAP in an amicus brief emphasizing the due process issue. DV LEAP’s brief illustrated that holding a non-party witness in summary contempt for alleged perjury is unjustified and threatens to deter victims of domestic abuse from seeking protection from the justice system. The Virginia Supreme Court affirmed the Court of Appeals’ decision on February 2014.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Lawyers in Freshfields’ litigation and international arbitration groups filed an amicus curiae brief in the U.S. Supreme Court in the case Agency for Int’l Dev’t, et al., v. Alliance for Open Soc. Int’l, et al., which was acknowledged by the Solicitor General’s office during Supreme Court oral argument on April 22, 2013. The Freshfields team’s brief was filed on behalf of the Coalition Against Trafficking in Women, Equality Now, and 44 other nongovernmental organizations that provide HIV/AIDS prevention services and other assistance to women, men and children in prostitution. Many of these organizations are led by survivors of prostitution and trafficking. The brief urged the U.S. Supreme Court to reverse the Second Circuit’s affirmation of a preliminary injunction against enforcing the provisions of the U.S. Leadership Act (22 USC. § 7601 et seq.) that require organizations seeking federal funding for HIV/AIDS-prevention programs under the Leadership Act to have or adopt a policy explicitly opposing prostitution. The brief highlights our clients’ experiences with HIV/AIDS-prevention work, and explains how opposing prostitution lies at the heart of any effective program to combat the spread of HIV/AIDS.

- A cross-practice Freshfields New York team is advising the charitable wing of a telecommunications industry association that represents the interests of mobile operators worldwide. Specifically, the Freshfields team is advising on the formation of a U.S. tax-exempt entity to operate an online platform to enable individuals to make donations of SMS text credits to charities and NGOs around the world, and to provide grants and other funding to charities and not-for-profit entities around the world for use by those organizations in advancing their charitable missions.

To date, the Freshfields team has assisted in establishing a corporate entity and preparing such newly-formed entity’s application packet for tax-exempt status under Section 501(c) (3) of the Internal Revenue Code and has advised regarding state charitable solicitation guidelines and registration requirements. Freshfields is also advising with respect to the intellectual property arrangements among the tax-exempt entity and certain of its partners and third-party service providers.

- Attorneys in our New York litigation group, together with co-counsel at the Bronx Defenders, successfully obtained an order of withholding of removal/preventing deportation on behalf of their client, Mr. G, in immigration court. Mr. G, a permanent resident of the United States, pled guilty to the fourth degree possession and sale of marijuana under New York law, a criminal offense. The Freshfields team successfully argued that the record of conviction of the criminal misdemeanor offense would not constitute an aggravated felony under the federal Controlled Substances Act that would statutorily bar Mr. G to remain in the United States. The Department of Homeland Security appealed the Judge’s decision to the Board of Immigration Appeals. Freshfields represented Mr. G on appeal before the BIA, and is waiting for the decision.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 4,268
- **Total number of pro bono hours in 2013:** 9,870

What was the attorney headcount in your firm’s U.S. offices?

- **Number of attorneys as of December 31, 2012:** 150
- **Number of attorneys as of December 31, 2013:** 160

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012:** 28
- **Average number of hours per attorney in 2013:** 62
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm brings in pro bono partner organizations to conduct in-house training sessions for associates, covers the cost of CLE training externally for associates and encourages associates to attend other pro bono trainings where appropriate.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 263
2013: 685

Average hours per summer associate spent on pro bono work
2012: 16
2013: 30

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 50%
2013: 70%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are strongly encouraged to work on any active pro bono matter during their summer internship, and they are also able to bring new matters to the firm.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• Freshfields is an active participant in the Legal Outreach Program, a college preparatory program for underserved high-school students. Freshfields hosts a Legal Outreach group of students for a week each summer, during which students work closely with attorneys and support staff around Freshfields’ global network as part of a mock joint venture exercise. Several Freshfields lawyers go on to serve as mentors to the students throughout their high school experience, coaching them on everything from debate preparation to assisting with college applications. Freshfields attorneys also participate in PALS (Practicing Attorneys for Law Students Program) as mentors, and each summer Freshfields hires one inner city high school student as an intern through the New York City Bar’s Thurgood Marshall internship program.

• Freshfields is a firm sponsor of the ACLU’s LGBT and AIDS Project and participates in the Cornell Law School for Public Service Program. As part of the Cornell program, Freshfields makes a contribution to the Cornell Law School Callbacks for Public Service fund for each Cornell student who forgoes reimbursement for hotel and/or other expenses in connection with a callback interview.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Freshfields has an active Community Investment program that engages the firm’s attorneys and staff in a variety of volunteer opportunities, including working at the food pantry at New York Common Pantry; collaborating with the International Rescue Committee's youth programs in New York City to accompany the kids in their summer program on excursions; and working with National Academy Foundation (NAF) to offer NYC high school students from underserved communities insight into a professional workplace. Freshfields is also hosting one NAF student as a summer intern in its business services departments.

Freshfields also conducts food, backpack, holiday gift, clothing, dental equipment drives on behalf of non profit organizations such as New York Common Pantry and Volunteers of America.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Freshfields was a recipient of a 2013 Pro Bono Publico Award from The Legal Aid Society. In addition, four Freshfields attorneys received individual awards in recognition of their outstanding pro bono service to The Legal Aid Society.

Please add any additional information about your firm’s pro bono program.

Freshfields’ global pro bono program aims: (a) to make an effective and valuable contribution to society; (b) to enhance skills at all levels of the firm; (c) to build connections with commercial clients through pro bono activities; and (d) to attract more employees keen to do pro bono work.

Although the firm encourages and supports pro bono work in diverse and varied areas, Freshfields’ pro bono efforts focus on two principal areas: the rule of law and the Millennium Development Goals. Freshfields actively seeks pro bono work in the areas of (a) human rights; (b) access to justice, (c) providing legal training and support to lawyers in developing countries; (d) reducing poverty (particularly, homelessness, access to finance and micro entrepreneurship); (e) education and child mortality; and (f) promoting gender equality.

Capitalizing on Freshfields’ multijurisdictional, multilingual clients, partners and associates, attorneys in Freshfields’ New York and Washington, DC offices frequently engage in cross-border pro bono efforts with international impact.

Pro bono matters are always staffed to include at least one partner who will provide supervision. The number of associates who will work on a matter depends on the complexity and time commitment of that matter. Paralegals and support staff are also actively encouraged to assist on pro bono matters.
PRO BONO: An Integral Part of Fried Frank’s Culture

We regard pro bono work as an opportunity to give back to our community and shine as lawyers. Our long tradition of pro bono service extends across all of our practices.

At every level, from partner to summer associate, we apply the same exacting standards to pro bono representations as to everything we do.
LOCATIONS
New York, NY • Washington, DC • Frankfurt • Hong Kong • London • Paris • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Antitrust and Competition • Bankruptcy and Restructuring • Corporate (Asset Management, Capital Markets, Corporate Governance, Derivatives, Environmental, Financings, Mergers and Acquisitions, Private Acquisitions and Private Equity, Corporate Real Estate Transactions) • Executive Compensation & Employee Benefits • Intellectual Property and Technology • International Arbitration • International Trade and Investment • Litigation (Antitrust Litigation, Arbitration and Alternative Dispute Resolution, Bankruptcy-Related Litigation, Commercial Litigation, M&A Related-Litigation, Real Estate Litigation, Securities and Shareholder Litigation, Securities Enforcement and Regulation, White Collar Criminal Defense) • Pro Bono • Real Estate • Tax • Trusts and Estates

THE STATS
No. of Attorneys: 450
No. of Offices: 7
Chairman: David Greenwald
Hiring Partner(s): Michelle Gold
David B. Hennes
Steven J. Steinman

EMPLOYMENT CONTACT
Robert O. Edwards
Director of Attorney Recruitment and Development
Phone: (212) 859-8671
Email: robert.edwards@friedfrank.com
Careers website: www.friedfrank.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The program is run by two pro bono counsel who dedicate all of their time on administration and direct client services.

Please provide the primary pro bono contact(s)’s information below.

Jennifer L. Colyer
Special Counsel
Phone: 212-859-8285
Email: jennifer.colyer@friedfrank.com

Karen T. Grisez
Special Counsel
Phone: 202-639-7043
Email: karen.grisez@friedfrank.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

Partners and associates from the New York and Washington, DC offices, and the two pro bono special counsel (one resident in each of those offices).

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

We consider the nature of the client for pro bono program eligibility purposes, and the nature of the matter to ensure that it can be staffed and supervised appropriately.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Human Rights First
- Lawyers Alliance for New York
- Volunteers of Legal Service
- Her Justice (formerly known as InMotion)
- Sanctuary for Families
- CAIR Coalition
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs
- Children’s Law Center
- National Veterans Legal Services Program
- DC Bar Pro Bono Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Fried Frank is well-known for our focus on immigration, both representing individuals and in the policy arena. This past year, we continued to represent people from around the globe seeking lawful status or citizenship in a wide range of applications before the Immigration Courts, Board of Immigration Appeals and U.S. Citizenship and Immigration Services, and represented the ACLU in a matter against U.S. Department of Homeland Security and U.S. Immigration and Customs Enforcement. We also continued our policy work with the ABA Commission on Immigration and other non-profits including Human Rights First, MALDEF, CAIR Coalition, the NYC Bar Association, NYLAG and ProBAR in Texas, focusing especially on due process and access to counsel for immigrants. In May 2014, Immigration Equality presented Fried Frank with a Safe Haven Award. In March 2013, of counsel Robert Juceam received PBI’s Chesterfield Smith Award in recognition of his lifelong commitment to pro bono and impact on immigration law.

- Over the past two years, Fried Frank has continued to increase its transactional pro bono work. For example,
we have taken on several clients referred by the Lawyers Alliance for New York and Start Small Think Big, to provide corporate form and governance advice, advice on formation, finance, leasing and dissolution. In addition, we have held several clinics to provide legal advice on contract, licensing, trademark and other matters to clients of Volunteer Lawyers for the Arts. Through these clinics, our lawyers have advised more than 40 artists on various issues impacting their work.

- Fried Frank represented the American Civil Liberties Union (ACLU) in a victory under the Freedom of Information Act (FOIA) in federal court in New York. In June 2011, we filed a complaint on the ACLU’s behalf against the U.S. Department of Homeland Security and U.S. Immigration and Customs Enforcement (collectively, ICE) about FOIA requests seeking information on immigration detention and ICE’s compliance with regulations governing detention. In September 2012, the parties entered a partial settlement with ICE agreeing to make certain disclosures in the event that it lost summary judgment. On September 9, 2013, Judge Richard Berman ruled for the ACLU on cross-motions for summary judgment, holding that ICE was entitled to none of the exemptions it claimed and that it could not make any of the 34 redactions in its future production to the ACLU. The case is now on appeal.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Fried Frank was co-counsel to a coalition of reproductive health groups and private citizens in a suit against the U.S. Food and Drug Administration (FDA) about Plan B emergency contraception. Much of the work surrounding the case was conducted in prior years. However, on April 4, 2013, U.S. District Judge Edward R. Korman granted summary judgment to the plaintiffs, issuing an unprecedented ruling that the FDA wrongly ignored its own policy on switching drugs from prescription to over-the-counter (OTC) status and must allow unrestricted OTC access to Plan B, its generic equivalents and a newer version of the drug, Plan B One-Step. On May 1, the U.S. Department of Justice (DOJ) announced plans to appeal the April ruling, but on June 11, the DOJ abandoned the appeal, providing a complete victory. The matter received widespread attention from media outlets, including ABC News, Bloomberg, CNN, NBC News, The New York Times, The Wall Street Journal and The Washington Post, among others.

- In 2013, Fried Frank scored a major victory for Bike New York (BNY), a nonprofit organization that promotes bicycling through education, public events and collaboration with community and government partnerships, when NY State Supreme Court Justice Margaret Chan ruled in its favor in a suit against the New York City. A main event for the organization is the Five Boro Bike Tour. For the first time in 35 years, the City classified the tour as a “non-charitable event” and tried to charge BNY U.S.$1 million in permit fees. Our lawyers successfully argued that the event is properly characterized as charitable, securing a permit for the tour with no fee as it had in previous years. As noted in The New York Times, the decision “had been largely expected after a hearing on [April 10] in which [Justice Chan] appeared unconvinced by the city’s arguments for classifying the annual event…as a noncharitable athletic parade. That determination, she wrote, “is unreasonable and cannot be confirmed.”

- On March 26, 2012, Fried Frank filed two important amicus briefs in support of the position of the United States in Arizona v. United States, the case involving the constitutionality of Arizona’s controversial immigration law. One of the briefs was submitted on behalf of 68 members of Congress, including House Minority Leader Nancy Pelosi and civil rights icon John Lewis, as well as the chairpersons of the Congressional Black Caucus, Congressional Hispanic Caucus and Congressional Asian Pacific American Caucus. The second brief was submitted on behalf of the American Bar Association. On June 25, 2012, the United States Supreme Court issued a 5–3 decision in favor of the U.S. government, striking down three major parts of the law (a law making it a crime for an illegal immigrant to work or to seek work in Arizona, a law which authorized state and local officers to arrest people without a warrant if officers have probable cause to believe an individual is an illegal immigrant, and a law that made it a state requirement for immigrants to register with the federal government). The decision likely bears significant implications for other states that have enacted similar laws.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 45,098
Total number of pro bono hours in 2013: 36,951

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 448
Number of attorneys as of December 31, 2013: 421

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 101
Average number of hours per attorney in 2013: 88

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 61–70%
Percentage of attorneys who did pro bono work in 2013: 61–70%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Associates and counsel are required, and partners are encouraged, to record 20 pro bono hours. In the Washington, DC office, lawyers are expected to perform at least 50 hours of pro bono service per year.

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Associates receive training year-round in a wide variety of skills. Those trainings are applicable to pro bono matters as well as to billable matters. In addition, associates who are interested in particular types of pro bono matters are given the opportunity to attend trainings in specific legal areas applicable to those matters throughout the year.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,626
2013: 1,377

Average hours per summer associate spent on pro bono work
2012: 64
2013: 40

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 97%

Please provide any additional information about pro bono opportunities available to summer associates.
Public service is an essential part of our practice at Fried Frank. Summer associates are offered a variety of public interest projects to choose from. Some of the dynamic organizations and programs that we work with include: Sanctuary for Families’ Court Room Advocates Project (CAP), Immigration Equality, Lawyers Alliance of New York, Washington Legal Clinic for the Homeless, Human Rights First and National Law Center on Homelessness & Poverty (NLCHP), and the South Texas Asylum Representation Project (ProBAR).

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
In collaboration with some of the country’s leading advocacy organizations, Fried Frank has created unique programs that effectively bridge the worlds of private law firm litigation and public service law and offer our attorneys pro bono fellowship and externship opportunities. These organizations include the NAACP Legal Defense and Educational Fund, Inc. (LDF), the Mexican-American Legal Defense and Educational Fund (MALDEF), inMotion, the New York Legal Aid Society, and The Constitution Project, among others.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
• The Firm sponsors a Street Law educational program created by New York Law School which brings together economically disadvantaged high school students with law students and
practicing attorneys in an effort to educate the students about how the law affects their daily lives, and inspire the students to focus on their studies and consider a career in the legal profession.

- Fried Frank’s DC office also works with School Without Walls, a non-traditional high school that uses the city as its classroom, participating in citywide mock trial tournaments and organizing other activities including a career day, tutoring program and tours of local courts and historic sites.

- Additionally, the Fried Frank Pre-Law Scholars Program includes partnerships with New York’s Hunter College, to prepare the college’s diverse student body to become competitive law school candidates through intensive LSAT and academic preparation and mentoring programs, and with Just the Beginning Foundation (JTBF), to collaborate on outreach programs for DC-metropolitan area elementary, middle and high school students to expose them to law practice.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Fried Frank participates in various community programs, including the AIDS Walk and Habitat for Humanity. The Firm hosts volunteer days for partners and associates in select departments several times a year with New York Cares and Greater DC Cares. Additionally, the Firm participates in the Career Exploration Program with the Girl Scouts by hosting workplace visits for middle school girls. We also host high school students visiting the Washington, DC area as part of the National Youth Leadership Forum.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Immigration Equality honored Fried Frank with a Safe Haven Award in recognition of the Firm’s efforts to assist the organization in its fight for equality under U.S. immigration law for lesbian, gay, bisexual, transgender, and HIV-positive individuals. (May 2014)

- Fried Frank was once again recognized as a Pro Bono Leader in Washington, DC at the “40 at 50 Judicial Pro Bono Recognition Breakfast,” an event organized by the DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services (April 2014)

- Legal Counsel for the Elderly honored Fried Frank corporate partner Richard Ansbacher, litigation associate Helene Gogadze and tax associate Andrew Penman for their work on a systemic reform project involving access to medical marijuana under Washington, DC’s new law for senior citizens who reside in nursing homes where smoking is prohibited. (April 2014)

- Litigation special counsel Jennifer Coyler received the 2014 Pro Bono Liaison Award presented by Her Justice (l/k/a InMotion), recognizing her as one of the organization’s most active and supportive law firm liaisons. (February 2014)

- The Washington Council of Lawyers (WCL) selected Fried Frank as the recipient of its 2013 Law Firm Award in recognition of the Firm’s commitment to pro bono service and support of WCL’s efforts to promote public interest and pro bono lawyering. (December 2013)

- The Lawyers Alliance for New York has selected tax of counsel Lisa Levy as a 2013 Cornerstone Award recipient for her work on behalf of Beyond the Bricks Project, FoodFight and Multicultural Leadership Program, Inc. (November 2013)

- Law360 selected Fried Frank as a “Pro Bono Firm of 2013.” (September 2013)

- The American Immigration Lawyers Association (AILA) selected Fried Frank of counsel Robert Juceam as the recipient of the 2013 Susan D. Quarles AILA Service Excellence Award. (June 2013)

- Fried Frank was honored for its long-standing support of the Innocence Project at its Annual Gala, “A Celebration of Freedom & Justice.” (April 2013)

- Chesterfield Smith Award, presented by Pro Bono Institute to litigation of counsel Robert Juceam for his lifelong commitment to pro bono immigration work. (March 2013)

- Founders Award, presented by the IDEAL School to Fried Frank, real estate partner Ross Silver and litigation partner Gregg Weiner for real estate and litigation work. (November 2012)

- Pro Bono Publico Awards, presented by The Legal Aid Society to Fried Frank, corporate lawyer Thao Tran and former corporate associate Andrew Idrizovic, in recognition of the Firm’s work on the Legal Aid Society’s Community Development Project. (November 2012)

- Fried Frank was recognized for its commitment to public service at the “40 at 50 Judicial Pro Bono Recognition Breakfast,” an event organized by the DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services. (April 2012)

- Champions of Democracy Award for Election Protection, presented by Common Cause to Fried Frank and former litigation associate Maribel Hernandez-Rivera in recognition of their efforts in organizing a Spanish-language hotline on and before Election Day 2012. (March 2012)

Please add any additional information about your firm’s pro bono program.

**Fried Frank Pro Bono Mission Statement**

Fried Frank’s pro bono program continues the Firm’s long-standing tradition of public service. The Firm’s tradition was apparent as far back as the 1950s, when former partner Colonel George A. Spiegelberg represented an army staff sergeant accused of treason, many believed unfairly, in the landmark case of United States v. Proovoo. It continued into the 1960s when former partner William Josephson was instrumental in founding the Peace Corps, and when the late name partner Sargent Shriver founded the National Center for Poverty Law,
which is now known as the Sargent Shriver National Center for Poverty Law.

This commitment is currently reflected in the wide-ranging pro bono work performed over the years by attorneys, summer associates and legal assistants in such areas as representing indigent individuals accused of crime, assisting microentrepreneurs with finance and real estate issues, representing non-citizens who seek to enter or remain in this country or are threatened with denial of basic civil liberties, working on behalf of veterans to secure much-needed benefits and representing other persons in desperate need of legal assistance.

The Firm’s pro bono program is designed to further several goals. The first, of course, is to provide representation to people of limited means, and to worthy public interest organizations. The program is also there to help each of the Firm’s attorneys fulfill their ethical obligation to provide representation to those in need. In addition, the program is designed to ensure skill development in all areas of practice and foster relationships between partners and associates.

Finally, through the program, the Firm strengthens its ties to various minority communities, which cultivates overall diversity in the Firm. In addition to the many pro bono opportunities that are available at the Firm’s U.S. offices, lawyers in our London, Paris, Frankfurt, Hong Kong, and Shanghai offices are also involved with public service and provide pro bono legal services.

We are proud of our pro bono tradition and the lawyers who help to keep it alive, and expect to be leaders in pro bono in the decades to come.
GIBBONS P.C.

One Gateway Center
Newark, New Jersey 07102
Phone: (973) 596-4555
www.gibbonslaw.com

LOCATIONS
New York, NY • Newark, NJ • Philadelphia, PA • Trenton, NJ • Wilmington, DE

MAJOR DEPARTMENTS & PRACTICES
Business & Commercial Litigation • Corporate • Criminal Defense • Employment & Labor Law • Financial Restructuring and Creditors Rights • Government Affairs • Intellectual Property • Products Liability • Real Property & Environmental

THE STATS
No. of Attorneys: 215
No. of Offices: 5
Chairman and Managing Director of the Firm: Patrick C. Duncan Jr.
Hiring Partner(s): Peter Torcicollo

EMPLOYMENT CONTACT
Peter Torcicollo
Director of Professional Development, Recruiting, Associate Retention, and Lateral Hiring
Phone: (973) 596-4819
Email: ptorcicollo@gibbonslaw.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half their time.

Please provide the primary pro bono contact(s)’s information below.

Lawrence Lustberg
Director of the John J. Gibbons Fellowship in Public Interest and Constitutional Law
Phone: 973-596-4731
Email: llustberg@gibbonslaw.com

Mary Frances Palisano
Pro Bono Coordinator
Phone: 973-596-4553
Email: mpalisano@gibbonslaw.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The Committee comprises one or two attorneys in each of our five offices to oversee the coordination of pro bono programs in their respective offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?

Our pro bono outreach focuses on programs in the communities we serve and have offices and on a few key areas that reflect our longstanding pro bono legacy and values as socially responsible corporate citizens, including: homeless and tenants’ rights advocacy; prisoners’ rights and advocacy for asylum seekers; support for first responders; and support for society’s most under-represented. We have carefully and thoughtfully chosen numerous advocacy organizations and legal aid services with which to partner; these organizations often direct pro bono projects to our Pro Bono Coordinator and include: Volunteer Lawyers for Justice; Essex/Newark Legal Services; Homeless Advocacy Project (HAP); Newark Community Revitalization Inc.; National Veterans Legal Services Program; Wills for Heroes Foundation; Community Health Law Project; Partners For Women and Justice; various city, county, and state bar associations where we have office locations; and many others. Our Pro Bono Coordinator and Chairman and Managing Director must review and approve pro bono opportunities.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• American Civil Liberties Union of New Jersey (ACLU-NJ)
• Center for Constitutional Rights (CCR)
• Garden State Equality
• Homeless Advocacy Project
• Human Rights First
• Legal Services of New Jersey
• National Association for Pregnant Women (NAPW)
• Partners for Women in Justice
• Pro Bono Partnership
• Volunteer Lawyers for Justice

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Gibbons provides broad representation to society’s most under-represented, in areas critical to their health, careers, and lives. Working with the Community Health Law Project,
we handle ADA and Social Security disability cases. We tackle immigration cases for people wishing to emigrate to the U.S., who have included an Olympic-caliber high school runner from Kenya attending St. Benedict's Prep in Newark on a missionary scholarship. Through our work with Partners For Women and Justice and the Rachel Coalition, two nonprofit organizations that represent female victims of domestic violence in northern New Jersey, we handle requests for temporary restraining orders (TROs) on behalf of battered women. Gibbons attorneys meet with the victim immediately upon assignment to discuss amending the TRO if necessary, and appear on her behalf in court. If our client decides to pursue the matter further, we prepare the Final Restraining Order (FRO), which involves gathering evidence and preparing the client and witness for testimony in court. If the domestic violence victim decides against moving forward, we counsel her on how to stay safe and how to seek help if she experiences any form of domestic violence again.

- Gibbons has long been at the forefront of fighting for the constitutional rights threatened by our nation’s war on terrorism. From the outset, we have brought to light various government practices through repeated Freedom of Information Act litigation. In 2013, we continued our longstanding work on a FOIA case on behalf of the ACLU that has revealed much of what we know about the abuses of detainees, including recently filing a motion seeking pertinent photos. As counsel for Mohammed al-Qahtani, one of a very few detainees the government has admitted torturing, we filed and litigated a FOIA case seeking videotapes of our client; we lost in the District Court but the matter is on appeal to the Second Circuit. As part of our representation of a prominent NJ Muslim cleric, Mohammad Qatanani, whose deportation from the U.S. is being sought based upon evidence procured by torture in Israel, we have filed and are awaiting a decision on a FOIA lawsuit seeking records of that treatment.

- Gibbons attorneys handle numerous landlord/tenant disputes on behalf of tenants, given how particularly problematic housing issues are in the various urban areas in which our offices are located. Many tenants do not receive the relief to which they are entitled because they do not know the remedies that are available to them. Some of the more common issues our clients face involve, for example, eviction, security deposit disputes, and property condemnation. Moreover, in the aftermath of Superstorm Sandy, we have been assisting victims with the many legal housing issues that have arisen due to the extensive damage from wind, fire and flood, including landlord/tenant disputes, insurance issues, and problems with contractors through free clinics in the hardest hit areas of New Jersey, such as Atlantic, Bergen, Hudson, Monmouth, and Ocean Counties. We also represent the Hurricane Sandy New Jersey Relief Fund (HSNJRF) in a pro bono housing project in Union Beach, New Jersey, where HSNJRF provided a grant toward the replacement of 15 homes. Our Philadelphia office attorneys are extensively involved in the Homeless Advocacy Project (HAP), a legal aid initiative founded by members of the Philadelphia bar and the homeless services community to provide direct civil legal services to homeless families and individuals; connect homeless clients with needed social services; and advocate for the needs of Philadelphia’s homeless population and promote positive policy changes to address those needs. Every month, HAP conducts eight to 16 legal clinics at shelters and soup kitchens throughout the city, in which Gibbons attorneys are active participants, handling, among many others, Social Security, disability, and landlord/tenant matters.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Gibbons was lead counsel in Garden State Equality v. Dow, in which the Superior Court of NJ declared unconstitutional NJ’s prohibition on same-sex marriage and relegation of lesbian/gay couples to civil unions. We briefed and argued the matter on an expedited basis after the U.S. Supreme Court’s 6/26/13 decision in United States v. Windsor. The Superior Court’s landmark ruling on 9/27/13 was followed by the Court’s denial of a motion to stay its ruling pending appeal to the NJ Supreme Court, which then itself denied a stay, See Garden State Equality v. Dow, 216 N.J. 314 (2013), holding there is “no public interest in depriving a group of New Jersey residents of their constitutional right to equal protection while the appeals process unfolds.” On 10/21/13, same-sex couples in NJ began to marry and the state dropped its appeal; a victory for which we’d been fighting for over a decade was a reality. As a result, New Jersey Law Journal named lead counsel Lawrence Lustberg “Lawyer of the Year.”

- In keeping with our longstanding involvement in cutting-edge immigration issues, we continue our challenge to NJ’s termination of Medicaid benefits for legal aliens who have been present for less than five years, which is now in the NJ Supreme Court. But our most time consuming, resource intensive immigration matter in 2013 was a class action in the matter of Gayle v. Napolitano, No. 312-cv-2806-FLW, pending in U.S. District Court (D-NJ), which challenges on constitutional and statutory grounds the process by which the government detains immigrants who may be removable based on criminal convictions, without providing them adequate notice, allowing them to present arguments supporting a claim to relief from deportation, or creating a record of proceedings that would assure a meaningful right of appeal. We obtained the release of the named plaintiffs this year, but our class action continues, with active, ongoing motion practice, including cross-motions for summary judgment.

- In New Jersey Dept. of Children and Families, Div. of Youth and Family Services v. A.L., 213 N.J. 1 (2013), we represented a large group of maternal and fetal health, public health and drug treatment experts as amici curiae before the NJ Supreme Court challenging a finding of abuse and neglect against a mother who’d used cocaine on one occasion during pregnancy, with no effects on her child at birth; we prevailed. In a related case, we argued that a woman who was prescribed and used methadone during pregnancy to help overcome an existing addiction couldn’t be found to have abused and neglected her unborn child, even if the child went through withdrawal at birth. We successfully argued the NJ Supreme Court should take the case and file a supplemental brief arguing, inter alia, that such a finding, under such circumstances, would discourage addicted pregnant women from seeking medical treatment and engender an
unconstitutional intrusion on mothers-to-be. We are waiting for an argument date from the New Jersey Supreme Court.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

*Total number of pro bono hours in 2012: 13,419*
*Total number of pro bono hours in 2013: 16,475*

What was the attorney headcount in your firm’s U.S. offices?

*Number of attorneys as of December 31, 2012: 230*
*Number of attorneys as of December 31, 2013: 230*

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

*Average number of hours per attorney in 2012: 58*
*Average number of hours per attorney in 2013: 72*

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

*Percentage of attorneys who did pro bono work in 2012: 41–50%*
*Percentage of attorneys who did pro bono work in 2013: 41–50%*

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

1–50

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Since every pro bono matter the firm undertakes is unique, the firm offers specialized training to our attorneys so that they can participate in a variety of pro bono cases, even cases that are outside of their practice area. For example, every year, the firm sponsors a half-day seminar presented by Human Rights First on how to proceed in Asylum pro bono matters. This seminar is not only open to Gibbons attorneys, but to any attorney or law student who may be interested in asylum pro bono cases. Last year, Gibbons invited a representative from Partners for Women and Justice to conduct a training for our attorneys in the representation of domestic violence victims. The firm also provides training on basic estate planning for attorneys participating in Wills for Heroes events.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please provide any additional information about pro bono opportunities available to summer associates.

Gibbons does not have a Summer Associate program.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- New Jersey State Bar Foundation Endowment: Gibbons is the largest law firm donor to the foundation to assist in updating
and redesigning their offices in New Brunswick. The New Jersey Law Center, home to the state’s legal professionals and wide-ranging legal education programs for the public, is undergoing a technological and structural facelift aimed at turning the 20-year-old building into a state-of-the-art facility poised for future advances. The Law Center serves more than 25,000 legal professionals and 15,000 members of the public on-site annually, providing free resources and law-related education programs to the public on such topics as buying and selling a home; special education law; wills and estate planning; estate and federal income tax; Medicare and Medicaid; and landlord-tenant issues. The New Jersey State Bar Foundation shares our long-standing commitment to the state’s legal community and to the training of young attorneys.

- Volunteer Lawyers for Justice (VLJ): Gibbons presented Volunteer Lawyers for Justice with the entire $15,000 in matching funds the organization needed to secure a critical grant to fund ReLeSe. This monetary support is in addition to the Firm’s longstanding partnership providing funding and legal assistance to VLJ.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The Gibbons Cares community outreach platform reflects our position as a proud member of the business communities to which we belong, as well as an employer committed to ongoing educational and professional development, the promotion of women, and the quality of life of our workplace family. Employees throughout the firm are encouraged to lead these efforts and champion causes and organizations, and together we donate our time, energy, and organizational skills to these efforts. The fundraising and activities launched under Gibbons Cares foster a real sense of teamwork and collegiality at the firm; they nurture the enjoyment our people take in each other’s company, combine it with the pride that we have in our firm’s history and achievements, and leverage it to make a lasting positive impact on the community.

As with our pro bono work, we find that partnering with clients on community outreach enhances our client relationships and multiplies the effect of whatever we undertake together. Because we extend the opportunity to participate in so many Gibbons Cares initiatives to people outside of Gibbons itself, we contribute to the ongoing promotion of these organizations and causes; introducing them to sometimes new audiences is a more long-term benefit, with the potential to provide continuous returns.

To maximize impact and avoid dilution of our message and goals, Gibbons Cares targets the firm’s outreach in five distinct areas:

- Helping children, youth, and the next generation of leaders
- Encouraging women in transition
- Alleviating crisis at the region’s food banks
- Gibbons Jeans Days for Charity
- Gibbons Cares Outreach Initiatives

Helping Children, Youth, and the Next Generation of Leaders: Gibbons attorneys and staff strongly believe it is critical to provide children with care and opportunities even at the earliest stages of their lives and education; these will lead to even further opportunities as they progress throughout their lives and in their higher education and professional careers. Gibbons Cares actively supports children’s health initiatives, as well as various educational institutions in our local communities.

Gibbons holds regular baby supplies drives for charitable organizations in New York, New Jersey, and Pennsylvania that focus on mothers and families in need. We were also a proud sponsor of the March of Dimes’ inaugural “Newark March for Babies,” a fundraising walk for the more than half a million babies nationally who are born prematurely each year, including the 14,000 in New Jersey. Premature birth is the most common cause of infant death and permanent disability.

Gibbons remains vested in children and youth throughout the stages of their lives. We hold holiday book drives for schools in our cities, and backpack and school supplies drives to provide the necessary tools for the start of the school year. Our Philadelphia office is active with Philadelphia Futures, a nonprofit educational organization that supports promising urban high school students. Philadelphia Futures seeks to innovate and implement programs that motivate and prepare college-bound students from low-income households, through mentoring, academic enrichment, guidance counseling, and financial incentives.

We also host various internships for students. One such program is the corporate intern program with Christ the King School, through which the firm provides work experience to economically disadvantaged high school students via internships. The firm has hosted five student interns every year since Christ the King School was founded. According to one recent intern, who spent two years gaining experience in various firm departments: “Gibbons has helped me acquire the skills needed in an actual work site, while helping me pay for school. It has opened my eyes to all the possibilities that life may soon have in store for me.”

Since 2008, the firm has hosted a week-long internship for urban students in grades 8 through 12 from the New Jersey Law and Education Empowerment Project. At Gibbons, these students learned about the practice of law and the conduct of legal research and competed in a Moot Courtroom debate before one of the retired judges at the firm. In addition, the firm has offered three-week administrative internships to some of these students.

Gibbons also takes part in the USHAA Fellowship, a partnership with the Hispanic Bar Association of New Jersey and the Center for Hispanic Policy Research and Development, NJ Department of Community Affairs. The fellowship selects some of the nation’s most promising minority scholars and
Gibbons P.C.

exposes them to all aspects of advocacy—legal, legislative, and
community grassroots—through part-time internships with
judges, legislators, and major law firms.
On a lighter note, the firm is an enthusiastic participant in
the annual Fresh Air Fund Softball Tournament, the “Battle
of the Barristers,” a fundraiser for the Greater Newark Fresh
Air Fund, which each summer provides camping and learning
experiences for – inner-city children from the greater
Newark area. Team Gibbons directly impacts the lives of these
children by playing in the “Battle of the Barristers”—win or
lose!
Encouraging Women in Transition: In partnership with the
Gibbons Women’s Initiative, Gibbons Cares assists women
experiencing significant transitions in their lives (for example,
major health- or career-related issues) through organization of
fundraising and other, hands-on outreach activities for groups
focused on these needs. The Women’s Initiative is the vehicle
through which we ensure the recruitment, retention, and
advancement of women here at Gibbons, but we are dedicated
to the notion that strengthening women’s positions should
be broader than a firm-wide goal. Providing opportunities
and alleviating challenges for women, wherever they are, can
strengthen their workplace experiences and facilitate their
advancement. We are actively involved in the “Dress for
Success” initiative, through clothing and accessories drives
that support the economic independence of disadvantaged
women by outfitting them with professional clothing and career
development tools. The firm supports women’s health causes
by fielding teams for fundraising walks, often sponsoring races
as well as covering the registration fees of all Gibbons team
members, employees, and their friends and family alike.
Alleviating Crises at the Region’s Food Banks: Maintaining
adequate inventory has been a tremendous challenge for our
region’s food banks during the economic downturn and slow
recovery. Meanwhile, demand has increased dramatically.
Gibbons employees routinely collect non-perishable items to
deliver to various food banks and soup kitchens in the region;
we have distributed about , pounds (two tons!) of food over
the past five years.
In addition, the firm, through its Women’s Initiative, will
on occasion organize volunteer outings to the Community
FoodBank of New Jersey. On one recent outing, the Gibbons
volunteer team, which also included numerous clients and
colleagues from the Women’s Initiative invitation list, spent
an evening sorting and packing food products for distribution
to some of the , nonprofit organizations the FoodBank
supports, which include emergency food pantries, shelters, and
other group care settings throughout the state. The team also
made monetary and non-perishable food donations.
Gibbons Jeans Days for Charity: One Friday per month,
“Gibbons Cares” by wearing jeans to work! All employees are
invited to participate, paying a very small fee for the “privilege”
of wearing jeans that day, though sometimes, donation of an
item (such as a toy for a toy drive or non-perishable food for
a food drive) is requested in addition to or instead of the fee.
Employees also suggest the charities that are supported by these
232

fundraisers. Jeans Days have proven exceptionally popular
throughout the firm and raise tens of thousands of dollars each
year. A few of the many worthy organizations that our Jeans
Days have supported just in the past two years include:
• Tuesday’s Children: a nonprofit family service organization
that has made a long term commitment to every individual
impacted by the events of September ,  and other
terrorist incidents worldwide
• Operation Quiet Comfort: a national benefit organization
that provides small quilts (’ x ’ finished) to comfort
wounded military personnel
• Cycle for Survival: an indoor team cycling fundraiser that has
raised more than $. million in support of research on rare
cancers at Memorial Sloan-Kettering Cancer Center
• Juvenile Diabetes Research Foundation International:
the worldwide leader in funding research to find better
treatments and a cure for type  diabetes
• Newark NOW: an organization dedicated to equipping
women in the community with all the necessary information,
materials, and tools needed to assure a healthy pregnancy
and post natal experience
• Women In Need (WIN): one of the largest providers of
both shelter and supportive housing to homeless families
throughout New York City each night
• Laurel House: a comprehensive domestic violence agency
serving individuals, families, and communities throughout
Montgomery County, PA
• The Somerset Home for Temporarily Displaced Children:
a nonprofit corporation dedicated to providing a variety of
services to youth and young adults at risk of homelessness or
maltreatment
• Covenant House Pennsylvania: a nonprofit providing a
continuum of services for homeless, runaway, and trafficked
youth with absolute respect and unconditional love. youth
in need, Covenant House Pennsylvania is the largest private
child welfare agency in the Delaware Valley
• Girls Educational and Mentoring Services’ (GEMS): an
organization dedicated to empowering girls and young
women who have experienced commercial sexual exploitation
and domestic trafficking to exit the commercial sex industry
In addition to much-needed dollars, Gibbons Jeans Days have
delivered to an array of charities in the past five years, among
many other items: five cartons of toiletries for young girls in
need; more than  men’s suits to assist the unemployed in
reentering the workforce; more than  prom dresses and
accessories for young women; and  pairs of pajamas for needy
children.

Please list any special recognition or awards your ﬁrm has won
since 2012 for its pro bono work.

• Lawrence S. Lustberg named New Jersey Law Journal Lawyer
of the Year  and to The Star-Ledger Inside Jersey’s “+
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Club for his successful efforts in overturning the ban on same-sex marriage in NJ.

- Gibbons honored for its "Impactful Good Works" by the Commerce and Industry Association of New Jersey (CIANJ).

2013

- Volunteer Lawyers for Justice (VLJ) honored Gibbons with its "Heroes of Sandy" Pro-Bono Service Award.
- Gibbons earned the Ann Klein Advocate Award from The Community Health Law Project.
- Gibbons earned a ranking of 63rd nationwide from The American Lawyer for its pro bono achievements.

2012

- Law360 named Gibbons one of its “Pro Bono Firms of 2012.”
- Gibbons earned a ranking of 64th nationwide from The American Lawyer for its pro bono achievements.
- New Jersey Law Journal ranked Gibbons second in the state by for its pro bono program.
- The New Jersey State Bar Association (NJSBA) has selected Gibbons to receive one of its 2012 Pro Bono Awards.

Please add any additional information about your firm’s pro bono program.

Maintaining an innovative, successful charitable program, while often a challenge, has proven critical as the urgent need for charitable assistance has increased in recent years. At Gibbons, we have determined creative ways to sustain levels of commitment that reflect the promise, dedication, and heartfelt intentions of our personnel. Through our dedicated community outreach and pro bono program (Gibbons Cares), the firm donates more than $1 million annually, as well as extensive volunteer service, in support of those communities in which the firm has offices. Community outreach and corporate responsibility are firm-wide values, and Gibbons Cares encourages employee feedback and project leadership, fostering the sense of teamwork necessary to achieve exceptional results. And while we are committed to the philosophy of "doing good while doing well," we are lucky enough to have clients who share that philosophy, and we are proud to partner with them on many of our pro bono and outreach projects.

Through our two highly regarded, active pro bono programs (the Gibbons Cares pro bono platform and the John J. Gibbons Fellowship in Public Interest and Constitutional Law) Gibbons attorneys tackle issues of national and statewide magnitude while simultaneously devoting serious volunteer attention to our local communities. Recently, we have significantly expanded our longstanding pro bono commitment, with the number of pro bono matters opened reaching new heights, along with the number of firm attorneys dedicating more than 20 hours a year to pro bono work. Also, the firm presented Volunteer Lawyers for Justice (VLJ) with the entire $15,000 in matching funds the organization needed to secure a critical grant from the Victoria Foundation.

With more and more companies integrating pro bono programs into their business plans, Gibbons attorneys have also been excited to partner with a number of our clients on various innovative, meaningful projects. While we have long accepted volunteer federal and state court appointments in criminal, family, immigration, probate, and virtually every other aspect of the law, we have recently begun to explore how undertaking these projects with clients cultivates our client relationships while strengthening our attorneys' general morale and professional development.

Long-Term Endowments

- The John J. Gibbons Fellowship in Public Interest and Constitutional Law: One of the firm’s most significant contributions has been the creation and full funding of the John J. Gibbons Fellowship in Public Interest and Constitutional Law. The highly celebrated, longstanding Gibbons Fellowship undertakes significant public interest and constitutional law projects and litigation on a pro bono basis. Unlike traditional legal services projects or law firm pro bono programs, the Fellowship program is able to tackle a huge range of public interest issues of major importance and provide the resources and continuity of personnel to pursue projects to conclusion.
- The Fellowship plays a critical role in a wide range of cases presenting issues of cutting-edge legal importance and broad significance to the public, focusing most closely on cases relating to same-sex marriage equality, the Freedom of Information Act, educational equity, family law, urban redevelopment, immigration; reproductive freedom; welfare reform; affordable housing, and prisoners’ rights, as well as the death penalty and military detention, the subjects of the most high-profile recent cases in which the Fellowship has been involved: the abolition of the death penalty in New Jersey and the historic U.S. Supreme Court decision in Rasul v. Bush, in favor of the Guantanamo Bay detainees.
- The Gibbons Institute of Law, Science and Technology: In 2007, Gibbons donated $1 million to Seton Hall University School of Law to endow the Gibbons Institute of Law, Science and Technology, designed to train students and professionals in intellectual property law to better meet the needs of industries facing cutting-edge technological and associated legal challenges. The Institute facilitates Seton Hall’s launch of an LL.M. degree in intellectual property law, expands the reach of its J.D. and M.S.J. degrees, and engages the local bar with continuing education programs and networking opportunities.
- Newark Arts Institutions: The firm and its attorneys remain deeply involved with many of the city’s arts institutions, such as the New Jersey Symphony Orchestra and the New Jersey Performing Arts Center, for which Patrick C. Dunigan Jr., Chairman and Managing Director of the firm, serves on the Board of Directors. Firm Director Michael R. Griffinger has been involved with NJPAC from its very beginning and takes his ongoing fundraising role so seriously that he has literally climbed mountains for the organization. In 2008, at the age of 72, he climbed Mt. Kilimanjaro, raising funds per foot (19,340), with all the proceeds going to support The Campaign for NJPAC. In all, the effort raised more than $220,000, much of which was contributed by employees or friends of Gibbons.
GIBSON DUNN & CRUTCHER LLP

333 South Grand Avenue
Suite 4600
Los Angeles, California 90071
Phone: (213) 229-7560
www.gibsondunn.com

LOCATIONS
Century City, CA • Dallas, TX • Denver, CO • Irvine, CA • Los Angeles, CA • New York, NY • Palo Alto, CA • San Francisco, CA • Washington, DC • Beijing • Brussels • Dubai • Hong Kong • London • Munich • Paris • São Paulo, Singapore

THE STATS
No. of Attorneys: 1260
No. of Offices: 18
Managing Partner: Kenneth Doran
Hiring Partner(s): Steven E. Sletten

EMPLOYMENT CONTACT
Lesley Ripley
Chief Recruiting Officer
Phone: (213) 229-7273
Email: ripley@gibsondunn.com

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WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

Each office has a partner who is designated as the office pro bono partner. Additionally, the firm has a Pro Bono Chair, who chairs the firm’s Pro Bono Committee, and a Director of Pro Bono.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Pro Bono Chair and other Pro Bono Coordinators spend less than half of their time on pro bono work and/or administering the firm’s pro bono program. The Director of Pro Bono spends her full time on pro bono work and/or administering the firm’s pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Scott Edelman
Pro Bono Chair
Phone: (310) 557-8061
Email: sedelman@gibsondunn.com

Katie Marquart
Director of Pro Bono
Phone: (213) 229-7560
Email: kmarquart@gibsondunn.com

Does the firm have a pro bono committee?  
Yes

How often does the committee meet?  
Quarterly

Please describe the composition of the committee.  
The committee is comprised of a partner and, in some cases, an associate from each office.

THE SCOOP

Does your firm have a pro bono policy?  
Yes

Can associates bring pro bono matters of interest to the firm?  
Yes

How does the firm decide whether to take on a pro bono matter?  
Pro bono matters are treated like billable matters in that the matter and the organization need to pass conflicts. Once that occurs, the associate must obtain approval from the office pro bono coordinators and find a supervising partner.

Has the firm signed on to the Law Firm Pro Bono Challenge?  
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?  
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Public Counsel
• The Urban Justice Center
• Bet Tzedek Legal Services
• The Lawyers’ Committee for Civil Rights Under Law
• Ninth Circuit Court of Appeals Pro Bono
• Acumen Fund, Inc.
• Legal Aid Society
• Children’s Law Center
• Lawyers Without Borders
• The Alliance for Children’s Rights

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Gibson Dunn is proud to have been able to provide pro bono legal services and counsel to the San Francisco Child Abuse Prevention Center in its efforts to launch its newest initiative: the Children’s Advocacy Center of San Francisco (CAC). The CAC, which recently opened its doors and is celebrating its grand opening on February 26, 2014, provides (for the first time ever in San Francisco) a best-in-class multidisciplinary response to incidents of child abuse in a single setting. Gibson Dunn helped make this work possible by, among
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- One of the most notable projects of 2013, involved an innovative challenge to what appeared to be the improper and systematic denial of Social Security benefits to deserving claimants in the New York area. After analyzing the denials, the team filed a lawsuit that alleged that the five ALJs, located in the Queens Office of Disability Adjudication and Review, were systematically biased against claimants for disability benefits, were ignoring evidence that supported benefits awards, had bullied and sought to demean disabled claimants, and refused to follow instructions from higher courts. The 103-page complaint provided detailed evidence of unprofessional conduct by these five ALJs. On October 18, 2013, the Honorable Carol Bagley Amon of the U.S. District Court in the Eastern District of New York issued a decision and order approving the terms of a groundbreaking settlement agreement that provides relief to thousands of disabled New Yorkers who were denied full and fair hearings on their claims for Social Security Disability benefits by five administrative law judges (“ALJs”), in a case brought by Gibson Dunn. The settlement agreement, which was approved by the Social Security Administration, ensures new hearings for at least 4,000 claimants, and also provides for retraining, recertification, and monitoring of the five ALJs. Judge Amon’s approval followed fairness hearings held on July 24, 2013, and September 16, 2013, at which numerous potential class members addressed the Court in support of the settlement.

- On Thursday, March 20, 2014, a team of six Gibson Dunn attorneys presented at the United Nations in New York City on global anti-human trafficking efforts. The Gibson Dunn presentation was part of the 58th Session of the United Nations Commission on the Status of Women. The six presenters combined prepared talking points with an interactive exercise aimed at educating the audience and providing them with a mechanism for educating their own communities about human trafficking. The presentation addressed the identification of human trafficking victims, investigation and interview tactics, and tools for aggressively prosecuting human traffickers. It also provided insight on trends and current issues relating to human trafficking efforts.

- Gibson Dunn secured a complete win for AIDS policy advocate and expert Richard Jefferys in his defense of a highly-publicized defamation lawsuit brought by the journalist Celia Farber, who writes sympathetically about those who argue that HIV is not the cause of AIDS. After Jefferys learned that Farber and a scientist she interviewed were going to receive an award for their work, he sent a comment to the award’s presenters calling Farber and the scientist out as “liars” who had repeatedly misrepresented scientific research on HIV/AIDS. Farber sued for defamation in New York state court. In a front-page decision in 2011, the trial court granted pre-discovery summary judgment, dismissing the claim on a variety of First Amendment grounds, and in February 2013, a five-judge appellate panel unanimously affirmed that decision. Farber’s bid to seek leave to appeal to New York’s highest court was denied in June 2013.
BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 89,625
Total number of pro bono hours in 2013: 116,082

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 1,043
Number of attorneys as of December 31, 2013: 1,105

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 86
Average number of hours per attorney in 2013: 105

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
The firm has signed on to the Law Firm Pro Bono Challenge.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Numerous. Through the direct supervision of partners and associates, associates at all levels are given the opportunity to participate in a wide variety of pro bono matters that provide significant and meaningful training opportunities. These opportunities include, among other things, the chance to interact directly with clients, the chance to take depositions, argue in court, manage a case, negotiate terms of a deal, and advise a company on non-profit corporation on formation and governance issues.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
- 2012: 3,185
- 2013: 3,993

Average hours per summer associate spent on pro bono work
- 2012: 28
- 2013: 27

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
- 2012: 62%
- 2013: 58%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are invited to a summer pro bono event and given a comprehensive overview of ongoing projects and encouraged to get involved to the extent possible.
Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

We support and are actively involved in community service projects at law schools across the country.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Each office has an active community affairs program and based on interest, each office will organize volunteer opportunities for all staff. The firm supports attorney participation in many kinds of organizations, including the arts, civil rights and human rights organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Immigration Equality honored Gibson Dunn with its 2014 Safe Haven Award
- Law360 named Gibson Dunn to its list of Pro Bono Firms of 2013
- Gibson Dunn attorneys honored with the Legal Aid 2013 Pro Bono Public Award
- Community Service Pro Bono Award presented by ACLU of Southern California
- Law360 named Gibson Dunn to its list of Pro Bono Firms of 2012
- Tipping Point Community Tipping Point Partner Award
- New York State Bar 2012 President’s Pro Bono Service Award
- National Legal Aid & Defender Association 2012 Beacon of Justice Award
- The Alliance for Children’s Rights Frank Wheat Community Service Award
- The Anti-Defamation League Deborah Award
- Legal Services for Children “Pro Bono Partner” Award
- Legal Community Against Violence
- Pro Bono Counsel of the Year

Please add any additional information about your firm’s pro bono program.

The firm is proud to have a strong and sustained commitment to pro bono work as one of its core values. Our history is rich with examples of our attorneys serving our communities through diverse pro bono activities. The firm strongly encourages all attorneys (partners, of counsel and associates) to continue this tradition and work on pro bono matters throughout their careers with the firm. We are fully committed to delivering the same high quality of legal services to our pro bono clients as other clients of the firm.

In terms of evaluating associates’ productivity, the firm gives “full credit” to associates for time charged to firm-approved pro bono matters. Bonuses will be determined based on an assessment of the overall quality of the associate’s performance and contribution to the vitality and well-being of the firm—on both chargeable and non-chargeable activities, including approved pro bono matters.

Gibson Dunn’s pro bono hours remain high. This is due in large part to the strength of the firm-wide committee, under the tutelage of Century City partner Scott Edelman. The committee has continued with the internal public relations campaign, which includes Pro Bono Fairs and Awards at the office-wide level, as well as the annual Frank Wheat Memorial Award that is awarded to the lawyer and group of lawyers who have:

- Demonstrated leadership and initiative in their pro bono work;
- Obtained significant results for their pro bono clients; and/or
- Through their pro bono work at the firm, served as a source of inspiration to others.

The recipients of the Frank Wheat Award share a $5,000 cash prize that will be donated to a pro bono organization or organizations designated by the recipients.

In 2013, Gibson Dunn appointed former associate Katie Marquart to be the full-time Director of Pro Bono, a newly created role dedicated to the coordination and management of the firm’s expansive worldwide pro bono efforts.

In terms of non-legal community work, the firm supports an active community affairs and board development program. Many Gibson Dunn offices have a Community Affairs Committee to help attorneys identify community organizations in which to become involved. Some offices have a separate fund (in addition to the money the firm has already allocated for community organizations), specifically to support associates to become actively engaged with organizations that may have a higher donation requirement. The Associates Fund is made up of donations from individual partners and the donations are matched by the firm.
GOODWIN PROCTOR LLP

Exchange Place
53 State Street
Boston, MA 02109
Phone: (617) 570-1481
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LOCATIONS
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MAJOR DEPARTMENTS & PRACTICES
Business Litigation • Consumer Financial Services Litigation
• Financial Institutions • IP Litigation • Private Equity • Real Estate Capital Markets • Securities Litigation & White Collar Defense • Specialty Litigation • Technology & Life Sciences

THE STATS
No. of Attorneys: 762
No. of Offices: 8
Chairman: Regina Pisa
Chairman Elect: David Hashmall
Managing Partner: Robert Insolia
Hiring Partner(s): Nationwide: Jeff Simes
Boston: Ken Gordon
New York: Jennifer Bralower
Los Angeles: Dan Tyukody
San Francisco: David Van Horne
Silicon Valley: Kristen Dumont
Washington, DC: Dave Permut

EMPLOYMENT CONTACT
Please see the “Contact Us” page of our careers website to identify the relevant contact for your specific inquiry.
Careers website: http://www.goodwinprocter.com/Careers.aspx
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The firm staffs its Pro Bono Initiative with a full time Pro Bono Manager and a Pro Bono & Community Relations Coordinator who dedicates half of her time to pro bono.

Please provide the primary pro bono contact(s)'s information below.

Carolyn Rosenthal
Pro Bono Manager
Phone: 617-570-1481
Email: crosenthal@goodwinprocter.com

Robert Carroll
Co-chair, Pro Bono Committee
Phone: (617) 570-1753
Email: rcarroll@goodwinprocter.com

Mark Macenka
Co-chair Pro Bono Committee
Phone: 617-570-1145
Email: mmacenka@goodwinprocter.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

The firm has an active Pro Bono Committee that is comprised of 10 partners representing a variety of practice areas throughout the firm and each of the domestic jurisdictions in which we have offices, as well as the Pro Bono Manager and Coordinator.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

A variety of factors are considered by the Pro Bono Committee in determining whether the firm will undertake a particular matter on a pro bono basis, including: the nature of the referral (i.e., referred by an established legal services program or a court appointment?); the client's needs and circumstances; public policy issues involved; the significance and potential impact of the matter; whether the matter is for a charitable organization or an individual screened by a legal services program; the firm's ability to staff and supervise the matter; whether the matter will provide training and professional development opportunities for firm attorneys; potential conflicts; and the strength or merits of the case.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Bankruptcy, Consumer law and small claims court

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Lawyers Committee for Civil Rights
• Lawyers Alliance for New York
• Political Asylum/Immigration Representation Project
• New England Innocence Project
• Bet Tzedek / LA
• DC Bar Clinic
• Public Advocates / San Francisco
• Accion
• Habitat for Humanity
• National Law Center for Homelessness and Poverty

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Our Neighborhood Business Initiative (NBI) provides business law services to small businesses with low-income
owners that positively impact underserved neighborhoods in Boston and New York. Goodwin collaborates with neighborhood community development organizations, legal services organizations, professional organizations such as MSCPA and nonprofits like Accion. This unique mix of business-legal, private-public and nonprofit-pro bono partnerships accounts for the program’s success. NBI organizes neighborhood-based workshops and clinics, and coordinates direct individual representations. Attorneys partner with business advisors to offer free business and legal counseling together in one location. In 2013, NBI materially expanded its services to New York, and further developed its programming for culinary entrepreneurs. We provided individual representation to 31 clients and brought 17 workshops and clinics to inner-city neighborhoods.

- KickStart, an international NGO, promotes sustainable economic growth and employment creation in African countries by developing and promoting technologies that can be used by entrepreneurs to establish and run profitable small-scale enterprises with an overall mission focused on helping millions out of poverty. KickStart’s low-cost, manually operated MoneyMaker pumps enable a subsistence farmers to irrigate and sell their crops year round and especially during the dry season. With country programs in Kenya, Tanzania, and Mali, KickStart has developed products that are in use in over 20 countries in Africa. Since 2000, our attorneys have provided strategic advice and guidance on corporate governance, developing innovative funding models, and negotiating distribution agreements. In addition, we assist on a variety of IP matters, e.g., procuring patents for a variety of pumps used to irrigate crops in isolated areas. KickStart has helped more than 718,000 people out of poverty.

- Working with the ACLU of Maine, we achieved a trial victory when the USDC for the Dist. of Maine entered a judgment declaring unconstitutional and enjoining the enforcement of a Portland ordinance banning standing, sitting and otherwise staying on city medians in order to reduce panhandling in the City. We filed a First Amendment challenge on behalf of 3 plaintiffs who use medians for speech: a homeless woman who solicited donations from drivers and two anti-war protestors. At trial, we proved the City’s proffered public safety rationale was largely pretextual. The Court assumed that safety was a compelling state interest, but found that the City’s willingness to allow politicians to use medians belied their claim that the law was necessary to serve that safety interest. This case is one of 4 pending legal challenges Goodwin is bringing against laws around the country directly or indirectly banning speech in an effort to reduce panhandling by the homeless.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- In the immediate wake of the Boston Marathon bombings on April 15, 2013, Boston Mayor Thomas Menino and Massachusetts Governor Deval Patrick proposed the idea of creating a single charity to benefit the survivors and families of those killed in the attack. By 3:00 p.m. the following day, a Goodwin team, led by partner Sue Abbott, was working to incorporate the One Fund and apply for tax exempt status. Our team worked closely with the IRS to successfully show that the One Fund met the criteria for a charitable organization. Focusing on the organization’s relationship with the city, we were able to secure tax exempt status on May 14, 2013. The firm also served as general counsel to the One Fund and as it created an infrastructure to support an incredible outpouring of generosity from around the world. Attorneys from across the firm advised on matters ranging from intellectual property, fundraising and data privacy, to leases, insurance and volunteer and employment questions.

- Goodwin advised nonprofit client New Profit, a leading social innovation and venture philanthropy fund, on the organization’s role as funder and intermediary in the nation’s largest financial investment in a social impact bond or “pay for success initiative.” The Massachusetts Juvenile Justice Pay for Success Initiative, launched by Massachusetts Governor Deval Patrick in January 2014, seeks to reduce recidivism among high-risk young men. The initiative brings together private and philanthropic funders and the Commonwealth in an innovative funding arrangement aimed at allowing governments with limited resources to expand social programs and only pay for those that actually make a difference. According to New Profit Managing Director Tripp Jones, “this approach involves a fundamental change in the way we finance social service programs, which are under huge stress in this era of tight budgets.” Goodwin has provided strategic, governance and tax advice to New Profit since 2003.

- We represented the estate of an individual, Mikal Gaither, who was fatally stabbed in the DC jail in 2002 due to alleged indifference and gross negligence on the part of the District of Columbia and various correctional officers and officials. Mr. Gaither, a non-violent offender, was stabbed at a time when his cellblock was being supervised by only one officer on the floor, even though the cellblock was filled to capacity with 160 inmates, all of whom were out of their cells at the time of the stabbing. We engaged in ten years of litigation on behalf of Mr. Gaither’s estate, and asserted federal civil rights claims as well as negligence claims. Dozens of depositions were taken, and both sides retained multiple corrections and damages experts. After a jury was selected, the District agreed to settle the action for $2.1 million, which represented the largest payment in its history for the settlement of a single incident of violence in the jail.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 43,795
- Total number of pro bono hours in 2013: 49,714

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 843
- Number of attorneys as of December 31, 2013: 826
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 52
Average number of hours per attorney in 2013: 62

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Each year we organize several relevant training programs and informational sessions at the firm. Typical programs might include: landlord tenant training, nonprofit-related training, education law training and asylum law training. We also publicize training programs offered outside the firm through established legal services programs and PLI. In addition, the pro bono matters themselves provide numerous opportunities for professional development and growth.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 1,557
2013: 1,574

Average hours per summer associate spent on pro bono work
2012: 28
2013: 32

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 77%
2013: 80%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates have the opportunity to work on pro bono matters through the regular staffing channels. There are opportunities to work in small or large teams on a wide range of matters, including criminal defense, civil rights, immigration work, legal work for indigent people and families in areas served by legal services groups, and to provide business related legal assistance to nonprofit organizations or inner-city entrepreneurs.

The firm has made pro bono a vital component of its summer associate program by providing opportunities to work on pro bono matters. Before the summer program begins, we survey prospective summer associates about their interests. We then review our pro bono docket to make opportunities available to match those interests.

The firm also presents programs highlighting the nature of work undertaken by our lawyers. For example, one program introduces students to a man who was wrongfully convicted of felony rape and exonerated through the New England Innocence Project. At times, the firm offers pro bono “field trips” where summer associates visit a nonprofit client organization to learn about its mission and the impact of the pro bono work dedicated by the firm’s lawyers on behalf of the group. For example, we have organized a day trip to a summer
camp for inner-city children in Boston and to a charter school in San Francisco to highlight organizations with which we have worked.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? Yes

Please describe the established program(s) and their duration, if applicable.

Goodwin Procter has a long-standing externship arrangement with the Middlesex County (MA) District Attorney’s office, and the Brooklyn (NY) District Attorney’s office. Through these externships, each year four litigation associates in the Middlesex Office and two litigation associates in the Brooklyn Office serve six-month rotations as Special Assistant District Attorneys. In 2012, Goodwin Procter launched an externship program with the San Francisco District Attorney’s Office. These externships provide unique opportunities for training and professional development through intensive courtroom experience in arraignments, evidentiary motions and trials.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Goodwin Public Interest Fellowships: Our Goodwin Public Interest Fellowships for Law Students of Color offer $7,500 awards to students of color who work in public interest positions the summer after their first year of law school. Selected fellows are guaranteed a “straight-to-callback” interview with the Goodwin Procter office of their choice in the fall interviewing season during their second year of law school. Fellows are also invited to participate in some of our summer associate program events during their summer at the public interest organization. In addition to the Goodwin Fellowships described above, we partner with our client Massachusetts Mutual Life Insurance Company to provide an additional fellowship award, the MassMutual/Goodwin Public Interest Fellowship for Law Students of Color. MassMutual is also strongly committed to promoting diversity in our profession and in its business. For more information, see our firm’s website at: http://www.goodwinprocter.com/Careers/Law-Students/Public-Interest-Fellowship.aspx

- Law School Affinity Groups: We participate and collaborate with many racial- and ethnically-affiliated student groups (e.g., Black Law Students Associations, Asian-Pacific American Law Students Associations, etc.), GLBT-student groups (e.g., LAMBDA, OutLaw, etc.) and other public interest/equal justice law school organizations (e.g., Equal Justice Foundation, Public Interest Program, etc.). These efforts may take the form of panel participation, conference and symposia sponsorships, job fairs, leadership summits and programs, and many other programs and activities. Our commitment to these efforts often involves both a financial commitment and a time commitment of our attorneys. In addition, Goodwin sponsors a number of public interest auctions and other types of law school events that are geared toward raising money for students who will be working in public service positions during the summer.

- Massachusetts Black Lawyers Association (MBLA) Annual Gala: Goodwin Procter sponsored this event in honor of Goodwin counsel Richard Soden who received MBLA’s 2010 Trailblazer Award. Abim Thomas, a Goodwin Procter counsel, is president of the MBLA.

- Boston Lawyers Group (BLG): Goodwin Procter hosts the Mentor Program Kick-off reception annually in our Conference Center and provides several mentors for law students of color attending Boston-area law schools. In addition, we provide panelists and participants for BLG programming throughout the year.

- Boston Bar Association Beacon Award: The firm sponsored this award recognizing exceptional leadership on diversity strategies that will have a lasting impact on the legal profession in Greater Boston.

- Walk to the Hill for Civil Legal Aid: Goodwin attorneys join their Massachusetts peers for an annual lobbying event at the state capital to support funding for civil legal services.

- ACLU/LGBT (Lesbian, Gay, Bisexual, Transgender) & AIDS Project: The firm supports this group’s annual summer reception in New York. Founded in 1986, the LGBT & AIDS Project fights discrimination and moves public opinion on LGBT rights through the courts, legislatures and public education.

- Other Legal Community Involvement: The firm has also been involved with the South Asian Bar Association, and the National Asian Pacific American Conference on Law and Public Policy at Harvard Law School, among many other programs.

- Donations and Sponsorships: The firm supports pro bono and public service related organizations through donations and support of their gala events, including the Bar Association of San Francisco, Boston Bar Foundation, DC Bar Pro Bono Foundation, The Legal Aid Society, Women’s Bar Foundation, National Women’s Law Center, Pro Bono Institute, The Federalist Society, Lawyers Committee For Civil Rights, Silicon Valley Campaign for Legal Services, Washington Legal Clinic for the Homeless, Victim Rights Law Center, to name a few.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- Annual Days of Service: The firm holds annual days of service in all of our offices in which employees have the opportunity to volunteer for a day with a local partner organization. We have partnered with numerous organizations around the country including New York Cares, Habitat for Humanity, Greater Boston Food Bank, etc.
• Serving Veterans: Employees from our Boston office volunteer as a group each year to serve Thanksgiving dinner at the New England Shelter for Homeless Veterans.

• Posse Foundation: Goodwin Procter participates in the Posse summer internship program and is a host for the foundation’s annual Dynamic Assessment Process, a rigorous, non-traditional evaluation method of identifying young leaders.

• Boston Lawyers Group: As noted above, Goodwin attorneys provide mentoring to college and law students of color.

• Legal Outreach: Goodwin Procter’s New York office has partnered with Legal Outreach, Inc., a nonprofit organization that prepares youth from underserved communities in New York City to compete at high academic levels by using intensive legal and educational programs. Goodwin participates in the Summer Law Internship Program, through which Goodwin hosts minority high school students as interns and provides them with training programs and mentoring to introduce them to life as a lawyer and to encourage them to pursue higher education.

• GeoPlunge Coaching Session: Lawyers from our DC office participate in a coaching session with 3rd and 5th grade students from DC Public Schools for the GeoPlunge Challenge Tournament focused on U.S. geography.

• Good Read: Goodwin volunteers in our DC office read to a group of third graders at a local elementary school.

• Lawyers Have Heart 5K: Employees from our Boston and Washington, DC offices participate in the annual run/walk and celebration to benefit the American Heart Association and American Stroke Association.

• Girls on the Run: The firm’s Washington, DC Women’s Initiative coached fifteen girls, third through fifth graders at West Education elementary school, train for and participate in a 5K running race. Each practice had a curriculum component where the girls explored topics such as developing individual strengths, serving their communities and how to foster good physical health.

• Go Casual For Justice: Employees in our DC office are encouraged to make a donation and wear jeans to benefit public interest attorneys who represent DC’s neediest residents.

• Citizen Schools: Goodwin attorneys participate in Citizen Schools national network of adult volunteers who, with the support of professional educators, participate in hands-on learning projects and participate in after-school education programs for middle school students.

• Mock Trial/Moot Court for School Children: Attorneys throughout the firm volunteer their time to local schools and programs where children participate in mock trial and moot court exercises as part of their academic or after-school programs.

• Lee Denim Day: Employees from all our offices are encouraged to make a donation for wearing jeans to benefit the American Cancer Society.

• BUILD: Goodwin employees from our Boston and Northern California offices volunteer with BUILD, which is a college preparation program whose mission is to use entrepreneurship to excite and propel disengaged, low-income students through high school to college success.

• Winter Wishes: The firm partners with this organization that delivers holiday gifts to children in New York, many of whom might not otherwise receive any holiday gifts.

• Wear Red Day: Employees in our domestic offices are encouraged to make a donation to the American Heart Association to increase awareness of cardiovascular disease in women.

• Non-Legal Donations and Sponsorships: In addition to supporting the United Way, the firm supports a wide variety of charities through donations toward their gala events. Examples in the area of healthcare include: American Heart Association, Cancer Hope Network, Franciscan Hospital for Children and the March of Dimes; in the area of children and education, the firm supports such groups as Horizons For Homeless Children, Home for Little Wanderers, YearUp, Inc., Big Brothers Big Sisters, Boys & Girls Club of America, Teach for America; in the area of the arts and culture, the firm supports such groups as the San Francisco Symphony, Stoneham Theatres, Boston Symphony Orchestra, Inc., Institute of Contemporary Art, and the Isabella Stewart Gardner Museum; and many other charities targeted to providing support services to under-served populations at home and abroad.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2014:

• Goodwin was selected by the Business Law Section of the American Bar Association as the law firm recipient of its 2014 National Public Service Award. Initiated in 1994, the annual honor recognizes delivery of significant pro bono legal services that demonstrate a commitment to providing assistance to the poor in a business context.

• Lawyer’s Committee for Civil Rights (Boston) recognized Goodwin attorney William Collins for his outstanding contributions to the under-served through pro bono work with inner-city entrepreneurs.

• The American Civil Liberties Union of the Nation’s Capital awarded the firm its Alan and Adrienne Barth Volunteer Service Award for a civil rights victory Goodwin partner John Moustakas and his team achieved on behalf of a DC citizen in an unlawful arrest case.

• Goodwin attorneys received pro bono recognition from Compass Working Capital, a nonprofit that provides incentive-based savings and financial coaching programs that empower working, low-income families to build assets, achieve their financial goals, and become financially secure.

2013:

• Massachusetts Lawyers Weekly recognized Goodwin partner Anna Dodson with its Service Excellence Award for Pro Bono.

• Goodwin senior counsel Wayne Budd received the First One Award from UA$pire alongside the Massachusetts Governor Deval Patrick and others.
2012:

- Federal Circuit Bar Association recognized Mark Abate for his pro bono services at its 2012 Bench & Bar Conference.
- Lawyer’s Committee for Civil Rights (Boston) recognized Goodwin attorney Patrick Hurley for his outstanding contributions to the under-served through pro bono work with inner-city entrepreneurs.
- Boston College Public Interest Law Foundation recognized partner Brenda R. Sharton with its fifth annual Curtin Award for Public Service.
- California Central District Court recognized Goodwin attorneys Jason Krajcer and Teddy Manolova for their outstanding work at its 2012 Pro Bono Panel Luncheon.
- Center for Women & Enterprise (CWE) recognized the firm for its pro bono work and involvement with WBENC (a panel that certifies women-owned businesses).
- CLSEPA recognized the firm at its 10th anniversary celebration.
- Habitat for Humanity Boston recognized the firm with an award for Distinguished Services, one of only two such awards that have been given out.
- inMotion (NY) recognized Goodwin attorneys Jillian Barner, Nicole Beliveau Sheff, Victoria Elman, Ajay Malshe and Carla R. Pasquale with the Legal Team Commitment to Justice Award.
- Mississippi on the Potomac at its 2012 reception recognized Stephen J. Pollak for his distinguished career in pursuits of fairness, justice and equality for all.

Please add any additional information about your firm’s pro bono program.

Goodwin Procter believes that an active pro bono program creates a true “win-win” for everyone. The firm tries to match the needs of pro bono clients with the experience, expertise and interests of its lawyers, science advisors, paralegals and professional staff to promote a successful outcome and a rewarding experience for all involved.

The firm offers a wide range of pro bono opportunities designed to appeal to attorneys and other legal professionals in all practice areas and at all levels of skill, commitment and experience. The firm also encourages these individuals to identify additional worthy pro bono matters of interest. Some pro bono matters require only a handful of hours and others take years to resolve. There are opportunities to work in small or large teams on a wide range of matters, including criminal defense, civil rights, low-income community business development and providing business-related legal assistance to nonprofits. What these matters all have in common is the opportunity for attorneys and other legal professionals to work directly with clients and broaden their own professional experience while making an important and rewarding contribution to the communities in which they work and live.

Goodwin Procter believes that pro bono work is a responsibility and a privilege. No matter how big or small, how monumental the issues or how mundane, every pro bono matter receives the same level of dedication, professionalism, and care. The firm greatly appreciates the energy, commitment, and creativity that our attorneys and other legal professionals bring to our Pro Bono Initiative.
GOULSTON & STORRS, PC

400 Atlantic Avenue
Boston, MA 02110
Phone: (617) 574-4072
www.goulstonstorrs.com

LOCATIONS
Boston, MA • New York, NY • Washington, DC • Beijing

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THE STATS
No. of Attorneys: 195
No. of Offices: 4
Co-Managing Partners: Douglas M. Husid
Martin M. Fantozzi
Hiring Partner(s): Bill Seuch

EMPLOYMENT CONTACT
Jennifer Smith
Legal Recruitment Manager
Phone: (617) 574-4072
Email: jsmith@goulstonstorrs.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide the primary pro bono contact(s)'s information below.
Karen O’Malley
Director; Co-Chair Pro Bono Committee
Phone: 617-482-1776
Email: komalley@goulstonstors.com

Bill Dillon
Director; Co-Chair Pro Bono Committee
Phone: 617-482-1776
Email: wdillon@goulstonstors.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed consultation with respect to any new or existing pro bono matter, typically at least several times a month.

Please describe the composition of the committee.
Our Pro Bono Committee consists of partners and associates from all offices and represents a cross section of practice areas.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
We mainly look at two things 1) client eligibility 2) G&S expertise. The criteria for client eligibility is low income individuals, clients serving low income populations, civil or human rights organizations and other civic, governmental religious or education clients and financial need.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Oxfam America
• Mil Milagros
• Youthbuild USA
• Horizons for Homeless Children
• Nuestra Communidad
• Washington Park
• Dudley Street
• ACLU
• Jubilee Housing
• Civic Consulting USA

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Oxfam America is a global organization working to right the wrongs of poverty, hunger and social injustice. As one of 17 members of the international Oxfam confederation, Oxfam America works with people in more than 90 countries to create lasting solutions. Goulston & Storrs is working with an inspiring team dedicated to effecting change through the apparatus of shareholder democracy involving major U.S. public companies. U.S. securities laws and rules of the Securities and Exchange Commission allow shareholders to submit proposals for presentation and voting at annual shareholder meetings, and require that these proposals be included in a public company's proxy statement. Goulston & Storrs has helped Oxfam America to craft numerous shareholder proposals and to navigate the process through successful resolution, including on issues such as climate change, gender equality, land-grabbing and financial transparency.
• IRAP is a national student led organization that was founded by Yale law students to provide direct legal representation and policy advocacy to Iraqi refugees seeking resettlement. Goulston & Storrs is working with a remarkable and impressive group of students from the Northeastern University Law School chapter and is providing direct legal assistance to Iraqi refugees located in the Middle East who are seeking resettlement. IRAP’s clients are children with medical emergencies, families who have suffered persecution or torture, women who have been forced into prostitution, and other Iraqi refugees with urgent cases referred to us by NGOs. Many of IRAP’s clients were employed by the U.S. government during the war in Iraq. IRAP’s legal team assists with all phases of the refugee resettlement process: from registering as a refugee with UNHCR to applying directly to the U.S. Embassy for a Special Immigrant Visa. As a result
of IRAP’s work more than 400 Iraqis have been successfully resettled in the United States, Australia, Canada, Ireland, Sweden and Germany.

- For over 130 years, Community Resources for Justice has worked with individuals in, or at the risk of being in, the adult or juvenile justice systems and people with developmental disabilities requiring intensive support to be part of the community.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 13,313
Total number of pro bono hours in 2013: 9,360

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 185
Number of attorneys as of December 31, 2013: 200

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 71
Average number of hours per attorney in 2013: 47

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 41–50%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
N/A

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
The opportunities are the same for all client matters—the opportunity to do interesting, sophisticated work in a collaborative environment.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 227
2013: 261

Average hours per summer associate spent on pro bono work
2012: 45
2013: 57

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
Our summer associates all get an opportunity to work on one of our pro bono matters and they also get the opportunity to meet with our pro bono clients.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No
In addition, the firm has a strategic alliance with the independent law firm, Studio Santa Maria in Milan and Rome.

MAJOR DEPARTMENTS & PRACTICES

Antitrust • Appellate • Business Reorganization and Financial Restructuring • Business Immigration & Compliance • Corporate and Securities • Global Energy & Infrastructure • Entertainment and Media • Environmental • Global Trade & Investment • Government Law & Policy • Health & FDA Business • Intellectual Property & Technology • Global / International • Labor & Employment • Litigation • Real Estate • Tax • Technology, Media & Telecommunications • Trusts & Estates
WHOS WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The shareholder who serves as our firm’s pro bono partner spends less than half of his time administering the firm’s pro bono program.

Please provide the primary pro bono contact(s)’s information below.

William Silverman
Shareholder
Phone: 212.801.9200
Email: silvermanw@gtlaw.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

As needed

Please describe the composition of the committee.

Each office has a shareholder who serves as a pro bono liaison.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm has a variety of existing relationships with organizations that offer pro bono opportunities for our attorneys. The firm evaluates each new opportunity and decides which to pursue on a case by case basis.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- KIND (Kids In Need of Defense)
- New York City Family Court
- Chicago Alliance Against Sexual Exploitation
- Atlanta Volunteer Lawyers Foundation, Inc.
- Miami Dade Public Defender
- Her Justice
- Public Counsel Los Angeles
- Advocates for Children
- Legal Aid of Southern Nevada
- Houston Volunteer Lawyers Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- New York City Family Court - Greenberg Traurig’s New York office, along with a major financial institution client and in collaboration with the New York City Family Court and five other law firms, spearheaded a pro bono effort to provide advice and counsel to unrepresented litigants through 30-minute one-on-one sessions on various family law topics. Since its inception in November 2006, 40 major firms and corporations now participate in this project. This project started in Brooklyn and has expanded to Manhattan, the Bronx, and Queens. In partnership with Pro Bono Net, GT is now spearheading the project’s expansion to Staten Island (and beyond New York City) through the use of computer technology. Additionally in New York, Greenberg Traurig serves as counsel to the New York State Anti-Trafficking Coalition; has hosted scores of meetings and events on the subject; and recently brought a federal lawsuit on behalf of a trafficking victim against her traffickers. In addition, the firm funds and works closely with an Equal Justice Works Fellow (EJW) at the New York City Bar Association who provides legal services to victims of human trafficking.
• Greenberg Traurig’s Houston office recently partnered with the Texas Office of Capital Writs (OCW) on an ongoing basis to assist in preparing habeas petitions on behalf of inmates on death row. Several of our attorneys have contributed to multiple cases resulting from this collaboration. Their work has addressed issues of false confession, DNA analysis, and expert photogrammetry analysis and testimony. The collaboration between Greenberg Traurig and OCW, which began in 2012, continues to be a productive partnership.

• GT is providing assistance, including with a GT EJW fellow, to the ACLU in various immigration detainee rights matters. The primary one has been seeking relief for Massachusetts detainees who were placed into mandatory detention without bond based on a criminal conviction years after being released from incarceration, when the relevant immigration statute provided for detention at the time of release.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In an access to education matter with nationwide significance, GT filed an amicus brief before the Second Circuit Court of Appeals (M.H. and E.K., Individually and Collectively on behalf of P.H. v. New York New York City Dep’t of Educ., Case No. 10-2181-cv). GT represents COPAA, which is a national non-profit organization that battles to secure appropriate educational services for children with disabilities. The core issue in this case was whether, pursuant to the Individuals with Disabilities Improvement Act (IDEIA), the District Court applied the proper standard of review in the consideration of the administrative decisions of the New York State Review Officer (SRO). We argued that the correct standard of review of the decision of the SRO is a modified de novo review in which legal conclusions of administrative decisions and mixed questions of law and fact are reviewed de novo and the SRO's decision must be supported by the facts in the record. The Second Circuit decision is pending. The outcome could affect thousands of children. This issue is important to New York State in particular because New York accounted for approximately 25% of the total adjudicated special education hearings nationwide from 2008 through 2009.

• Zivotofsky v. Secretary of State: We prepared an amicus brief on behalf of the American Jewish Committee in this highly-publicized case for the U.S. Court of Appeals for the DC Circuit, on remand from the U.S. Supreme Court, involving the constitutionality of a law requiring the U.S. Secretary of State to list as “Israel” the country of origin of any U.S. citizen born in Jerusalem who requests to have his or her country of origin identified as “Israel.” This case involves significant separation of powers issues concerning the foreign recognition power and whether indirectly acknowledging Jerusalem to be within the geographic boundaries of Israel intrudes upon presidential recognition authority. The amicus brief traced the history of both the foreign recognition power dating back to the Revolutionary War, and the history of the U.S. passport dating back to the immediate post-Revolutionary War period. The DC Circuit held that the statute impermissibly infringes on the President’s recognition power. We will now submit another amicus brief on behalf of the petitioner to the U.S. Supreme Court.

• Best Buy v. Steven Boucher: We were appointed to represent the debtor in the U.S. Bankruptcy Court for the Northern District of Illinois, in an adversary proceeding asserting claims under 11 USC 523 and 11 USC 727. The matter concluded in a three-day trial. A four-person GT team committed more than 900 hours to the case in the month of trial alone. At the end of trial, Judge Carol Doyle praised the GT team for its efforts and commended the team on its dedication to the case and client. The GT team’s efforts were recognized with a Pro Bono Service Award from the Seventh Circuit.

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
51–100
Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Greenberg Traurig works closely with its pro bono organization partners to provide training on all of our pro bono projects. Some examples are listed below:

- For the Independent Living Review (ILR) Project, Greenberg Traurig attorneys and paralegals across a number of different practice areas in Palm Beach County receive training to represent area youths in foster care who are aging out of the system. GT helps the clients navigate the road to legal and financial independence.

- GT offices host multiple CLEs to provide particularized training on various projects. For example, KIND, Houston Volunteer Lawyers, and Tahirih Justice Center have all provided CLE training at our offices. Also, in Houston, the Houston Volunteer Lawyers Program provides attorneys with training so they can volunteer their time to provide legal services in civil matters for Houston’s underprivileged citizens.

- Attorneys in Greenberg Traurig’s Philadelphia office who participate in the Pennsylvania Innocence Project receive training. The primary mission of the Pennsylvania Innocence Project is to secure the exoneration, release from imprisonment, and restoration to society of persons who are innocent and have been wrongly convicted.

- In concert with several pro bono organization partners, Greenberg Traurig trains attorneys participating in the New York Family Court Project to act as advisors to indigent families who are in need of assistance in Family Court. We provide them with assistance in navigating the Family Court system and process, as well as helping them prepare their own petitions.

- For the Miami Public Defenders project, Greenberg Traurig attorneys receive training in criminal law and procedure as well as trial practice. Associates have opportunities to conduct jury trials in misdemeanor cases.

Examples of recent specific training programs include:

- In early 2014, one of GT’s Los Angeles shareholders conducted adoption training to certify attorneys to work on matters through Public Counsel and from similar organizations.

- KIND (Kids In Need of Defense), April 2014: GT held a multi-office training to provide an overview of the basics of removal proceedings for children and an introduction to appearing in Immigration Court. Legal remedies and options, including asylum, special immigrant juvenile status, U Visa and voluntary departure, were discussed. Seven GT offices participated in the training.

- GT sponsored 3 CLEs in Palm Beach County where Equal Justice Works fellows and prior fellows trained other attorneys in the community to represent youths aging out of foster care, and unaccompanied, undocumented youths.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please provide any additional information about pro bono opportunities available to summer associates.

In many of GT’s offices, our summer associates engage in pro bono projects in a variety of areas involving political asylum, domestic violence, and family court, among others. In New York, our summer associates worked with inMotion. Greenberg Traurig collaborates with inMotion to provide substantive and procedural training for attorneys so that they may represent low-income women, often survivors of domestic violence, who are in need of legal services, including divorce, family court matters, immigration, and wills/other advance directives. In Chicago, all summer associates participate in the Anti-Defamation League Summer Writing Program which involves writing on current topics involving constitutional and other issues of interest to core ADL issues (e.g. civil rights, hate crimes, religious liberty, separation of church and state, etc.). Our Los Angeles office undertakes a new pro bono project to integrate the summer associate class. The project is supervised by a shareholder and gives the summers an opportunity to understand the importance of pro bono in their legal careers.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Greenberg Traurig devotes significant resources to the Greenberg Traurig Holly Skolnick Fellowship Foundation. The Foundation, established in 1996, is a private organization established by the firm to provide public interest organizations with the services of an attorney through a fellowship program. Originally, the Foundation selected one fellowship recipient for a period of two years. Due to an immensely successful run since its inception, the foundation has expanded its reach and there are currently 17 fellows working throughout our various national locations (Classes of 2012 and 2013). The Foundation has grown by partnering with Equal Justice Works.

- Through the Foundation, Greenberg Traurig serves as the largest sponsor of Equal Justice Works Fellowships in the United States and has invested more than $7.3 million to support, in whole or in part, almost 120 Equal Justice Works Fellows since 1999. These fellows, graduates of 52 law schools, have served 40 cities across the United States. They
have delivered critically needed legal services at more than 84 nonprofit host organizations, working on 28 issue areas ranging from community development and disability rights to domestic violence and immigrant populations. In addition to supporting the fellows financially, the firm maintains an active relationship with these attorneys and many Greenberg Traurig lawyers perform pro bono work referred through these fellowships.

- Great Minds Great Hearts is the corporate philanthropy program of Greenberg Traurig’s Denver office. The program was designed in 2010 to help celebrate the firm’s 10th anniversary doing business in Denver. The Great Minds Great Hearts program extends the rich history of community investment for which Greenberg Traurig is known by establishing five significant $10,000 grants to nonprofit organizations in the areas of arts and culture, diversity, education, leadership and people in need. The organizations chosen to receive funding also benefit from active participation of a Greenberg Traurig attorney. In addition to these core grants, Greenberg Traurig offers other financial, in-kind and volunteer support throughout the community.

- Greenberg Traurig attorney and Iraq War Veteran Adam Siegler saw a need for a comprehensive resource guide dedicated to helping his fellow veterans identify the pro bono legal providers in their communities and improving their access to them. In 2012, thanks to a dedicated team of law students from Loyola Law School and generous support from six volumes of The Veterans Access to Legal Organizations and Resources (VALOR) Guide™ were completed and published. The VALOR Guide™ gathers all known providers in a particular region that offer pro bono legal services, which veterans may need and have earned through their military service to the United States. Each guide contains a database of legal service providers, organized by practice area, geography and alphabetically. More than 600 copies have been produced and distributed in California to date. The VALOR Guide’s is a comprehensive publication that identifies the law firms, clinics and service providers who are equipped and experienced to handle a veteran’s specific issues or needs.

- The first six volumes of The VALOR Guide™ were developed for California and include:
  - The Los Angeles County Edition
  - The Orange County Edition
  - The San Diego and Imperial Counties Edition
  - The San Bernardino and Riverside Counties Edition
  - The Northern California Edition, and
  - The Central California Edition

- Siegler has a goal of expanding The VALOR Guide™ beyond California to other major metropolitan areas where there are large populations of veterans. He also plans to work on developing a national online searchable database.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students

and non-legal volunteerism for organizations like Habitat for Humanity.

Many GT attorneys and many GT offices participate in volunteer opportunities in their communities. Several examples are provided below.

Miami, FL: Dare to Dodge Dodgeball Tournament Benefitting United Way of Miami-Dade—March 10, 2014. This event is part of the Miami office GT Cares community service program. GT Cares kicked off in 2012 as a part of the firm’s long-standing commitment to help those in need throughout the year. The Dodgeball tournament, which GT kicked off in 2011 as an internal fundraising initiative for the United Way, was expanded last year into a multi-law firm competition. This year’s event doubled since last year to include eight firms.

Also part of GT Cares program, Miami attorneys and staff partnered with Miami Children’s Hospital to volunteer their time to create the first annual “Valentine’s Day Sweetheart Dance.” The kids enjoyed music, a pasta lunch, a candy station and creative activities.

Phoenix, AZ: Our Phoenix, Arizona office participated in the Junior Achievement Hula Bowl-A-Thon that supports financial literacy education in Arizona. Ten teams of five bowlers, made up of attorneys and staff, wore Hawaiian shirts and enjoyed two hours of “Hula Bowling”. Our fifty bowlers each have a goal of $108 that will sponsor three Arizona students in receiving Junior Achievement programs for a full year. The effort raised over $7500.


The New York office walked to support the Crohn’s & Colitis Foundation of America (CCFA) on Thursday, May 15th 2014 in Manhattan. For several years, Greenberg Traurig has been an enthusiastic supporter of CCFA. This year, we partnered with CCFA through the Take Steps Walk program which provides an opportunity for employees, colleagues and business partners of Greenberg Traurig to get involved and join the fight to find a cure for Crohn’s and Colitis.

Florham Park, NJ: Our New Jersey office participates in multiple community service events. Several representative highlights are included below:

- Home for Good Dog Rescue—ongoing materials donation
- Greenberg Traurig’s New Jersey office recently participated in a bake sale to raise money for Family Promise of Morris County. The firm’s business staff and attorneys attended the organization’s annual dinner thanking all volunteers.
- Collected items to donate to Cinderella For a Day—a charitable campaign that provides dresses, shawls, accessories & shoes to lower income families struggling with the cost of
sending girls to proms. Attorneys and business staff in New Jersey brought in gently used dresses and accessories as part of this month’s charitable donations.

Boston, MA: GT Boston was a corporate sponsor of NSTAR’s Walk for Boston Children’s Hospital on June 8, 2014. Members of the firm walked a 2-mile or 7-mile route to raise money for the programs and research of Boston Children's Hospital. On June 2, 2014, members of the Boston office participated in the Lawyers Have Heart 5K Road Race to benefit the American Heart Association. On May 31, 2014 GT Boston members took part in the Best Buddies Hyannis Port Challenge biking 20, 50 or 100 miles to Hyannis Port, and helping to raise over $115,000 in support of Best Buddies and its effort to assist the many in our community with intellectual and developmental disabilities. In July of 2013, GT Boston members participated in the Boston Children’s Hospital Mix 104.1 Cares for Kids Radiothon, answering phones and taking pledges to raise money for Boston Children's Hospital. Another charity group our Boston team works with is Cradles to Crayons, in which volunteers help with many tasks including sorting clothing and organizing coat drives for the benefit of homeless children.

McLean, VA: In our Northern Virginia office, we participate in a variety of community activities.

- Teamed up with AYUDA, a local organization that provides support to recent immigrant children.
- Provide legal support and have provided charitable opportunities, such as teaming up over the holidays to ensure that underprivileged children in the area receive gifts.
- Sponsored the Capital Area Food Bank food drive and participated as an office in the AIDS Walk DC to benefit the Whitman Walker Clinic.

Los Angeles, CA: Our LA office plans charitable office activities throughout the year in which attorneys and staff members are encouraged to participate. 2014 highlights include:

- Food from the Bar 2013: GTLA achieved the Silver Partners level during this year’s Food From The Bar campaign. Our efforts will help fund the Food Bank’s programs targeting children, seniors, families and others needing food assistance which require ongoing support in order to reach as many people as possible. Closing the Hunger GAAP will help provide additional funds so the Food Bank can ensure families and children are well nourished.
- Thanksgiving Bake Sale & Potluck 2013: Raised funds for Direct Relief International supporting relief efforts in the Philippines affected by Typhoon Haiyan. The funds raised helped to provide emergency medications and supplies.
- Winter Coat Drive 2013—Ocean Park Community Center (OPCC) OPCC is an independent, community-supported organization in which staff, volunteers and clients work with mutual respect to address the effects of poverty, abuse, neglect and discrimination. The agency’s programs are designed to remove barriers to access the resources individuals need to ensure their survival, end their victimization and improve their quality of life.

Denver, CO: One of our shareholders is a an active volunteer and board member of Junior Achievement. GT participated in the Junior Achievement Bowling Classic. The Bowling Classic is JA’s largest fundraiser where businesses and individuals come together to bowl, have fun and raise money for JA’s financial literacy programs. GT’s Denver office was awarded the Junior Achievement Law Firm Challenge trophy for 2014, raising $3500 for Junior Achievement. Many judges, justices of the Supreme Court, members of the Court of Appeals and perhaps 200 others attended.

The entire Denver office, attorneys and staff, brought in donations to support Food Bank of the Rockies. Over the course of the last year, we collected and donated to the distribution center four barrels of canned and non-perishable food items for Colorado families in need.

Through the driving efforts of two of our Denver associates, Greenberg Traurig was awarded by the Legal Aid Foundation of Colorado 100% participation by Associates in the 2014 Associates Campaign for Justice.

Atlanta, GA: GT Atlanta donated 65 tons of non-perishable goods to Georgia’s food banks and won the Annual Legal Food Frenzy’s Large Firm Division for the Second Straight Year.

More than 30 GT Atlanta attorneys and business staff participated in the second annual “Lawyer for a Day” program as mentors, instructors or in facilitating the concluding mock trial competition. Launched in 2011, the program provides Atlanta’s inner-city youth with professional mentorship opportunities and an introduction to the legal field. “Lawyer for a Day” is a six-week law course and mock trial competition for ninth and tenth grade students from the City of Atlanta.

Atlanta attorneys and staff also volunteer for many activities. A team participated in Servicejuris and Hands On Atlanta, a community service day in which more than 300 members of Atlanta’s legal community gather together to make a difference in their city. Others participated in Atlanta’s Junior Achievement “Biztown” and in the Susan G. Komen 5K last year with a sponsorship and a race team.

Atlanta Center for Excellence (ACE): ACE staff partnered with the Atlanta Children’s Shelter with their Back to School Drive 2013 by donating backpacks stuffed with school supplies.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Greenberg Traurig received the Seventh Circuit Bar Association’s 2014 Pro Bono & Public Interest Service award. The team included restructuring Shareholders Matthew T. Ginsburg and Nancy A. Peterman and Associate Rebecca D. Rosenthal, and litigation Shareholder Bevin M. Brennan and Associate Julia R. Emfinger. The award recognizes the team for their outstanding pro bono work in the U.S. Bankruptcy Courts of Illinois for their efforts on behalf of their client, Steven Boucher, in the case of Best Buy Carpet v. Steven Boucher. (http://www.gtlaw.com/News-Events/Newsroom/Press-Releases/17613/Greenberg-Traurig-Receives-Seventh-
Please add any additional information about your firm’s pro bono program.

Greenberg Traurig is committed to supporting communities around the country by providing volunteer talent and financial contributions to numerous civic and charitable organizations in addition to the ongoing and significant pro bono work conducted by our attorneys.

Each of the firm’s approximately 1750 attorneys engage in pro bono work individually, through an organized legal aid program and/or by making a financial contribution to the Greenberg Traurig Fellowship Foundation and other legal aid organizations.

Consistent with our firm’s culture, the firm encourages, supports, and provides resources for lawyers to pursue public interest work about which they are passionate. These activities typically fall into three categories:

- Civic Community: Our lawyers routinely give back to the community by providing legal services to the indigent and working poor, as well as to organizations dedicated to assisting them. We also provide legal services to charitable organizations, whether civic, educational, religious, or cultural, and individuals and groups who are seeking to promote civil and human rights.

- Corporate Client Partnerships: The client roster of a large law firm presents numerous opportunities to pursue partnerships with corporate clients to come up with creative ways to assist the disadvantaged. We encourage our lawyers to pursue these partnerships.

- Legal Community: Additionally, our lawyers are often called upon by the legal community to weigh in on various high-profile, precedent-setting legal issues (e.g., domestic violence and criminal sentencing). In addition to Greenberg Traurig lawyers, the firm recognizes that there are lawyers out there who may have a passion for public interest, but may not have the resources to participate. Greenberg Traurig is the largest provider of money for such fellows around the country. (See the description of our Fellowship Foundation in conjunction with Equal Justice Works, elsewhere in this survey).

KIDS IN NEED OF DEFENSE: In April, 2014 GT launched a new pro bono initiative involving 150 of its attorneys in seven offices plus a full-time fellowship position. Greenberg Traurig is partnering with Kids in Need of Defense (KIND), an organization founded by the Microsoft Corporation and Angelina Jolie, to provide pro bono legal services to unaccompanied children in immigration proceedings. In addition Greenberg Traurig is funding a full-time fellowship position at KIND through Equal Justice Works, a non-profit organization that facilitates two-year fellowships for recent law school graduates pursuing careers in public service.

Children without a parent or legal guardian—no matter how young—are not entitled to appointed counsel in immigration proceedings. These children, many victims of abuse and human trafficking, are in great need of legal services. Greenberg Traurig, with 29 offices across the country engaged in pro bono work will tackle multiple cases simultaneously across the country.

To launch the partnership, Greenberg Traurig and KIND conducted a training on April 8 for Greenberg Traurig lawyers in its New York, New Jersey, Washington, DC, Northern Virginia, Houston, Boston, and Los Angeles offices. Further, in conjunction with the KIND multi-office training in April 2014, our pro bono head wrote a white paper titled: Unaccompanied Children in the United States: The Urgent Need for Pro Bono Representation in Immigration Proceedings.

Our pro bono philosophy is vibrant in our Mexico City office. Two highlights are provided below.

APPLESEED

The Right to Identity. This non-profit organization is working with Unicef to promote constitutional reform to ensure all adults and children in Mexico are registered, or have the Right to Identity. Due to legal, social and cultural barriers, the lack of birth registration in Mexico registry offices often results in no legal identity for many Mexican individuals. Some of our attorneys are working with adults and children, regardless of economic status, to help register births in the civil registries and consequently, provide their Right to Identity in
a timely manner and free of charge. They are also involved in groundbreaking efforts to develop a pro-bono culture in Mexico law firms and law schools.

**SPECIAL OLYMPICS - MEXICO**

We handle all of the legal work for the foundation in Mexico, including but not limited to agreements, corporate work and tax work related to the grants that the foundation receives from the U.S. and from Mexico.

**PRO BONO WEEK: Greenberg Traurig planned many events for National Pro Bono Week in 2013. Our press release is below.**

Greenberg Traurig Celebrates National Pro Bono Week (copy of press release)

(October 24, 2013)

The international law firm Greenberg Traurig LLP will mark the American Bar Association's (ABA) National Pro Bono Week 2013 with a full schedule of events through Saturday, Oct. 26. National Pro Bono Week is a U.S.-wide event which focuses attention on the increased need for pro bono legal services during challenging economic times. The week also celebrates the outstanding work of lawyers who serve people in dire need of representation.

New York shareholder William C. Silverman heads the pro bono program at Greenberg Traurig. "The need for pro bono has never been greater," said Silverman. The private sector must partner with social service organizations, engage its attorneys and staff, and work together to make a difference for those who cannot afford legal services. We should use Pro Bono Week as an opportunity to look beyond the individual case and find ways to make a big impact."

A key element of Greenberg Traurig’s celebration will be the announcement of a “GT Pro Bono Office of the Year”. On Wednesday, Oct. 23, the award will be presented to the Houston office via video conference with several Greenberg Traurig offices participating. The presentation will be followed by a panel discussion with retired New Jersey and New York Judges discussing the importance of pro bono work.

Greenberg Traurig offices throughout the U.S. will host a range of programs that aim to both honor members of the firm who have dedicated their time to pro bono, as well as raise awareness of new and ongoing projects that attorneys can join.

The firm's Los Angeles office is hosting a luncheon to honor those who have participated in community legal service and their Community Action Team. And in the Miami office, the Dade County Bar Association’s (DCBA) Legal Aid Society will come to the firm to discuss current issues facing South Florida residents in need of legal assistance and how attorneys can support their community.

Greenberg Traurig lawyers across the firm provide pro bono legal services to the indigent and working poor, as well as to numerous civic and charitable organizations dedicated to assisting them. The firm has ongoing partnerships with the National Coalition Against Domestic Violence, inMotion (Network for Women’s Services), Children and Family Justice Center, Just Neighbors Immigrant Ministry, Center for Community Change, University of Miami School of Law’s Children and Youth Law Clinic, Legal Counsel for the Elderly, DC Employment Justice Center, ABA Death Penalty Representation Project and the Archdiocesan Legal Network, among others.

Greenberg Traurig’s Pro Bono Program focuses its resources on specialized and interrelated issues including:

- Civil rights and affirmative action
- Anti-human trafficking
- Family law matters
- Criminal appeals
- Immigration and political asylum
- Housing and homelessness
- Healthcare

Additionally, Greenberg Traurig has a long-standing relationship with Equal Justice Works (EJW), a nonprofit organization dedicated to providing opportunities for law students and lawyers to deliver effective legal representation to underserved communities and causes. Since 1999, Greenberg Traurig has sponsored 112 Equal Justice Works Fellows in 40 cities across the U.S. The fellows have worked at more than 80 nonprofits on 27 different issue areas, from domestic violence and disability rights, to economic development, welfare reform, health care and immigration law. In conjunction with the firm's wider pro bono program, the partnership enables Greenberg Traurig to make a tremendous impact in communities around the country.

Below is Greenberg Traurig's calendar of events for National Pro Bono Week by office:

Greenberg Traurig National Pro Bono Week 2013

Regional Calendar of Events

**ATLANTA**

Tuesday, October 22: The Atlanta office is having a lunch with GT Equal Justice Fellow Nicole Weitnauer, who works with Catholic Charities, to provide an update on her work with the immigrant population in Georgia.

**AUSTIN**

Monday, October 21: Greenberg Traurig was presented with an award for our financial support of the Texas EJW Fellowship Program, during a reception honoring the new Chief Justice of the Texas Supreme Court.

Wednesday, October 23: Greenberg Traurig’s Texas offices are joining together for a collective “Jeans Day for Justice” in order to raise money for, and encourage attorneys to participate in,
Texas Lawyers for Texas Veterans, a program that assists pro bono legal clinics throughout the state to provide much needed legal services to veterans.

**BOSTON**

Tuesday, October 22, 4:00 p.m. ET: The Boston office is hosting an afternoon event to highlight the office’s pro bono activities. Boston EJW Fellows have been invited to do a presentation during the event.

**CHICAGO**

Monday, October 21, 12:00 p.m. CT: The firm’s Chicago office has invited fellow Beth Kariak to speak to the Chicago attorneys regarding opportunities to work on pro bono cases. Firm clients have also been invited to attend the event to discuss opportunities for partnering with Greenberg Traurig on pro bono cases.

**DALLAS**

Wednesday, October 23: Greenberg Traurig’s Texas offices are joining together for a collective “Jeans Day for Justice” in order to raise money for, and encourage attorneys to participate in, Texas Lawyers for Texas Veterans, a program that assists pro bono legal clinics throughout the state to provide much needed legal services to veterans.

**HOUSTON**

Tuesday, October 22: The Houston office is hosting the Office of Capital Writs to discuss our first habeas partnership case and to present the next one.

Wednesday, October 23: Greenberg Traurig’s Texas offices are joining together for a collective “Jeans Day for Justice” in order to raise money for, and encourage attorneys to participate in, Texas Lawyers for Texas Veterans, a program that assists pro bono legal clinics throughout the state to provide much needed legal services to veterans.

Thursday, October 24: The Houston office is hosting a cocktail hour to recognize the many pro bono efforts in their office over the past year.

**LOS ANGELES**

Monday, October 21: The Los Angeles office is hosting an office lunch to honor those who have participated in community legal service and their Community Action Team. The lunch will include presentations from attorneys highlighting pro bono successes.

**MIAMI**

Thursday, November 14, Noon ET: Pro Bono Luncheon and Discussion with the Dade County Bar Association’s (DCBA) Legal Aid Society. The Legal Aid Society is the oldest legal services provider for the indigent in Miami-Dade County. Established in 1939 and chartered in 1949, Legal Aid has 23 staff attorneys who handle a variety of matters for indigent individuals, children and families in the following areas: family, domestic violence, guardian ad litem, guardianship, housing, benefits, teen advocacy and bankruptcy.

**NEW JERSEY**

Wednesday, October 23, 12–1:30 p.m. ET (9–10:30 a.m. PT): Why Judges Care about Pro Bono and Greenberg Traurig Pro Bono Office of the Year Award Presentation Panel of Retired Judges: William G. Bassler, Judge Carmen Ciparick, Judge Israel Rubin and Judge Gary S. Stein.

**NEW YORK**

Tuesday, October 22, Noon ET: CLE Training Event: Immigration Remedy for Survivors of Human Trafficking: The T Visa. This training will provide an in-depth analysis of how immigrant victims of human trafficking can petition for T Nonimmigrant Status. The training will cover the legal requirements of a T Visa, recent changes in legislation, case studies and the basics of preparing the T Visa application package.

Wednesday, October 23, 12–1:30 p.m. ET (9–10:30 a.m. PT): Why Judges Care about Pro Bono and Greenberg Traurig Pro Bono Office of the Year Award Presentation. Panel of Retired Judges: William G. Bassler, Judge Carmen Ciparick, Judge Israel Rubin and Judge Gary S. Stein.

Thursday, October 24, 5:00–7:00 p.m. ET: Pro Bono Reception, Fair & GT NY Pro Bono Award Ceremony. We will award our annual NY Pro Bono Awards to several deserving honorees. This is a great opportunity to learn more about the many exciting ways to get involved with pro bono work, and to cheer on your colleagues. We will have information on some of our current programs, including Advocates for Children, Central American Legal Assistance, East Harlem Tutorial Program, Human Rights First, InMotion, NY Family Court Project, Volunteer Lawyers for the Arts, and more.

Thursday, October 24, 6:00–8:00 p.m. ET: New York County Lawyers’ Association, New York State Bar Association, New York State Courts Access to Justice Program, Office of the Mayor of the City of New York Pro Bono Awards Ceremony and Volunteer Opportunity Expo at NYCLA Home of Law, 14 Vesey Street. Great opportunity for Greenberg Traurig attorneys looking to get involved in pro bono work. Join the New York County Lawyers’ Association, New York State Bar Association, New York State Courts Access to Justice Program and the Office of the Mayor of the City of New York to celebrate and honor dedicated volunteers for their pro bono service, including several firm honorees: Evelyn Bukchin, Philip Cohen, Leah Edmunds, Daniel Egers and John Elliott. Representatives of court-sponsored programs will be on hand to answer any questions for those interested in volunteering. Refreshments will be served.

Friday, October 25, 9:30 a.m.: Pro Bono Service Awards Breakfast. New York City Bar Association, 44 West 44th Street. This breakfast is hosted by the New York City Family Court. New York Shareholder Bill Silverman will speak on the state of the Family Court and the expansion of the Family Court Volunteer Program. The breakfast will recognize the contributions made by attorneys who have volunteered their
time and talents to improving the lives of children and families through their participation in this great volunteer program.

NORTHERN VIRGINIA
Greenberg Traurig’s Tysons Corner office is expanding their celebration of Pro Bono Week to an entire month of supporting pro bono. Events in which attorneys can participate include sponsoring the Whitman Walker AIDS Walk on Saturday, October 26, billing pro bono time or making a donation to a local legal services organization. Staff can also participate in the Walk, or donate $5 to NoVa Legal Services by wearing jeans on certain days or donate food to the Capital Area Food Bank.

PHILADELPHIA
In anticipation of Pro Bono Week, the Philadelphia office hosted a luncheon on September 24. The luncheon was attended by a number of attorneys to support the pro bono work of Greenberg Traurig Fellow Kate Burdick. Burdick presented a number of pro bono options for our lawyers ranging from development of fact sheets and other materials that she can use in her advocacy to representation of students who are in foster care facilities in education law matters.

Following the lunch with Burdick, a number of attorneys volunteered to take actual cases of foster care children who have been consigned to "special" schools that are on-site at the state homes instead of the better-staffed and better-equipped public schools in the districts in which these foster kids reside.

Monday, October 21, Noon to 1:00 p.m. ET: Burdick returns to train the volunteer lawyers who will then be assigned one foster child’s case. The goal is to get these children the best education alternative that is available to them, which will involve becoming an advocate within the school system for these children, coordinating with the child’s caretaker, social serve case worker and school guidance counselor to get the child’s records transferred and to get him or her properly enrolled.

TAMPA
Tuesday, October 22, 12:00 p.m. ET: Greenberg Traurig's Tampa office is hosting a lunch with Rosemary Armstrong, Executive Director of Crossroads for Florida Kids, and Allison Singer, Circuit Pro Bono Committee Pro Bono Week Chair and a Crossroads founder. The guests will discuss pro bono week activities and pro bono opportunities at Crossroads and elsewhere.

WASHINGTON, DC
Wednesday, October 23: Equal Justice Works 2013 Annual Dinner. Reception - 6 p.m., Dinner and Program - 7:15 p.m. Renaissance Downtown Hotel, Washington, DC. EJW hosts an annual dinner to honor a lawyer whose life and accomplishments demonstrate extraordinary dedication to achieving equal justice for individuals and communities in need. This year, EJW is honoring Cam Findlay, Senior Vice President, General Counsel and Secretary, Archer Daniels Midland Company. Our own Samuel K. Skinner will be presenting the award.

Thursday, October 24, 8:30 a.m. ET: Equal Justice Works Breakfast. In recognition of their contribution and dedication to equal justice and public service, the firm is hosting a breakfast in our Washington, DC office to honor the the firm’s EJW Fellows.

WEST PALM BEACH
Thursday, October 17: The West Palm Beach office, the Legal Aid Society of Palm Beach County, Inc. and the Palm Beach County Bar Association hosted two CLE lunch seminars on October 10 and October 17. The seminar topic was “Providing Effective Legal Representation to Foster Children as They Transition to Independence.”

Shahar Pasch, Esq., a speaker, is a staff attorney at Legal Aid and was a GT Equal Justice Works fellow. Another speaker, Alexandra St. Pierre, Esq. is a current GT Equal Justice Works fellow hosted by Legal Aid. The CLE on October 10th generated seven new volunteers.
HERRICK, FEINSTEIN LLP

2 Park Avenue
New York, New York 10016
Phone: (212) 498-5240
www.herrick.com

LOCATIONS
New York, NY • Newark, NJ • Princeton, NJ • Washington, DC • Istanbul

MAJOR DEPARTMENTS & PRACTICES
Corporate • Litigation • Real Estate • Tax and Personal Planning

THE STATS
No. of Attorneys: 149
No. of Offices: 5
Managing Director: George J. Wolf, Jr.
Hiring Partner(s): David Feuerstein
Mari-Claudia Jimenez

EMPLOYMENT CONTACT
Alexis Zager
Human Resources Manager
Phone: (212) 498-5300
Email: azager@herrick.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Each coordinator spends less than half of his/her time administering the Firm’s pro bono programs.

Please provide the primary pro bono contact(s)’s information below.
Louis Goldberg
Partner
Phone: (212) 592-1498
Email: lgoldberg@herrick.com

Ross Hirsch
Partner
Phone: (212) 592-5961
Email: rhirsch@herrick.com

Georgia W. Sussman
Manager of Professional Development
Phone: (212) 498-5240
Email: gsussman@herrick.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The committee is made up of partners, counsel, and associates.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
As long as the matter qualifies as pro bono (under The Association of the Bar of the City of New York’s Statement of Pro Bono Principles), the Firm tries to take on any matter on which an attorney would like to work.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Bankruptcy, Civil rights, Community economic development, Disability benefits, Domestic violence, Education, Employment, Fair housing/tenants rights, Family law, Homeless advocacy, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Public benefits, Real estate transactions

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Death penalty defense

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Volunteer Lawyers for the Arts
• Lawyers Alliance for New York
• New York Lawyers for the Public Interest
• Her Justice
• City Bar Justice Center’s Legal Clinic for the Homeless
• New Jersey Volunteer Lawyers for the Arts
• Brooklyn Legal Services Corporation A

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
We handle a variety of cases including spousal support and orders of protection for Her Justice (formerly inMotion). We work on multiple matters for Lawyers Alliance for New York, including helping the Bronx River Alliance, Inc. with its lobbying compliance issues, and we regularly represent clients of the City Bar Justice Center’s Legal Clinic for the Homeless.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.
• We have worked extensively with an organization which has circulated a Brooklyn-based nonprofit print magazine since 2007. Our lawyers have helped to revise their by-laws and certificate of corporation, while also dealing with workers compensation issues and setting up volunteer program for their interns.
• We represent a client through Volunteer Lawyers for the Arts in a copyright infringement case that was originally filed in federal court arguing substantial similarity between the plaintiff’s and our client’s work. The federal court found that the works were not similar and dismissed the case in its entirety. The plaintiff then brought a case in state court based
upon the same facts and alleging fraud, breach of contract, breach of fiduciary duty, unjust enrichment and conversion. We have researched these issues and are now preparing to file a motion for summary judgment to dismiss the state action in its entirety.

- We have been working with the Legal Clinic for the Homeless for the past few years. As part of this clinic, we work with individuals and families through legal clinics held at homeless shelters and drop-in centers and through presentations to community groups and to staff and residents of shelters. We offer advice, advocacy and representation on issues such as accessing and challenging denials of public benefits, including public assistance, Medicaid, food stamps, public housing and public housing subsidies.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 2433
- Total number of pro bono hours in 2013: 2421

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 164
- Number of attorneys as of December 31, 2013: 147

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 15
- Average number of hours per attorney in 2013: 16

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 21–30%
- Percentage of attorneys who did pro bono work in 2013: 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

Yes

What is the requirement and to whom does it apply?

It is the Firm’s expectation that all partners, counsel, and associates will perform a minimum of 20 hours of pro bono legal services each year.

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

The Firm coordinates training sessions with each of the main pro bono service providers with whom we work.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- Total hours summer associates spent on pro bono work
  - 2012: 0
  - 2013: 0
- Average hours per summer associate spent on pro bono work
  - 2012: 0
  - 2013: 0
Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

2012: 0%
2013: 0%

Please provide any additional information about pro bono opportunities available to summer associates.

To the extent that the pro bono work we have during the summer is level and time appropriate, our summer associates are welcomed and encouraged to work on pro bono matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Herrick partners with Legal Outreach—a program that, through a rigorous application process, takes high school students and works with them on life skills as well as academics and law throughout their four years of high school. The Firm has teams of coaches who meet and work with the students we host to get them ready for a Moot Court style oral argument held on the last day of their Firm internship.
- For many years, Herrick has, and continues to partner with Practicing Attorneys for Law Students (PALS) by mentoring their law students and sponsoring events for them.
- In 2008 through 2011, Herrick partnered with the Justice Resource Center through its MENTOR program, and coached several high school students in the city-wide Moot Court and Mock Trial Competitions.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Lawyers Alliance of New York Cornerstone Award 2012
- Herrick partner, Ross Hirsch, won the City Bar Justice Center’s 2012 Jeremy G. Epstein Awards for Pro Bono Service
LOCATIONS
Appleton, WI • Belleville, IL • Boston, MA • Chicago, IL • Edwardsville, IL • Fort Lauderdale, FL • Jacksonville, FL • Lisle, IL • Los Angeles, CA • Miami, FL • Milwaukee, WI • Minneapolis, MN • New York, NY • Peoria, IL • Phoenix, AZ • Portland, OR • Providence, RI • Rockford, IL • Saint Louis, MO • San Francisco, CA • Schererville, IN • Springfield, IL • Tampa, FL

MAJOR DEPARTMENTS & PRACTICES
Departments: Business Transactions • Business Litigation • Lawyers for Professionals • Defense Litigation, and Specialty Litigation & Insurance Coverage.

Practices: Alarm & Security Law • Appellate • Bankruptcy & Creditors Rights • Business & Commercial Transactions • ERISA Litigation • Environmental • Equine Law • Estate Planning & Wealth Preservation • Family Law • Fidelity Law • Gaming Law • Government • Health Care Law • Insurance Services • Intellectual Property • Labor & Employment • Lawyers & Law Firms • Personal Injury/Property Damage Defense Litigation • Product Liability • Professional Liability • Real Estate & Lending • School Law • Surety Law • Toxic Tort • Transportation Law • White Collar Crime & Internal Investigations.

THE STATS
No. of Attorneys: 467
No. of Offices: 23
Chairman: Donald L. Mrozek
Hiring Partner(s): Mary J. Hess

EMPLOYMENT CONTACT
Mary Beth Walsh
Attorney Recruitment & Development Manager
Phone: (312) 704-3000
Email: MBWalsh@hinshawlaw.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Less than half for both.

Please provide the primary pro bono contact(s)'s information below.

Dan L. Boho
Partner, and Leader, Defense Litigation Department
Phone: 312-704-3453
Email: dboho@hinshawlaw.com

Joshua G. Vincent
Partner, and Director of Professional Development
Phone: 312-704-3463
Email: jvincent@hinshawlaw.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Semi-annually

Please describe the composition of the committee.
The Pro Bono Legal Services Committee consists of seven members from across the firm. It is chaired by Dan Boho (Chicago). The current members include: Marissa Delinks (Boston), Peter Frommer (Ft. Lauderdale), David Jones (Peoria), Russell Ponessa (Minneapolis), Joshua Vincent (Chicago), and Lora Zimmer (Appleton).

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Larger pro bono projects are approved in advance with the acceptance of individual assignments under the main approval. With regard to other, individual matters, the regional member of the Pro Bono Committee initially makes a decision unless the commitment calls for the resources to be decided by the Committee as a whole or the Committee Chair.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Appellate, Civil rights, Community economic development, Disability benefits, Domestic violence, Employment, Executive Clemency, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Homeless advocacy, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Prisoners' rights, Probate law, Real estate transactions, Social Security law

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Police misconduct

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Criminal Justice Act - Appointed Counsel by 7th Circuit
• Life After Innocence Project
• Cabrini Green Legal Aid
• University of St. Thomas Bankruptcy Clinic
• Community Alliance of Tenants
• United Way of Rock River Valley
• American Civil Liberties Union of Oregon
• Center for Constitutional Rights
• Executive Clemency Clients
• Marquette Law School Volunteer Legal Clinic

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• An area of focus within Hinshaw's pro bono efforts is its support of the Life After Innocence (LAI) program, spearheaded by Laura Caldwell, a law professor at Loyola. The program provides legal services to people who were wrongly charged and subsequently exonerated of crimes.
• A centerpiece of Hinshaw's pro bono efforts is representing indigent criminal defendants in the U.S. Court of Appeals for the Seventh Circuit. Members of the firm's Appellate Practice Group supervise first-year associates in the briefing and argument of appeals for clients who could not otherwise afford representation by lawyers with such expertise in appellate practice.
• Chicago Appleseed Fund for Justice and the Chicago Council of Lawyers are undertaking a project in memory
of the late Jerold S. Solovy—Solovy Revisited, a project that will compare the reform-minded recommendations issued 20 years ago by the Solovy Commission with today's administration of justice. A Hinshaw partner will serve as co-chair of the project. The Solovy Revisited project arose out of a desire to build on the original Solovy Commission's work by assessing how far the courts have progressed in the past two decades. The ultimate goal of the project is to publish a report that will not only pay tribute to the work done by the Commission, but will also serve as a springboard for continuing to improve the courts. The project will focus on selected recommendations emanating from the original Solovy Commission—to ascertain to what extent they have been implemented and what additional efforts are needed to bring about systemic reform. In addition, the Project will raise and analyze new ideas for systemic reform of the courts. The final report will be distributed to the Illinois Supreme Court, other leaders in the judiciary, community leaders, and the public at large. Hinshaw, along with several other law firms, has committed to provide pro bono legal support for the project.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- One of the firm’s partners assisted a man who had suffered a catastrophic injury in 1995 that left him permanently paralyzed from the waist down. In 2012, the Illinois Department of Healthcare and Family Services cut off the man’s services - services that were essential to his ability to meet his needs of daily living. In December of 2013 shortly before Christmas, our attorney took that agency ruling to the Circuit Court of Cook County on administrative review, and obtained an order requiring the Illinois Department of Healthcare and Family Services to re hear the case. Then, in a pretrial conference at the administrative level, our partner persuaded the agency to fully restore the gentleman’s benefits.

- Two of the firm’s attorneys won a reversal on a major case in 2013 on direct appeal to the U.S. Court of Appeals for the Seventh Circuit. The decision addresses an issue of first impression in the Seventh Circuit. The defendant had been convicted of attempted extortion, interstate transmission of a ransom request, and two counts under 18 USC § 924(c) (1) of possession of a firearm in furtherance of a crime of violence. The first firearm count carried a mandatory minimum of seven years in prison. The second, however, carried a mandatory minimum sentence of 25 years, to run consecutively to the first. On appeal, our attorneys presented an oral argument in November 2012. After more than a year of deliberation, the Seventh Circuit agreed with our attorneys and held that only a single conviction could be entered where the evidence established only a single use of a firearm. The case has been ordered remanded to the district court for resentencing consistent with the decision, potentially resulting in as much as a 25-year reduction in the defendant’s sentence.

- The firm has represented three men who were imprisoned without charge by the United States at Guantanamo Bay. Two men were resettled as free men to safe third countries in 2010. The third man, a native of Tajikistan, remains behind bars after 12 years. For that client, the firm is advocating to the State and Justice Departments against his involuntary repatriation to Tajikistan, and is prepared to litigate this issue in the courts if necessary, because such a transfer would violate the United States’ obligations under the Convention Against Torture to not repatriate a person where there is a substantial risk of torture in the receiving country. The firm is also involved in efforts to resettle this client in a safe third country where he can resume his life.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 8,316
- Total number of pro bono hours in 2013: 6,894

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 494
- Number of attorneys as of December 31, 2013: 467

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 25
- Average number of hours per attorney in 2013: 15

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 21–30%
- Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary
- Yes, they are taken into account when determining bonuses
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Associates entering the firm are required to undertake at least one pro bono representation during their first year of practice. There are no other pro bono requirements.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The training opportunities open to associates working on pro bono matters are the same opportunities available to those associates working on billable matters.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
The firm works with the DePaul Diversity Scholarship; the Leadership Council on Legal Diversity Fellow; and the Institute for Inclusion in the Legal Profession. One of firm’s partners serves as pro bono General Counsel for the Chicagoland Chamber of Commerce, and Hinshaw attorneys serve as board members for many law-related, public interest and community service programs, including: Advisory Council Institute for Inclusion in the Legal Profession; ALPFA Chicago Corporate Advisory Board; American Board of Trial Advocates, Missouri/Southern Illinois Chapter; Appellate Lawyers Association; Center for Conflict Resolution in Chicago; Center for Disability and Elder Law, Young Professionals Board; Central Illinois Women's Bar Association; Chicago Bar Association Alliance for Women (AFW); Chicago Committee on Minorities in Large Law Firms; Chicago Committee, Associate Board; Circuit Court of Cook County Elder Law Task Force; Coalition of Women’s Initiatives in Law; Constitutional Rights Foundation of Chicago; Dade County Defense Bar Association; Dean’s Council of the DePaul University College of Law; Defense Research Institute (DRI); Defense Trial Counsel of Indiana; DRI Intellectual Property Committee; Hispanic Bar Association of Pennsylvania; Hispanic Lawyers Association of Illinois (HLAI); Illinois Appellate Court Selection Panel; Illinois Association of Defense Trial Counsel (IDC); Illinois Bar Foundation; Illinois Concealed Carry Licensing Review Board; Illinois Institute for Continuing Legal Education; Indian-American Bar Association (IABA); Institute for Inclusion in the Legal Profession; Lesbian and Gay Bar Association of Chicago; Lincoln Douglas American Inn of Court; National Association of Women Lawyers (NAWL); National Foundation for Judicial Excellence; Northern California Association of Defense Counsel; Peoria County Bar Association; Prairie State Legal Services; Public Interest Law Initiative (PILI); Rockford Legal Follies; Sangamon County Bar Association; Schiller DuCanto and Fleck Family Law Center; South Brooklyn Legal Services Corporation; St. Clair County Bar Association Memorial Law Committee; St. Louis County Bar Executive Committee; State Bar of Wisconsin, Health Law Section; State Bar of Wisconsin, International Practice Section; The Fund for The Legal Aid Society; The Lesbian & Gay Bar Association of Chicago; Winnebago County Bar Association; Winnebago County Bar Foundation; Women’s Bar Association of Illinois.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
The firm continues as a participant in the ILLOP Pledge to the Profession. Hinshaw attorneys participated in the 2013–2014 Lawyers in the Classroom program, teaching law lessons to students in two Chicago Public Schools (Shields Elementary School and Shields Middle School). The firm also had high school interns from Cristo Rey and Christ the King schools working in the Accounting Department. Hinshaw also participated in the Urban Alliance program which placed an intern from Hubbard High School at the firm.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
Hinshaw is the 2013 recipient of the Charles J. O’Laughlin Memorial Award. Awarded by the Chicago Legal Clinic, one of the foremost pro bono organizations in the Chicagoland area, this award recognizes outstanding efforts by a law firm to make legal services available to the poor. In addition, Hinshaw has been recognized annually since 2011 by the Public Interest Law Initiative (PILI) in Chicago for its public service. Life
After Innocence awarded Hinshaw with its first annual award, intended to recognize people and organizations who do work for the innocent without compensation or other recognition. Joshua G. Vincent, a partner in our Chicago office, received the U.S. 7th Circuit Court of Appeals Pro Bono and Public Service Award.

Please add any additional information about your firm’s pro bono program.

Pro bono work at Hinshaw provides a rallying point and outstanding professional development for our young lawyers. While our firm has won numerous awards for our pro bono work, we do it because we find it to be the ultimate win-win: we gain as much or more as the people and community we are helping. Pro bono work provides our lawyers with personal and professional satisfaction, and we believe it helps our recruiting and mentoring of young lawyers, giving them an opportunity to interact with clients in a more direct and personal way very early in their legal careers. For example, we have had approximately 25 lawyers argue appeals before the Seventh Circuit Court of Appeals on behalf of indigent criminal defendants, giving these clients high level appellate attention and giving our youngest lawyers a leg-up on other lawyers and tremendously maturing them. The mentoring that occurs with seasoned lawyers advising younger lawyers in pro bono matters is a large part of the glue that binds Hinshaw together—we feel it helps define the soul of the firm.
MAJOR DEPARTMENTS & PRACTICES
Corporate: Transactional • Commercial • Real Estate • Tax
Finance: Banking • Business Restructuring & Insolvency • Infrastructure, Project & Public Finance • International Debt Capital Markets
Government Regulatory: Antitrust, Competition and Economic Regulation • Aviation • Communications • Education • Energy • Environmental • FDA/Food and Agriculture • FDA/Medical Devices • FDA/Pharmaceuticals and Biotechnology • Global Policy Advocacy • Government Contracts • Health • Immigration • International Trade and Investment • Legislation and Political Law Compliance • Privacy and Information Management • UK and EU Public Law and Policy
IP, Media and Technology
Pro Bono
Litigation, Arbitration and Employment: Employment • International Arbitration • Investigations, White Collar and Fraud • Appellate Litigation • Class Actions • Environmental Litigation • Financial Services Litigation • Insurance • Product Liability • Securities Litigation and Enforcement
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

In the United States, the pro bono practice is led by a partner who works full-time for an indefinite period, a senior associate assigned to the practice full-time for 18 months, a mid-level associate in the New York office assigned half-time for 18 months, and at least three full-time junior associates serving four-month rotations.

Please provide the primary pro bono contact(s)’s information below.

T. Clark Weymouth
Pro Bono Partner
Phone: 202-637-8633
Email: t.weymouth@hoganlovells.com

Allison M. Holt
Pro Bono Associate
Phone: 202-637-5872
Email: allison.holt@hoganlovells.com

Website: www.hoganlovells.com/probono

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm uses the Association of Pro Bono Counsel’s “Mission-Matter-Means” paradigm as a general guideline for deciding whether to take on a pro bono matter. The firm also considers merit, subject area, and staffing needs for each potential case. The firm often reviews IRS Form 990 for potential non-profit clients.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Abortion, Partisan political causes.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Southern Poverty Law Center
- Kids in Need of Defense (KIND)
- Mid-Atlantic Innocence Project
- International Senior Lawyers’ Project
- The Brady Center to Prevent Gun Violence
- Gay & Lesbian Advocates & Defenders (GLAD)
- Whitman-Walker Health
- Miami-Dade Public Defender’s Office
- Washington Legal Clinic for the Homeless (WLCH)
- Pro Bono Partnership

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Working with South Carolina Appleseed Legal Justice Center, we assisted in thwarting a plan under consideration by the Charleston City Council that would have criminalized homelessness and compelled the homeless to either “enter the system,” “go to jail,” or “leave town.” The plan involved forcing the homeless to enter a designated shelter by increasing enforcement of existing laws targeting the homeless. The plan contemplated funding the system by “recapturing” public entitlement benefits paid to the homeless. We prepared a memorandum addressing the illegality of the various proposals under the U.S. Constitution and various statutes, as well as summarizing the harmful public policy consequences of criminalization measures. The memo was submitted to the City Council, which ultimately rejected the plan and adopted a more favorable resolution intended to facilitate coordination and address the root
With growing caseloads faced by Public Defender offices, one area of focus is supporting these offices both in systemic efforts to guarantee the constitutional right to counsel, as well as directly representing individuals referred by these offices. Of note, we achieved a significant victory on behalf of the Miami Dade Public Defender’s Office in Public Defender, Eleventh Judicial Circuit v. State of Florida. Since 2008, the firm logged nearly 4,000 hours arguing that the excessive caseloads handled by the Public Defender (500 non-capital felony cases per lawyer per year) impaired its ability to meet the state’s obligation to provide effective assistance of counsel. In May, the Supreme Court of Florida held that the relief sought to decline appointments to new third-degree felony cases until caseloads reached a more appropriate level was permissible and demonstrated that excessive caseloads were prejudicing clients’ right to effective legal assistance.

• The right to live free from bias based on sexual orientation gained significant acceptance in 2013. Building on our longstanding commitment to diversity and the advancement of civil rights for all people, we represented multiple amici in the year’s landmark U.S. Supreme Court marriage equality cases: United States v. Windsor and Hollingsworth v. Perry. In Windsor, the Court ruled that Section 3 of the Defense of Marriage Act was unconstitutional under the Fifth Amendment, effectively finding that married same-sex couples are entitled to federal benefits. In Perry, the Court held that the appellants lacked standing to appeal an adverse lower court decision invalidating a ban on same-sex marriages, effectively affirming the legality of such unions in California. We drafted an amicus brief on behalf of the Anti-Defamation League (www.adl.org) in support of the respondents in Perry and multiple amici briefs for the Organization of American Historians (www.oah.org) and the American Studies Association (www.theasa.net) in support of the respondents in Perry and Windsor. We also consulted on an amicus brief filed in Windsor by former Cabinet Secretaries, Commissioners, and senior administrative agency officials.

• Our breadth of pro bono work extends to transactional matters. This year we represented Mautner Project, a lesbian and bisexual women’s health organization, in connection with the transition of its programs and staff over to Whitman-Walker Health, a DC health center specializing in LGBT and HIV care. Our team advised Mautner Project as to the potential legal structures the parties could use to achieve the contemplated collaboration, allowing Mautner Project to leverage the Whitman-Walker Health platform to reach more clients while also reducing overhead costs. In parallel, we assisted with the negotiation of key transaction details and with the signing and closing of a definitive letter agreement. After the transition was complete, we assisted with the winding up and dissolution of the 501(c)(3) that formerly housed Mautner Project’s programs and staff.

• While the use of restrictive zoning to discourage minority residency is both illegal and ethically wrong, some communities have adopted discriminatory housing and exclusionary zoning practices to block affordable housing that would otherwise be occupied by minorities. Since 2005, with lawyers from the Lawyers’ Committee for Civil Rights Under Law and the Law Offices of Frederick K. Brewington, we have represented minority plaintiffs in a case alleging that a Garden City, Long Island zoning ordinance violates the U.S. Constitution, the federal Fair Housing Act, and other civil rights statutes. Since 2005 the firm has dedicated more than 24,000 hours of pro bono work to this matter. In November a judge in the Eastern District of New York found that the ordinance illegally discriminated on the basis of race and national origin and perpetuated segregation, which has allowed Garden City to remain a white enclave surrounded by predominantly minority neighboring towns. The district court found that “discrimination played a determinative role” in the decision to reject the originally proposed zoning, and that minorities in Nassau County “bore the brunt of the negative impacts” of that decision.

• It is a travesty of justice when an innocent person is imprisoned. And, even when overturned, a wrongful conviction can haunt a person long after they are released. Jonathan Montgomery served four years in prison for a crime that he did not commit; he was convicted based on testimony of the alleged victim, who later recanted her testimony. We successfully secured a writ of actual innocence on behalf of Mr. Montgomery, fully exonerating him of a crime that never actually occurred. Prior to his exoneration, Mr. Montgomery was unable to find a job or visit family without obtaining permission; with the issuance of the writ, those restrictions were lifted. This is the first time the Virginia Court of Appeals has granted a writ of actual innocence on the basis of a recantation. As Mr. Montgomery put it, “The best thing I’ve learned out of this experience is that a lot of people take for granted the freedoms that they do have.”

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 74,175
Total number of pro bono hours in 2013: 82,369

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 927
Number of attorneys as of December 31, 2013: 967

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 80
Average number of hours per attorney in 2013: 85
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Hogan Lovells expects all U.S. lawyers to meet the higher of their applicable bar authority’s pro bono goals and aspirations or 20 hours of pro bono legal service per year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
For partners, all non-billable contributions are considered in determining compensation; pro bono contributions are part of that consideration. U.S. associates who achieve at least 1,800 billable hours during a compensation year receive billable-hour credit for up to 100 pro bono hours. Associates assigned to the U.S. Pro Bono Department receive billable-hour credit for all of their pro bono hours while assigned to the Department and during the month following their assignment. We also have a Fellowship Program whereby U.S. associates working on high-impact matters selected receive additional billable-hour credit for their pro bono work on such matters.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
We offer in-house training, through Hogan Lovells Academy programs, that often is applicable to pro bono work. Our offices frequently host trainings for legal services providers and public interest organizations.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 3,543
2013: 3,258

Average hours per summer associate spent on pro bono work
2012: 48
2013: 38

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 84%
2013: 76%

Please provide any additional information about pro bono opportunities available to summer associates.
Drawing on the experience of our professionals worldwide, we take seriously our responsibilities to improve the lives of those without access to justice or the means to hire lawyers, and to meet the legal needs of charities and nonprofit social enterprises. Summer associates are extensively engaged in these efforts, providing them with the opportunity to make a meaningful difference right from the start of their career. All summer associates are encouraged to complete at least one pro bono project and may participate in more. In addition to providing many opportunities to work on the firm’s current pro bono matters through the regular assignment board, the pro bono practice also offers summer associates the opportunity to get involved in pro bono programs, many of which involve direct client contact.
In addition, special pro bono projects are available for summer associates, including the following opportunities: teaching the Introduction to Legal Reasoning course offered through the Washington Lawyers Committee for Civil Rights and Urban Affairs to disadvantaged students who will be entering law school in the fall; teaching classes in conflict resolution, employment law and advocacy to prepare youth as part of the DC Department of Employment Services’ Street Law Program; volunteering through the General Relief Advocacy Project through Public Counsel in Los Angeles; and participating in the CAP Summer Program that enables summer associates to serve as advocates for domestic violence victims seeking protective orders in family court in New York. Summer associates assisted in a variety of matters in 2013 including: preparing for a trial alleging racial discrimination in New York zoning; conducting research on alleged public association violations on behalf of a client in Tajikistan; and completing extensive research on timely First and Fourteenth Amendment issues for the Anti-Defamation League. Additionally, the pro bono practice offers summer associates the opportunity to attend a wide variety of dinners, luncheons, training programs and presentations over the course of the summer.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

N/A

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

N/A

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- The Daily Business Review presented us with its Most Effective Lawyer Award in the Pro Bono category, and the Florida Public Defender Association honored us with the L. Clayton Nance Award for our contributions toward improving the state of indigent defense in Florida.
- The National Legal Aid & Defender Association presented us with its Beacon of Justice Award for devoting considerable time and resources to delivering on the mandate of Gideon v. Wainwright.
- For the eighth consecutive year, our Washington, DC office was distinguished by the Pro Bono Committee of the District of Columbia’s federal courts for its 2013 performance as a “40 at 50” office, in which at least 40% of lawyers perform at least 50 hours of pro bono.
- We received the Distinguished Pro Bono Service Award from the Minority Media and Telecommunications Council for providing extraordinary service to the cause of diversity and inclusion in the media and telecommunications industries.
- The Washington Lawyers’ Committee for Civil Rights and Urban Affairs presented us with two Outstanding Achievement Awards; the first for our work on a fair housing case alleging source-of-income discrimination in the District of Columbia, and the second for our citywide organizing efforts to encourage the DC Department of Corrections to revise its video visitation policy.
- The Public Interest Committee of the American Health Lawyers Association recognized nine of our lawyers as Pro Bono Champions for their dedication to providing pro bono services in the healthcare/health law field.
- ServiceSource honored us with its Community Partner of the Year Award, recognizing our personal involvement with the organization and our pro bono support on multiple matters.
- The CEO Roundtable awarded us the first annual Dr. Charles A. Sanders Life Sciences Award for our efforts on Project Data Sphere.
- C-Change presented us with its inaugural LaSalle D. Leffall Hidden Hero Award for providing pro bono health policy and governance support to the organization since 2010.
- The Maryland & DC Crime Victims Resource Center presented us with the Vincent Roper Pro Bono Advocacy Award for our work on an amicus brief filed on behalf of victims’ rights organizations in Maryland v. King.
- The Empire State Counsel Program presented us with the 2013 Bronze Supporter Award for our participation in the program as sponsored by the New York State Bar Association.

Please add any additional information about your firm’s pro bono program.

Hogan & Hartson, one of the two legacy firms that merged to form Hogan Lovells in 2010, was the first legal practice in the world to establish a full-time pro bono practice in 1969. We have maintained that commitment to pro bono over the intervening 40+ years. In Europe we were the first legal practice to appoint a lawyer to work full time as a pro bono manager. Our practice has been commended with numerous awards over the years for our drive to expand the international pro bono movement.

A partner in the United States leads a practice with a team of associates who serve on a full-time or part-time basis rotating from other law practices. While the pro bono practice serves as the core team on many large, complex pro bono matters, its most important function is to work with the hundreds of lawyers in offices around the world to help each to contribute on a pro bono matter that makes excellent use of the individual lawyer’s skills and experience. In fact, the vast majority of the firm’s pro bono hours are logged by lawyers not assigned to the pro bono practice.
Protecting the fundamental right of access to justice is central to Hogan Lovells’ pro bono practice. Our pro bono activities focus on improving the lives of those without adequate legal representation and providing legal services to charities and nonprofit organizations with social justice at the core of their missions. In the past year, our work serving disadvantaged populations took center stage in the following matters: securing an important victory for African-American U.S. Secret Service agents being discriminated against on the basis of race; assisting DC Appleseed in producing the eighth annual report on the status of HIV/AIDS in the nation’s capital; directly impacting the district’s LGBT population through an extension of pro bono transactional work; and playing a leading role in securing shelter for homeless families during hypothermia season. We continue to tackle issues at the forefront of current events, including defending the constitutionality of sensible gun legislation with the Brady Center to Prevent Gun Violence and preparing amicus briefs defending the rights of gay men and lesbians to marry. These pro bono matters are central to our firm’s mission.

Details of our pro bono work including our most recent publications can be accessed at: www.hoganlovells.com/probono.
HOLLAND & HART LLP

555 Seventeenth Street
Suite 3200
Denver, CO 80202
Phone: (303) 295-8192
www.hollandhart.com

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Aspen, CO • Billings, MT • Boise, ID • Boulder, CO • Carson City, NV • Cheyenne, WY • Colorado Springs, CO • Denver, CO • Greenwood Village, CO • Jackson Hole, WY • Las Vegas, NV • Reno, NV • Salt Lake City, UT • Santa Fe, NM • Washington, DC

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THE STATS
No. of Attorneys: 469
No. of Offices: 16
Chairman: Liz Sharrer
Hiring Partner(s): Misae Nishikura

EMPLOYMENT CONTACT
Misae Nishikura
Director of Recruitment and Professional Development
Phone: 303-295-8546
Email: mnishikura@hollandhart.com
Careers website: www.hhjobs.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator/Partner 1

Less than half of his/her time

Please provide the primary pro bono contact(s)’s information below.

David Broadbent
Partner
Phone: 801-799-5806
Email: dbroadbent@hollandhart.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The great majority of our pro bono matters come to individual attorneys in the firm based upon their areas of interest and community contacts. Those attorneys will submit a request to the Firm’s pro bono coordinator, who will assess the qualification of the proposed client as an appropriate pro bono client, and the availability to provide services to that client.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Bankruptcy, Civil rights, Community economic development, Consumer law and small claims court, Death penalty defense, Education, Employment, Environment, Family law, First Amendment and constitutional issues, Immigration, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners’ rights, Probate law, Real estate transactions, The arts and historic preservation, Veterans’ benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• University of Colorado Medical Legal Par
• Legal Aid of Southern Nevada
• ACLU of Montana
• Phoenix Multi-Sport
• Make-A-Wish Foundation of Colorado
• Rocky Mountain Children’s Law Center
• Northern Nevada Children’s Cancer Foundation
• Colorado Common Cause
• Idaho Volunteer Lawyers Program
• Colorado Organization for Victim Assistance

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Holland & Hart represented a family of four seeking asylum from Guatemala due to threats made on their lives and the lives of their extended family as part of an extortion scheme. The extortionists were motivated primarily by the victims’ religion, and had already murdered two members of their family. Against great odds, the family was granted asylum in 2012, but was forced to leave behind their home, employment, university studies, family and friends.

• Holland & Hart prepared and filed a pro bono patent application in conjunction with the Colorado Bar Association’s ProBoPat program, one of only a handful of programs in the country that supports pro bono patent services.

• Holland & Hart attorneys successfully achieved summary judgment in a case filed by a principal in a California drug cartel against his former girlfriend. The complex case involved, among other things, solicitations by the plaintiff of soon-to-be-released inmates from prison to kill her.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• A partner in Holland & Hart’s Denver office is the Co-Director of the Colorado Health Equity Project (“CHEP”), a collaboration of student, faculty, and private sector pro bono attorneys, public health advocates and physicians dedicated to addressing the unmet legal needs of underserved populations in Colorado and ensuring state and federal laws that impact
their health are implemented and enforced. CHEP's mission includes providing qualitative and quantitative research to promote the development of public policy that advances health equity, joining law school, legal aid and private sector pro bono attorneys to collaborate with healthcare providers to provide direct legal services to those accepted for legal services.

• Holland & Hart represented a 25-year-old woman diagnosed with PTSD and a major depressive disorder seeking asylum in the United States from Djibouti. She suffered from extensive physical and psychological trauma, including a botched female genital mutilation attempt at age nine, severe beatings by members of her family that left her hospitalized, and years of repeated rapes by her brother since the age of eight. If forced to return to Djibouti, she would have been forced into marriage and subject to further mistreatment by her family. She remains in the United States on a work permit, with the final hearing on asylum still pending.

• A team of Holland & Hart attorneys defended an immigrant landscaper who had worked in Colorado for 40 years, who was charged with felony menacing arising out of an altercation at a job site. Although he had no criminal history, the felony charges placed his immigration status in jeopardy. The supposed victims had provoked the situation, and it was discovered that one of them had been convicted of a crime of dishonesty for making a false police report. Because of the risk of deportation, an otherwise favorable plea bargain was rejected, and the district attorney was persuaded to dismiss the felony counts in exchange for completion of an approved class, after which the case was dismissed.

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
No

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
The firm requires each lawyer to complete 100 hours of pro bono work per year.

Does the firm give billable hour credit for pro bono work?
No

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
Holland & Hart participates in the Denver City Attorney’s Office Attorney Exchange program, which is a nine-week placement for third, fourth, and fifth-year litigation associates to gain hands-on-trial experience in Denver courtrooms.

During the first few weeks, the associate attends training sessions on domestic violence, prosecutorial ethics and case preparation, and shadows Assistant City Attorneys in the Denver County Court to observe various proceedings including arraignments, plea negotiations, trials, dispossession, forfeitures and hearings. In the remaining weeks, the associate takes a
lead role in jury and bench trials. Participation in a trial can range from handling the entire case to conducting individual components, such as jury selection, opening statements or witness examinations. After a trial, the associate immediately seeks feedback from Assistant City Attorneys, opposing counsel and judges to apply in the next trial.

On a rotating basis with other law firms, Holland & Hart attorneys staff a post-decree clinic for pro se parties in family law matters in the Denver District Court. Lawyers provide assistance to pro se parties in filing a variety of pleadings to enforce support judgments and other matters.

**Does the firm offer the use of support staff in handling pro bono matters?**
Yes

**Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Hours</th>
<th>Average Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>256</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>339</td>
<td></td>
</tr>
</tbody>
</table>

**Average hours per summer associate spent on pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>20</td>
</tr>
<tr>
<td>2013</td>
<td>14</td>
</tr>
</tbody>
</table>

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>77%</td>
</tr>
<tr>
<td>2013</td>
<td>60%</td>
</tr>
</tbody>
</table>

**Please provide any additional information about pro bono opportunities available to summer associates.**
Summer clerks are instructed about the firm’s pro bono program, and are encouraged, and actively recruited, to participate in all ongoing pro bono matters.

**Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?**
Yes

**Please describe the established program(s) and their duration, if applicable.**
Please see description of the Denver City Attorney’s Office Attorney Exchange program above.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Our firm awards two annual “Holland & Hart Scholarship Fund” awards for law students of color at the University of Denver College of Law and the University of Colorado School of Law.
- The firm also helped create the Charlie Johnson Memorial Scholarship at the University of Denver School of Law in honor of one of Holland & Hart’s former partners. The Fund provides scholarships for law students with disabilities.
- Many of our attorneys also volunteer time with the Colorado Lawyers Committee. The Colorado Lawyers Committee consists of 56 Colorado law firms and almost 1,300 attorneys who volunteer their time to find solutions to significant problems that impact children and the underprivileged.
- A group of Holland & Hart lawyers sponsored and taught a Clinic in a Box program instructing attorneys on how to advise non-profits on key legal issues, followed by a live consultation with area non-profit representatives.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Holland & Hart remains true to its core values established by its founders more than 60 years ago with a commitment to community and volunteerism. Today, the firm operates in a culture of service and giving back to the communities in which its people live and work. Holland & Hart is a firm of over 440 lawyers in fifteen offices, but the firm’s commitment to community continues to be a core value. Throughout the Rocky Mountain West, the firm’s attorneys and staff make a positive impact in their communities through pro bono legal work and volunteerism.

Under the leadership of retired partner Sam Guyton and his wife, Jean, and with the support of firm management, the Holland & Hart Foundation was incorporated as a non-profit 501(c)(3) charitable and educational organization in November 1998. The Foundation seeks to do more than contribute monetary funds; its primary goals are to recognize and encourage existing individual and group volunteerism, support additional opportunities for individual, office and firm-wide volunteer projects, and provide educational programs on topics of interest.

Over the last few years, the Foundation has contributed thousands of pounds of food to food banks through successful firm-wide food drives. The Foundation also works with youth each year to promote volunteerism at any early age.

Firm employees also volunteer for a number of civic projects, such as home remodeling projects for low-income elderly residents.

In conjunction with a local non-profit, the Center for Education in Law & Democracy, 48 Holland & Hart attorneys volunteered to participate in Lawyers in the Classroom, a program founded...
by the Constitutional Rights Foundation Chicago. The attorneys teamed up in groups of three to conduct three seminars in fifth grade classrooms to teach students about the basic aspects of laws and constitutional rights in a fun and engaging format.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In 2013, Cecelia Romero accepted the Utah State Bar Association's Raymond S. Uno Award for the Advancement of Minorities in the Legal Profession based on her efforts in creating the Utah Minority Bar Association Diversity Pipeline Initiative. The program pairs Holland & Hart attorneys with local minority scholarship law school students to give them guidance in preparing for their legal careers, and hosts workshops and other training seminars.

- Holland & Hart’s Boise office has received the Idaho State Bar’s 6.1 Pro Bono Challenge Award-Large Firm for large law firm pro bono and public service activities for the past two years and five out of the last seven years, with Boise office attorneys averaging 98.2 hours of pro bono work through 2013.

- Holland & Hart’s Boise office partner Pamela Howland received the Advocates Without Borders award from the Juvenile Diabetes Research Foundation for her work as the advocacy team chair for the Utah-Idaho chapter of the Foundation. Howland also received the Foundation’s Rookie of the Year award, honoring a leader who has joined the Foundation’s Grassroots Team within the past year.

- In 2012, Holland & Hart received the Catalyst for Change award for the firm’s work on behalf of Phoenix Multisport, an organization that fosters a supportive, physically-active community for individuals, including veterans, who are recovering from alcohol or substance abuse and those who choose to live a sober life. The organization seeks to help its members develop and maintain the emotional strength they need to stay sober through social and other activities such as climbing, hiking, strength training and yoga.

- Holland & Hart’s Salt Lake City office won the Utah State Bar Pro Bono Law Firm of the Year award for 2013.

Please add any additional information about your firm’s pro bono program.

Holland & Hart expects that lawyers will donate a portion of their time and professional services to worthy public interest activities that is, activities that fall within traditional notions of charitable, civic, or educational endeavors and that are of recognizable benefit to indigent individuals, to the community at large, or to a recognized group within the community.
951 E Byrd Street
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Phone: (804) 787-8124
www.hunton.com

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THE STATS
No. of Attorneys: 726
No. of Offices: 19
Managing Partner: Walfrido J. Martinez
Chairman: F. William Brownell
Hiring Partner(s): Thomas Y. Hiner
Kimberly C. MacLeod

EMPLOYMENT CONTACT
Judith H. Itkin
Director of Lawyer Recruiting and Development
Phone: 212.309.1058
Email: jitkin@hunton.com
Careers website: www.huntoncareers.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Hunton & Williams employs a full-time pro bono partner, a full-time pro bono associate in our Charlottesville, Virginia neighborhood pro bono office and two full-time pro bono fellows; one in Atlanta, Georgia and one in Richmond, Virginia. The firm also employs a full-time pro bono administrator and three full-time pro bono coordinators who work in the firm’s three neighborhood pro bono offices Richmond, Virginia, Atlanta, Georgia and Charlottesville, Virginia.

Please provide the primary pro bono contact(s)’s information below.

George H. Hettrick
Pro Bono Partner
Phone: (804) 788-8324
Email: ghettrick@hunton.com

Scottie Brown
Pro Bono Administrator
Phone: (804) 787-8124
Email: sbrown@hunton.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
Each Hunton & Williams office has a pro bono committee lead by a partner. The office committees meet monthly and a member of the Pro Bono Leadership Committee will attend the office committee meetings by video-conference or in person. The pro bono committee chairs from each office (all firm partners) report to the Pro Bono Leadership Committee during firmwide partner meetings. The committee regularly interacts through conference calls and emails.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
We support our attorneys in pursuing new pro bono matters that interest them, pending a conflicts check. Hunton & Williams’ conflicts clearing procedures apply in the same fashion for all potential pro bono clients as they do for billable clients. In those few situations where accepting a particular case might be viewed by some lawyers in the firm as offensive or hostile to their religious or personal beliefs, the matter may be referred to the firm’s screening committee for decision.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Bankruptcy

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Legal Aid
- Mid-Atlantic Innocence Project
- Catholic Charities
- Tahirih Justice Center
- City Bar Justice Center
- Human Rights Initiative of North Texas
- Pro Bono Partnership of Atlanta
- Council for Children’s Rights
- Lawyers for Children of America
- National Veterans Legal Services Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Local legal needs: With increased funding cuts to legal aid nationwide, low-income individuals have struggled to find legal counsel more than ever. Hunton & Williams dedicates
the largest portion of its pro bono practice to serve the basic legal needs of low-income individuals in each office location. The firm began operating "neighborhood" offices 25 years ago and now has three such offices in impoverished communities solely dedicated to pro bono work in Richmond (Church Hill) and Charlottesville, VA, and downtown Atlanta. Hunton lawyers provide family and housing law, guardianships, domestic violence, and immigration legal services. Unique to Hunton, the neighborhood offices allow firm lawyers to meet the legal needs of low-income persons in a very personal manner. In 2013, 100% percent of the firm's full-time U.S. lawyers provided pro bono legal services for the fifth year in a row because of innovative projects like the firm's neighborhood offices.

- Hunton & Williams maintains two, two-year pro bono fellowship positions—one in Richmond and one in Atlanta—for lawyers whose workloads consist entirely of pro bono matters. The program, created in 1996, is run and funded by the firm. An opportunity for young lawyers pursuing a career in public service, each fellowship offers $10,000 per year for law school debt. The Richmond Fellowship was created to assist staff attorneys with heavy caseloads at Central Virginia Legal Aid. The fellow also takes referrals from LAJC and other local legal aid organizations. The Atlanta Pro Bono Fellow assists Atlanta Legal Aid Society clients and is referred cases by other legal service organizations including the Pro Bono Partnership and the AVLFL. Hunton sponsors a fellow through the North Carolina Legal Assistance Foundation. The fellow receives $2,500 each year to help repay law school debt. The firm also supports a fellowship at the Univ. of Miami School of Law's Center for Ethics & Public Service.

- Since 2008, Hunton & Williams has provided pro bono legal assistance to veterans of the Iraq and Afghanistan wars seeking disability benefits through a partnership with the National Veterans Legal Services Program (NVLSP). With staggering unemployment, enormous healthcare costs, and the highest rate of PTSD among service members, Iraq and Afghanistan-era veterans and their families are in great need of disability, discharge, and veteran benefits. More than 100 Hunton lawyers have represented more than 90 veterans on multiple, multi-year claims to date. The firm extended the veterans program in 2013 to undertake a new pro bono partnership with the U.S. Coast Guard. Hunton lawyers are assisting USCG members with (but not limited to) real estate, consumer, family, estate planning, USERRA, and immigration matters in New England, Florida, and Virginia. The firm's managing partner Wally Martinez, who is a USCG auxiliarist and a military notary, started the innovative partnership.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Supreme Court pro bono: It's rare for a Hague Convention child abduction case to go all the way to the U.S. Supreme Court but a team of Hunton & Williams lawyers argued one there this past fall. Lozano v. Alvarez, is an international child abduction case the firm is handling pro bono and has dedicated thousands of hours to in recent years. Over the past decade, the firm has developed significant expertise handling cases under the Convention, a treaty designed to help return children wrongly abducted (usually by one parent) across international borders. In Lozano, the Court considered the question of equitable tolling when the abducting parent conceals the location of the child from the other parent. The case was particularly difficult, especially given that the federal Circuit Courts of Appeal split on the issue and the State Department recently changed its views of the treaty.

- Successful habeas petition case: After spending more than 12 years in prison for a crime he didn't commit, Michael W. Hash walks free again—thanks to the determination and more than 3,500 pro bono hours of Hunton lawyers. Hash was convicted of capital murder of Thelma Scroggins in Culpeper County, VA in 2001 and sentenced to life in prison without the chance of parole at the age of 19. Convinced he was innocent and that his trial was unfair, the Mid-Atlantic Innocence Project asked the firm to take on Hash's federal habeas petition. After much legal and forensic work by the Hunton team, more than 10 years after the murder, a federal judge in Roanoke granted full habeas corpus relief for Hash based on the "outrageous misconduct" of Culpeper law enforcement officials and released on bail in early 2012. In August of 2012, the prosecutor assigned to the case declined to retry him and now the Hunton team has filed a civil suit on behalf of Michael Hash and his family.

- Hunton & Williams Dallas lawyers secured asylum for an Eritrean woman and a member of her family after she was accused by the Eritrean government of assisting inhabitants escape the country by providing them with travel documents. The woman was employed by a company that printed and packed travel documents. She was later accused of helping her husband flee the country as well but he vanished while in National Service. She has not been heard from since his disappearance. She was arrested twice in Eritrea and beaten and tortured during both detentions. She was detained upon entry into the U.S. and paroled in the public interest. Hunton lawyers and staff spent over 650 pro bono hours on the case to secure asylum for their client. Asylum was granted in December of 2012.

BY THE NUMBERS

What is the total number of hours that lawyer at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 45,743
Total number of pro bono hours in 2013: 44,908

What was the attorney headcount in your firm's U.S. offices?

Number of attorneys as of December 31, 2012: 683
Number of attorneys as of December 31, 2013: 667
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 67
- Average number of hours per attorney in 2013: 67

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 71–80%
- Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
1–50

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Almost every pro bono opportunity that involves a new area of practice has training available.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- Total hours summer associates spent on pro bono work in 2012: 1,791
- Total hours summer associates spent on pro bono work in 2013: 1,120

- Average hours per summer associate spent on pro bono work in 2012: 23
- Average hours per summer associate spent on pro bono work in 2013: 40

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

- 2012: 100%
- 2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to participate in pro bono working during their tenure at the firm. A sampling of pro bono work performed by summer associates in 2013 includes assisting lawyers with the Mid-Atlantic Innocence Project screening committee, preparing and assisting in client preparation for an asylum case, assisting with pro bono litigation of disputes in family court, participating in the Virginia Hispanic Clinic Chamber of Commerce Legal Clinic and assisting lawyers with 50 state survey for the Humane Society of the United States.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Hunton & Williams established an innovative program to increase access to counsel by founding the Hunton & Williams Pro Bono Fellowship. Since 1996, Hunton & Williams has employed and maintained two full-time pro bono fellowship
positions, one in Richmond, Virginia and one in Atlanta, Georgia, for lawyers whose time is entirely committed to pro bono work. The Fellowship is a two-year position and is a valuable opportunity for young lawyers pursuing a career in public service.

The Atlanta fellow represents indigent clients in conjunction with the Atlanta Legal Aid Society and Atlanta Volunteers Lawyer Foundation. The Fellow also serves as a business intake lawyer at the Atlanta neighborhood pro bono office, the Southside Legal Center. The Richmond fellow dedicates a large percentage of their time to Church Hill neighborhood office clients. The other portion of their time is dedicated to matters handled through Central Virginia Legal Aid Society and the Legal Aid Justice Center. Casework for both Fellows includes divorces, custody and guardian cases, serving as Guardian ad Litem, child and spousal support appeals, adoptions, housing cases, and immigration and asylum cases.

While the substantial portion of legal work is performed for Legal Aid organizations, the Fellows are fully integrated into Hunton & Williams with all of the normal opportunities available for legal training, associate development, and social participation. As a member of the litigation team, the Fellow spends a great amount of time in the courtroom and serves as a useful resource for other Hunton lawyers seeking assistance on pro bono matters. The Fellowships were enhanced in 2004 to provide $10,000 each year for law school debt repayment.

Hunton & Williams also sponsors a fellow through the North Carolina Legal Assistance Foundation (NC LEAF)—an initiative that pairs private law firms with practicing public attorneys in North Carolina. During the three-year fellowship, the fellow receives $2,500 each year from Hunton & Williams to help repay her law school loan debt. The firm’s Miami office supports a fellowship at the University of Miami School of Law’s Center for Ethics & Public Service. The center provides educational programs and legal representation in the areas of children’s rights, public health entitlements and nonprofit economic development, among other activities.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Hunton & Williams lawyers in the Richmond and New York offices participate in Street Law, a program designed by non-profits NALP and Street Law, Inc. to promote diversity in the legal profession. The firm partners with Street Law and NALP to host practical, participatory education about law, democracy, and human rights in a conference and classroom setting.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Many of our domestic offices offer both attorneys and staff the chance to participate in volunteer activities in their communities. Here’s a sampling:

- Creating care packages for homeless women
- Raising money and awareness for local arts organizations
- Adopting needy families in our office locales during the holidays
- Creating care packages for troops stationed around the world
- Raising awareness and money for victims of domestic violence
- Raising money and donating canned goods to local homeless shelters and food banks

Please add any additional information about your firm’s pro bono program.

The first two sentences of the Hunton & Williams’ partnership agreement state: “The practice of the law is a service to society. While an aid to business, it is concerned also with the public welfare.”

At Hunton & Williams, we engage in pro bono work because we believe in supporting the communities where we live and make our living. The firm expects all of its U.S. lawyers to perform substantial pro bono legal services each year, and associates and partners alike are encouraged to bring pro bono opportunities to the firm for consideration. In addition, each lawyer’s pro bono efforts are considered during the firm’s annual review to determine compensation and advancement.

Hunton & Williams believes that the development and maintenance of a successful pro bono practice requires a strong commitment by the firm’s leadership and institutional support at all management levels. Members of Hunton & Williams’ senior management represent pro bono clients on a regular basis. Each of the firm’s offices has its own Pro Bono Committee, chaired by a partner, who deals directly with the attorneys in the identification of pro bono opportunities and the encouragement of pro bono work.

Hunton & Williams is especially proud of the fact that so many of its lawyers take their pro bono responsibilities seriously. Each year, partners and associates at the firm devote significant numbers of pro bono hours to represent those who cannot afford legal service. For the last five consecutive years, 100% of U.S. lawyers participated in pro bono legal representation.

Thurston R. Moore, Chairman Emeritus of the firm’s Executive Committee, clearly captures the firm’s commitment: “Democracy and a free society depend on fair and open access to the legal system for all citizens. Only lawyers have the franchise of the license to perform that service. Therefore, they must.”
HUSCH BLACKWELL LLP

190 Carondelete Plaza
Suite 600
St. Louis, MO 63105-3433
Phone: (314) 480-1871
www.huschblackwell.com

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• Higher Education • Information Governance • Insolvency &
Commercial Bankruptcy • Intellectual Property • International
• Labor & Employment • Litigation • Private Wealth • Public
Policy, Regulatory & Government Affairs • Tax

THE STATS
No. of Attorneys: 619
No. of Offices: 16
Chairman: Maurice Watson
CEO & Managing Partner: Greg Smith
Hiring Partner(s): Wade Kerrigan

EMPLOYMENT CONTACT
Carrie English
Director of Recruiting & Professional Development
Phone: 816-983-8795
Email: carrie.english@huschblackwell.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
30–35%

Please provide the primary pro bono contact(s)’s information below.
Jenny Schwendemann
Director of Risk Management & Pro Bono Services
Phone: 314-480-1871
Email: jennifer.schwendemann@huschblackwell.com

Does the firm have a pro bono committee?
No

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm’s decision to take on any pro bono matter is based on the following:

• Does the work meet the standards set out in the HB Pro Bono policy?
• How many hours will the matter require?
• Does the matter provide a training opportunity?
• Does the firm have the attorney availability and appropriate partner supervision to handle the matter?
• Is it the right thing to do?

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Civil rights, Community economic development, Domestic violence, Education, Fair housing/tenants rights, Family law, Immigration, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Parole hearings, Prisoners’ rights, The arts and historic preservation, Veterans’ benefits/appeals, Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Bankruptcy, Employment

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Legal Services of Eastern Missouri
• The Women’s Safehouse
• Lawyers for the Creative Arts
• Legal Aid of Eastern Tennessee
• Nebraska Appleseed Project
• Kids in Need of Defense
• Legal Aid of Western Missouri
• The Veterans Consortium
• Legal Services of Southern Missouri
• Colorado Lawyers Committee

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Husch Blackwell attorneys Jeff Simon and Judd Treeman represent a group of non-profit organizations who work to promote electoral participation by Latino and other minority and low-income U.S. citizens. The States of Arizona and Kansas filed suit to compel the federal government to require a person seeking to register to vote by using the Federal Voter Registration Form to present documentary proof of citizenship as a condition of registration. Simon and Treeman are working with MALDEF, the Mexican American Legal Defense and Education Fund, in opposing this effort by the States. The case is styled Kris W. Kobach, Kansas Secretary of State, et al, v. United States Election Assistance Commission, et al, Case Nos. 13-3062, 13-3072. Kansas and Arizona filed the case in response to the United States Supreme Court's decision in Arizona v. Inter Tribal Council of Arizona, 133 S. Ct. 2247 (2013). The case is now before the U.S. Court of Appeals for the Tenth Circuit, which has stayed a Federal District Court’s order in the States’ favor pending conclusion of the appeal.
• Husch Blackwell attorney Mike Fielding recently completed the representation of a landlord tenant dispute for a single mother with three children. The mother lived in Section 8 housing and the landlord attempted to prematurely terminate her lease and evict her. Fielding took aggressive action challenging the validity of the purported lease termination and negotiating for more time to enable the mother to do an orderly exit. As a result, the mother was able to complete her
• Husch Blackwell is currently defending a breach of contract case for a father of six who is too poor to hire an attorney. This man is a lawful Polynesian immigrant to the United States. In an effort to support his family, he attempted to start his own masonry business. Unfortunately, there was a falling out between him and the general contractor on two separate projects. When the general contractor sued him, Husch Blackwell agreed to represent him and assert counterclaims. The matter is on-going and will likely go to trial.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Child Welfare, Family Law & Immigration
  Obtained permanence for undocumented minors. Our clients were here on U Visas, which are temporary visas issued to non-immigrants who are victims of certain crimes, but their visas expired due to their parents’ dire financial condition. When we met the children, they had been living with a minister and his wife who had adopted their younger, U.S.-born brother several years earlier. In fact, they had been living with this couple for almost ten years, and they had formed a very close-knit family. The siblings’ biological parents had not been in the picture for many years and did not contest the adoption proceeding which was initiated to ensure the children would continue to be well-cared for. After several court proceedings, reams of applications and support documents, and an interview with a USCIS official regarding the children’s immigration status, our clients obtained permanent residency and, by operation of law, became U.S. citizens in 2013. They are truly “family” now.

• KIND
  KIND finds pro bono counsel for unaccompanied children in the immigration system. Our cases have involved helping children seek Special Immigrant Juvenile Status (SIJS), a form of immigration relief available to children who cannot reunify with a parent because of abuse, abandonment or neglect. The factual findings regarding reunification must be made by a state juvenile court judge, typically in custody or guardianship proceedings.
  A 17-year-old Guatemalan boy came to the U.S. after suffering physical and emotional abuse and neglect. We initiated guardianship proceedings in Maryland state court and obtained an order that granted guardianship to his brother and included the necessary SIJS findings. We then obtained a dismissal of the client’s removal proceedings in federal immigration court, and filed the application for SIJS. We are also filing a green card application to permanently adjust his immigration status. The client is thrilled and focused on his studies.

• Baby Girl—custody
  Our client began a lesbian relationship in 2002, had a commitment ceremony in 2005, and decided to conceive a child, with the client’s “wife” carrying the baby and plans for client to adopt the baby after it was born.
  Their newborn baby girl suffered brain injuries and medical problems during birth in 2008; she is blind, cannot walk or talk and requires specialized care. Adoption was postponed because of her medical needs. Client quit her job to be the primary caregiver, as the “wife” travelled extensively for her job.
  After the birth, a medical malpractice lawsuit was filed. In 2011, the suit was settled for millions. The “wife” ended the relationship, removed client as successor of the girl’s trust, and cut off contact between the two.
  Our client enlisted us to help her establish parental rights, a case of first impression in Missouri. Simultaneously, her former partner, who has now married a man, is seeking to have her husband adopt the child.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 15,735
Total number of pro bono hours in 2013: 16,637

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 572
Number of attorneys as of December 31, 2013: 619

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 28
Average number of hours per attorney in 2013: 27

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes
Are those evaluations taken into account in determining salary or bonuses?
No, they are not taken into account.

Are those evaluations taken into account in determining advancement within the firm?
No

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
Quarterly CLEs, mentoring from partners, outside-firm CLEs, PLI programs.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 179
- 2013: 413

**Average hours per summer associate spent on pro bono work**
- 2012: 18
- 2013: 29

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**
- 2012: 26%
- 2013: 26%

Please provide any additional information about pro bono opportunities available to summer associates.
Invited to participate in pro bono cases, luncheon showcasing pro bono program.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Diversity Committee pipeline activities, jeans days fundraisers, Motion for Kids, Race for the Cure.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Opportunities include:

**Chicago:**
“Just the Beginning Foundation”

**Jefferson City:**
- Samaritan Center (drives for food and clothing, donations for needy in community for holiday projects/housing/energy assistance/etc.)
- Special Learning Center
- Habitat for Humanity
- United Way of Central Missouri (opportunity to assist with annual campaign and also with projects for various entities supported by United Way such as help preparing “Buddy Packs” for needy children, etc.)
- Red Cross blood drives
- Annual walk-a-thon for American Cancer Society
- Events for American Heart Association
- Big Brother & Big Sister Program
- Jefferson City Chamber of Commerce
- American Legion
- Veterans Hospital

**Springfield:**
“Day of Caring” with the United Way

**Omaha:**
Lawyers in the Classroom, part of Law Day Celebration with the Omaha Bar Association
Denver:
- Meals on Wheels—delivery of food to low-income elderly adults
- Family Homestead—cleaning and painting an apartment for a homeless family; back to school drive to gather supplies for low-income children; holiday adopt-a-family

Chattanooga:
- “Day of Caring” with the United Way
- “Forgotten Child Fund” at Christmastime with the United Way

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Forty-one Husch Blackwell attorneys were listed on the 2012 Missouri Pro Bono Wall of Fame, recognizing members of the Missouri Bar who completed more than 40 hours of pro bono legal work in 2012.
- Legal Aid of Eastern Tennessee Named Joe Simpson to its 2012 Pro Bono Attorneys Hall of Fame.
- The Missouri Bar Recognized Two Husch Blackwell Pro Bono Advocates in 2012; Coty Hopinks-Baul Received Pro Bono Award, Jenny Schwendemann Named Committee Co-Chair.
- Missouri Lawyers Weekly named Husch Blackwell 2012 Law Firm of the Year for its vision, innovation and leadership in pro bono work.
- Husch Blackwell Partner Link Knauer was named Legal Champion by Missouri Lawyers Weekly in January 2012 for his pro bono criminal defense work.
- Husch Blackwell launched a human trafficking pro bono legal clinic in late 2013, receiving media attention for its efforts.
- Husch Blackwell, Three of its Attorneys Honored at Missouri Bar Foundation & Public Service Awards Luncheon in fall 2013 (the firm overall, two associates, Stacey Meyer Bowman and Derek Ankrom, and partner Ike Skelton were honored).

Please add any additional information about your firm's pro bono program.
In addition to the below information and training materials available on the firm's intranet, these resources are also available:
- Documents, including engagement letter
- Articles
- Resources from several organizations that we work with regularly, including Legal Services of Eastern Missouri, Volunteer Lawyers and Accountants for the Arts, Women's Safe House, and immigration and asylum aids.

Overview:
Husch Blackwell has a long-standing commitment to providing pro bono legal services to individuals, public service groups and charitable organizations that are unable to pay for the legal representation they need. We encourage our attorneys to provide pro bono legal services, engage in activities that improve access to justice for all, and provide financial support for organizations that provide legal services to persons of limited means. We are a Signatory Member of the Pro Bono Institute’s Law Firm Pro Bono Challenge, a national organization that encourages pro bono work in law firms across the country.

Our attorneys provide pro bono legal services to individuals and groups referred to us from various agencies including Jewish Vocational Services, Rocky Mountain Immigration Services, Center for Missing & Exploited Children, various legal service corporations, Volunteer Lawyers and Accountants for the Arts, and many more. Our attorneys also volunteer their services via area bar associations, such as The Missouri Bar and The Bar Association of Metropolitan St. Louis.

Full billable hour credits are given to our attorneys for time spent on pro bono matters.

We support our attorneys with specialized training in the areas of law the volunteer attorneys routinely handle. Continuing Legal Education classes are held throughout the year on various topics.

PRO BONO POLICY
MISSION STATEMENT: As a member of the legal community, Husch Blackwell LLP (“HB”) has long demonstrated a continued commitment to providing pro bono legal services to individuals and organizations. The Firm views these activities as an integral component of our professional responsibility which is embodied in the American Bar Association’s Model Rules of Professional Conduct, Rule 6.1. As a result of this commitment, the Firm encourages and supports efforts and activities that provide the disadvantaged and under represented with satisfactory legal representation.

I. DEFINITION
For purposes of the Firm’s pro bono efforts, “Pro Bono” services are defined generally to be legal services rendered without a fee or at a substantially reduced fee under any of the following categories. Please note that work for Firm employee’s family members is not meant to be part of this policy. (See HB Employee Manual)

A. Representation of individuals or groups of individuals of limited means.

B. Representation of individuals, groups or organizations wishing to secure or protect civil rights, civil liberties or public rights; matters involving significant issues of public policy.

C. Representation of not-for-profit organizations, e.g., charitable, community, religious, or educational organizations, in furtherance of their organizational goals and purposes when the payment of standard legal fees would have a significantly deleterious impact on the organization’s economic resources.
II. DETERMINATION CRITERIA

For purposes of determining whether a request to provide pro bono services is approved, the following criteria must be met to a substantial degree:

A. The matter falls within one or more of the definition categories.

B. No conflict of interest exists.

C. HB has the resources to staff and manage the matter and is satisfied with the logistics and administration involved in managing the matter.

D. HB is satisfied with the potential financial impact to the Firm.

E. HB is satisfied with the potential impact to the community and to its own reputation and standing in the community.

F. The matter provides helpful training for the attorneys involved.

G. Every effort will be made to ensure the matter meets the requirements of the Pro Bono Institutes Guidelines.

III. APPROVAL PROCESS

Any attorney who wishes to do specific work for a new non-approved pro bono client should contact the Director of Pro Bono Services. A memorandum explaining the nature and extent of the work (a budget with the projected hours) and the reason(s) for the work to be performed on a pro bono basis must be submitted. Approval from the Director of Pro Bono Services is needed to ensure the work meets the HB pro bono guidelines. Division/Department Chair Approval is also required and will be obtained by the Director of Pro Bono Services. The request will be reviewed and a response will be provided. All conflicts must be cleared before work begins.

IV. ENGAGEMENT LETTER

In order to protect the Firm and to clarify the work to be undertaken, an engagement letter must be sent to the client setting forth the terms and scope of the engagement. Before commencing work on the matter, the Firm must receive back from the client a signed copy of the engagement letter. If an engagement letter is not appropriate, a waiver may be obtained from the Director of Pro Bono Services. Clients should be advised that certain legal costs are expected to be reimbursed to HB.

V. CREDIT

Hours recorded on pro bono work which has been properly opened will count towards the attorney’s billable time. Quarterly reports will be provided to the Division Chairs, the Co-Chief Operating Officers and the Director of Pro Bono Services on the number of hours each associate is devoting to Pro Bono work.

VI. TRAINING

Quarterly CLE programs will be offered to attorneys on specific pro bono law topics.

Additionally, support from the various Legal Services Corporations will be available to assist volunteer attorneys. Senior Associate or Partner supervision is required on all pro bono cases.
JACKSON LEWIS P.C.

One North Broadway
15th Floor
White Plains, NY 10601
Phone: (703) 483-8373
www.jacksonlewis.com

LOCATIONS
Albany, NY • Atlanta, GA • Austin, TX • Baltimore, MD •
Boston, MA • Chicago, IL • Cincinnati, OH • Cleveland, OH •
Dallas, TX • Dayton, OH • Denver, CO • Detroit, MI • Grand
Rapids, MI • Hartford, CT • Houston, TX • Indianapolis, IN
• Jacksonville, FL • Kansas City, KS • Las Vegas, NV • Los
Angeles, CA • Miami, FL • Milwaukee, WI • Minneapolis, MN
• Napa, CA • New Orleans, LA • New York, NY • Orlando, FL •
Philadelphia, PA • Phoenix, AZ • Pittsburgh, PA • Portland, OR
• Providence, RI • Raleigh, NC • Rapid City, SD • Richmond,
VA • Sacramento, CA • Saint Louis, MO • San Diego, CA • San
Francisco, CA • Seattle, WA • Stamford, CT • Tampa, FL •
Washington, DC • San Juan (PR)

MAJOR DEPARTMENTS & PRACTICES
Affirmative Action Compliance and OFCCP Defense Practice
Group • Class Actions and Complex Litigation Practice Group •
Collegiate and Professional Sports Practice Group • Corporate
Diversity Counseling Practice Group • Corporate Governance
and Internal Investigations Practice Group • Disability,
Leave and Health Management Practice Group • Employee
Benefits Practice Group • General Employment Litigation,
including e-Discovery Practice Group • Government Relations
Practice Group • Immigration Practice Group • International
Employment Issues Practice Group • Labor and Preventive
Practices Practice Group • Management and Employee Training
Practice Group • Non-Competes and Protection Against Unfair
Competition Practice Group • Privacy, e-Communication and
Data Security Practice Group • Wage and Hour Practice Group
• White Collar and Government Enforcement Practice Group •
Workplace Safety and Health Practice Group

THE STATS
No. of Attorneys: 768
No. of Offices: 55
Chairman: Vincent A. Cino
Hiring Partner(s): N/A

EMPLOYMENT CONTACT
Andrew S. Safina
Director HR
Phone: (914) 328-0404
Email: attorneyrecruiting@jacksonlewis.com

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WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator / Shareholder 1
Less than half of his/her time

Pro Bono Coordinator / Shareholder 2
Less than half of his/her time

Pro Bono Coordinator / Shareholder 3
Less than half of his/her time

Pro Bono Coordinator / Shareholder 4
Less than half of his/her time

Please provide the primary pro bono contact(s)’s information below.

Stephanie Lewis
Managing Shareholder
Phone: (864) 232-7000
Email: LewisS@jacksonlewis.com

Douglas Smith
Managing Shareholder
Phone: (412) 338-5151
Email: SmithD@jacksonlewis.com

Robyn Aversa
Shareholder
Phone: (973) 451-6320
Email: AversaR@jacksonlewis.com

John Sander
Shareholder
Phone: (212) 545-4050
Email: John.Sander@jacksonlewis.com

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The pro bono coordinators must approve each project.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Bankruptcy, Civil rights, Consumer law and small claims court, Disability benefits, Domestic violence, Education, Elder law, Employment, Environment, Family law, First Amendment and constitutional issues, Homeless advocacy, Immigration, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Prisoners’ rights, Probate law, Real estate transactions, Social Security law, Veterans’ benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Employment on behalf of individuals.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Wounded Warrior Project
- Susan G. Komen for the Cure
- The Leukemia and Lymphoma Society
- Girl Scouts USA
- Pro Bono Partnership
- Women Lawyers’ Association of Greater St. Louis
- American Association for Affirmative Action
- Habitat for Humanity
- Korean American Bar Association
- Aspira of Florida, Inc.

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Assist veterans with matters nationally.
- Assist local chapters of Susan G. Komen.
- Assist families and non-profits through local partnerships.
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- The Wounded Warrior Project: Dev Sukhdeo, Terrance Woodard and Jordan Rappaport (Miami) worked together to have a former Marine's disability benefits reinstated by the Social Security Administration. After a February 2012 hearing before an SSA officer to determine whether the Warrior's benefits should be reinstated, they obtained a favorable decision.

- American Association for Affirmative Action: Ryan Nelson and Matthew Camardella (Long Island) co-authored an amicus curiae brief to U.S. Supreme Court representing American Association for Affirmative Action in Fisher v. University of Texas, which was accepted by the Court. This matter is still pending.

- Habitat for Humanity: Jackson Lewis successfully represented Habitat for Humanity of Hillsborough County (Florida) on a pro-bono basis in connection with a charge of gender discrimination and retaliation brought by a former employee. On April 5, 2013, the EEOC issued a dismissal and notice of right to sue in the case.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

**Total number of pro bono hours in 2012:** 13,860

**Total number of pro bono hours in 2013:** 14,180

What was the attorney headcount in your firm's U.S. offices?

**Number of attorneys as of December 31, 2012:** 740

**Number of attorneys as of December 31, 2013:** 767

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's U.S. office(s) during the following years?

**Average number of pro bono hours per attorney in 2012:** 19

**Average number of pro bono hours per attorney in 2013:** 18

What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during that calendar year?

**Percentage of attorneys who did pro bono work in 2012:** 41–50%

**Percentage of attorneys who did pro bono work in 2013:** 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors, or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

Yes

What is the requirement and to whom does it apply?

50 hours per attorney.

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

1–50

Does the firm consider pro bono hours when determining bonuses?

No

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

We coordinate with local organizations and other law firms to develop and provide training as needed.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

2012: 41

2013: 44
Average hours per summer associate spent on pro bono work
2012: 10
2013: 15

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 22%
2013: 15%

Please provide any additional information about pro bono opportunities available to summer associates.
N/A

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We participate in a variety of public service projects too numerous to list.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
See above.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Pro Bono Partnership named Jackson Lewis Volunteer of the Year
- Inclusion in *The American Lawyer* top 100 law firms for pro bono work in *The American Lawyer* 2011 Pro Bono Report
- Recipient of a 2011 Cornerstone Award from Lawyers Alliance for New York. The award recognizes attorneys and institutions that have made extraordinary contributions through pro bono legal services to nonprofits that are working to improve the quality of life in New York City neighborhoods.
- A lawyer in our New York office was honored by InMotion with the 2012 Commitment to Justice Award for Outstanding Partner.
- Jackson Lewis was nominated by the Pro Bono Partnership for the 2010 Frances Perkins Public Service Award of the ABA Section of Labor and Employment Law for its contributions in meeting the acute need for pro bono services in the areas of labor and employment—especially among non-profit organizations assisting individuals of limited means.
- The Chicago office of Jackson Lewis is one of the 15 firms in Chicago to achieve 100% participation in the Chicago Bar Foundation’s Investing in Justice Campaign.

Please add any additional information about your firm’s pro bono program.
N/A
LOCATIONS
Chicago, IL • Los Angeles, CA • New York, NY • Washington, DC

MAJOR DEPARTMENTS & PRACTICES

LITIGATION
Antitrust and Competition Law • Appellate and Supreme Court Practice • Bankruptcy Litigation • Class Action • Communications • Complex Commercial Litigation • Content, Media and Entertainment • Copyright • Election Law and Redistricting • ERISA Litigation • Family Law • Government Contracts • Government Controversies and Public Policy Litigation • Health Care Litigation • Insurance Recovery and Counseling • Intellectual Property • International Arbitration • Japan Practice • Labor and Employment • Markets and Trading • Media and First Amendment • Patent Litigation & Counseling • Privacy and Information Governance • Products Liability • Professional Responsibility • Real Estate and Construction Litigation • Reinsurance • Securities Litigation and Enforcement • Technology Litigation • Trade Secret and Restrictive Covenant Litigation and Counseling • Trademark, Advertising & Unfair Competition Practice • Trust & Estate Litigation • White Collar Defense and Investigations

TRANSACTIONAL
Bankruptcy, Workout and Corporate Reorganization • Climate and Clean Technology Law • Corporate • Corporate Finance • Employee Benefits and Executive Compensation • Environmental and Workplace Health & Safety Law • Japan Practice • Markets & Trading • Mergers & Acquisitions • Privacy and Information Governance • Private Equity/Investment Funds • Real Estate • Securities • Tax Practice

THE STATS
No. of Attorneys: 455
No. of Offices: 4
Managing Partner: Terrence J. Truax
Hiring Partner(s): Melissa M. Root, Chicago
Katya Jestin, New York
Charlotte L. Wager, Chicago
Benjamin J. Bradford, Chicago
Michael T. Brody, Chicago
Brent Caslin, Los Angeles
Matthew S. Hellman, DC
Tobias L. Knapp, New York
Daniel R. Murray, Chicago
John R. Storino, Chicago
Scott B. Wilkens, DC

EMPLOYMENT CONTACT
Jami de Lou
Manager of Talent Development, Diversity, & Inclusion
Phone: 312-840-7629
Email: jdelou@jenner.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Andrew W. Vail, Partner & Co-Chair, Pro Bono Committee
Less than half of his time

Julie A. Carpenter, Partner & Co-Chair, Pro Bono Committee
Less than half of her time

Brian J. Fischer, Partner & Co-Chair, Pro Bono Committee
Less than half of his time

Andrew J. Thomas, Partner & Co-Chair, Pro Bono Committee
Less than half of his time

Pamela S. Abrahamson, Pro Bono Coordinator
All of her time

Please provide the primary pro bono contact(s)'s information below.

Andrew W. Vail
Partner & Co-Chair, Pro Bono Committee
Phone: (312) 840-8688
Email: avail@jenner.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
There are four committee co-chairs who manage the Firm's pro bono program on a daily basis, one pro bono coordinator who provides administrative assistance to The Firm's Pro Bono Chair and Co-Chairs, and twenty-nine additional attorneys who review the Firm's pro bono services and administrative procedures.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
All pro bono matters that the Firm takes on are reviewed and approved by the pro bono committee co-chairs before they are opened and/or assigned. No pro bono case is opened without at least one partner assigned to the matter. The standard used to determine whether a case is in fact a pro bono matter is outlined in the Pro Bono Institute (PBI) Challenge, to which the Firm is a signatory. All pro bono cases, whether they are received from an individual or an existing pro bono organization with whom we work, are reviewed/approved by this standard. In rare instances, certain cases, which have already been determined to be in compliance with the PBI definition/standards, are reviewed by our Management and Policy Committee to determine whether the Firm would actually like to take on a particular matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• National Immigrant Justice Center
• Family Defense Center
• The Circuit Court of Cook County (Domestic Violence Division)
• DC Bar Pro Bono Program Advocacy and Justice Clinic
• Southern Center for Human Rights
• The Human Trafficking Pro Bono Legal Center
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- **Indigent Criminal Defense**: A team of Jenner & Block attorneys, partnering with Northwestern University’s Center on Wrongful Convictions, achieved a victory for a pro bono client who had been convicted of murdering her 4-year-old son in 2005. In 2012, the 7th Circuit vacated the young mother’s conviction, which had been based largely on her video-recorded confession after a 27-hour police interrogation. The 7th Circuit was so persuaded by the firm’s arguments that in February 2013, it ordered the young woman released from prison without bond pending the State’s decision to retry her and its pending cert petition. In June 2013, Cook County, Illinois prosecutors dropped all charges against her and in January 2014, the court issued a certificate of innocence exonerating her of the crime. The firm became involved at the case’s post-conviction stage and litigated it at every level of the state and federal judicial systems.

- **Human Trafficking Matters**: The firm is well known for its precedent-setting advocacy in human trafficking cases. We achieved four notable wins in 2013:
  - **U.S. v. Edwards**: Working with federal prosecutors, we obtained restitution for a Filipino woman held as a domestic worker without pay for 10 years. Her traffickers pled guilty to harboring an alien and were ordered to pay our client $369,000 and serve jail time.
  - **Carazani v. Zegarra**: We obtained a judgment of nearly $1.2 million for a Bolivian client brought here as a nanny by a World Bank employee.
  - **Mazengo v. Mzengi, et al.**: We assisted a client in persuading the Tanzanian government to pay to settle a $1+ million judgment against a Tanzanian diplomat, a settlement aided by political pressure brought on the eve of a visit to Tanzania by President Obama.
  - **Francisco, et al. v. Susano**: In an issue of first impression in the 10th Circuit, we persuaded the court that punitive damages are available under the Trafficking Victims Protection Act.

- **Death Penalty Representation**: Jenner & Block has a long tradition of taking on capital cases, dating back to winning the landmark 1968 U.S. Supreme Court decision in Witherspoon v. Illinois. In 2012, a DC partner achieved remarkable results in two death penalty cases. In one, following the reversal of an Alabama client’s death sentence and the announcement by the Alabama Attorney General that he would seek to reinstate the sentence, this partner served as lead counsel in a new death penalty hearing. After tense negotiations, the Attorney General agreed to withdraw his demand for the death sentence. In the second case, this partner led a firm team that won a new sentencing hearing for a Georgia man sentenced to death for three murders, convincing the state’s Supreme Court that the trial judge’s refusal to allow defense counsel to voir dire prospective jurors regarding the fact that two of the victims were young children deprived the defendant of his right to a fair and impartial jury, protecting his rights, spotlighting the importance of voir dire in capital cases and making important law in Georgia.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- **Enrique Suarez, et al. v. Marjorie Charron, et al.**: In one of our most significant pro bono victories in recent years, the firm brought a creative and aggressive civil RICO lawsuit against one of New York City’s largest residential landlords, on behalf of 22,000 current and former low-income tenants. The suit accused the landlord of orchestrating a campaign of harassment intended to drive them out of their rent-controlled apartments to be replaced by tenants who would pay market rates. In June 2012, the firm won court approval of a landmark settlement agreement between the class and the landlord, successfully capping a five-year legal battle. In September 2013, the Second Circuit unanimously affirmed the approval and in May 2014, the U.S. Supreme Court denied certiorari, leaving in place the Second Circuit decision and the very favorable settlement for the firm’s clients.

- **Arcia v. Detzner**: A Jenner & Block team, in conjunction with a coalition of civil rights groups, won a major victory for Florida voters when the 11th Circuit Court of Appeals ruled that Florida Gov. Rick Scott’s 2012 purge of suspected non-citizens from the state’s voter rolls violated the National Voter Registration Act (NVRA), because such systematic purges are prohibited within 90 days of federal elections. The decision held that the NVRA strikes a “careful balance” by prohibiting systematic removal programs “for the 90 days before an election because that is when the risk of dis[en]franchising eligible voters is the greatest.” This was the first decision in the country to interpret the NVRA as limiting such purges to the period outside the 90-day window.

- **Bringing Electricity to East Africa**: The firm played a significant role in the development of the largest solar energy facility in Central Africa, bringing much-needed electricity to parts of Rwanda while also providing critical funding for the education and housing of 500 orphaned survivors of the Rwandan genocide. Jenner & Block represented the Agahozo-Shalom Youth Village (ASYV), a non-sectarian U.S. charity that operates a residential and educational community in rural Rwanda. The solar project will be built on ASYV’s 144-acre campus. Gigawatt Global will design, maintain and operate the first grid-connected solar energy facility in Rwanda, not only supplying power to the ASYV community, but also selling electricity to the Rwandan government to supply neighboring communities. The proceeds will repay the project’s investors and provide funding for ASYV’s work, and Gigawatt Global will provide training to ASYV students to learn solar-energy-related job skills. After documenting financing for the project from impact investors,
the firm represented ASYV in structuring, negotiating and documenting this sophisticated, multijurisdictional, and innovative clean-energy project.

**BY THE NUMBERS**
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 77,482
Total number of pro bono hours in 2013: 79,713

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 480
Number of attorneys as of December 31, 2013: 455

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 161
Average number of hours per attorney in 2013: 175

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 81–90%

**SUPERVISION AND EVALUATIONS**
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Firm policy states that each lawyer should provide 20 hours of pro bono legal services every year, and the Firm encourages all attorneys to provide at least 50 hours.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**
What training opportunities are open to associates working on pro bono matters?
Associates working on pro bono matters are required to have a supervising partner on all matters. The supervising partner provides guidance, assistance and training. In addition, the firm works with a variety of different pro bono organizations that provide training specific to the types of cases they make available. Jenner & Block attorneys have participated in training sessions sponsored by the Domestic Violence Division for Order of Protection pro bono training; National Immigrant Justice Center for asylum and immigration work; the Chicago Bar Foundation for the Municipal Court Pro Bono Program to provide pro bono assistance for low-income litigants; the Lawyers Committee for Better Housing for eviction defense training and The Human Trafficking Pro Bono Legal Center for human trafficking nuts & bolts training.

Associates are given opportunities through pro bono matters to have “first chair” experience in major matters, including arguing cases before the District of Columbia Circuit, Seventh Circuit, and other federal and state appellate courts, as well as other first-chair experience at the trial level and in transactional matters.

Communications from different organizations regarding upcoming training sessions are sent to all associates via e-mail.

Jenner & Block also sponsors lunches for its attorneys at which representatives from pro bono organizations describe available opportunities.

Does the firm offer the use of support staff in handling pro bono matters?
Yes
Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,607  
2013: 3,328

Average hours per summer associate spent on pro bono work
2012: 70  
2013: 76

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 97%  
2013: 84%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates have assisted firm lawyers on pro bono cases relating to a variety of matters including immigration hearings, not-for-profit corporate governance, domestic violence and death penalty cases. Summer Associates in the Chicago office also participate in a program introducing them to criminal defense practice in the Cook County Circuit Court. The program includes a tour of the Cook County jail and a panel discussion with prominent members of the Cook County criminal justice community.

Our LA summer associates, through coordination with The Alliance for Children’s Rights, assist foster parents in finalizing the adoption of their foster child(ren). Summer associates communicate directly with the families, coordinate with various governmental agencies to obtain necessary documentation, draft documents to be filed with the Court, and attend the adoption finalization hearing at the Children’s Court, where they are able to state their appearance for the record. The finalization hearing takes place on one of the quarterly “Adoption Days,” where the courthouse is devoted solely to these hearings.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? Yes

Please describe the established program(s) and their duration, if applicable.

Public Interest Law Initiative fellowships are available. Jenner & Block participates in the Public Interest Law Initiative (PILI) program in Illinois. The PILI program provides the opportunity to work for a public interest agency for 10 weeks during the summer of the bar exam. Five of the 10 weeks must be full-time. Jenner & Block fully compensates the associates during their fellowship. Jenner & Block’s Washington, DC office sponsors two incoming associates to participate in a public interest program administered by the DC Bar. The attorneys work pro bono for the agency or organization, but Jenner & Block fully compensates the associates and provides benefits during the eight week program.

In 2013, we had four fellows in our Chicago office and one fellow in our DC office.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• For nearly two decades, teams of Jenner & Block attorneys have taught interactive lessons on the U.S. Constitution and legal system to local students through the Edward J. Lewis II Lawyers in the Classroom program. The program, coordinated by the Constitutional Rights Foundation Chicago (CRFC), partners attorneys with Chicago public elementary school classes to teach students, based on real life experiences, to help develop their critical thinking skills and to offer young people an opportunity to have a variety of positive adult role models. The firm also does a mock trial with one of the schools, where more than 50 students come to Jenner & Block each year to put on a case.

• For the fifth year, Jenner & Block and GE teamed up with the Street Law organization to host an educational event for more than 60 high school students from Chicago Public School’s Whitney M. Young Magnet High School. During the day-long conference, Jenner & Block attorneys led in-depth substantive workshops on intellectual property, anti-harassment and alternative energy legal issues, for the students. The event also provided an up-close opportunity for students to learn about the career paths and work of corporate attorneys. In August 2014, the firm will again partner with GE to host high school juniors and seniors who are participating in diversity pipeline programs sponsored by the Just The Beginning Foundation and ISBA Leadership Program, at a luncheon and panel discussion.

• In the interest of promoting long term economic opportunities that help increase diversity, Jenner & Block has a diversity scholarship program at five law schools. The program includes scholarships for first year law students selected by their academic achievement and demonstrated commitment to community service.

• The firm is engaged in a number of pipeline programs. We are one of the “High 5 Partners” with Chicago Scholars, an organization that provides underrepresented scholars with college scholarships in addition to college preparatory workshops, attorney mentors, summer internships and career networking opportunities. The firm also hosted nearly 100 ninth-grade girls from the Young Women’s Leadership Charter School (YWLCS). The students visited the firm for a networking luncheon with volunteers from Jenner & Block and local companies. YWLCS was founded by former partner Joan Hall and is the only all-girls public school in Chicago; its mission is to help prepare young women to enter college and

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become tomorrow’s leaders. In addition, we have partnerships with several Chicago-area high schools and Urban Alliance.

- Our Washington, DC office attorneys work with the Thurgood Marshall Academy, the District’s first law-themed public charter high school. In this capacity, volunteer lawyers run workshops on constitutional law topics, teach students important legal concepts, help them develop analytic skills, and also help students see how they can participate in civic life.

- In New York, the firm partners with the New York City Bar Association Thurgood Marshall summer law internship program. The firm hosts an inner city high school student and provides them with additional programming before, during, and after the summer. The internship is designed to help them prepare for a legal career. The office also coached a group of high school girls in a recent dispute resolution/negotiation competition. Led by New York office administrator Sal T. Curreri, a team from Peace and Diversity Academy, a public high school in the Bronx, took second place out of 18 schools in November. Organized by the New York City Bar Association’s Office for Diversity Pipeline Initiatives, the annual competition is held in collaboration with the Fordham Law School Dispute Resolution Society.

- The firm has also offered its facilities to host meetings and seminars for various law schools and pro bono programs.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- The firm supports volunteer service to the community and has a history of leadership in volunteer events, such as the annual Respiratory Health Association of Metropolitan Chicago’s “Hustle Up the Hancock” race.

- The firm also volunteers one night per year at Greater Chicago Food Depository. The Greater Chicago Food Depository is a summer associate event, though when able, the firm invites other lawyers and staff to participate in repacking pounds of food items into reusable servings for families.

- Women Everywhere is a non-profit organization that provides volunteer services to several dozen community agencies, provides educational programming for several hundred female high school students, and developed a scholarship program available to students who participate in their educational activities. Every year, Jenner & Block collaborates with Women Everywhere on their Service Day to provide volunteer services to WINGS (Women In Need Growing Stronger). The Service Day at WINGS includes direct service activities such as painting, building, gardening, or cleaning. In 2013, women attorneys and summer associates participated in the Service Day to help a local women’s shelter.

- Jenner & Block also volunteers at the Jewish United Fund (JUF) Uptown Cafe and Chicago Cares Serv-a-Thon. The JUF Uptown Cafe is a program where our summer associates serve meals to underprivileged people and the firm’s lawyers spend time talking to the community members.

- Jenner & Block participated in Chicago Cares Serv-a-thon where thousands of volunteers come together to transform Chicago Public Schools and improve learning environments for over 15,000 local students. Chicago Public School’s Fairfield Academy needed fresh painting, and Jenner & Block volunteers, including partners & associates, came together to help spruce up the school.

- Since 2004, Jenner & Block’s attorneys and staff members have partnered with Chicago Public School’s Fairfield Academy to determine the needs of the students and faculty. Over the past five years, Jenner & Block personnel have raised funds to supply Fairfield Academy with computers, school supplies, educational field trips, and uniforms as well as much-needed money for their arts and music education programs. The firm also participates in a tutoring program at the school. In 2014, the firm raised funds for nearly 40 eighth graders to visit Washington, DC. While there, the students visited Jenner & Block’s office for a tour and a panel presentation from associates.

- Jenner & Block’s Washington, DC office continues to be actively involved in the EverybodyWins! Reading program, in which attorneys, paralegals and support staff visit with a student in DC public schools once a week to work on reading and reading comprehension. Additionally, the firm’s Washington, DC office continues to mentor students from the Thurgood Marshall Academy Public Charter High School, which offers college preparatory education with a focus on justice, equality, law and government. Washington, DC also participates as a team in the Lawyers Have Heart Run, which benefits the American Heart Association/American Stroke Association.

- Jenner & Block also supports a number of pipeline programs, including a corporate work program through Cristo Rey Jesuit High School. This program provides the opportunity for high school students to gain corporate work experience.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- January 2, 2012 - Jenner & Block was named to The National Law Journal’s 2011 “Pro Bono Hotlist”. The Firm was profiled in a lengthy feature highlighting the Firm’s work in both the precedent-setting case of *State of Illinois v. Pursley* and the 12,000 hours devoted to the defense of Juan Rivera in *People v. Juan Rivera*.

- March 29, 2012 - Jenner & Block’s Washington, DC office was among 29 Washington law firms recognized for their commitment to pro bono by the DC Circuit Judicial Conference, during its ninth annual “40 at 50 Judicial Pro Bono Recognition Breakfast.” Jenner & Block not only met the benchmark of at least 40 percent of its attorneys performing 50 or more hours of pro bono work in 2011, but was one of only seven firms that exceeded it, with 50 percent or more of its attorneys contributing 50 or more pro bono hours. The Firm received a “special nod,” from Chief Judge Royce Lamberth, for being the only firm whose partners surpassed the benchmark, by having 45 percent of its partners meet the 50-hour mark.
• April 5, 2012 - Jenner & Block Partner Gabriel A. Fuentes received a Distinguished Alumnus Award from the Northwestern University School of Law's Student Funded Public Interest Fellowship Program (SFPIF). The award, established in 2004, celebrates Northwestern University Law School alumni who have made outstanding contributions to public service and the legal community. According to the SFPIF, Mr. Fuentes was selected in recognition of his "extraordinary commitment to public service," as evidenced by his "extraordinary service as co-chair of the Jenner & Block Pro Bono Committee, participation on CARPLS [Coordinated Advice & Referral Program for Legal Services] board and service on the Chicago Council of Lawyers."

• May 7, 2012 - Jenner & Block and Partner Catherine L. Steege were presented with the 7th Circuit Bar Association’s Pro Bono and Public Service Award for 2012. Awards were given for work in the Northern District of Illinois District Court, the 7th Circuit Court of Appeals, and the Bankruptcy Court for the Northern District of Illinois. The award that the Firm received recognized Ms. Steege and the Firm for pro bono work representing indigent individuals before the Bankruptcy Court.

• May 8, 2012 - Jenner & Block Partner David W. DeBruin was the honoree at the DC Law Students in Court’s Celebration of Service Reception & Auction on May 8, 2012. Mr. DeBruin received the Celebration of Service Award in honor of his "wonderful career of public service and pro bono work." The DC Law Students In Court Program, Inc. is a consortium program established by five District of Columbia area law schools (American, Catholic, Georgetown, George Washington and Howard universities), in which third-year students from these schools provide critical civil and criminal legal assistance and representation to low income individuals and families in the DC metropolitan area.

• May 18, 2012 - Partners Craig C. Martin and David Jimenez-Ekman and Associates Joseph R. Dunn and Kristin L. Rakowski received the Thirteenth Annual Award for Excellence in Pro Bono Service, recognizing their pro bono work on behalf of The Spamhaus Project, an international nonprofit spam-fighting organization. This award is presented by the United States District Court for the Northern District of Illinois, in conjunction with the Chicago Chapter of the Federal Bar Association. In 2011, the team achieved a remarkable result for Spamhaus in the Seventh Circuit Court of Appeals, reducing an $11.7 million damages award against it, to three dollars. Because of the victory, Spamhaus is able to continue its valuable work, protecting the public from the high costs of computer spam.

• June 2012 - In 2012, Jenner & Block was recognized as the No. 1 law firm in the country for pro bono service by The American Lawyer magazine in its annual pro bono rankings, an award the Firm has received five times. Jenner & Block attorneys provided pro bono services in a wide range of matters, from litigation in trial and appellate courts across the country to transactional work for nonprofits.

• June 2012 - Jenner & Block Partner Paul M. Smith was selected as the recipient of the DC Bar’s 2012 Thurgood Marshall Award. The award, which is the DC Bar’s highest honor, was established in 1992 to recognize extraordinary efforts and legal advocacy in the areas of civil rights, individual liberties and the public interest. It is presented biennially to a DC Bar member who has demonstrated exceptional commitment and achievement in the pursuit of equal justice and equal opportunity for all Americans. Most often, the recipients have been public interest practitioners or public servants. Mr. Smith was only the sixth private practitioner to receive the honor.

• June 2012 - Jenner & Block Partner Lawrence S. Schaner received the Midwest Light of Human Rights Award given by the Heartland Alliance's National Immigration Justice Center. The award recognized Mr. Schaner's many years of service and support. Since 2000, the Midwest Light of Human Rights Awards has honored human rights workers and celebrated the contributions of business, civic, and philanthropic leaders in promoting human rights.

• August 2012 - Jenner & Block was named a “Pro Bono Firm of 2012” by Law360 and profiled in a lengthy article on its website on August 30. This marked the third time in a row that the Firm was recognized by the publication—every year since Law360 began the feature in 2010. According to the publication, the 2012 series recognized firms that continued their “devotion to pro bono work in tough times.”

• October 2012 - The Legal Aid Society of Metropolitan Family Services awarded Jenner & Block with its Scott C. Solberg Pro Bono Award. The Solberg Award recognizes outstanding pro bono attorneys and law firms who have used their skills and resources to provide legal assistance to the most vulnerable citizens.

• October 2012 - Jenner & Block Partner Jeffrey D. Colman was selected to receive the Chicago Bar Association/Chicago Bar Foundation's prestigious Justice John Paul Stevens Award for 2012. The award honors Justice Stevens, a Chicago native, for his lifetime efforts to improve the system of justice. It is presented annually to attorneys who have demonstrated extraordinary integrity and service to the community throughout their legal careers.

• October 2012 - Partners Robert L. Graham and Gabrielle Sigel and Associate Allison A. Torrence were honored as the Sierra Club’s Legal Heroes for their pro bono work representing the club in its four-year-old challenge to a South Dakota oil refinery's Prevention of Significant Deterioration (PSD) Air Quality Permit.

• April 2013 - Jenner & Block's Washington, DC office was among 28 Washington law firms recognized for their commitment to pro bono by the DC Circuit Judicial Conference Standing Committee on Pro Bono Services, during its annual “40 at 50” Recognition Breakfast, celebrating firms in which at least 40% of all attorneys dedicated 50 or more hours of free legal representation to individuals with limited financial resources or to charitable organizations. Jenner & Block's service surpassed the “40 at 50” benchmark requirements: We were one of only two of the 28 participating firms in which 65% or more of all attorneys contributed at least 50 pro bono hours in 2012.
• April 2013 - Partner Paul M. Smith received the Servant of Justice Award from the DC Legal Aid Society for his work on an amicus brief on behalf of Lambda Legal and the Gay and Lesbian Advocates and Defenders (GLAD) in the Windsor case challenging the Defense of Marriage Act in the U.S. Supreme Court. Paul also filed a brief representing the DC Legal Aid Society in the DC Court of Appeals in a case about recovery of attorney fees by Legal Aid for its prior successful representation of tenants.

• April 2013 - Partner Jeffrey D. Colman received the Illinois Legal Aid Online’s Early Adopter Award. Illinois Legal Aid Online is one of the nation’s pre-eminent providers of Internet-based legal information to legal aid lawyers, pro bono providers and indigent persons seeking pro bono legal assistance. Jeff was honored for his work as chairman of the Illinois Supreme Court’s Commission on Access to Justice, an 11-person commission formed in 2012 and charged with making recommendations to the Supreme Court to improve access to justice for all state residents, but particularly for the poor and vulnerable.

• May 2013 - Jenner & Block was the 2013 winner of the Community Leadership Award given by the Illinois State Bar Association’s Standing Committee on Sexual Orientation and Gender Identity. The award recognizes individuals and organizations that have worked to eliminate discrimination based on sexual orientation or gender identity, as well as to foster understanding of lesbian, gay, bisexual and transgender persons and the legal issues of concern to them. Jenner & Block is the first law firm to be honored with the award, which was created in 2006. The firm was nominated for the award by the American Medical Association for an amicus brief regarding standards of care for transgender individuals.

• June 2013 - Jenner & Block was named to the Public Interest Law Initiative (PILI) Recognition Roster.

• June 2013 - Jenner & Block was named to The American Lawyer’s A-List for the second consecutive year and the fifth time overall since this recognition was established a decade ago. We are the only national firm headquartered in Chicago to make the list in 2013. The A-List is AmLaw’s effort to provide a well-rounded measure of the AmLaw 200 law firms, recognizing the 20 top law firms across the country for outstanding performance in the areas of financial performance, pro bono, diversity and associate satisfaction.

• August 2013 - The firm was named a Law360 Pro Bono Firm of 2013, recognized as one of 20 firms “that showed a steadfast duty to providing free legal work and secured notable victories for clients—ranging from pressing national issues to life-altering representations of individual clients.” As the publication highlighted, Jenner & Block was among the winners for the fourth consecutive year—every year since Law360 instituted the series.

• August 2013 - The Lawyers’ Committee for Better Housing named Jenner & Block its “Law Firm of the Year” for 2013. The Lawyers’ Committee press release announcing the award noted, “The Law Firm of the Year award is presented when a firm’s pro bono contributions to LCBH or its mission are so significant that it creates an impact well into the future. The contributions that Jenner & Block have made this year to the health and future of LCBH, our pro bono efforts and to our clients cannot be overestimated.”

• October 2013 - Partner David W. DeBruin received the 2013 Frederick Douglass Equal Justice Award from the Southern Center for Human Rights (SCHR), a nonprofit providing legal representation to people facing the death penalty, challenges human rights violations in prisons and jails, works to improve legal representation for individuals accused of crimes who cannot afford to hire counsel and advocates for criminal justice system reforms in the Southern United States. In announcing the award, SCHR noted that Dave’s recognition was “in honor of his heroic leadership and unshakable commitment to pro bono capital defense work on behalf of many who have faced and are facing the death penalty.”

• October 2013 - The firm’s NY office won the New York City Mayor’s Award for Outstanding Contribution of Pro Bono Service in recognition of its efforts working with the Volunteer Lawyers Project of the Queens County Bar Association to assist victims of Superstorm Sandy.

• November 2013 - Partner Thomas P. Sullivan received the Illinois Supreme Court Historic Preservation Commission’s George N. Leighton Justice Award, in recognition of his pro bono work including in the landmark Witherspoon case, his representation of Guantanamo prisoners, and his leadership in the creation of the firm’s pro bono program.

Please add any additional information about your firm’s pro bono program.

Jenner & Block does not limit the amount of pro bono work its attorneys undertake. The Firm is committed to devoting at least 5% of its billable hours each year to pro bono matters.
Jones Day
51 Louisiana Avenue, N.W.
Washington, District of Columbia 20001
Phone: (202) 879-3874
www.jonesday.com

LOCATIONS
Atlanta, GA • Boston, MA • Chicago, IL • Cleveland, OH • Columbus, OH • Dallas, TX • Houston, TX • Irvine, CA • Los Angeles, CA • Miami, FL • New York, NY • Pittsburgh, PA • San Diego, CA • San Francisco, CA • Silicon Valley, CA • Washington, DC • Amsterdam • Beijing • Brussels • Dubai • Düsseldorf • Frankfurt • Hong Kong • India • London • Madrid • Mexico City • Milan • Moscow • Munich • Paris • Perth • São Paulo • Saudi Arabia • Shanghai • Singapore • Sydney • Taipei • Tokyo

MAJOR DEPARTMENTS & PRACTICES
Antitrust & Competition Law • Banking & Finance • Business and Tort Litigation (USA) • Business Restructuring & Reorganization • Capital Markets • Corporate Criminal Investigations • Employee Benefits & Executive Compensation • Energy • Environmental, Health & Safety • Financial Institutions Litigation & Regulation • Global Disputes • Government Regulation • Health Care • Insurance Recovery • Intellectual Property • Issues & Appeals, Labor & Employment • Life Sciences • Mergers & Acquisitions • Private Equity • Real Estate • Projects & Infrastructure • Securities Litigation & SEC Enforcement • Tax

THE STATS
No. of Attorneys: 2534
No. of Offices: 41
Managing Partner: Stephen J. Brogan
Hiring Partner(s): Sharyl Reisman

EMPLOYMENT CONTACT
Jolie A. Blanchard
Firm Director of Recruiting
Phone: (202) 879-3788
Email: jablanchard@jonesday.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

We have a partner in each of our offices who coordinates/administers the pro bono work in that office. Generally speaking, they spend less than half of their time on this task. We also have a partner in charge of pro bono firmwide who spends 100% of their time coordinating pro bono and public service activities.

Please provide the primary pro bono contact(s)’s information below.

Laura Tuell Parcher
Firmwide Partner in Charge of Pro Bono
Phone: (202) 879-7648
Email: ltparcher@jonesday.com

Trish Lehman
Pro Bono Facilitator
Phone: (202) 879-3874
Email: tlehman@jonesday.com

Website: www.jonesdayprobono.com/

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The firmwide committee consists of the Firmwide Partner in Charge of Pro Bono and Public Service, as well as a partner-level coordinator who oversees pro bono and public service matters in every office firmwide. This committee meets in person once a year and conducts regional quarterly conference calls. Many of the individual offices also have committees that meet on a regular basis; for example, the committee in the Washington, DC office meets monthly. The committees in each individual office vary by office, but generally consist of a mixture of partners, associates, and other counsel.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm has established relationships with many organizations that offer different types of pro bono experiences. Attorneys are strongly encouraged to develop their own working relationships with these and other organizations. Decisions to handle individual pro bono matters are made in the first instance by one or more lawyers wishing to take the matter on, subject to review on an office-by-office basis by the partner in charge of pro bono and public service, to ensure appropriate supervision and ability to handle the matter with the available resources.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Each case is reviewed prior to being accepted for representation to determine if it would be appropriate for the firm to accept, based on our areas of experience and capability to handle the matter and provide premium service to the client. It is not possible to generalize about areas in which we do not handle pro bono matters.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Children’s Law Center (Washington, DC)
• Human Rights Initiative (Dallas)
• Law Works (London)
• Lawyers without Borders
• Legal Aid Society (Atlanta, Cleveland, Dallas, Houston, New York, Washington, DC)
• National Immigrant Justice Center (Chicago)
• National and Ohio Innocence Projects (Cleveland)
• Public Counsel (Los Angeles)
• Veterans Law Clinic (Houston, Pittsburgh)
• Nature Conservancy (San Francisco)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Complex immigration appeal is successfully argued

On July 9, a team of Jones Day Chicago lawyers scored a significant victory before the Seventh Circuit in a complex immigration appeal. In conjunction with the National Immigration Justice Center, Jones Day represented Petitioner Mahvash Alisha Akram, a citizen of Pakistan, in her petition for review of the decision of the Board of Immigration Appeals that had declared her ineligible to adjust to permanent resident status and ordered her to leave the United States. When Ms. Akram was 18 years old, her mother married a U.S. citizen in Pakistan. After the marriage took place, Ms. Akram, her mother, and her younger sister wanted to move to the U.S. as permanent immigrants to live with the mother’s new husband. Because she was under age, Ms. Akram was properly issued a temporary non-immigrant visa to come to the U.S. as the child of a spouse of a U.S. citizen. A Department of Homeland Security (DHS) regulation, which prohibited children of spouses of U.S. citizens from adjusting their status if they were over 18 years old at the time of the marriage, prevented Ms. Akram from adjusting to permanent resident status upon her arrival, resulting in her stay in the U.S. necessarily being temporary (while her mother and younger sister were both eligible for permanent residence). The regulation left children between 18-21, like Ms. Akram, in limbo—they were permitted to come to the U.S. with their families and settle here, but they were then uprooted and forced to leave because the regulation rendered them ineligible to adjust to permanent resident status. The case was appealed to the Seventh Circuit and Jones Day was appointed counsel.

A unanimous panel of the Seventh Circuit agreed with Jones Day’s arguments that the regulation is contrary to congressional intent, as it precludes Ms. Akram and an entire category of children of aliens married to U.S. citizens from adjusting to permanent resident status with their parents. Under the Chevron standard of review for agency regulations, the Court found that, based on the language of the Immigration and Nationality Act, its legislative history, and its statutory structure, the regulation frustrates congressional intent and policy.

• Child Returned in International Abduction Matter

Jones Day won a three-day federal court bench trial and obtained an order reuniting an abducted child with her mother in Mexico. The case involved international child abduction claims against the child’s father brought under the Hague Convention on the Civil Aspects of International Child Abduction. In April 2013, Jones Day filed suit on behalf of the mother in the United States District Court for the Northern District of Texas. The case was tried August 14–16, 2013.

After the three-day bench trial, the Northern District found for the mother and issued a 56-page order requiring the child’s return, so that custody proceedings would take place in Mexico. The key issues at trial were the parents’ intentions regarding the child’s residence over the seventeen months she lived in Mexico and the scope of custodial rights provided under Mexican laws.

The Court found the mother’s case credible and supported by the documented evidence, while the father’s testimony proved “disjointed, inconsistent, and unreasonable.” On cross examination, the father admitted that he previously testified to events and details that did not actually happen. Particularly noteworthy, the Court wrote, was the father’s “dubious refusal to admit,” during cross examination, that he made misrepresentations to a Texas court while he sought custody without the mother’s knowledge. Following trial, the Firm successfully opposed, in the Fifth Circuit, the father’s motion to stay the child’s return pending appeal. Thus, the mother and child were reunited. Vazquez v. Vasquez, No. 3:13-cv-1445-B (N.D. Tex. 2013)

• Jones Day delivers a happy ending for mother and child in long and contentious child support dispute

• Jones Day New York, recently concluded a successful two and a half-year, extremely contentious child support action. The representation included a full trial before a family court support magistrate, and appeals by the father to both the New York’s Family Court and Appellate Division.

The father challenged paternity, which was ultimately unsuccessful and he was identified as the father of the children. He thereafter challenged child support claiming to have other child support obligations, which was untrue. Efforts to settle the case were unsuccessful and the case proceeded to a three-day trial. At trial the father was confronted with evidence, uncovered through discovery, of hundreds of thousands of dollars in undisclosed assets. At the conclusion of the trial, the support magistrate ruled that the father had not been credible with respect to his finances and employment, and that he had not demonstrated that his other alleged child support obligations had been entered into in good faith. The support magistrate took the unusual step of basing the child support obligation for the father on his earning capacity, rather than his documented actual income.

The father appealed the support magistrate’s decision to the Family Court, which affirmed the decision of the magistrate. The father then appealed to New York’s Appellate Division. Jones Day argued the appeal to a five-judge panel on January 31, 2013. Three weeks later, the Appellate Division affirmed the decisions of both lower courts on multiple grounds.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Since May, 2013, the Cleveland office has been providing pro bono services for the survivors who escaped after being held captive by Ariel Castro for more than ten years at a home on Seymour Avenue. Jones Day is representing survivors Amanda Berry, Gina DeJesus and their families (including Ms. Berry’s minor child who was born in captivity) as counsel, and have also been assisting Michele Knight with certain matters, though she is separately represented. The
engagement came about when the Cleveland Office of the FBI contacted the firm shortly after the escape and asked that Jones Day provide assistance.

During the engagement, Jones Day has provided substantial assistance on a number of non-public fronts that our clients consider to be extremely confidential. One area of assistance that does not raise confidentiality concerns relates to our involvement with the Courage Fund, which was established by others to accept cash donations from well-wishers all over the world. After the fund was established and sizeable donations began to come in, questions were raised regarding whether the monies donated were benefiting the survivors, and only the survivors. Chris Kelly, Cleveland’s Partner-in-Charge, then agreed to serve as advisor to the fund, and made the public commitment that all monies raised would be placed in trusts to provide lasting support for the survivors, that no fees or commissions would be charged to create and administer the trusts, or to manage the monies. The Firm has followed through on that commitment, and as of this writing, all of the monies raised—approximately $1.4 million—has been placed in confidential trusts set up by Jones Day for the benefit of the survivors, and no fees or commissions have been paid in connection with trust, creation, administration, and management of the assets.

- U.S. Supreme Court rules for habeas corpus petitioner asserting actual innocence

On May 28, 2013 the U.S. Supreme Court decided in favor of Jones Day client Floyd Perkins, a Michigan inmate, in a case significant to habeas corpus petitioners seeking to have untimely claims heard based on credible claims of actual innocence.

Perkins, proceeding pro se, filed a late federal habeas corpus petition with the United States District Court for the Western District of Michigan. He requested equitable relief on the ground that he had a credible claim of actual innocence. The District Court found that Perkins had failed to pursue habeas relief with reasonable diligence and dismissed his petition. Jones Day represented Perkins before the Sixth Circuit, which reversed and remanded. The Supreme Court granted certiorari.

The Supreme Court, in a 5–4 decision, held that “actual innocence, if proved, serves as a gateway through which a petitioner may pass whether the impediment is a procedural bar...or...expiration of the statute of limitations.” The Court also held that “habeas petitioners who assert convincing actual-innocence claims” need not “prove diligence to cross a federal court’s threshold,” although diligence “bears on the determination whether the petitioner has made the...showing” required to overcome the Antiterrorism and Effective Death Penalty Act (“AEDPA”) statute of limitations.

The Supreme Court concluded by remanding to the Sixth Circuit so that it may assess the merits of Perkins’s request for equitable relief based on his assertion of innocence.

- Jones Day multi-office team advises the Libyan Constitutional Commission on mechanisms for resolving deadlocks in constitutional negotiation

Following the overthrow of the Gaddafi regime in 2011, the Libyan Constitutional Commission will be working on developing a new constitution for Libya. In aid of that task, and at the request of the Public International Law & Policy Group (“PILPG”), a global pro bono law firm, Jones Day conducted a survey of state practices relating to the resolution of divisive issues in the process of drafting modern constitutions. The results of the survey are discussed in a comprehensive study of the mechanisms employed to prevent and resolve deadlocks in constitutional negotiations. The examined mechanisms across various states included (i) the use of third parties to resolve the impasse; (ii) the employment of reduced majority thresholds and referenda, allowing divisive issues to be voted upon; (iii) the implementation of sunset and sunrise clauses to create compromise on divisive issues on a temporary basis, thereby allowing non-divisive issues to be negotiated and settled; (iv) postponement of the issue for another day, thereby allowing the drafting to move forward without being held up by divisive issues; (v) the use of constructive ambiguity to draft clauses in such a way as to satisfy all parties, but leave the real meaning or intent of the clause to be clarified by later interpretation (primarily by the courts); and (vi) symbolic recognition, which, although it does not confer substantive rights, nevertheless recognizes the importance or contribution of a particular faction or minority group.

The survey also analyzed lessons drawn from the experience of the surveyed states, both with respect to the utility and drawbacks of those mechanisms and the appropriateness of their use in various contexts. Seven Jones Day offices from three continents were involved in the preparation of the study over the course of three months: Cleveland, Irvine, Hong Kong, London, New York, Silicon Valley, and Washington.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 92,497
- Total number of pro bono hours in 2013: 111,531

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 1,709
- Number of attorneys as of December 31, 2013: 1,739

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 54
- Average number of hours per attorney in 2013: 64

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 31–40%
- Percentage of attorneys who did pro bono work in 2013: 41–50%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Substantial training is provided jointly by the firm and by nonprofit organizations with whom we work closely. For example, in recent years, in-house training programs have been conducted in the areas of veteran’s law, asylum law, criminal defense, adoption, landlord/tenant (including unlawful detainers/evictions), homelessness prevention, disability rights, civil protection orders, and predatory lending counseling.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 6,440
2013: 7,710

Average hours per summer associate spent on pro bono work
2012: 40
2013: 41

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 73%
2013: 82%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are regularly involved in a broad range of the firm’s pro bono work, such as participating in various legal aid clinics, preparing due process analyses, preparing for and attending asylum hearings and appeals, drafting amicus briefs and civil rights counseling papers, representing consumer fraud victims, participating in land preservation efforts, assisting with bankruptcy and corporate organizational projects, researching and preparing analysis of Constitutional law issues and providing research assistance regarding the representation of indigent prisoners.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Several U.S. offices sponsor associates in positions outside the Firm where they can contribute to a public interest organization on a full-time basis for extended periods before returning to Jones Day. Some examples:

• Jones Day Atlanta periodically sponsors associate fellows to work at Atlanta Legal Aid Society and represent indigent persons in civil litigation matters. Kacy Romig completed a four-month fellowship in 2011. Lillian Caudle was the first associate to participate in this fellowship program, which she completed in 2007. The office plans to participate in this program again in the second half of 2014.

• Jones Day Dallas participates in a program with the City of Grand Prairie through which Jones Day makes an associate available one day a week to handle trials for the city attorney’s office. Jones Day Dallas typically rotates four associates through the program every six months, and will continue to send attorneys on a rotating basis in the future.

• Jones Day Houston participates in a program with the City of Houston where Jones Day associates serve as volunteer prosecutors trying Class C misdemeanors on behalf of the
City. The partnership between the City and Jones Day is part of a broader effort designed to help expedite Houston’s swelling court docket and offer associates an opportunity to try jury trials. The office rotates approximately four associates through the program which last five months per session. Each associate tries approximately a case a week. The office expects that the four associates currently engaged in the program will try 50 solo jury trials during the current session.

- Attorneys in Jones Day Los Angeles have an opportunity to spend four to five weeks prosecuting misdemeanors with the Los Angeles City Attorney’s office as part of the County Bar Association’s Trial Advocacy Program (TAP). After an intense evening and weekend training program, TAP participants are certified and spend one month with a local agency trying criminal cases. Jones Day mid-level and senior associates are eligible to be considered for the program, and the opportunity TAP provides for first-chair experience in jury trials is unparalleled.

- Jones Day San Francisco participates in a program where attorneys are selected to work for the San Francisco Public Defender’s office for a four month period as part of the City’s Volunteer Attorney Program. During that time, the attorneys gain valuable experience through numerous trials and court appearances on behalf of indigent criminal defendants.

- Julia Broas, previously Of Counsel to Jones Day Washington, joined the Washington Legal Clinic for the Homeless as Jones Day Senior Fellow. The Jones Day Foundation sponsored a three-year fellowship for Ms. Broas, a veteran of the Firm’s Labor & Employment practice who has undertaken volunteer work for the Legal Clinic for many years and was a member of its board.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Jones Day participates in fund-raising activities that support public interest fellowship and Equal Justice Foundation programs.

- Many Jones Day attorneys teach and lecture on various topics at schools across the country, such as teaching an intellectual property enforcement seminar at the University of Texas Law School, and lecturing on appellate advocacy at West Virginia University College of Law’s Supreme Court Clinic. The Clinic handles current pro bono Supreme Court cases, representing amicus curiae, and provides students with the opportunity to directly work on Supreme Court matters. One of our attorneys teach two classes at Georgetown and Duke regarding Supreme Court litigation. The classes vary each term because the students study cases currently before the Court. Another one of our attorneys teach and lecture on leadership and other topics at the Marine Corps University.

- Jones Day coordinates, facilitates, and manages the Pro Se Pro Bono ADR Program in the U.S. District Court for the Western District of Pennsylvania. In this program, the Firm matches pro bono counsel with pro se litigants for purposes of the court’s mandatory ADR sessions. Pro bono counsel advise clients on the merits of their cases and assist them in preparing for and attending the ADR sessions. The program promotes resolution of cases without expenditure of unnecessary judicial resources. Since its inception in 2007, 34 local practitioners have provided pro bono representation in 39 different cases. More than half of the referred cases have settled at the ADR sessions without further court intervention.

- Board service is prevalent by our attorneys. Some examples include: American Academy of Appellate Lawyers, Asian Pacific American Bar Association, Atlanta Women’s Foundation, Capital Area Immigrant Rights Coalition, Creating Economic Opportunities for Women, Hispanic Federation, Legal Aid Society of Washington, DC, Make-a-Wish Foundation, Ohio Constitutional Modernization Commission, Pittsburgh Mercy Health System, Public Interest Law Initiative, Public Law Center, and Washington Lawyers Committee for Civil Rights, etc.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

In addition to pro bono work, Jones Day regularly engages in a wide variety of public service activities. For example, offices throughout the Firm tutor children, volunteer in food banks, clean and fix up schools in underprivileged areas, and assist non profits with fundraising efforts. Attorneys serve on the boards of numerous non-profits around the world. The Firm also has a Foundation called the Jones Day Foundation. The Foundation issued a grant to Room to Read, a nonprofit that builds schools and libraries in Asia and Africa and provides scholarships that enable girls to go to school. As a result of some Jones Day grants in 2013, Lawyers without Borders received money again to fund annual training program in Kenya, Room to Read can continue to promote their education program in South Asia, and the U.S. Holocaust Memorial Museum is funding a staff specialist on the Holocaust in the Soviet Union. Funding also goes toward gender-responsive teaching education, infrastructure, and other important items.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- President Obama has appointed Beth Heifetz, a partner in the Washington Office and Practice Leader of the Issues and Appeals Practice as a member of the United States Holocaust Memorial Council, the governing body of the United States Holocaust Memorial Museum.

- Rick Deane, a partner in Jones Day’s Atlanta Office and Practice Leader of the Corporate Criminal and Investigations Practice, was chosen by the State Bar of Georgia’s Bench and Bar Committee as the attorney recipient of the 12th Annual Chief Justice Thomas O. Marshall professionalism Award. The awards honoring “one lawyer and one judge who have demonstrated the highest professional conduct and paramount reputation for professionalism” were presented at the Bar’s annual meeting in June.
• Brian Sun, a Los Angeles partner in Jones Day’s Corporate Criminal Investigations Practice, was honored by the Southern California Chinese Lawyers Association (SCCLA) with its Lifetime Achievement Award. The award was presented at the Association’s annual installation and awards banquet in Los Angeles. The dinner attracted over 600 attendees, including numerous members of the local, state, and federal judiciary and a number of prominent elected officials. Brian was honored for his extensive contributions to the Chinese American community, including his nationally recognized pro bono work and trailblazing activities. He is a former president of SCCLA and the National Asian Pacific American Bar Association (NAPABA).

• Brian Murray, a Chicago partner who leads that office’s Issues & Appeals Practice, has been chosen by the National Immigrant Justice Center (NIJC) to receive its Human Rights Practitioner Award. “The award honors Mr. Murray “for his exceptional commitment to pro bono service with NIJC in addition to a plethora of pro bono work elsewhere,” wrote the organization. “In the past six years, Murray has taken on more than 10 NIJC pro bono cases through which he has led litigation matters and represented clients.”

• Jones Day Washington hosted a reception honoring the 12 • Michele (Mitch) Gibbons, of counsel in the Banking & Finance practice in Houston, received the 2013 Advocacy Award from the Tahirih Justice Center, a national nonprofit organization that works to protect immigrant women and girls from gender-based violence through legal services, advocacy, and public education programs. In presenting the award, the Center stated: “Mitch Gibbons has been a longtime friend and generous supporter of Tahirih since it opened its Houston Office in 2009. In addition to leading a comprehensive securities regulatory and compliance legal practice for Jones Day, Mitch finds time to assist Tahirih as a pro bono lawyer, undertaking direct representation of clients in dire circumstances. Not only does Mitch donate her time, expertise, and resources to secure new lives for Tahirih’s clients, she also contributes her sound and insightful guidance to our organization. Mitch serves on the Houston Advisory Council and helped launch Tahirih’s Houston Legal Committee, which seeks to strengthen the pro bono legal network through lawyer to lawyer trainings, educational outreach and networking opportunities.”

• Public Counsel, the world’s largest public interest law firm, recognized Jones Day as the recipient of this year’s Pro Bono Award. “The contribution that Jones Day and its Los Angeles partner, Philip Cook, have made to the work of the Consumer Law Project has been nothing short of immense.” In giving Jones Day this honor, Public Counsel cited ten cases that we undertook in 2012, including a number of people who had been defrauded out of title to their homes, an elderly couple who were defrauded when trying to purchase a vehicle to transport the 100-year-old woman comfortably, and a woman whose landlord had carelessly sprayed their unit with a commercial pesticide, in violation of several label warnings. This last case was undertaken just a month before trial, and resulted in a significant settlement weeks before a continued trial date. Public Counsel also cited Jones Day’s consistency. For over two decades, the Los Angeles Office has staffed an intake session with all of its summer associates, along with a number of supervising associates and partners, interviewing new clients and getting started on their cases. As Public Counsel notes, “[a]t any given time, Jones Day usually has more Consumer Law Project cases in active litigation than any other firm in Los Angeles. Time and time again, Jones Day has come through for CLP and its clients. CLP is especially grateful to Phil Cook and the other lawyers at Jones Day because they are willing to take the tough cases—the cases that the CLP staff believes have real merit, but which are proving to be very difficult to place.”

• Todd Johnson, Partner in the Silicon Valley Office and Practice Leader of the Energy Practice, received The American Lawyer award for Global Pro Bono Deal of the Year for his outstanding work with Embrace. Embrace developed and manufactures a low-cost infant incubator for use in the developing world. Jones Day, through Todd, helped them spin out a for-profit company to commercialize Embrace’s technology. Embrace is a social enterprise that aims to help millions of vulnerable babies through the low-cost infant warmer.

• Jones Day was awarded a Beacon of Justice Award for our work in supporting the principles of the Gideon Supreme Court Decision securing the right of counsel for those accused of serious crimes. Chad Readler, Partner in the Columbus Office, accepted the award on behalf of the Firm.

• Brian McDonald, a partner in the Insurance Recovery Practice resident in the San Francisco Office, is among the Best LGBT Lawyers Under 40 named by the National LGBT Bar Association for 2013. The list features the top 40

• Hilary Keith, an associate in the Atlanta Office, has received a 2013 Judge Glenda Hatchett Volunteer of the Year Award from the Truancy Intervention Project (TIP). Created by the Fulton County Juvenile Court and the Atlanta Bar Association, TIP pairs volunteer advocates with children reported as truants. Beyond representing the children in Juvenile Court truancy proceedings, TIP volunteers are trained to identify the causes of truancy and help direct needed social services to optimize each child’s educational outcome. Ms. Keith, a member of the Business and Tort Litigation (USA) Practice, has worked intensively with three students since becoming a TIP volunteer last fall, “building strong relationships with each of them and creating opportunities for a remarkable turn-around,” according to the award citation.

• Michele (Mitch) Gibbons, of counsel in the Banking & Finance practice in Houston, received the 2013 Advocacy Award from the Tahirih Justice Center, a national nonprofit organization that works to protect immigrant women and girls from gender-based violence through legal services, advocacy, and public education programs. In presenting
LGBT lawyers nationwide under 40 years of age who have distinguished themselves in their fields and demonstrated a profound commitment to LGBT equality.

- Lillian Caudle, a partner in the Atlanta Office, received the Charles R. Yates Award for the Woodruff Arts Center Employees for the Arts Annual Corporate Campaign. Named for a former Woodruff Arts Center president, the Yates Award recognizes business leaders who are dedicated to the Arts Center and have demonstrated excellence in fundraising. “Charles Yates embodied the civic and philanthropic spirit that makes Atlanta such a special place to call home,” said Ms. Caudle. “It is an honor to be associated with his legacy.”

- Jones Day Dallas was named 2013 Law Firm of the Year for Extraordinary Pro Bono Service by the Dallas Volunteer Attorney Program, a joint program of the Dallas Bar Association and Legal Aid of NorthWest Texas.

- Lawyers Without Borders’ Winter 2013 Special Edition of Border Briefs recognized senior counsel and partners of firms who have taken leadership roles in LWOB projects or programming. “Their commitment is very personal on an individual level, but echoes their firms’ commitment to pro bono.” Among those recognized were Johanna Rousseaux, of counsel in the Miami Office, and Michael Ginsberg, a partner in the Pittsburgh Office.

Please add any additional information about your firm’s pro bono program.

Jones Day continues its Global Citizenship Initiative, our worldwide effort to foster and increase our services on three very important fronts. First, pro bono legal services. Our lawyers are committed to devoting their skills and experience to make a difference globally and within the communities in which they practice. They do so in many ways: assisting immigrants seeking asylum, helping return abducted children to their rightful parents, assisting nonprofit and social-purpose corporations on transactional issues, and advising countries around the world on rule-of-law issues such as judicial accountability and antidiscrimination legislation. Second, community service. Our attorneys and staff are dedicated to a variety of community service activities, from serving on the boards of directors of nonprofit organizations to undertaking Days of Service and mentoring students. Finally, financial support. The Firm donates financially to worthy causes and effective public-service organizations. Each office makes charitable contributions focused on its local community, while the Jones Day Foundation issues sizable grants that make a global impact. Jones Day has been deeply committed to all three of these components of good professional citizenship since the founding of the Firm more than 100 years ago. The Jones Day Global Citizenship Initiative merely seeks new and innovative ways of implementing on a worldwide scale the values that are central to the Firm’s culture.

Firms Pro Bono Philosophy

Jones Day has a long history of and commitment to pro bono work, public service, and community involvement in all of our locations around the world. Because of that commitment, pro bono and public service matters undertaken by Jones Day are provided with the same level of attention and professional dedication that we provide to those matters undertaken on behalf of paying clients, and work performed on approved pro bono matters is given the same weight and consideration as client billable work for the purposes of evaluating our lawyers’ overall professional development and potential. Year after year, we continue to broaden the pro bono legal services we provide, as evidenced by the increase in the number of cases and projects undertaken by our lawyers and staff. Our pro bono commitments range from complex litigation matters with precedential impact to representing needy individuals in local courts and administrative tribunals. While the legal issues advanced are varied, the Firm has made a particular effort to secure the rights of individuals to affordable and decent housing and to advance the rights of children with respect to education. We also provide critical services to nonprofit organizations worldwide that are committed to making a difference in areas such as economic development, women’s rights, health care, and the protection of children. In addition, the Firm has made a dedicated effort to advance the rule of law in countries around the world, most recently in Afghanistan.

Each of our offices has a designated partner-in-charge of pro bono to further develop the reach of our activities and encourage the participation of our lawyers and staff. We also have a full-time, firmwide Partner-in-Charge of pro bono, who oversees and directs our pro bono efforts worldwide. As we look to the future, we will continue to identify and respond to the demands for pro bono service that are presented by an increasingly integrated world. Our commitment to serving the less fortunate and advancing the rule of law is as critical to the Firm’s institutional character as our successful representation of the paying clients that give us our financial strength. The Firm’s pro bono mission is simple—as our global reach extends further and deeper, we will look for new and creative ways to serve and improve all of the communities that have been instrumental in our success.

General Volunteering Opportunities (Outside of Legal Services)

Day of Service, a Jones Day community service event, is spreading among our domestic offices. Eight offices held a Day of Service in 2011 and 21 offices hosted their event in 2013. These Days of Service have provided a valuable benefit to the communities in which we practice, including fixing up schools, sorting food for a food bank, building baseball fields, fixing up a homeless shelter, cleaning up a park, building play grounds, and improving conditions at an educational center. In addition, these Days of Service have allowed Jones Day lawyers, staff, family, and friends to come together to engage in a public service activity. Across the board, participants have told me that they got as much out of the Day of Service as they gave.

International Pro Bono—Rule of Law

While many of the Firm’s efforts focus on the communities in which we practice, Jones Day also has a mission to give back around the world. Drawing on talent and resources that can be deployed on a global level to make a systemic difference, our lawyers have worked on numerous projects to advance the rule of law internationally. These projects range from addressing issues of judicial accountability and teaching trial skills to protecting the civil rights of individuals.
K&L GATES LLP

MAJOR DEPARTMENTS & PRACTICES

Corporate/Transactional:
- Benefits ESOPS & Executive Compensation • Capital Markets
- Commercial Transactions & Outsourcing • Corporate/M&A • Emerging Growth & Venture Capital • Private Clients • Private Equity • Restructuring & Bankruptcy • Tax • Tax-Exempt Organizations

Energy, Infrastructure & Resources:
- Construction • Energy • Energy & Infrastructure Projects & Transactions

Finance:
- Banking Asset & Finance • Debt Capital Markets • Public Finance

Financial Services:
- Consumer Financial Services • Investment Management

Intellectual Property:
- IP Procurement & Portfolio Management • IP Litigation • Life Sciences • Technology Transactions

Litigation:
- Commercial Disputes • e-Discovery Analysis & Technology • Financial Institutions & Services Litigation • Insurance Coverage • International Arbitration • Labor & Employment • Securities & Transactional Litigation • Toxic Tort/Product Liability

Policy & Regulatory:
- Antitrust, Competition, Trade Regulation • Environment, Land & Natural Resources • FDA • Government Contracts • Government Enforcement • Health Care • Public Policy & Law • School Districts • Telecom, Media & Technology

Real Estate:
- Land Use, Planning & Zoning • Real Estate Investment, Development, & Finance

THE STATS

No. of Attorneys: 2,097
No. of Offices: 47
Chairman and Global Managing Partner: Peter J. Kalis
Hiring Partner(s): Refer to www.klgates.com for employment information and hiring contacts

EMPLOYMENT CONTACT

Refer to www.klgates.com for employment information and hiring contacts.
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The K&L Gates pro bono program is administered through the Pro Bono Committee and Pro Bono coordinators in each office. Committee members and coordinators spend less than half of their time on pro bono work.

Please provide the primary pro bono contact(s)’s information below.

Robert B. Mitchell  
Partner and Chair, Pro Bono Committee  
Phone: (206) 370-7640  
Email: rob.mitchell@klgates.com

Wendy S. Neiss  
Director of Administration, Harrisburg & Wilmington  
Phone: (717) 231-4511  
Email: wendy.neiss@klgates.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

The pro bono committee is comprised of six partners. Members of the committee are appointed by the Management Committee. The chair of the committee is also a member of the Management Committee. In addition, representatives from each of the firm’s offices form a working group of pro bono coordinators.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Decisions are made by applying the criteria in the firm’s pro bono policy. The firm’s criteria are substantially aligned with those adopted by the Pro Bono Institute.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Kids in Need of Defense (KIND)  
• King County Bar Association  
• Legal Aid Foundation of Los Angeles  
• Her Justice (previously known as inMotion)  
• WASH Advocacy Initiative  
• Chicago Volunteer Legal Services  
• National Immigrant Justice Center  
• Neighborhood Legal Services Association  
• Lawyers for the Creative Arts, Inc.  
• Dallas Volunteer Attorney Project (DVAP)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• The firm’s New York office partners with Her Justice, previously known as InMotion, a New York nonprofit organization that provides and coordinates legal services to women who have experienced domestic violence and need legal representation in connection with orders of protection, child support, child custody, divorce, and immigration proceedings. In addition to the pro bono representation of Her Justice clients throughout the year, as part of the New York office summer associate program, each summer associate represents a pro bono client referred by Her Justice with supervision provided by partners and associates in the New York office and continuing support from Her Justice staff lawyers.

• For years, K&L Gates’ Seattle office has staffed a monthly legal clinic at the Aloha Inn, a resident self-managed
transitional housing facility for homeless men and women. Until 2013, the program was run by the King County Bar Association (KCBA). However, due to funding cuts, the KCBA shut down many of its legal clinics. Not wanting to end the tradition, K&L Gates brought the program in-house, where it is run by the office's first-year associates.

- Lawyers from K&L Gates regularly assist clients by defending tenants and homeowners. For example, a team of lawyers from the firm's Los Angeles office represented a family in their appeal against an unlawful detainer judgment. The clients received a three-day notice to quit after living in their home for nearly 25 years. Over the years, the clients assisted in management of the property. Coming on only after the trial court entered judgment against the clients, the team from K&L Gates fought for a favorable outcome on appeal. Although the client's motion to stay pending the appeal was ultimately denied, the trial court did grant a short stay, allowing the clients to stay in their home for an additional two months. On appeal, the appellate division of the superior court reversed the judgment against the clients in the trial court.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- A team of lawyers helped to achieve a significant victory in a groundbreaking case, Coleman, et al. v. Brown. The case arises from long-standing systemic failures to provide adequate medical and mental health care to inmates in the California prison system. In January 2013, the State of California filed a motion to terminate judicial oversight of California prisons on the basis that it had cured constitutional deficiencies in the system. The firm handling the Coleman case turned to K&L Gates for support and assistance in defeating the motion. In April 2013, The U.S. District Court for the Eastern District of California issued its decision denying the State's motion to terminate the lawsuit. During discovery relative to the termination request, the K&L Gates team found disturbing evidence of continuing abuses involving unconstitutional use of force and discipline against mentally ill inmates. The team spearheaded the filing of a new motion seeking further affirmative relief, which led to an extensive evidentiary hearing in October and November 2013. On April 10, 2014, the Court issued its ruling finding that the State of California was subjecting mentally ill inmates to abusive treatment in violation of the Eighth Amendment and ordering the prison system to consider and take further remedial steps in consultation with the Special Master in the case and counsel for the prisoner class. The K&L Gates team continues to be involved to help assure that further necessary corrective measures are finally taken.

- For the past several years, K&L Gates has served as federal policy counsel to WASH Advocates. In the most recent fiscal year, K&L Gates and WASH Advocates helped increase annual water funding to $365 million for WASH programs. This figure represents an increase of $50 million over previous funding levels and occurred while other areas of the foreign assistance budget saw drastic cuts. This increase will help the U.S. government and its partners reach roughly 500,000 additional people in some of the poorest countries with lifesaving water and sanitation throughout the next year. After a full trial on the merits, in a case of first impression in Illinois, the Circuit Court of Cook County granted a K&L Gates client sole custody and control over pre-embryos that she created with the plaintiff in an effort to preserve her chance to have a biological child following chemotherapy treatments that were expected to, and did, leave our client infertile.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 33,615
- Total number of pro bono hours in 2013: 40,596

What was the attorney headcount in your firm's U.S. offices?

- Number of attorneys as of December 31, 2012: 1,354
- Number of attorneys as of December 31, 2013: 1,355

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 25
- Average number of hours per attorney in 2013: 30

What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 21–30%
- Percentage of attorneys who did pro bono work in 2013: 21–30%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
K&L Gates lawyers participate in many of the legal service training programs offered throughout the year to gain skills in areas of pro bono law that interest them. The firm hosts live trainings and lawyers participate in continuing legal education seminars outside the firm relevant to the pro bono practice. The firm also works to identify cases that are good training vehicles.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates can typically participate in any open pro bono matter during their summer.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- The K&L Gates Public Interest Fellowship Program was established in September 1999 to offer law students the opportunity to assist public service organizations located in Pittsburgh, Pennsylvania. Since then, K&L Gates has annually awarded a Public Interest Fellowship to law students in their second and third year of law school to work at one of four designated public interest organizations: Allegheny Conference on Community Development, Education Law Center, KidsVoice and Neighborhood Legal Services. In 2015, the program will award one successful candidate a fellowship that enables them to spend eight weeks of their summer working at Allegheny Conference on Community Development.

- This year K&L Gates continued its tradition as the sole sponsor of the annual Nabrit Lecture Series at Howard University School of Law in Washington, DC. Now in its tenth year, the series honors the memory of James M. Nabrit Jr., a champion for the cause of racial equality in the United States and one of the leading civil rights lawyers of his generation.

- K&L Gates lawyers regularly participate in or lead traditional and minority bar organizations at the local and national levels. K&L Gates partner, William Simonitsch, is serving as the 2013–2014 President of the National Asian Pacific American Bar Association.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Beyond pro bono legal representation, our lawyers and staff perform varied public service work in the communities where they live and work. This includes serving as members of governing bodies of educational institutions, youth sports and arts organizations, environmental concerns, and health care and research institutions, as well as many social service and community organizations. Additionally, many of our lawyers and staff provide community service through an array of teaching, mentoring and other non-legal programs.

In 2013, K&L Gates held its inaugural Global Day of Service, a program focused on helping those less fortunate within the...
firm’s local communities. More than 1,500 personnel from 46 offices volunteered with local charities around a common theme of hunger.

K&L Gates lawyers regularly participate in and lead non-profit community organizations focused on serving historically underrepresented or underserved communities and enhancing opportunities for women, minorities and students of all ages.

Several of our offices participate in mentoring programs with local high schools. Additionally, we participate in events such as United Way Day of Caring, Toys for Kids campaign, a food drive to support local food banks, several blood drives per year, and holiday programs that provide gifts to families in need.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In October 2013, K&L Gates was honored to receive the “Most Outstanding Clinic Sponsor” award at the Dallas Volunteer Attorney Program (DVAP) Pro Bono Awards reception. The reception honors judges, lawyers, court reporters and legal staff who provide free legal services to indigent residents of Dallas County.

- San Francisco partner Jeff Bornstein received the Peter Perlman Service Award from Litigation Counsel of America (LCA). The award recognizes LCA fellows and others within the legal profession who contribute in meaningful ways to society by giving back their time and resources in an effort to improve the lives of others.

- As a result of San Francisco associate Christy La Pierre’s legal contributions, the firm was recognized for its dedication to the AIDS Legal Referral Panel (ALRP) Pro Bono Connection initiative. Christy received the Hero Award from ALRP.

Please add any additional information about your firm’s pro bono program.

The firm is committed to rendering pro bono legal services that are commensurate with the quality of service we provide in billable matters. Every pro bono client is entitled to the same high quality of ethical conduct, professional service and dedication to optimum results as any other client.

Except where constrained by regulation, our international offices also provide an array of pro bono services that substantially mirror the type of services performed by our lawyers in the United States.
KASOWITZ, BENSON, TORRES & FRIEDMAN LLP

1633 Broadway
New York, New York 10019
Phone: (212) 506-1700
www.kasowitz.com

LOCATIONS
Atlanta, GA • Houston, TX • Los Angeles, CA • Miami, FL • New York, NY • Newark, NJ • Redwood City, CA • San Francisco, CA • Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Antitrust Litigation • Commercial Litigation • Complex Financial Products Litigation • Corporate • Creditors' Rights and Bankruptcy • Employment Practices and Litigation • Entertainment Law • Environmental Litigation • Financing Litigation • Government Affairs • Insurance Recovery • Intellectual Property Litigation • International Arbitration • Investigations and White Collar Defense • Mass Tort, Toxic Tort and Product Liability Litigation • Matrimonial and Family Law • Real Estate - Litigation • Real Estate - Transactional • Securities Litigation

THE STATS
No. of Attorneys: 336
No. of Offices: 9
Managing Partner: Marc E. Kasowitz
Hiring Partner(s): Aaron H. Marks

EMPLOYMENT CONTACT
Mindy J. Lindenman
Director of Legal Recruiting
Phone: (212) 506-1700
Email: mlindenman@kasowitz.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Firm's Pro Bono Coordinator and Assistant Pro Bono Coordinator devote approximately 20% of their time coordinating and supervising pro bono matters.

Please provide the primary pro bono contact(s)'s information below.

David Abrams
Partner and Pro Bono Coordinator
Phone: (212) 506-1701
Email: dabrams@kasowitz.com

Teresa Matushaj
Associate and Assistant Pro Bono Coordinator
Phone: (212) 506-1926
Email: tmatushaj@kasowitz.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

All potential pro bono matters are screened by the Pro Bono Coordinator and are subject to final approval from the Firm's senior management.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- The Legal Aid Society
- Sanctuary for Families
- Her Justice
- Human Rights First
- Immigration Equality
- New York Lawyers for the Public Interest
- Kids in Need of Defense (KIND)
- Bet Tzedek Legal Services
- Santa Clara County Public Defender's Office
- Palo Alto Community Legal Services

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Kasowitz, as co-counsel with The Legal Aid Society, represents a Queens, NY homeowner in an affirmative action against a group of lenders and their associates, and in defending a related foreclosure action brought by the mortgage lender. Both actions are pending in New York State Supreme Court, Queens County. The client alleges, among other things, that under the guise of extending a loan to make home repairs, a purported lender tricked the client into signing over the deed to her home to the defendants, who encumbered the property with a mortgage. The loan went into default, which resulted in a foreclosure action. Kasowitz has engaged in extensive motion practice in the affirmative action, and at the same time, has helped its client remain in her home by negotiating a stay in the foreclosure action. This litigation highlights the extent of the unscrupulous conduct to which unsuspecting and unsophisticated borrowers have been subjected in “equity stripping” schemes.

- Kasowitz has partnered with The Legal Aid Society on its newly created Unemployment Insurance Project. The Firm represents low-income clients seeking Unemployment Insurance benefits in administrative hearings before the New York State Department of Labor (DOL), in which the benefits have been improperly denied or entitlement to benefits has been challenged by the client’s former employer. Kasowitz attorneys advise and prepare clients, investigate and develop their cases and represent them at their hearing. Numerous Kasowitz attorneys are participating in this program.
• Two Kasowitz attorneys obtained asylum for an HIV-positive Jamaican national who had been persecuted on account of his sexual orientation for years and feared future persecution if required to return to Jamaica. The client had been repeatedly ridiculed, beaten, raped, expelled from educational institutions, and had received death threats in Jamaica on account of his homosexuality. After being forced into hiding and fearing a violent attack and possible death, the client fled to the United States in April 2010. There were inconsistencies in the client’s story that made this case problematic and the case was referred by the Asylum Office for a full hearing on the merits before an Immigration Judge. At the conclusion of the trial, the judge granted the client asylum in the United States.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Twenty-four Kasowitz attorneys have represented more than 30 women and their children since 2012 who have been victims of domestic abuse, in cases referred by our pro bono partners Sanctuary for Families and Her Justice. Each of these clients needed assistance in obtaining relief in New York City Family Court, New York State Supreme Court or from the U.S. Department of Homeland Security. Kasowitz attorneys have been successful in advocating for and obtaining orders of protection, divorces, custody and child and spousal support for these clients, many of whom speak little or no English. Additionally, Kasowitz attorneys have assisted several abuse victims in gaining legal status in the U.S. through Violence Against Women Act petitions and U-1 Visa applications. In addition to direct representation, Kasowitz attorneys and staff conducted a toy drive for the children served by Sanctuary for Families.

• Kasowitz attorneys have been successful in resolving insurance claims for various pro bono clients who, long after Superstorm Sandy, had not been able to reach an agreement with their property insurers and were left unable to repair the significant wind and structural damage to their homes. In two cases, the insurance carriers for both clients had initially refused to recognize the majority of the actual costs of repairing and rebuilding the clients’ homes, and the amounts the insurers agreed to pay were not nearly enough to repair the homes to their pre-storm condition. For the first client, Kasowitz initiated mediation and successfully secured payment for most of the client’s claim. When Kasowitz filed for mediation for the second client, the insurance carrier agreed to pay for every item claimed by the client. In other cases, Kasowitz has been able to negotiate a successful resolution. As a result, these clients have finally been able to rebuild their storm-damaged homes.

• Nine Kasowitz attorneys, in partnership with Lenox Hill Neighborhood House, staffed a series of bi-weekly Medicare Part D Clinics during the Fall of 2013 sign-up period. The Kasowitz attorneys helped 33 low-income seniors to select the most affordable and appropriate prescription drug plans given their varied needs. The Kasowitz attorneys helped the clients understand their options and identify the Part D plan with the lowest estimated annual cost and best benefits based on their current prescriptions and preferred pharmacies.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 13,546
Total number of pro bono hours in 2013: 17,402

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 379
Number of attorneys as of December 31, 2013: 376

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 36
Average number of hours per attorney in 2013: 46

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No
Does the firm give billable hour credit for pro bono work? Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target? No

Does the firm consider pro bono hours when determining bonuses? Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The Firm offers in-house training programs for pro bono matters and encourages attorneys to participate in training programs offered by our pro bono partners, PLI and local bar associations.

Does the firm offer the use of support staff in handling pro bono matters? Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,126
2013: 1,117

Average hours per summer associate spent on pro bono work
2012: 51
2013: 53

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 74%
2013: 73%

Please provide any additional information about pro bono opportunities available to summer associates.
The Firm hosts an annual luncheon for summer associates at which pro bono organizations provide overviews of their services, as well as projects for which they are seeking assistance. All summer associates are given an opportunity to handle at least one pro bono matter of interest and often work in pairs. Experienced Firm attorneys supervise summer associates in these matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? Yes

Please describe the established program(s) and their duration, if applicable.
The Firm participates in the New York Lawyers for the Public Interest Summer Externship Program, through which interested summer associates are placed with public interest/legal services organizations for two-week externships.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
In addition to handling pro bono matters, our attorneys serve on the boards of legal services organizations, as well as various community development, religious, charitable and other not-for-profits. The firm also participates in non-law related community activities. For example, the firm sponsored collection drives (coats, food, toys and monetary contributions) for the victims of Superstorm Sandy and encouraged involvement in other volunteer efforts, and many of the firm's attorneys participated in clean-up and victim outreach programs. Last year, the firm sponsored a toy drive for children who are recipients of services from Sanctuary for Families and Sleep Train Foster Kids. We also coordinate a Give Back Week during our summer associate program, where we offer a variety of charity-oriented programs and volunteering opportunities.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
See above.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• 2012 Legal Aid Society Pro Bono Publico Award
• 2012 Immigration Equality Safe Haven Award
• 2013 Legal Aid Society Pro Bono Publico Award
• 2013 Legal Aid Society Public Interest Law Leadership Award

Please add any additional information about your firm’s pro bono program.
Kasowitz recognizes the importance of providing pro bono services to individuals and organizations unable to afford quality legal representation, and is committed to providing all clients with the same level of professionalism and aggressive case approach, including applying appropriate resources to make that possible. Each year, the Firm’s pro bono program has expanded in numbers and percentages of participating attorneys and in the total pro bono hours contributed. Kasowitz continues to make additional pro bono opportunities available to interested attorneys and encourages its attorneys to propose pro bono matters in their own areas of interest. In 2013, more than 150 attorneys throughout the Firm worked on over 130 active pro bono matters in a wide variety of substantive areas, and achieved numerous positive results for our clients.
LOCATIONS
Austin, TX • Charlotte, NC • Chicago, IL • Houston, TX •
Los Angeles, CA • New York, NY • Oakland, CA •
Washington, DC • London • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Aviation • China • Commercial Finance • Corporate
• Corporate Governance • Customs & International Trade •
Employee Benefits & Executive Compensation • Employment
Law & Litigation • Entertainment & Media • Environmental •
Fashion Law • Financial Services • Health Care • Insolvency
& Restructuring • Insurance & Risk Management • Intellectual
Property • Labor & Employment • Litigation & Dispute
Resolution • Private Equity • Public Finance • Real Estate
• Sports Law & Sports Facilities • Structured Finance &
Securitization • Tax • Technology • Trusts & Estates • White
Collar Criminal & Civil Litigation

THE STATS
No. of Attorneys: 647
No. of Offices: 13
Chairman: Vincent A.F. Sergi
Chief Executive Officer: Noah S. Heller
Hiring Partner(s): Craig A. Barbarosh
Shannon S. Broome
David A. Crichlow
Richard L. Farley
Daniel S. Huffenus
David C. Rohrbach
Gil M. Soffer
Gail Migdal Title

EMPLOYMENT CONTACT
Nicole Morden
Attorney Recruiting Manager
Phone: 312-577-8523
Email: nicole.morden@kattenlaw.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Director of Pro Bono Services spends 100% of his time on pro bono work and/or administering the firm's pro bono program.

Please provide the primary pro bono contact(s)'s information below.

Jonathan K. Baum
Director of Pro Bono Services
Phone: 312-902-5479
Email: jonathan.baum@kattenlaw.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed

Please describe the composition of the committee.

Each of the firm's offices has a pro bono committee chaired by a partner. Those partners, together with the Director of Pro Bono Services, make up the National Pro Bono Committee.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The Director of Pro Bono Services, in consultation with the chairs of the local office pro bono committees, decides whether the firm will take on a pro bono matter. On occasion, the Chairman of the firm is also consulted.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Bankruptcy, Death penalty defense

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Chicago Lawyers' Committee for Civil Rights Under Law
- Council for Children's Rights
- Domestic Violence Legal Clinic
- Legal Assistance Foundation of Metropolitan Chicago
- National Immigrant Justice Center
- National Veterans Legal Services Program
- Public Counsel Law Center
- South Brooklyn Legal Services
- Volunteers of Legal Services
- Washington Lawyers' Committee for Civil Rights & Urban Affairs

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Attorneys in Katten's Chicago Office won asylum in the United States for a refugee fleeing persecution in Eritrea. The Immigration Judge held that the Eritrean government's exceptionally harsh treatment of the client, who fled mandatory military service, established a clear likelihood that he would be subject to future persecution based on perceived political opinion.
- Attorneys in Katten's Washington, DC Office won acquittal, following a jury trial, on all of 10 counts of an indigent criminal defendant charged with wire fraud. The case was handled in cooperation with the Office of the Federal Public Defender for the Eastern District of Virginia
- Attorneys in Katten's New York City Office, working under the auspices of Volunteers of Legal Services, secured licensing rights for the Ramones' song "Rockaway Beach" for use in an economic recovery campaign designed to bring people back to New York area beaches that were ravaged by Hurricane Sandy.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Attorneys in Katten's Los Angeles Office won reversal in the U.S. Court of Appeals for the Ninth Circuit of an Immigration Judge's denial of relief from deportation for a Guatemalan
immigrant and 22-year U.S. resident. The judge had ordered the client deported because of her failure to appear at a scheduled hearing. The Court of Appeals held this an abuse of discretion where the client had presented evidence of a serious medical condition necessitating emergency surgery.

- Attorneys in Katten’s Chicago and New York City Offices successfully represented the Law Center to Prevent Gun Violence and local gun safety organizations as amici curiae in actions challenging the constitutionality of bans on assault weapons and large capacity ammunition magazines enacted by the States of New York and Connecticut in the wake of the Newtown tragedy. Federal courts in both states rejected these Second Amendment challenges.

- Attorneys in Katten’s Chicago Office are currently representing a suburban Chicago African-American homeowner and her children in an action in the Circuit Court of Cook County, Illinois, against a neighbor who has been engaged in a four year campaign of race-laced verbal assaults and threatening conduct to drive the family out of its home. The case, being handled in cooperation with the Chicago Lawyers’ Committee for Civil Rights Under Law, is being brought under the Illinois Hate Crime Act, the Illinois Human Rights Act, and common law torts.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 22,639
- Total number of pro bono hours in 2013: 25,686

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 616
- Number of attorneys as of December 31, 2013: 638

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 37
- Average number of hours per attorney in 2013: 40

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 31–40%
- Percentage of attorneys who did pro bono work in 2013: 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Thorough training is provided to associates for all pro bono matters. The formality of the training varies depending on internal capacity and associate need. Wherever possible, training is provided through mentoring by more senior attorneys at the firm who are experienced in the kind of pro bono work being undertaken by the associate. Where there is no such internal capacity, representatives of legal aid organizations specializing in the particular area of law (e.g., asylum, domestic violence, etc.) are brought into the firm to provide formal training sessions.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work

- 2012: 738
- 2013: 1,084
Average hours per summer associate spent on pro bono work
2012: 23
2013: 29

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 78%
2013: 79%

Please provide any additional information about pro bono opportunities available to summer associates.

In addition to engaging summer associates in ongoing pro bono work, Katten makes available to them four opportunities especially for them:

- Domestic Violence Legal Clinic: Summer associates are licensed as law student attorneys, receive training, and represent victims of domestic violence in obtaining emergency civil orders of protection from Domestic Violence Court judges;
- Anti-Defamation League (ADL) Summer Associate Research Program: Summer associates research and prepare memos, under the supervision of a Katten partner, on constitutional/civil rights issues, for use by ADL;
- National Immigrant Justice Center (NIJC) Summer Research Program: Summer associates research and prepare memos (and sometimes pleadings), under the supervision of a Katten partner, on immigration-related issues, for use by NIJC;
- Cabrini Green Legal Aid (CGLA) Clinic Intake Program: Summer associates interview prospective clients and present their cases for consideration at CGLA intake meetings.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

Katten participates in the Graduate Fellowship Program of the Public Interest Law Initiative (PILI), in which incoming associates are paid by the firm to spend five weeks part-time and five weeks full-time working for a public interest organization during their bar review/exam summer. Katten also offers its own First Year Public Service Fellowship Program, under which a limited number of incoming associates have the opportunity to work full-time for a public interest organization during their first year out of law school and come to the firm as second-year associates the following year.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Katten employs students at the Cristo Rey High School as part-time interns to help subsidize the tuitions of these low-income students.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Katten attorneys and staff in both Chicago and New York work with several public schools in low-income communities reading to students, coaching debate and mock trial teams, organizing book drives, and doing “lawyer in the classroom” teaching. Katten attorneys in both Los Angeles and Chicago participate in athletic events to raise money for legal services, such as Chicago Volunteer Legal Services’ Race Judicata and Public Counsel’s Run for Justice.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

National Legal Aid & Defender Association Beacon of Justice Award (2014); Legal Services NYC Visionary Award (2012); Law Center to Prevent Gun Violence Outstanding Pro Bono Contribution Award (2012); Chicago Lawyers’ Committee for Civil Rights Under Law Pro Bono Award (2011)

Please add any additional information about your firm’s pro bono program.

Katten Muchin Rosenman strongly encourages pro bono service by its attorneys in several ways. The firm regularly surveys its attorneys to determine their areas of pro bono interest, forwards pro bono opportunities responsive to those interests to those attorneys, and arranges all training and supervision to make the resulting pro bono engagement succeed. At least the first 100 hours of pro bono work annually (and more with approval, routinely granted) are counted toward minimum billable hours requirements and hours-based bonuses. Pro bono work is evaluated with billable work as part of the regular review process. The firm recognizes individual attorneys’ pro bono service with a semi-annual Pro Bono Honor Roll and annual Pro Bono Service Awards. As a result of these efforts, Katten Muchin Rosenman attorneys render pro bono service in almost every area of practice, from litigation and corporate work to employee benefits and patent work.

Katten has consistently been an innovator in pro bono service. It was one of the first firms in the nation to have a partner whose full-time responsibility is to engage in and facilitate pro bono work. It was one of the first firms in the nation to offer a “First Year Public Service Fellowship,” in which incoming associates can send their first year out of law school being paid to work full-time for a public interest organization and then come to the firm as a second year associate. And Katten recently became one of the first firms in the nation to establish, in cooperation with a legal aid organization, a regular legal aid clinic in an inner-city public school.
KAYE SCHOLER LLP

Kaye Scholer LLP
250 West 55th Street
New York, NY 10019
Phone: (212) 836-8000
www.kayescholer.com

LOCATIONS
Chicago, IL • Los Angeles, CA • New York, NY • Palo Alto, CA • Washington, DC • West Palm Beach, FL • Frankfurt • London • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Bankruptcy/Creditors Rights • Clean Technology/Renewable Energy • Corporate • Finance • Government Affairs • Intellectual Property • International • Labor and Employment • Litigation • Real Estate • Tax/Private Client • Technology

THE STATS
No. of Attorneys: 433
No. of Offices: 9
Managing Partner: Michael Solow
Hiring Partner(s): Salvatore Mastrosimone • Catherine Schumacher

EMPLOYMENT CONTACT
Kiley Bostick
Manager of Legal Recruitment & Integration
Phone: (212) 836-8519
Email: kiley.bostick@kayescholer.com
Careers website: www.kayescholer.com/careers/index
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

King - 100%
Spiegel - 100%

Please provide the primary pro bono contact(s)'s information below.

Alison King
Pro Bono Counsel
Phone: 212-836-7037
Email: alison.king@kayescholer.com

Elly Spiegel
Manager of Pro Bono & Community Affairs
Phone: 212-836-7894
Email: elly.spiegel@kayescholer.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Firmwide meets quarterly; NY members meet monthly

Please describe the composition of the committee.

The committee includes partners, counsel and associates, from all practice areas and all U.S. offices, who have demonstrated a strong commitment to pro bono work. The firm's Chief Strategy Officer is also a member.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

All proposals for new pro bono matters must be reviewed by the co-chairs of the Pro Bono Committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

The firm does not do legal work for purely political causes - either for or against a political party or for or against a ballot initiative.

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Immigration Equality (NYC)
- The Legal Aid Society (NYC)
- Lawyers Alliance for New York (NYC & Palo Alto)
- Washington Lawyers’ Committee (DC)
- Iraqi Refugee Assistance Project (NY, Chicago)
- Public Counsel (LA)
- Domestic Violence Legal Clinic (Chicago)
- Human Rights First (NYC, DC)
- Echoing Green (all U.S. offices)
- Transgender Legal Defense & Education Fund (NYC)

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- IMMIGRATION. In 2013 a Haitian girl, our client since 2008, finally obtained Special Immigrant Juvenile Status. After witnessing her father’s murder in Haiti in 2007, she was sent to her mother (also in Haiti) with whom she had never lived. Her mother then sent her to the U.S. to live with relatives & provided a letter granting them guardianship. Among the criteria to obtain SIJS is finding of abuse, abandonment or neglect. Our client was abandoned twice: when her father died & when her mother sent her away. After a hearing, Queens Family Court named her aunt as her guardian & issued the special findings necessary to advance the federal SIJS process. After we submitted her paperwork, she met
with an immigration officer, passed a background check & received her green card, which will allow her to finish school without worry of deportation & to apply for permanent citizenship at age 18.

- DEATH PENALTY. In 2012 we responded to an urgent request from the ABA to represent a death row prisoner who had no volunteer counsel & had been ordered to represent himself in his state post-conviction proceedings. He suffers deficits in executive functioning & was only 18 when the crimes underlying his sentence were committed, with no prior history of violence. His trial counsel did little to investigate his mental deficiencies & failed to prepare witnesses. He was convicted in 2007 & sentenced to death. He filed a preliminary habeas petition in 2011, claiming ineffective assistance of counsel. We submitted a revised habeas petition & numerous supporting affidavits, while also retaining experts to establish a history of familial abuse & mental disabilities. Mitigation investigators tracked down & interviewed fact witnesses whom counsel had overlooked in the original trial. Following a 4-day hearing in August 2013, where we presented 20 fact & expert witnesses, we are preparing our post-trial briefs.

- ADVISING SOCIAL ENTREPRENEURS. Kaye Scholer has created a relationship with Echoing Green (EG), a grant-making organization based on the venture capital model that gives fellowships to nonprofit start-ups committed to social entrepreneurship, through which EG’s fellows can request access to legal services through the firm on a pro bono basis. The firm has counseled 15 different fellow organizations on issues as diverse as contracts, corporate governance, excess benefit transactions, federal regulations, fundraising, insurance, international permits, tax exemption qualifications and trademarks. Current clients include the One Acre Fund, a micro-lender that provides financing & agriculture education to farmers in East Africa; Measures for Justice, a judicial watchdog organization that identifies and resolves systemic problems in the U.S. criminal court system by creating a justice index that ranks courts based on their effectiveness in terms of crime reduction and recidivism rates; and Global Health Corps, a coalition that mobilizes a global community of emerging health leaders in the movement to decrease the extreme disparity in health outcomes and access to healthcare faced by the world’s poorest communities. We also act as pro bono counsel to EG’s Board of Directors.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- RECLAIMING HOMES FROM SCAM ARTISTS. In 2006 brothers John & David Zepeda set up a sophisticated criminal fraud ring targeting Spanish-speaking families facing the loss of their homes. The Zepedas told victims they could avoid foreclosure by negotiating loan modifications with banks. Relieved to be offered a solution, 400+ homeowners signed contracts written entirely in English, which were actually quitclaim deeds that transferred the titles of the homes to the Zepedas. The families paid large fees up front & monthly mortgage payments before the Zepedas were arrested in late 2012 for pocketing the money & renting out the stolen homes. On behalf of 3 families, we sued the Zepedas for damages & to reclaim the titles of their homes. The Zepedas defaulted in our civil suits. In June 2013 we put on live testimony to prove that our clients were the rightful owners of their homes. The judge agreed, cancelled the fraudulent deeds & granted out-of-pocket damages, costs & prejudgment interest. They were among the lucky few able to reclaim their property.

- AGE/DISABILITY/WAGE & HOUR DISCRIMINATION VICTORY. We filed a lawsuit in Maryland federal court against a top athletic retailer on behalf of a former sales associate who accused the company of disability & age discrimination & retaliation, as well as failing to give him proper wages & overtime pay. The employer originally offered our client only $150 when he represented himself pro se during the EEOC proceeding. After extensive negotiations with our team, the mediator explained that the employer no longer wanted to litigate the case & was willing to settle for approximately seven times the plaintiff’s annual salary. This amount included a $2,500 gift card, which was particularly satisfying to the client as it allowed him to rebuild his sneaker collection he had been forced to sell in the wake of his termination. He was also given a clean employment record & neutral employment reference, which were equally important parts of the requested relief as he had been unemployed for over a year due to the termination being on his record.

- SOLAR ENERGY COOPERATIVES. The Mt. Pleasant Solar Cooperative, a DC-based group with the simple goal of installing solar panels on houses in their own community, was founded in 2006. They planned to find a solar contractor to offer bulk discounts and install the panels, but needed legal counsel to advise on government and utility company regulations. Since 2009, Kaye Scholer has represented the Coop before the DC Public Service Commission, providing information and guidance while serving as an advocate in their frequent dealings with the local utility company, Pepco, and the DC government. After passage of new legislation offering sizable incentives to install solar facilities, we worked with various agencies to ensure the statute was implemented properly. We have also helped the Coop address implementation issues; advised them on the federal tax benefits available to members who installed solar facilities; drafted a shareholder proposal to be presented at Pepco’s shareholders meeting in order to raise concerns about the utility’s lack of responsiveness to solar issues in DC; and assisted the Coop in setting up a fund to enable low-income and nonprofit organizations to make use of solar power. With our help, the Coop has assisted hundreds of homes in the area in installing solar units, and has helped start several other solar coops in the area, which have joined forces as DC Solar United Neighborhoods (DC SUN), also a Kaye Scholer pro bono client. DC SUN and others were able to convince the DC Council to enact the Community Renewables Energy Act of 2013 on October 1, 2013. The law will make solar power more accessible and affordable to all DC area residents via the creation of community solar facilities.
BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 21,058
Total number of pro bono hours in 2013: 20,980

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 410
Number of attorneys as of December 31, 2013: 384

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 51
Average number of hours per attorney in 2013: 55

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
More than 150

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm provides in-house training in several areas (SSI/SSDI disability benefits, transgender name changes), hosts training seminars (Sanctuary for Families, The Legal Aid Society, Iraqi Refugee Assistance Project), and publicizes pro bono trainings sponsored by other organizations.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,502
2013: 2,146

Average hours per summer associate spent on pro bono work
2012: 75
2013: 89

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 96%

Please provide any additional information about pro bono opportunities available to summer associates.
Kaye Scholer summer associates are strongly encouraged to participate in our pro bono program, and generally do at least 50 hours, thus completing the new requirement for admission to the New York State Bar. They work on ongoing firm matters (e.g., death penalty appeals, asylum cases), as well as on projects that begin and end within the course of the
summer program, which gives them meaningful hands-on experience. Options include the Courtroom Advocates Project (helping victims of domestic violence get orders of protection), the Transgender Name Change Project, contract reviews for our pro bono nonprofit clients, policy research memos for the Anti-Defamation League, and SSI/SSD disability benefits appeals, each of which is a full mini-litigation. In 2014 summer associates also translated self-help court guides from “legalese” to plain English for ProBono.net/LawHelp.org.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Kaye Scholer has been funding Equal Justice Works Fellowships since 2007. Our most recent Fellows both worked on health-related projects: Improving mental health and education initiatives for the 1,000+ children in the eight juvenile prisons in Illinois through advocacy and litigation; and establishing a medical-legal partnership to provide services to low-income cancer survivors in the Detroit area.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

We have partnerships with two middle schools: one in East Harlem, where our associates recently coached the 7th grade Mock Trial Team to victory in a NYC championship (in which a team member won the “Best Advocate” award and $2,000 to be used for college); and the other in Long Island City, Queens, where we advise the Debate Team, which has earned a spot in the 2014 National Middle School Debate Championship in Kansas.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

• 2014 City Bar Justice Center Norman Redlich Capital Defense Pro Bono Award
• 2014 National Legal Aid & Defender Association Beacon of Justice Award
• 2014 Washington Lawyers’ Committee for Civil Rights & Urban Affairs Outstanding Achievement Award
• 2014 U.S. District Court for the Northern District of Illinois/Chicago Chapter of Federal Bar Association Award for Excellence in Pro Bono and Public Interest Service
• 2014 NYSBA President’s Pro Bono Award
• 2013 Urban Justice Center Social Justice Award

Please add any additional information about your firm’s pro bono program.

As a proud signatory to the Pro Bono Institute’s Law Firm Pro Bono Challenge, Kaye Scholer views pro bono work as an essential part of our core values and collaborative culture.

Beyond our commitment to, and belief in, the importance of justice and legal parity, an active pro bono practice promotes skills training and exposure to increased responsibilities among associates and enables all lawyers to fulfill their professional obligation to provide pro bono legal service on an annual basis.

The needs of low-income, oppressed, victimized, falsely accused or other disenfranchised individuals who lack access to quality legal representation far exceed what any one law firm can provide. To maximize the impact of our pro bono work, we partner with a select number of highly dedicated and established nonprofits such as the Anti-Defamation League, Asian American Legal Defense & Education Fund, Brennan Center for Justice, Lawyers Alliance for New York, LatinoJustice, New York Lawyers for the Public Interest, Public Counsel, The Legal Aid Society, and Washington Lawyers’ Committee for Civil Rights and Urban Affairs. These organizations help us identify pro bono clients who not only have the greatest need but, based on the specific facts and unique circumstances of each client, are also most likely to benefit from the type of legal work and experience our lawyers offer.

251 Kaye Scholer lawyers contributed 20,980 hours to assisting pro bono clients in 2013, including, but not limited to:

• Devoting more than 3,500 hours to trying to win a reprieve for a mentally disabled death row prisoner with no prior history of violence who had been ordered by the state to represent himself in his own post-conviction proceedings;
• Providing tax counsel to 20 nonprofit organizations;
• Securing asylum or resettlement in the U.S. for a Congolese HIV+ victim of genital mutilation, a gay man from Russia, a Haitian child and an Ecuadorian child;
• Restoring titles to the homes of 3 families who were duped by scam artists;
• Helping secure Medicaid coverage for crucial therapeutic treatments for 3 autistic children;
• Negotiating a settlement worth approximately 7 times the client’s salary after he was fired for claiming age discrimination;
• Helping 10 transgender individuals obtain formal name changes so that their legal identities now conform to the way they self-identify; and
• Providing regulatory counsel to 12 solar power cooperatives to advocate for and enact first-of-its-kind legislation that allows densely populated urban communities to use roofs and other architecture to create local solar farms.
101 Park Avenue
New York, New York 10178
Phone: (212) 808-7564
www.kelleydrye.com

LOCATIONS
Chicago, IL • Los Angeles, CA • New York, NY • Parsippany, NJ
• Stamford, CT • Washington, DC • Brussels

MAJOR DEPARTMENTS & PRACTICES
Advertising • Antitrust • Bankruptcy • Broker-Dealer •
Corporate • Employee Benefits & Executive Compensation
• Energy • Entertainment & Media • Environmental Law •
Food and Drug Law • Government Relations & Public Policy
• Intellectual Property & Technology • International Trade
• Labor & Employment • Litigation • Privacy & Information
Security • Private Clients • Private Equity • Real Estate • Tax •
Telecommunications • White Collar Crime

THE STATS
No. of Attorneys: 300
No. of Offices: 7
Chairman: Paul F. McCurdy
Hiring Partner(s): Alison L. MacGregor

EMPLOYMENT CONTACT
Stephanie Doud
Recruiting Administrator
Phone: 212-808-7800
Email: sdoud@kelleydrye.com
**WHO’S WHO**

**Does the firm have one or more pro bono coordinators and/or partners? If so, how many?**

1

**Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).**

The firm’s Pro Bono Counsel dedicates all of his time to the pro bono program. Additionally, the Pro Bono Counsel receives administrative support from the Human Resources Department (less than 1/2 time).

**Please provide the primary pro bono contact(s)’s information below.**

James V. O’Gara
Pro Bono Counsel
Phone: 212-808-7711
Email: jogara@kelleydrye.com

**Does the firm have a pro bono committee?**

Yes

**How often does the committee meet?**

At regular internals throughout the year.

**Please describe the composition of the committee.**

The Pro Bono Committee is comprised of one partner from each of the Firm’s domestic offices.

**THE SCOOP**

**Does your firm have a pro bono policy?**

Yes

**Can associates bring pro bono matters of interest to the firm?**

Yes

**How does the firm decide whether to take on a pro bono matter?**

Kelley Drye accepts pro bono matters on a case-by-case basis based on guidelines set forth in the Firm’s Pro Bono Policy. Prior to accepting any matter, Kelley Drye assesses the prospective client’s need for pro bono assistance, as well as the time and resources likely to be required by each matter. Overall, the Firm encourages and supports a wide range of pro bono work and most significantly, Kelley Drye treats pro bono matters with the same degree of importance as those for all other clients, and makes all of its resources available for these matters.

**Has the firm signed on to the Law Firm Pro Bono Challenge?**

No

**What are some of the areas of law in which your firm has performed pro bono legal work since 2012?**


**Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?**

None

**List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.**

- The Legal Aid Society
- City Bar Justice Center
- Immigration Equality
- Pro Bono Partnership
- St Nick’s Alliance
- VOLS
- ABA Military Pro Bono Program
- The Lawyers’ Committee for Civil Rights
- New York Lawyers for the Public Interest
- Washington Legal Clinic for the Homeless

**List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.**

- Immigration - Kelley Drye attorneys in many of its offices focus on representing low-income immigrants. Many of the Firm’s attorneys dedicate substantial time and effort working on immigration matters including affirmative & defensive asylum applications, benefits for clients that have been granted asylum and withholding of removal applications.

- Micro-entrepreneur - Kelley Drye attorneys dedicate substantial pro bono efforts and resources to assist low income inner city micro-entrepreneurs incorporate, draft and maintain corporate bylaws, trademark their brand, comply with relevant regulations and negotiate commercial leases.

- Education Law - Kelley Drye attorneys represent low income school age children and their parents under the Individuals with Disabilities Education Act (IDEA) in federal district courts with respect to appeals of final administrative
decisions denying funding for tuition and related services appropriate to the educational needs of the disabled child.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Kelley Drye successfully represented a Tibetan citizen on his application for asylum and deferral of removal. Three Kelley Drye associates, under the supervision of the Firm’s Pro Bono Counsel, successfully demonstrated that their client, who was active in the Free Tibet movement, would more likely than not be subjected to torture as a result of his nationality and political activism. During the representation they worked with the client to improve his verbal communication skills enabling him to testify effectively about the arrests, detentions, and beatings he sustained at the hands of the Chinese authorities before he fled Tibet. Kelley Drye associates drafted and submitted affidavits and reports and a detailed memorandum of law to the Immigration Court in support of the client’s application for asylum and deferral of removal. The associates successfully established the basis for granting their client’s claim through documentary evidence and witness testimony. The immigration judge granted the client’s application for relief. Kelley Drye is now assisting the client in obtaining the benefits available to foreign nationals who have been granted deferral of removal.

- A team of Kelley Drye attorneys under the supervision of one of the Firm’s corporate partners functions as general counsel to a nonprofit, neighborhood-based family health organization working with low income families in NYC addressing the physical, emotional, educational, and spiritual dimensions of family health. Kelley Drye attorneys have provided legal analysis, review and revision of various consulting agreements, an analysis of the implications associated with the commercial rental of some of the organizations unused office space, analysis, review and revisions of employee separation and release agreements, and participation in various board and committee meetings and revenue initiatives.

- Kelley Drye attorneys have been assisting individuals and small business owners recover from the damages sustained as a result of Superstorm Sandy. Kelley Drye attorneys have helped many of these clients navigate their way through the legal system including filing paperwork and appealing insurance decisions. In one specific instance, Kelley Drye attorneys successfully obtained a significant recovery allowing a riparian homeowner to replace her retaining wall which had been completely destroyed in the storm.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 11,698
- Total number of pro bono hours in 2013: 12,009

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

- Yes

Do partner supervisors, or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

- Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

- Yes

Is there a pro bono requirement at your firm?

- No

Does the firm give billable hour credit for pro bono work?

- Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

- No

Does the firm consider pro bono hours when determining bonuses?

- Yes
The Chicago and New York offices participate in the Cristo Rey Corporate Work Study Program. This program allows high school students to intern with the firm one day per week and the salary is paid directly to the school to subsidize a percentage of the participating school’s annual budget which assists in keeping tuition costs as low as possible. The New York office also participates in the Inner City Scholarship Fund’s Job Opportunities Program and the Thurgood Marshall Summer Law Internship Program. Both programs offer high school students the opportunity to intern at the firm during the summer. The students learn how to interact with others, manage a schedule and have the opportunity to learn and develop skills useful for success later in life.

Additionally, every October Kelley Drye’s New York office hosts an annual bake sale and jeans day with the proceeds supporting breast cancer research and awareness. The Firm also supports Heritage Months with proceeds from jeans days going to non-profit organizations that are connected with each highlighted heritage.

The Washington, DC office participates in the Gifts for the Homeless Clothing Drive, which delivers bags of clothing to multiple shelters in the DC area. The Washington, DC office also participates in the Angel Tree program. The office adopts “angels” (children) and provides gifts for the holidays. The DC office hosts an annual Holiday Party for the children of KDW. Each child/parent is asked to bring a new unwrapped toy to give to Toys for Tots as part of our Season of Giving Campaign. Also part of the DC office’s Season of Giving, the firm sponsors a Thanksgiving Lunch for all employees. Each employee brings a dish and at least one can of food to be donated to the Capital Food Bank. Tickets are purchased for the luncheon and all proceeds go to the Food Bank. The firm also host a Guest Bartender Night to benefit the Food Bank, where partners, associates and staff members tend bar at one of the local restaurants. All tips and other proceeds are given to the Food Bank.

The Chicago office supports the Cabrini Green Legal Aid Foundation through volunteerism and program sponsorship. At Christmas, the office adopts a family who is in need and provides Christmas gifts to family members.

Kelley Drye’s Stamford office is part of the Workplace Volunteer Council of the Volunteer Center of the United Way of Western Connecticut. Through the Workplace Volunteer Council, Kelley Drye attorneys and staff volunteer their time and participate in programs including: an annual donation drive to provide new pajamas and books to children and youth in need; the summer reading partners program, for which Kelley Drye volunteers spend their lunch hour reading one-on-one to children at a local day camp; and the business-to-books program, for which Kelley Drye volunteers visit elementary school classrooms to read stories to children and talk about their jobs. The Stamford office also raised money and purchased items to provide two elementary school students in financial need with new clothes, backpacks and classroom supplies for the back-to-school season.

The Los Angeles office continued its involvement with the Justice Jog, a 5K walk/run held by the Greater Los Angeles Chapter of Legal Administrators; Kelley Drye personnel...
volved and participated in the event. The 2013 Justice Jog raised over $95,000 for CASA-LA, a group that appoints special advocates for children involved in the foster care system. Last year, we continued our annual tradition of donating to charities during the holidays. In 2013, our donation to Feed America, thanks to a corporate matching gift program, provided 1,350 meals to those in need. Additionally, we contributed to the Toys for Tots Native American Program.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

The firm received The Legal Aid Society’s 2013 Pro Bono Publico Award for outstanding pro bono service, dedication and commitment to the Society and its client. In addition, several of the firm’s attorneys received individual awards in recognition of their outstanding pro bono legal services. Kelley Drye was awarded the Legal Champion Award by the Center for Family Representation (“CFR”) for pro bono services rendered to the low income children and families of New York City.

Please add any additional information about your firm’s pro bono program.

Kelley Drye strongly supports and encourages pro bono work. More than a philosophy to us, the Firm approaches pro bono work as our civic responsibility and treats pro bono matters with the same importance as those for other clients, making all of our resources available for these matters.

Kelley Drye advises on numerous pro bono matters for a variety of charitable and non-profit organizations dedicated to supporting health-related causes, disadvantaged individuals, education and the arts.

The Firm’s lawyers also provide counsel to individuals in need of assistance with legal issues related to asylum, child custody, civil rights and testamentary matters. Associates may handle new pro bono cases in which they have a special interest or work on those already approved by the Firm’s pro bono coordinating partners.

Several of the Firm’s partners actively participate on the boards of non-profit organizations. Here is a representation of these board memberships: Paul F. McCurdy is a board member of the Lafayette College Board of Trustees. John M. Callagy is a trustee for the Inner-City Scholarship Fund. Robert E. Crotty is a board member of Brooklyn Legal Services Corporation A and the Volunteers Lawyers for the Arts. Neil Merkl is a board member of the Legal Aid Society, Sarah Reid is a Emeritus Director and Philip Robben is Director of New York Lawyers for the Public Interest and William A. Escobar is a member of MFY Legal Services Board. Joseph Hoffman is a Director & Secretary of the Hebrew Home of Greater Washington, Inc. Victoria Zerjav is a Director on the board of the Literacy Volunteers of Stamford/Greenwich.

The New York office demonstrates its commitment to pro bono service by agreeing with Volunteers of Legal Service (VOLS) to use its best efforts to meet, or exceed, an average of 30 hours per attorney of pro bono work per year.

In addition to our pro bono work, Kelley Drye attorneys and staff are extremely active in local communities and the organizations that support them. As we are always interested in new opportunities, attorneys and staff are encouraged to organize and develop new projects to make a positive impact in our communities.
THE STATS
No. of Attorneys: 155
No. of Offices: 3
Managing Partner: Michael Loughnane
Hiring Partner(s): Gerard A. Messins, Associate Committee Chair

EMPLOYMENT CONTACT
Elizabeth Knechtges
Director of Professional Recruiting
Phone: 212.908.6380
Email: eknechtges@kenyon.com
Careers website: http://www.kenyon.com/Careers/Life-At-Kenyon.aspx
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

About half his time

Please provide the primary pro bono contact(s)'s information below.

John E. Tsavaris, II, Ph.D.
Director of Professional Development and Special Counsel
Phone: 212-908-6117
Email: jtsavaris@kenyon.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The firm's Pro-Bono Committee is comprised of two members of the firm's Associate Committee and the Pro Bono Coordinator.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Lawyers are free to propose pro bono matters, which are presented for approval by the Pro Bono Coordinator and the Associate Committee to the firm's Management Committee. Conflict checks are conducted before a pro bono case is accepted by the firm.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Nonprofit intellectual property, The arts and historic preservation

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- A Better World Foundation
- Alliance for Downtown New York
- Harlem Children's Zone
- International Softball Federation
- Special Olympics
- Technology Council of Maryland
- NJ LEEP
- Volunteer Lawyers for the Arts
- Grameen Foundation USA
- The New Museum of Contemporary Art

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Kenyon & Kenyon LLP regularly provides the International Softball Federation with pro bono legal services relating to licensing, trademark protection and governance.
- Kenyon & Kenyon LLP has long offered pro bono services to Special Olympics, Inc. This year, we have provided assistance with trademark applications and general legal counsel.
- Kenyon provided licensing services to the Alliance for Downtown New York, Inc.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 827
Total number of pro bono hours in 2013: 1,179

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 177
Number of attorneys as of December 31, 2013: 165

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 4
Average number of hours per attorney in 2013: 6

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 0–10%
Percentage of attorneys who did pro bono work in 2013: 0–10%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Kenyon & Kenyon LLP associates and counsel participate in training programs provided by nonprofit organizations that refer cases to us, for example, Volunteer Lawyers for the Arts (VLA). The Firm also provides in-house training programs covering skills that are pertinent to pro bono matters. Our Director of Professional Development and Special Counsel (Pro Bono Coordinator) develops, conducts and coordinates such in-house training programs.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please provide any additional information about pro bono opportunities available to summer associates.
Kenyon & Kenyon LLP encourages summer law clerks to become involved with, for example, the Volunteer Lawyers for the Arts (generally known as VLA), an organization dedicated to offering free legal representation, advice and education to artists and arts organization in all creative disciplines who are unable to otherwise afford legal assistance.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Kenyon & Kenyon LLP’s attorneys are actively involved with national and regional Bar Associations as speakers, authors or committee members. They are also active with various minority Bar Associations (e.g., Women’s Bar Association; Asian American Bar Association of New York; Hispanic National Bar Association; Minority Corporate Counsel Association) as well as regional, national and international intellectual property law associations. The Firm is particularly active with the New York Intellectual Property Law Association, which partner Wm. Houston Kenyon helped found in 1922. Since then, several Kenyon partners have served as elected NYIPLA presidents.

- Kenyon also values programs that are oriented towards education. The Firm contributes to a number of minority scholarships, including the Thurgood Marshall Scholarship Fund and the Intellectual Property Law Education Scholarship. Every year, Kenyon sponsors and participates in the Fordham Annual Conference on International Intellectual Property and other events held at Fordham Law School. We also support events hosted by the State University of New York and Columbia University. Our attorneys are frequent panelists and speakers at various CLE programs, and teach classes at law schools. Many of our lawyers are also active with the Honorable William C. Connor Inn of Court and the San Francisco Bay Area Intellectual Property Inn of Court.

- In addition, Kenyon has participated in the New York City Mentor Program for many years. The one year program, geared towards area high school students, takes students through dozens of practice sessions to participate in a fall moot court competition and a spring mock trial competition. The students frequently visit Kenyon’s law offices; are mentored in law-related career and college planning; visit local New York state and federal courts; visit classes and spend a day at Fordham Law School; and participate in numerous field trips, including team dinners and a trip to the Supreme Court in Washington, DC. All of these activities provide the students with unique law, leadership, public speaking, time management and mentoring experiences.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Kenyon & Kenyon LLP organizes several blood donation drives every year. Attorneys and staff ran and/or walked in the Chase Corporate Challenge 5K race in Central Park, NY and Lawyers Have Heart 10k race in Washington, DC. Additionally, we contributed to the local Fire Fighters and had a participant in the Crohn’s and Colitis Foundation of American half marathon.

During the holidays, Kenyon participates in multiple drives throughout the three offices. For example, the New York office organized a Thanksgiving Food Drive for the benefit of City Harvest, an organization which distributes donations to over 800 nonprofit food programs throughout the New York metropolitan area and helps 260,000 hungry New Yorkers per week. The Silicon Valley office raised money and gave gifts to the Holiday Boutique at Next Door Solutions to Domestic Violence. The office also hosted a food drive with Second Harvest Food Bank and held a work day at RAFT (Resource Area For Teachers).

The firm has also supported events and programs with organizations such as the Alzheimer Association, American Cancer Society, American Liver Foundation, Center for Hearing and Communication, Horizons for Homeless Children, The Michael J. Fox Foundation for Parkinson’s Research, Save a Mother, and the United Cerebral Palsy of New York, among others.

Please add any additional information about your firm’s pro bono program.

Kenyon & Kenyon LLP recognizes that pro bono service is an essential element of an attorney’s professional responsibility. We are deeply committed to providing quality legal services to the disadvantaged, through individual outreach, as well as through local and national nonprofit organizations. The firm’s support of pro bono activities is rooted in the belief that the legal profession has specialized skills and abilities that can uniquely impact the public interest.

Involvement in pro bono projects not only gives individuals and nonprofit organizations access to excellent legal counsel, but also provides invaluable training opportunities for young lawyers seeking to expand their skill sets, always with senior supervision. The firm believes that the exposure to a wide array of legal issues and the increased awareness of the needs of the community are valuable learning experiences for all attorneys.

Kenyon’s commitment to pro bono service is demonstrated by the fact that we have assigned a Director of Professional Development and Special Counsel as a full-time Pro Bono Coordinator to administer the firm’s pro bono activities.

Working with partners and members of the Associate Committee, he reviews potential pro bono matters to insure that activities are strategically aligned to the Firm’s goals and values. He also assesses, develops, conducts and coordinates in-house training programs covering relevant skills and, as a result, helps Kenyon attorneys more effectively serve those in need.
THE STATS
No. of Attorneys: 561
No. of Offices: 17
Chairman: Henry Walker
Hiring Partner(s): Charlie Henn (Chair)
   Craig Largent
   Julie Lierly
   Jim Paine

EMPLOYMENT CONTACT
Kim Dechiara
Associate Director, Attorney Recruiting & Development
Phone: (404) 815-6407
Email: kdechiara@kilpatricktownsend.com
Careers website: http://www.ktrecruits.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Partner = Full-time position, 100% of time

Pro Bono Coordinator = Part-time position, 100% of time

Please provide the primary pro bono contact(s)’s information below.

Tamara Serwer Caldas
Pro Bono Partner
Phone: 404 815 6006
Email: tcaldas@kilpatricktownsend.com

Debra Connelly
Pro Bono Coordinator
Phone: 404 815 6329
Email: dconnelly@kilpatricktownsend.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

The firm’s Pro Bono Committee is comprised of partners, counsel and associates from most of our domestic offices and practice groups.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm follows the guidelines set forth in The Law Firm Pro Bono Challenge and accepts matters where it has expertise or training in the pertinent substantive area of law.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Civil rights, Community economic development, Consumer law and small claims court, Disability benefits, Domestic violence, Education, Employment, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Homeless advocacy, Immigration, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners’ rights, Real estate transactions, The arts and historic preservation, Veterans’ benefits/appeals, Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Death penalty defense, Parole hearings, Police misconduct

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Atlanta Volunteer Lawyers Foundation
• Atlanta Legal Aid Society
• Pro Bono Partnership of Atlanta
• Justice & Diversity Center of SF Bar Assoc.
• East Bay Community Law Center
• Colorado Department of Human Services
• Lawyers Committee for Civil Rights Under Law
• Legal Aid of North Carolina
• Children’s Law Center
• Casa Cornelia

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Pro Bono representation of a local nonprofit in a case involving a revision to the Land Management Plan and procedures for the three National Forests surrounding the Chattooga River.
• Filed appellate briefs, primarily on behalf of the National Association of Criminal Defense Lawyers, securing favorable decisions related to the 6th Amendment right to counsel and the 8th Amendment ban on cruel and inhuman punishment.
• Represent the best interests of children through the firm’s Grandparent Adoption, Guardian Ad Litem, Immigration and Domestic Violence Programs.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Provided pro bono representation to a former police officer in a case involving provisions of the federal gun control laws. On October 15, 2013, the United States Supreme Court granted certiorari to our client to determine whether a gun buyer’s failure to disclose the intent to resell a firearm to another lawful buyer in the future is a fact “material to the lawfulness of the sale.” The federal circuit courts are split 3–2
on this issue. The Court also will determine whether a gun buyer’s intent to resell a firearm in the future is a fact that
gun dealers must record in their records.
• Partnered with the East Bay Community Law Center and
Homeless Action Center to fight a City Council vote to evict
60 homeless residents who have been living at a former city
landfill known as the Albany Bulb. The city settled the suit and
agreed to provide compensation to assist with relocation for
each person named in the suit.
• Filed human trafficking suits in federal court for 17 Indian guest
workers who were trafficked from India to the United States
whom allege they were treated like modern-day slaves by Signal
International LLC, a marine fabricator based in Mobile, Al.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s)
spent performing pro bono legal services, as defined by the Law
Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer
associate or non-lawyer pro bono hours in your answers.

*Total number of pro bono hours in 2012: 24,076*
*Total number of pro bono hours in 2013: 27,986*

**What was the attorney headcount in your firm’s U.S. offices?**

*Number of attorneys as of December 31, 2012: 552*
*Number of attorneys as of December 31, 2013: 544*

**Using the number of attorneys listed above, what is the average
number of pro bono hours per attorney in your firm’s U.S. office(s)
during the following years?**

*Average number of hours per attorney in 2012: 44*
*Average number of hours per attorney in 2013: 51*

**What percentage of attorneys employed during 2012 and 2013 in
your firm’s U.S. office(s) did at least 20 hours of pro bono during
that calendar year?**

*Percentage of attorneys who did pro bono work in 2012: 81–90%*
*Percentage of attorneys who did pro bono work in 2013: 61–70%*

**SUPERVISION AND EVALUATIONS**

**Is there partner supervision on all pro bono matters?**

Yes

**Do partner supervisors or, if applicable, senior associates provide
written evaluations of associates’ work on pro bono matters?**

Yes

**Are those evaluations taken into account in determining salary or
bonuses?**

• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

**Are those evaluations taken into account in determining advancement within the firm?**

Yes

**Is there a pro bono requirement at your firm?**

Yes

**What is the requirement and to whom does it apply?**

Each attorney is required to contribute and record a
minimum of 30 hours of time per year on qualified pro bono
matters.

**Does the firm give billable hour credit for pro bono work?**

Yes

**Does the firm have a maximum number of pro bono hours that can
be applied toward the billable hour target?**

Yes

**What is the maximum number of pro bono hours that can be
applied toward the billable hour target?**

50 hours

**Does the firm consider pro bono hours when determining bonuses?**

Yes

**PRO BONO POINTS**

**What training opportunities are open to associates working on
pro bono matters?**

We provide or host frequent in-house trainings for many sub-
stantive areas in which pro bono work is performed. We offer the
opportunity to attend outside training events for pro bono work
and provide supervision and mentoring on all pro bono matters.

**Does the firm offer the use of support staff in handling pro bono
matters?**

Yes

**Please indicate how many total hours and average hours per
person your summer associates spent performing pro bono in 2012 and 2013.**

**Total hours summer associates spent on pro bono work**

2012: 90
2013: 284

**Average hours per summer associate spent on pro bono work**

2012: 3
2013: 12
Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

2012: 21%
2013: 42%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates have the opportunity to participate in legal research programs and are trained to represent (under supervision) low-income clients in landlord-tenant and consumer cases, domestic violence cases and grandparent adoption cases. They also have the opportunity to work with lawyers on the wide variety of pro bono matters the lawyers are handling.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Kilpatrick Townsend has long served on the Advisory Board of the Emory Public Interest Committee and sponsor two EPIC fellowships each summer.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Through IMPACT, our award winning corporate citizenship initiative, we engage the entire firm in giving back to our communities. In 2013, 64% of the firm participated in at least one firm-sponsored project representing over 3700 hours of service. Our projects are organized and executed by our Volunteer Councils, a group of attorneys and staff in every office who are committed to helping engage their colleagues to serve their community. Last year, we had 120 people on our Councils across the country and they helped organize 253 volunteer projects.

Education is our primary focus area and we organize efforts firm-wide to target diverse students and help them build the skills necessary to work in the legal industry and beyond. For instance, we continued our annual firm-wide Backpack Challenge and in 2013 donated 755 backpacks full of school supplies to low income students across the country.

For over a decade, our Winston-Salem office has supported Cook Elementary. On a bi-monthly basis last year the office hosted a “Stories of Excellence” lunch at the firm for Cook 5th graders and invited our clients and other successful members of the community to serve as speakers. We also took the 5th graders to UNC-Chapel Hill to tour the campus, learn about financial aid options, as well as visit UNC Law School to learn more about career options in the legal industry. We also coordinated a field trip to Raleigh for the 4th graders as well as an annual speech contest in partnership with Wake Forest University School of Law.

Our Washington, DC office continued their support of Cardozo Middle School in conjunction with the Washington Lawyer’s Committee for Civil Rights. This year we started the BUG Club (Bring Up a Grade) to reward students who bring up their grades from one quarter to another. We also have hosted honor roll lunches at the office each quarter that have included a guest speaker.

Our Raleigh office continued their partnership with the Hispanic Leaders of Tomorrow at Milbrook High School. We organized several speakers and a holiday project with the students. We hosted a luncheon and conducted an interview training workshop for the 18 students in the program. We also partnered with Everybody Wins, an organization focused on building reading skills.

Thirty-four volunteers in our Atlanta office served as weekly readers at Hill Hope Elementary during the 2013–2014 school year.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Volunteer Legal Team of the Year, Georgia Asylum & Immigration Network; 2014
- Pro Bono Honoree, CHRIS Kids; 2014
- Pro Bono Service Award, IP Inn of Court; 2014
- Pro Bono Firm of the Year, CARE International; 2013
- Pro Bono Partner Award, Georgia Asylum & Immigration Network; 2013
- Pro Bono Volunteer Attorney of the Year, Council for Children’s Rights; 2013
- Outstanding Pro Bono Service Award for Large Law Firms, North Carolina Bar Association; 2013
- Pro Bono Partner Award, Georgia Asylum & Immigration Network; 2012
- DIFC Courts LexisNexis Access to Justice Award, DIFC Courts Pro Bono Programme; 2012
- H. Sol Clark Award, State Bar of Georgia; 2012
- A Business Commitment Pro Bono Business Law Award, State Bar of Georgia; 2012
- Law Firm Pro Bono Award, North Carolina Bar Association-IP Section; 2012
- Individual Pro Bono Award, North Carolina Bar Association, IP Section; 2012
- Firm Pro Bono Award, East Bay Community Law Center; 2012
- Pillar Award, District Alliance for Safe Housing; 2012
Kirkland & Ellis is proud to sponsor the

Vault Guide to Law Firm Pro Bono Programs

and to provide detailed information about the Firm’s pro bono culture and range of representative matters to law students and young attorneys.

For more information about pro bono initiatives at Kirkland & Ellis, visit www.kirkland.com/probono

Using our legal skills to better LIVES, COMMUNITIES and OUR PROFESSION
KIRKLAND & ELLIS LLP

300 North LaSalle
Chicago, IL 60654
Phone: (312) 862-3389
www.kirkland.com

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THE STATS
No. of Attorneys: 1571
No. of Offices: 12
Chairman, Global Management Executive Committee:
Jeffrey C. Hammes
Hiring Partner: Craig Primis

EMPLOYMENT CONTACT
Varies by office; see www.kirkland.com/careers
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3.

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

In addition to the co-chairs of the Firmwide Pro Bono Management Committee, senior partners in Kirkland’s Chicago, Los Angeles, London, Munich, Hong Kong, New York, Bay Area (Palo Alto and San Francisco) and Washington, DC offices serve as local office pro bono coordinators. In addition to their client work, these partners spent approximately 25 percent of their time managing the local office pro bono programs, identifying new pro bono matters and encouraging pro bono participation among their office colleagues. The pro bono program is coordinated by a full-time associate director of pro bono.

Please provide the primary pro bono contact(s)’s information below.

Marjorie Press Lindblom
Of Counsel; Co-Chair, Firmwide Pro Bono Management Committee
Phone: +1 212-446-4868
Email: marjorie.lindblom@kirkland.com

Thomas Yannucci
Partner; Co-Chair, Firmwide Pro Bono Management Committee
Phone: +1 202-879-5056
Email: thomas.yannucci@kirkland.com

Julie LaEace
Associate Director of Pro Bono
Phone: +1 312-862-3389
Email: julie.laeace@kirkland.com

Website: www.kirkland.com/probono

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Approximately four times per year

Please describe the composition of the committee.

The Firmwide Pro Bono Management Committee—overseen by two attorneys who dedicate approximately 25 percent of their time to pro bono—consists of more than 30 attorneys from each of Kirkland’s U.S. and European offices, including five who are members of the Global Management Executive Committee.

The Pro Bono Management Committee is responsible for the management and direction of the Firm’s pro bono program. The committee and the pro bono program are supported by a full-time associate director of pro bono.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The purpose of Kirkland’s pro bono program is to provide free legal services to individuals who cannot afford representation, organizations that advocate for them and organizations that secure or protect public rights. An assessment is made about the nature of the interests involved as well as the financial capacity of the party the Firm would be representing. Putting aside court appointments, most of Kirkland’s matters are nonprofit organizations or individuals who have been referred to the Firm by nonprofit legal service organizations.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Historically, the Firm has provided pro bono legal services for major criminal cases at the trial-court level only in connection with court-appointed programs such as the Federal Defenders Program.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- International Senior Lawyers Project
- The Lawyers’ Committee for Civil Rights Under Law
- National Immigrant Justice Center
- Sanctuary for Families
- Disability Rights Legal Center
- Western Center on Law and Poverty
- Lawyers for the Creative Arts
- Lambda Legal
- New York Lawyers for the Public Interest
- The Bar Association of San Francisco’s Volunteer Legal Services Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• More than two dozen attorneys in Kirkland’s Chicago office have participated in a pilot pro bono clinic for victims of domestic violence at the Circuit Court of Cook County’s Domestic Violence Division. The new division brings together the criminal and civil court response to domestic violence under one division, with the exception of orders of protection filed as part of a domestic relations, probate, juvenile or mental health proceeding. At the time the clinic formed, approximately 40 victims per day petitioned the court for an emergency order of protection without benefit of legal representation. Volunteer attorneys from Kirkland help staff the clinic, assist domestic violence victims in preparing the form petition and accompanying affidavit for an emergency order of protection, and present the petition and offer victim testimony in court. Attorneys also represent clients at follow-up hearings to extend their emergency orders of protection. Since Kirkland became involved in the clinic in January 2011, Firm attorneys have staffed nearly 100 shifts at the clinic—more than any other law firm involved—and Kirkland has donated more than 2,360 attorney and staff pro bono hours. Kirkland also contributed financially so that an experienced, on-site family law practitioner can administer this pro bono initiative.

• Kirkland’s Firmwide LGBT Asylum Project was formalized in December 2009. Kirkland attorneys had previously won a number of pro bono Immigration Equality asylum cases, and the formalization of the LGBT Asylum Project in partnership with Immigration Equality allowed for much greater coordination of experience and resources, which, in turn, allowed the Firm to take on more cases in more offices. Kirkland has represented more than 30 Immigration Equality clients during its pro bono partnership with the organization and has taken on especially challenging cases throughout the existence of the program, recently including the first case for Immigration Equality of a transgender man from Russia who was seeking refuge from gender-based persecution in his home country. In 2010, 2012, and 2014, Immigration Equality honored Kirkland with its Safe Haven Pro Bono Award, which recognizes law firms that have gone above and beyond to win asylum for lesbian, gay, bisexual, transgender and HIV-positive immigrants.

• In November 2013, Kirkland successfully resolved a civil forfeiture matter for a pro bono client whose car had been seized by the District of Columbia. The district had delayed the return of her car, was considering interrogating her about the incident and would not rule out forfeiture of the vehicle. Kirkland met with the Metropolitan Police to challenge the basis for the forfeiture and ultimately negotiated the complete release of the car with the Office of Attorney General for the District of Columbia, which administers the program.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• On February 21, 2014, Kirkland won an important victory on behalf of same-sex couples in Illinois that immediately grants same-sex couples the right to marry. The U.S. District Court for the Northern District of Illinois ruled that the then-existing ban on same-sex marriage violates the Equal Protection Clause of the U.S. Constitution and that same-sex couples could not be denied the fundamental right of marriage.

Kirkland, along with Lambda Legal, first filed suit in 2012 against Cook County Clerk David Orr seeking a declaration that Illinois’ ban on same-sex marriage was unconstitutional under Illinois constitutional provisions. In November 2013, the Illinois legislature passed a marriage equality bill, but same-sex marriage licenses could not be issued until June 1, 2014, due to state procedural rules. As a result, Kirkland and Lambda Legal immediately filed a federal lawsuit on behalf of a class of all same-sex couples in Illinois who wished to marry, and a subclass of couples who likely could not wait until June to marry due to a terminal illness. The suit sought a declaration that Illinois’ marriage ban is unconstitutional under the U.S. Constitution, and a temporary restraining order (TRO) on behalf of the subclass of ill couples. The court immediately granted the TRO on behalf of the subclass, thereby giving many couples the immediate right to marry, and Kirkland moved for summary judgment on behalf of the broader class of all same-sex couples. On February 21, the court granted Kirkland’s motion for summary judgment, permitting same-sex couples to marry in Illinois immediately instead of waiting until June.

• On October 7, 2013, following a six-week bench trial, Kirkland achieved a landmark victory in a civil rights case on behalf of The Coalition for Equity and Excellence in Maryland Higher Education in its lawsuit against the State of Maryland for the state’s failure to completely dismantle its formerly segregated system of higher education. In a historic, 60-page decision, Federal District Judge Catherine Blake ruled that Maryland has violated the constitutional rights of students at Maryland’s four Historically Black Colleges and Universities (HBCUs), by unnecessarily duplicating their programs at nearby white institutions, to the detriment of the HBCUs, a practice that began during the era of de jure segregation. The publication Inside Higher Ed called the decision “a win for public black colleges.”

• On December 9, 2013, Kirkland won an appeal in the U.S. Court of Appeals for the Federal Circuit for the widow of a Vietnam veteran. In a 2–1 precedential decision, the Federal Circuit held that the same equitable tolling protections that
apply to habeas petitioners apply to veterans claimants who file late appeals with the Court of Appeals for Veterans Claims (CAVC). The pro bono client has been seeking survivor benefits from the U.S. Department of Veterans Affairs since her husband died in 2003.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

*Total number of pro bono hours in 2012: 99,918*

*Total number of pro bono hours in 2013: 113,629*

What was the attorney headcount in your firm’s U.S. offices?

*Number of attorneys as of December 31, 2012: 1,395*

*Number of attorneys as of December 31, 2013: 1,410*

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

*Average number of hours per attorney in 2012: 72*

*Average number of hours per attorney in 2013: 81*

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

*Percentage of attorneys who did pro bono work in 2012: 51–60%*

*Percentage of attorneys who did pro bono work in 2013: 61–70%*

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

In addition to the Kirkland Institute, the Firm’s extensive internal training program for both litigation and transactional attorneys, the Firm has created training programs particularly focused on pro bono. For example, in 2010, the Firm launched the Kirkland Immigration Network (KIN) across all U.S. offices as part of the Firm’s initiative to make pro bono opportunities more accessible to attorneys. KIN hosts panel discussions with experts and professionals on immigration law issues, and KIN members meet regularly to discuss the current status of immigration law and to provide guidance to attorneys handling asylum and other types of immigration matters. KIN has a dedicated portal on the Firm’s internal pro bono management site that allows attorneys working on immigration matters to share precedent, to get advice and to locate other attorneys interested in working on similar matters.

The Firm partners with various organizations that offer training opportunities for Kirkland attorneys, both off-site and at Kirkland’s offices. For example, Sanctuary for Families conducts training sessions at the Firm’s New York office for attorneys who want to learn how to file Violence Against Women Act (VAWA) citizenship petitions. In Los Angeles, the Disability Rights Legal Center hosts training programs for Kirkland attorneys related to special education advocacy, and the Alliance for Children’s Rights hosts training programs for Kirkland attorneys on handling probate guardianship cases and adoptions.

These training opportunities and others like them are open and available to all Kirkland attorneys.

Does the firm offer the use of support staff in handling pro bono matters?

Yes
Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.  

Total hours summer associates spent on pro bono work  
2012: 7,137  
2013: 4,728  

Average hours per summer associate spent on pro bono work  
2012: 45  
2013: 35  

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work  
2012: 93%  
2013: 92%  

Please provide any additional information about pro bono opportunities available to summer associates.  
Summer associates have the opportunity to work on the same types of pro bono matters worked on by Kirkland associates and partners.  
In addition, pro bono projects are arranged specifically for summer associates in the Firm's various offices. For example, summer associates in Kirkland’s Bay Area offices participate in day-long service trips in partnership with the OneJustice Bus Project. In 2013, associates traveled to Napa County, California, where they staffed a free legal clinic for underserved seniors to assist them with advanced health care directives, simple wills and powers of attorney. In Chicago, summer associates participate in the Cabrini Green Legal Aid Expungement Help Desk, where summer associates meet with clients, review their RAP sheets, determine their eligibility for expungement, sealing, or alternative forms of relief, and help them file the necessary paperwork. In the Firm’s New York office, summer associates work on a range of projects including U Visa petitions and orders of protection for victims of domestic violence, preparation of advanced directives, special education advocacy, access to justice research, and corporate and intellectual property assistance to nonprofits and micro-entrepreneurs.  

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?  
Yes  

Please describe the established program(s) and their duration, if applicable.  
Each year, Kirkland funds multiple summer and school-year internships for law students as part of the Firm’s commitment to the Public Interest Law Initiative® (PILI), an organization with a mission to facilitate equal access to justice. Most notably, the Firm sponsors postgraduate PILI Fellowships, in which incoming Kirkland lawyers gain valuable experience while representing those who may not otherwise have access to quality legal representation. Kirkland’s PILI Fellows work at various legal service organizations across Chicago while studying for the bar exam and may help clients become citizens, buy homes, adopt children, secure disability benefits and gain asylum, among many other achievements. Kirkland sponsors the most PILI Fellows of any law firm in Chicago.  

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.  
Kirkland participates in the Equal Justice Works (EJW) Fellowship program. Each year, the program selects qualified and passionate lawyers who have developed new and innovative legal projects that can impact lives and serve communities in desperate need of legal assistance. The Firm is co-sponsoring three fellows for two years as they work on their fellowship projects.  
Since 2011, Kirkland has made three large-scale donations to prominent law schools, totaling almost $12 million.  
• The Kirkland & Ellis Foundation, as well as 31 senior Kirkland partners and Northwestern University School of Law alumni, pledged $5 million over five years to Northwestern Law. The gift will establish the Kirkland & Ellis Scholarship Fund to provide scholarships for students in the law school’s JD-MBA program; an annual awards program for high-achieving first- and second-year law students, whom will be honored as Kirkland & Ellis Scholars; and a unique, permanent educational program for C-suite executives, members of boards of directors, general counsel and business development executives, as well as students and alumni, called the Kirkland & Ellis Business Law Forum.  
• Twenty-six Kirkland partners and University of Michigan Law School alumni, the Kirkland & Ellis Foundation and retired partner William Jentes donated $4 million to Michigan Law.  
• The Kirkland & Ellis Foundation and several Firm partners committed $2.75 million over five years to Stanford Law School, establishing a two-part endowment to create a permanent Kirkland & Ellis Scholars Program and the Kirkland & Ellis Forum.  
Several of Kirkland’s offices offer public interest scholarships and sponsor the public interest student groups at nearby law schools.  

Chicago  
• In 2013, the Firm’s Chicago office hosted the Kirkland & Ellis Pro Bono Fellowship Program in conjunction with the University of Chicago Law School for the fourth consecutive year. The program provides a unique opportunity for law students, during the summer following their first year of law school, to gain practical experience in a law firm setting while engaging in public interest legal work. Each Fellow works as
an intern with a Chicago-area legal aid provider with which Kirkland has a long-standing relationship, and works with Firm attorneys on pro bono matters referred from that legal aid provider. The 2013 Fellows worked with the Lawyers for the Creative Arts, the National Immigrant Justice Center and the Better Government Association.

- Kirkland offers monetary support to a number of public interest and community service organizations, including, for example: the Chicago Bar Foundation’s Investing in Justice Campaign and the Public Interest Law Initiative® (PILI).

**Los Angeles**

Kirkland sponsors the Public Counsel Law Center’s Homelessness Prevention Law Project, the UCLA School of Law Public Interest Law Fund, the University of Southern California Gould School of Law Intellectual Property Institute and the USC Gould School of Law Public Interest Law Foundation.

**New York**

- Since 1995, Kirkland has sponsored the New York City-based public service work of a graduating student from Columbia Law School and the New York University School of Law. The Kirkland & Ellis New York City Public Service Fellowship provides each of those students the opportunity for a year of postgraduate public service, and the fellowships are intended to put recent law school graduates to work meeting serious needs in the New York community.

- Kirkland is a supporter of the New York University School of Law’s An-Bryce Scholarship Program, which provides full-tuition scholarships to outstanding J.D. students of high merit who come from backgrounds of severe economic disadvantage and are the first in their families to attend graduate school. Recipients of An-Bryce scholarships are individuals who are committed to having a positive impact on the world and are dedicated to living with honor, acting with intelligence and leading with integrity.

- Kirkland sponsors the public interest student groups at Columbia Law School, Harvard Law School, New York University School of Law, University of Pennsylvania Law School and Yale Law School.

**Palo Alto/San Francisco**

- Kirkland sponsors the Northern California Public Interest/Public Sector Career Day, an annual event during which OneJustice and nine Northern California law schools bring together more than 100 public interest employers and approximately 700 law students. The event includes informal networking for students and employers as well as formal interviews for summer and postgraduate positions.

- Kirkland sponsors the Berkeley Center for Law & Technology, the Berkeley Law Foundation, the University of California, Berkeley Asian Pacific American Law Student Association (APALSA) Dale Minami Public Interest Fellowship, the University of California, Berkeley, School of Law Inter-Journal Symposium on Immigration Policy, the Cruz Reynoso Social Justice and Judicial Externship Fellowship for the Berkeley La Raza Law Students Association, the Stanford Public Interest Law Foundation and the Stanford Public Interest Law Foundation Bid for Justice Auction.

- Kirkland is participating in the Family Violence Appellate Project’s “Banding Together to End Domestic Violence” event and also sponsors the organization.

**Washington, DC**

- The Leadership Council on Legal Diversity (LCLD), an organization which comprises more than 60 corporate general counsel and 120 law firm managing partners, selected Kirkland as City Lead for the Washington, DC area to implement a groundbreaking mentoring program for diverse first-year law students from American University Washington College of Law, Georgetown University Law Center, The George Washington University Law School and Howard University School of Law. In its role as City Lead, Kirkland has facilitated the formation of mentoring relationships for more than 120 diverse 1Ls with more than 50 law firm or corporate legal department mentors for individual and group mentoring activities and programs. Kirkland has returned as Washington, DC City Lead for this program for the 2014–2015 academic year.

- In April 2013, Kirkland and the Legal Aid Society of the District of Columbia unveiled a groundbreaking pro bono partnership that will significantly expand access to justice for the poor in Southwest Washington, DC. Kirkland has pledged $125,000 per year for a minimum of five years to DC Legal Aid, which will take over the management and operation of the Jeremiah’s Circle of Friends (JCF) legal clinic, a pro bono legal clinic founded by Kirkland litigation counsel Tom Gottschalk and partner Jennifer Levy in 2010. For three years, more than 200 Kirkland volunteers have given more than 20,000 hours to the clinic, serving 600 clients in cases involving family law, housing issues, benefits and a variety of other legal issues. The “homegrown” JCF clinic was so successful that the Firm convinced Legal Aid of the need to expand its presence into Southwest Washington, DC, an underserved area of the city where, until Kirkland became involved, pro bono legal services did not exist. The new Legal Aid Southwest site continues to be staffed by Kirkland volunteers during clinic hours, and Kirkland attorneys handle the clinic’s cases under Legal Aid supervision. In the past, Georgetown University Law Center students have worked as interns at the JCF clinic.

- Through the Kirkland & Ellis Foundation, the Firm also provides financial support to leading law and business schools. These schools have used the financial gifts to fund law chairs, minority scholarships and public service fellowships. The Foundation has endowed the Kirkland & Ellis Professor of Law Chair at Harvard Law School, Northwestern University School of Law, University of Chicago Law School and the University of Michigan Law School.

**What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.**

Kirkland actively partners with more than 20 pipeline programs for high school students and works with a number of mentoring relationships with high school students.
of non-legal volunteer organizations. A critical component of Kirkland’s overall diversity program is our active and consistent involvement in the legal community, which simultaneously strengthens our internal network of attorneys, our external network in the broader legal industry, and diversity in the legal pipeline.

Pipeline Efforts

Kirkland partners with numerous pipeline programs nationwide, which provide internships, mentoring and/or financial assistance to diverse and underserved college, high school and middle school students to foster interest in the legal profession. A sampling of recent pipeline programs is included below.

We are a national sponsor of the Posse Foundation, an organization that identifies, recruits, and trains student leaders from urban public high schools to form multicultural teams called “posses.” These teams participate in an intensive, eight-month pre-collegiate training program to prepare for enrollment at top-tier universities nationwide and to help promote cross-cultural communication on campus. In addition to supporting the Posse internship program, we sponsor a variety of programs through the Posse Foundation including an interview workshop at which our attorneys and staff provide resume feedback and interview coaching for students. In the summer of 2013, Kirkland hosted two Posse interns—one in our Washington, DC office and one in our Chicago office.

As part of Kirkland’s involvement in the National Association for Law Placement, Inc. (NALP) Street Law Legal Diversity Pipeline program, in 2013 our San Francisco office hosted more than 50 high school juniors for a day-long conference. The conference included a mock copyright trial and a mock business negotiation led by Kirkland attorneys and law student volunteers from the University of California, Berkeley, School of Law and the University of California, Hastings College of the Law. The day concluded with a business card exchange. Additionally, in 2012, our Chicago office welcomed nearly 50 students from Lindblom Math & Science Academy for the Street Law/Baxter International Diversity Pipeline conference. The students attended workshops on employment, anti-corruption and intellectual property law facilitated by Baxter and Kirkland volunteers.

Other office-specific volunteer opportunities include:

Chicago

- Kirkland continues to join other major businesses and law firms as a High 5 Partner by giving financial and programming support to Chicago Scholars. The Firm’s contributions allow five students to take part in the full-year College Bound program, which runs from the students’ senior year in high school through their college graduation. Along with “gap” college scholarships, scholars receive substantial programming that includes a year of college preparatory workshops, mentoring, summer internships, and career networking opportunities. Every summer, our Chicago office provides summer internship opportunities for one or two Chicago Scholars.

- Also in Chicago, since the 2004–2005 school year, Kirkland has been an active partner with Cristo Rey High School, a college prep school that helps low-income students have a better life through job experience and education. Every student is required to participate in the Cristo Rey Work-Study Program (CRWSP), which allows student-employees to earn 65 percent of their tuition at the high school and gain real world job experience. Kirkland employs eight Cristo Rey high school students during each academic year and provides mentoring to students along the way. Since the program’s inception at Kirkland, we have hosted 104 Cristo Rey interns.

- Since 2010, Kirkland has partnered with Genesys Works, a nonprofit organization that works with low-income public high school students by providing them with technical training and by placing them in paid, part-time, work-study internships during their senior year. Kirkland is one of the organization’s largest employers and has provided student internships in the Firm’s IT department.

- The Kirkland Community Outreach Team (KCOT) coordinates employee participation in events that positively impact hundreds of Chicagoans each year. Staff members regularly participate in volunteer evenings at the Greater Chicago Food Depository and decorate holiday cookies to donate to Breaking Bread, a group that provides meals and support to individuals and families in the community who are hungry and without resources.

- Kirkland is partnering with Accenture, along with the Chicago Bar Association and other law firms in Chicago, in the new Legal Prep Charter Academies Negotiations Program. Each legal community partner has adopted one of Legal Prep’s student advisory groups. During this semester-long, school-wide program, Kirkland and Accenture volunteers mentor Legal Prep students and work through a series of structured lessons and activities emphasizing critical thinking and analytical reasoning. The program provides students with a basic understanding of legal skills, an opportunity to learn and practice negotiation strategies, and unparalleled exposure to legal professionals. The program will culminate in an intra-school competition in May 2014. Legal Prep is Chicago’s first and only legal-themed charter high school and serves a student population that is more than 95 percent diverse and overwhelmingly low-income.

Los Angeles

- Kirkland partners with Verbum Dei High School for the school’s Corporate Work Study Program. The student intern program provides participants with work experience and tuition money, while providing the Firm with qualified, full-time employees. At the conclusion of their four-year internships and high school graduation, many participating students qualify for and attend prestigious universities throughout the country.

- Kirkland has been actively involved in Read to a Child - Los Angeles since its formation in 2000. Attorneys and staff participate in the Power Lunch Program, which includes weekly reading sessions with children at two local elementary schools. Kirkland was also the leading contributor to the 8th annual Los Angeles for Literacy event benefiting Read to a
• Kirkland is involved with the San Francisco Law Academy, a program run by the Bar Association of San Francisco that encourages and increases career opportunities for underserved and ethnically diverse students at Balboa High School in San Francisco. Kirkland sponsors scholarships for the high school students to intern in a public interest or government agency legal setting during the summer.

• Kirkland hosts Cristo Rey High School interns from Immaculate Conception Academy, an all-girls college preparatory school with a highly diverse population located in the Mission District of San Francisco. Through the program, the girls gain valuable hands-on experience to prepare them for college, law school and the work force.

• Bay Area Urban Debate League (BAUDL): Kirkland participated in two recent events with the Bay Area Urban Debate League, which fosters debate teams in urban public schools with limited resources and currently serves 15 schools and 400 students. The Firm was the top fundraiser for the BAUDL 2013 Champions of Diversity Challenge, raising $48,300 with donations from more than 50 employees. Four Kirkland associates served as volunteer judges at the BAUDL 2013 March Madness tournament and several Firm attorneys volunteered as judges at the BAUDL’s “Kirkland & Ellis Fall Championship.”

Washington, DC

• The Washington School for Girls: Attorneys in Kirkland’s Washington, DC and New York offices have joined together to represent the Washington School for Girls (WSG) as it expands and continues its widely acclaimed success in educating at-risk girls. The Firm successfully negotiated a lease agreement with the Archdiocese of Washington for WSG’s younger students to move to a renovated school building and grounds. Kirkland also facilitated the school’s name change, reflecting a change in mission to educate a broader range of students. In addition, the Washington, DC Women’s Leadership Initiative jointly hosted the second annual “Evening for Education” benefiting the school in the Fall of 2013.

• Kirkland was a senior partner sponsor of the American Heart Association’s Lawyers Have Heart 10K race in June 2014. This was the Firm’s 12th year sponsoring this very well-attended and well-known event within the Washington, DC legal community. Since its inception, Lawyers Have Heart has raised more than $9 million to benefit the AHA, whose mission is building healthier lives, free of cardiovascular diseases and stroke. The Firm paid the registration fees for more than 40 attorneys and staff members to participate in the race.

• Gifts for the Homeless, Inc. (GFTH) is a nonprofit corporation staffed by volunteer lawyers and staff from Washington, DC area law firms that volunteer in their spare time to serve the homeless. GFTH holds a used clothing drive in Kirkland’s office each December to serve area shelters, and also raises money to purchase new clothing for homeless men, women and children. GFTH’s primary fundraising event is Banding Together, a benefit concert featuring law firm bands that is held each summer. Kirkland partner Walter Lohmann started the event in 2004 and continues to organize it.

New York

• In New York, Kirkland is a partner with the Corporate Law Internship Program of the Sponsors for Educational Opportunity (SEO), one of the first mentoring programs for high schools students of color. Currently, SEO provides educational and career development opportunities to high school and college students and young professionals. Kirkland sponsors an SEO intern immediately before his or her first year of law school who are mentored by attorneys at the Firm.

• Kirkland attorneys coach students from the Peace & Diversity Academy, a public high school in the Bronx, as they participate in the citywide mock trial program. The program is sponsored by the New York State Bar Association’s Committee on Law, Youth and Citizenship (LYC) and The New York Bar Foundation. Kirkland became involved in this project through the Law Firm Mentoring Project, sponsored by the Justice Resource Center. Once a week, attorneys meet with the students to help them develop reasoning and communication skills and prepare for the trial competition.

• Kirkland summer associates partner with New York Cares for a school-based revitalization project every summer. In May 2014, Kirkland summer associates went to PS2M - Meyer London, a New York public school, for a day of community service.

• Kirkland is actively involved in Girls Incorporated of New York City, an organization that advocates and improves the lives of underserved girls aged 6 to 18 in New York City by providing gender-based educational programs in math, science, health and safety, financial literacy and multicultural appreciation. Kirkland sponsored and participated in a career day during which female high school students visited the Firm’s New York office for an afternoon of mentoring with female attorneys and female department heads at Kirkland. The Firm also sponsors the organization’s annual spring luncheon and College Shower which provides the girls with supplies they will need for college including laptops.

• Kirkland attorneys hosted the NYC Urban Debate League for its annual Martin Luther King Jr. Debate Tournament and for its City Championships Tournament. For each event, our attorneys participated as judges and coaches for approximately 40 middle and high school students for a debate tournament and mentoring session. The New York City Urban Debate League is a speech and debate program for inner city middle and high school students and is the only such organization that provides this platform for students to learn and practice debate.

Palo Alto/San Francisco

• Kirkland is involved with the San Francisco Law Academy, a program run by the Bar Association of San Francisco.

Child in July 2012. Proceeds from the event benefited Read to a Child reading and mentoring programs for at-risk youth in Los Angeles.

• Kirkland has participated in the Los Angeles Regional Food Bank’s annual “Food from the Bar” fundraising campaign and food drive since its inception in 2009.
Kirkland has been a Lead Mentor Corporate Sponsor of Everybody Wins! DC since its launch in the 2010–2011 school year, a sponsorship which enables the organization to offer its Power Lunch reading program. Volunteers from the Firm spend one lunch hour a week reading with an assigned student at a local elementary school. Kirkland provides transportation to and from the school four days a week. In November 2013, Kirkland hosted the 7th Annual Everybody Wins! “Lawyers for Literacy” Trivia Night, which raises funds for the children’s literacy program.

Don Bosco Cristo Rey High School provides a Catholic college preparatory program for highly motivated young men and women from the Washington, DC area who have the need and motivation to help earn their own tuition money through an innovative Corporative Work Study Program. Kirkland hosts student interns from the school who work in different departments throughout the Firm’s office.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2014:

- Kids in Need of Defense Allegiance Award
- Lambda Legal Pro Bono Award
- Alliance of Illinois Judges Recognition
- United States District Court and Chicago Chapter of Federal Bar Association Award for Excellence in Public Interest Service
- District of Columbia Circuit Judicial Conference Standing Committee on Pro Bono Legal Services 40 at 50 recognition
- Immigration Equality Save Haven Award
- Urban Justice Center 2014 Ally for Justice Award (to be presented in September 2014)
- National Legal Aid & Defender Association Beacon of Justice Award

2013:

- The American Lawyer’s A-List of top 20 law firms ranked by pro bono, diversity, associate satisfaction, and revenue per lawyer
- Recognized by The American Lawyer as the A-List firm with the biggest increase in pro bono score from 2012 to 2013
- Law360 Pro Bono Firm of 2013
- 2013 Advancement in Animal Law Pro Bono Achievement Award from the Animal Legal Defense and Education Fund
- Lawyers Alliance for New York 2013 Cornerstone Award
- Sanctuary for Families 2013 Above & Beyond Pro Bono Achievement Award
- Law Center to Prevent Gun Violence 2013 Pro Bono Partner of the Year
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs Outstanding Achievement Award
- National Center for Lesbian Rights Community Partner Award
- American Civil Liberties Union of Illinois Edwin A. Rothschild Civil Liberties Award
- Recognized as Urban Justice Center Community Justice Award
- Common Cause New York Champions of Democracy Award

2012:

- The Legal Aid Society Pro Bono Publico Award
- Eviction Defense Collaborative Advocate Law Firm of the Year
- Howard Brown Health Center Friend for Life Award
- Chicago Lawyers’ Committee for Civil Rights Under Law Pro Bono Award
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs Outstanding Achievement Award
- Sanctuary for Families Law Firm Leadership Award
- Transgender Legal Defense & Education Fund Advocacy Award
- Immigration Equality Safe Haven Award
- Seventh Circuit Bar Association Pro Bono and Public Service Award
- Immigration Equality Gold Star Pro Bono Firm
Kramer Levin is committed to pro bono to help make the legal system work for all and to support the professional development and personal fulfillment of our attorneys.

We encourage our lawyers to pursue the pro bono work most meaningful to them – their passions have fostered broad involvement in such areas as political asylum, LGBT rights, housing and homelessness, criminal trials and appeals, service to nonprofit groups, and more.
KRAMER LEVIN NAFTALIS & FRANKEL LLP

1177 Avenue of the Americas
New York, NY 10036
Phone: (212) 715-9100
www.kramerlevin.com

LOCATIONS
Irvine, CA • Menlo Park, CA • New York, NY • Paris

MAJOR DEPARTMENTS & PRACTICES
Accounting Liability • Advertising • Banking and Finance Securitization • Business Immigration • Capital Markets/Finance • Corporate (Capital Markets/Finance, China Practice, Corporate Governance/Board Committee Representations, Cross Border Transactions, Derivatives, Insurance, Israel Practice, Mergers and Acquisitions/Joint Ventures, Outsourcing and Technology Transactions, Private Equity and Hedge Funds) • Corporate Governance/Board Committee Representations Corporate Restructuring and Bankruptcy (Agent and Lender Representations, Bankruptcy Litigation and Investigation, Chapter 11 Debtor Representation, Claims Trading and Distressed Investment Advice, Mass Tort and Class Action Bankruptcy, Official Committees and Other Creditor Representations) • Electronic Discovery • Employee Benefits (Executive Compensation) • Employment Law (Employee Benefits, Executive Compensation) • Environmental • EU Competition and Trade Law • Financial Institutions • Financial Services • Individual Clients • Intellectual Property (Internet and E-Commerce, IP Litigation, IP Prosecution and Registration, IP Transactional Services and Due Diligence, Outsourcing and Technology Transactions, Unfair Competition) • Land Use (Condemnation) • Litigation (Accounting Liability, Advertising, Alternative Dispute Resolution, Antitrust, Appellate and Constitutional Litigation, Bankruptcy Litigation and Investigation, Commercial Litigation, Electronic Discovery, Insurance Litigation, International Dispute Resolution, IP Litigation, Real Estate Litigation, Securities and Shareholder Litigation, White Collar Defense) • Mergers and Acquisitions/Joint Ventures • Private Equity and Hedge Funds • Real Estate • Securities and Shareholder Litigation • Securitization • Tax • Unmanned Aircraft Systems • White Collar Defense

THE STATS
No. of Attorneys: 331
No. of Offices: 3
Managing partner: Paul Pearlman
Hiring Partner(s): Kerri Ann Law

EMPLOYMENT CONTACT
Renee Vanna
Recruiting Director
Phone: (212) 715-9467
Email: rvanna@kramerlevin.com
Careers website: www.kramerlevin.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half

Please provide the primary pro bono contact(s)’s information below.

Eric Tirschwell
Partner and Pro Bono Committee Chair
Phone: (212) 715-8404
Email: etirschwell@kramerlevin.com

Aaron Frankel
Special Counsel and Pro Bono Committee Deputy Chair
Phone: (212) 715-7793
Email: afrankel@kramerlevin.com

Monica Levy
Director of Training and Development
Phone: (212) 715-7675
Email: mlevy@kramerlevin.com

Jamie Porco
Manager of Professional Development
Phone: (212) 715-7529
Email: jporco@kramerlevin.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Every other month

Please describe the composition of the committee.

The committee is chaired by a partner, and a Special Counsel serves as Deputy Chair.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The Committee reviews requests for new matters and if there is no conflict the matter can be brought in.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Human Rights First
- Sanctuary for Families
- Her Justice
- NYLAG
- South Brooklyn Legal Services
- New York City’s Veterans Assistance Project
- Lambda Legal Defense and Education Fund
- ACLU
- New York’s Legal Aid Society
- Gay Men’s Health Crisis

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Kramer Levin won asylum for a Cameroonian man threatened for his unbiased and fearless reporting on sensitive political issues in his native Cameroon. Our client was a national figure as a television news journalist and anchor on one of the few independent news channels in Cameroon. He received many threats as he gained national prominence and continued his critical and impartial reporting of government officials and policies. While our client was in the United States for journalism conferences, a
woman living in his former residence was mistaken for his wife and raped by unknown men seeking to intimidate her husband the "journalist." Our client and his wife decided it was no longer safe for him to return to Cameroon, and Kramer Levin was able to prove that our client was entitled to asylum because his independent reporting in conjunction with the past, violent threats against him and his family made it unsafe for him to return to Cameroon.

- After more than five and a half years of fighting with the Department of Veterans Affairs and after the fifth and most recent appeal, the BVA issued a decision finally granting Kramer Levin’s client’s claims for military service-connected disabilities. The BVA largely adopted Kramer Levin’s analysis and reasoning in its findings of fact and conclusions of law. Because of the decision, the veteran will receive a significant tax free lump sum payment (due to back payments owed to the veteran), with monthly tax free payments thereafter.

- After her husband of 25 years abandoned her and their 13-year-old son to live with another woman, a 49-year-old self-employed housekeeper sought to obtain a divorce and to formalize the support payments her husband had been making voluntarily. The Kramer Levin team commenced a divorce proceeding on her behalf, expecting the husband to agree to the proposed terms, but his counsel opposed settlement and resorted to obfuscating tactics—mischaracterizing the husband’s income which forced prolonged discovery, misrepresenting facts and even filing a frivolous motion for sanctions against the attorneys which was quickly dismissed by the court. Undeterred, the attorneys were stalwart in their fight to secure their client’s rights. She is now divorced, with custody of her son. She received half the value of the husband’s retirement accounts and is entitled to payments of child support and their child’s unreimbursed medical expenses.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Kramer Levin has filed a pair of amicus briefs on behalf of a broad-based coalition of religious organizations in the historic LGBT rights cases now pending in the U.S Supreme Court. One case, U.S. v. Windsor, concerns the constitutionality of Section 3 of the Defense of Marriage Act (“DOMA”), which defines “marriage” for all purposes under federal law as “only a legal union between one man and one woman as husband and wife.” The other, Hollingsworth v. Perry, concerns the constitutionality of California’s Proposition 8, which extinguished the right of same-sex couples to marry under the California Constitution.

Confronting and rebutting arguments by religious supporters of DOMA and Proposition 8 purporting to state a uniform religious position on marriage, the briefs document the growing range of religious traditions that respect the dignity of lesbian and gay people and their families; solemnize or otherwise honor their relationships; and support civil marriage equality. And stressing the distinction between religious and civil marriage, the briefs make clear that respecting the marriage rights of same-sex couples will not impinge upon religious beliefs, practices, or operations, but rather will prevent one set of religious beliefs from being imposed through civil law.

- In 2013, Kramer Levin filed an amicus curiae brief in the United States Supreme Court on behalf of the American Jewish Committee and the Jewish Council for Public Affairs in the case of Galloway v. Town of Greece. The lower court had found that the Town's method of offering prayers to open meetings of the town board (in which the majority of prayers were overtly Christian) created the impermissible impression that the Town favored Christianity over other faiths. The Kramer Levin brief argued that the Supreme Court should reject pleas to undo almost 70 years of Establishment Clause decision-making in which the Court has held that government can violate the Constitution by favoring one religion or religion in general, even if it does not engage in outright coercion or explicit efforts to proselytize others. The brief pointed out that if the Court were to move to a much narrower coercion or proselytization test, it would re-open long-settled and divisive issues such as prayer in public schools.

- Kramer Levin obtained a grant of asylum for a 28-year-old member of China's Uighur Muslim minority. Our client was forced to flee China after peacefully participating in a demonstrations to protest widespread discrimination against Uighurs and the Chinese government’s suppression of their civil and religious rights. Chinese authorities violently cracked down on the demonstration and apprehended Uighurs throughout the historically Uighur region of Xinjiang, in the far west of the country. The Chinese authorities subjected those who had participated in the demonstration, or were suspected of having done so, to harsh interrogation and indefinite detention. A number of participants in the demonstration were sentenced to death and executed. Kramer Levin successfully argued that as a result of our client’s participation in the demonstration and subsequent interrogation by the Chinese authorities, it is unsafe for him to return to China. The matter was referred to Kramer Levin by a Uighur-American activist who had previously served as an interpreter for the firm's Uighur clients detained at the Guantánamo Bay military base.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

*Total number of pro bono hours in 2012: 16,996*  
*Total number of pro bono hours in 2013: 16,230*  

What was the attorney headcount in your firm’s U.S. offices?

*Number of attorneys as of December 31, 2012: 308*  
*Number of attorneys as of December 31, 2013: 299*
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 55
Average number of hours per attorney in 2013: 54

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
No

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm, often in conjunction with our pro bono partners, offers a wide variety of training opportunities in most of the areas of law in which we provide pro bono legal support.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,244
2013: 795

Average hours per summer associate spent on pro bono work
2012: 69
2013: 44

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

Kramer Levin has, since 1998, maintained an Attorney Service Program in which firm attorneys are assigned for roughly four to six month periods to staff a full time Legal Services position representing low-income clients in Housing Court. Each attorney “extern” in this program represents dozens of poor families and individuals in danger of losing their homes. Externs remain Kramer Levin employees with full salary and benefits, and time spent is credited toward bonus eligibility and class standing.

The Legal Aid externship program, established in 2008, allows Legal Aid to stretch its limited resources while affording associates a unique opportunity to develop their criminal litigation skills. The appointed externs devote approximately 20–30% of their time to Legal Aid’s criminal defense practice. Under the supervision of Legal Aid mentors, they serve as lead counsel in misdemeanor cases, representing indigent defendants at all stages of the proceedings, including arraignment, plea negotiations and trial, and assisted in felony matters.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- The Wadleigh Scholars Program is a Harlem-based enrichment program that finds talented New York City minority students
in the 8th grade and assists the students in gaining admission to prestigious boarding schools. Chris Auguste, a Kramer Levin partner who is an alumnus of the Program, has been mentoring WSP scholars each year since 1985 and mentors two students each year. Each Saturday in the fall, Mr. Auguste returns to his Harlem secondary school to work with his mentees. He continues to mentor and serve as a role model to the scholars throughout their boarding school and college.

- Kramer Levin has endowed annual scholarships for graduates of Legal Outreach, Inc.’s College Bound program. Legal Outreach is a non-profit educational organization operating principally in Harlem and Brooklyn. Its goal is to prepare public high school students from under-served communities in New York City for college and professional careers, largely by helping them develop “legal” skills such as public speaking, persuasive writing and critical thinking through an intensive after-school, weekend and summer program.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Below are examples of non-law related volunteer opportunities the firm offers:

- fundraisers for City Harvest, including: Skip Lunch for Hunger, Truck or Treat, and a bake sale;
- a coat drive for the Coalition for the Homeless;
- a Toy Drive for Thorpe Family Residence;
- a Back-to-School drive for Coalition for the Homeless;
- a Camp Homeward Bound drive for Coalition for the Homeless (collecting camp gear and monetary funds for the camp).

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Legal Services NYC honored Kramer Levin as a “Pro Bono Visionary” for 2012 for its continued staffing of a full-time Housing Court externship at South Brooklyn Legal Services. Legal Services NYC, the umbrella organization for Legal Services offices in New York and the largest provider of free civil legal services to low-income people in the United States.
- Kramer Levin received the Pro Bono Leadership award for 2013 for being one of Legal Services NYC’s top 15 pro bono partners in 2013. Kramer Levin’s partnership has helped enable LSNYC provide more than 70,500 New Yorkers secure the essentials of life: food, shelter and subsistence income. Legal Services NYC fights poverty and seeks justice for low-income New Yorkers.
- Kramer Levin’s partner Jeffrey S. Trachtman received the 2013 Pro Bono Publico Award from the American Bar Association in recognition of his years of service and dedication to serving those in need and helping to shape how law firms engage pro bono clients. Each year, the Pro Bono Publico Awards seek to identify and honor those who have enhanced the human dignity of others by improving or delivering volunteer legal services. The ABA’s Standing Committee on Pro Bono and Public Service presents five awards, annually, to individual lawyers and legal institutions that have demonstrated outstanding commitment to the poor and disadvantaged.
- Litigation partner and Pro Bono Co-Chair Eric A. Tirschwell received the Partner Award at Her Justice’s 2014 Commitment to Justice Awards, which honors volunteers who provide legal assistance to Her Justice clients. Her Justice provides free legal services to families in need of family, divorce and immigration law assistance.

Please add any additional information about your firm’s pro bono program.

Pro bono and community service are integral to Kramer Levin’s practice and culture. We encourage our lawyers to pursue the pro bono work most meaningful to them—and their passions have fostered broad involvement in such areas as political asylum, LGBT rights, housing and homelessness, criminal trials and appeals, service to nonprofit groups and microentrepreneurs, and more. Attorneys receive full bonus credit for all pro bono work, without a cap.

The firm has a rich history of involvement in public and community service. Many of our attorneys have served as directors of leading nonprofit legal service providers, including the Legal Aid Society, Human Rights First, South Brooklyn Legal Services, Volunteers of Legal Service, and the New York Legal Assistance Group, as well as other community-based, cultural, and religious nonprofits. Many of us are also involved in volunteer service to nonprofit organizations, youth mentoring and moot court programs, and other public service activities. In addition, Kramer Levin participates in a wide range of non-legal community service activities that involve both lawyers and staff.
LOCATIONS

Boston, MA • Chicago, IL • Houston, TX • Los Angeles, CA • New York, NY • Orange County, CA • San Diego, CA • San Francisco, CA • Silicon Valley, CA • Washington, DC • Abu Dhabi • Barcelona • Beijing • Brussels • Doha • Dubai • Düsseldorf • Frankfurt • Hamburg • Hong Kong • London • Madrid • Milan • Moscow • Munich • Paris • Riyadh • Rome • Shanghai • Singapore • Tokyo

MAJOR DEPARTMENTS & PRACTICES

Antitrust • Bankruptcy/Creditors’ Rights • Clean Technology/Renewable Energy • Corporate • Energy • Intellectual Property • International • Labor and Employment • Litigation • Real Estate • Tax • Technology

We have more than 50 internationally recognized practice groups and 18 industry teams in a wide spectrum of transactional, litigation, corporate and regulatory areas, including but not limited to the areas listed above.

THE STATS

No. of Attorneys: 2,159
No. of Offices: 31
Chair and Managing Partner: Robert M. Dell
Hiring Partner(s): Manu Gayatrinath

EMPLOYMENT CONTACT

Debra Clarkson
Director of Recruiting
Phone: (619) 236-1234
Email: debra.clarkson@lw.com
Careers website: www.lw.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator/Partner 1
Less than half of his/her time

Pro Bono Coordinator/Partner 2
All of his/her time

Please provide the primary pro bono contact(s)'s information below.

Abid Qureshi
Partner, Chair of Global Pro Bono Committee
Phone: (202) 637-2200
Email: abid.qureshi@lw.com

Wendy Atrokhov
Public Service Counsel
Phone: (202) 637-2200
Email: wendy.atrokhov@lw.com

Website:
http://www.lw.com/AboutUs/ProBonoAndCommunityService

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Local office committee members meet regularly (e.g., some meet bi-monthly, some meet monthly). The entire firm-wide committee, including committee members in the United States, Europe, Middle East and Asia, typically meets quarterly by teleconference.

Please describe the composition of the committee.

The firm's pro bono committee currently consists of approximately 55 members of various seniority and practice area specialties, including partners, counsel, associates and paralegals from across the firm.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Latham & Watkins has written policies and procedures for approval of pro bono matters. Generally, approval of pro bono matters involves identification of an appropriate pro bono project that fits within firm policies, identification of appropriate staffing and supervision, and clearance of conflicts. Approvals are handled by the firm's pro bono committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

No

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Appleseed
- Ashoka
- Bet Tzedek/Holocaust Survivors’ Justice Network
- Human Rights First
- International Senior Lawyers Project
- Lawyers Committee for Civil Rights Under Law
- Legal Aid Societies
- Not For Sale
- Polaris Project
- TrustLaw (Thomson Reuters Foundation)

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Since 2004, Latham has helped more than 400 Holocaust survivors secure more than €1.7 million in lump-sum
Visiting www.vault.com for company rankings, ratings and reviews to learn what it’s really like to work in an industry or company—and how to position yourself to land that job.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Anti-human trafficking work is a primary focus of our pro bono program. In 2013, approximately 230 Latham attorneys across 20 offices in the U.S., Europe, Asia, and the Middle East logged about 12,100 hours to various anti-trafficking efforts. We provided direct representation to trafficking victims on immigration matters and in pursuing civil litigation/remedies against traffickers, supported the development of commerce in areas that are vulnerable to trafficking, offered pro bono counsel to several organizations working to end modern-day slavery, including Not For Sale, Polaris Project, International Justice Mission, and Equality Now, and continued working on one of the largest human-trafficking cases in U.S. history, a complaint on behalf of 47 plaintiffs asserting violations of the Trafficking Victims Protection Act. In addition, in 2012, Latham attorneys, representing Not For Sale, helped structure and establish a beverage company that has begun producing a tea product using indigenous roots from a Peruvian Amazon region, which has been particularly vulnerable to both human trafficking and forced labor, with the goal of providing economic stability and social infrastructure to the region. The Latham team assisted in all aspects of structuring and financing this unique and pioneering social enterprise, which launched its first product, REBBL Tea, in fall 2012. Through the product launch, NFS was able to raise funds to construct community farms that will provide REBBL with ingredients to develop its drinks, establish sustainable food sources, and create job opportunities and social programs for trafficking victims in the Peruvian Amazon.

- In early 2014, with Latham & Watkins’ pro bono support, Equality Now, an international human rights organization dedicated to the civil, political, economic, and social rights of girls and women, released a hard-hitting report about child marriage. This issue directly affects approx. 14 million girls across many cultures every year and indirectly affects countless others, impacting the rights of women and children to live free from exploitation and violence, enjoy access to healthcare and education, or achieve social equality. The report, the first-ever compendium on laws related to child marriage, relied on extensive research led, conducted, and coordinated over the course of 2013 by Latham as well as local counsel and experts on the legal landscape in 18 jurisdictions in Africa, the Middle East, Latin America, and Asia. Our research and reports were also used to support Equality Now’s presentation to the UN High Commissioner for Human Rights on the issue of child marriage.

- Latham & Watkins prepared the 2012 edition of the “Survey of Pro Bono Practices and Opportunities in Various
Jurisdictions,” a joint project with the Pro Bono Institute, our longtime partner. As the only resource of its kind, the Survey is a “must-have” guide for local practitioners, in-house teams and nonprofits to pro bono practices around the world. The first edition of the survey, published in 2005, covered 11 jurisdictions, mostly in Europe. The 2012 edition covers over 70 jurisdictions in Europe, Asia and the Pacific region, the Americas, Africa and the Middle East. It serves as an introductory resource for law firms, private practitioners, in-house lawyers and NGOs seeking to engage or learn more about the culture and provision of pro bono in their own or other countries. For each jurisdiction, the chapters describe what access-to-justice or publicly funded legal aid programs exist, what unmet needs for legal representation remain, what perceptions or culture shape the discussion of pro bono, and what professional-conduct laws and rules provide the framework for pro bono representation. In 2012, nearly 100 Latham & Watkins attorneys and professional staff across almost all of our offices contributed to researching and drafting the Survey.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 128,537
- **Total number of pro bono hours in 2013:** 138,553

What was the attorney headcount in your firm’s U.S. offices?

- **Number of attorneys as of December 31, 2012:** 1,475
- **Number of attorneys as of December 31, 2013:** 1,482

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012:** 87
- **Average number of hours per attorney in 2013:** 94

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- **Percentage of attorneys who did pro bono work in 2012:** 51–60%
- **Percentage of attorneys who did pro bono work in 2013:** 61–70%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Latham & Watkins attorneys are encouraged to attend training programs related to their pro bono work offered by community legal service providers and local bar associations. We also invite community organizations and legal service providers to the firm to introduce their organizations and train our attorneys. In addition, the firm offers in-house training related to certain types of pro bono matters. Pro bono projects are handled in the same manner as commercial work, with supervision and training by partners and senior associates, and review and feedback on associate performance.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- **Total hours summer associates spent on pro bono work in 2012:** 5,894
- **Total hours summer associates spent on pro bono work in 2013:** 7,852

- **Average hours per summer associate spent on pro bono work in 2012:** 51
- **Average hours per summer associate spent on pro bono work in 2013:** 53
Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 89%
2013: 90%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are encouraged to participate in the firm’s pro bono program. Pro bono opportunities for summer associates are extremely varied, ranging from representing foster children in adoption proceedings, working on asylum applications for refugees, preparing Violence Against Women Act petitions for immigrant victims of domestic violence and assisting the homeless in assorted legal matters to undertaking various international pro bono projects. Summer associates are also able to participate in larger, ongoing pro bono litigation and transactional matters that already exist in their offices, similar to the opportunity to work on commercial matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Latham & Watkins attorneys are involved in the community in many ways, donating their time, expertise and financial resources. For example, Latham attorneys serve on boards of directors of community nonprofit organizations and legal service providers, are involved with bar associations and volunteer in community service programs.

- For years, Latham & Watkins has sponsored public interest fellows through Equal Justice Works. The firm typically chooses a new fellow each year for a two-year fellowship. In addition, the Latham & Watkins Diversity Scholars Program is designed to increase the number of diverse law students studying at ABA-accredited law schools who want to pursue a career at a global law firm and intend to practice law in the United States. The firm named its most recent class of Diversity Scholars, six second-year law students who will each receive a $10,000 nonrenewable scholarship, in January 2014.

- Latham also contributes financially to nonprofit legal service providers and community organizations, and sponsors a variety of community service activities across the globe. In addition, the firm often provides matching contribution programs and makes firm donations in response to major world disasters. In the aftermath of Hurricane Sandy, for example, the firm contributed more than $216,000 to disaster relief efforts. Our New York office launched a Hurricane Sandy Pro Bono Initiative to provide critical pro bono legal services to those in communities devastated by the storm. The firm also created an internal employee assistance program that included support from our Insurance Recovery Practice Group, a virtual message board where Latham employees affected by Hurricane Sandy could solicit help and other employees could offer assistance, and a seminar presented to personnel on federal and state aid programs.

- Around the firm, our lawyers and staff engage in various law-related public interest and community service programs. For example, our Washington, DC office has for several years participated in the Law Day Program for the Thurgood Marshall Academy, a law-themed public charter school in Anacostia. This program brings 9th grade students to Latham’s office one day a month over the course of six months, where they explore topics and participate in activities lead by our attorneys, including legal advocacy, individual and civil rights, a mock civil and criminal trial, and other legal issues of general interest.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Latham & Watkins is committed to giving back to the community, and our lawyers and staff are involved in a variety of worthy causes.

Most of our public service volunteer and fundraising activities are done at the local office level to best align with the needs of their communities. The following sets forth a sampling of some of these community service efforts:

- Fight against Hunger and Poverty: Latham & Watkins supports various anti-poverty initiatives throughout the world with fundraising, food drives and other volunteer efforts. We regularly host food and clothing drives in our Chicago, Hong Kong, Italy, Los Angeles, Moscow, New York, Orange County, San Francisco, Silicon Valley, Spain, Tokyo and Washington, DC offices, with personnel in several offices volunteering at soup kitchens, food banks and shelters. We also engage in fundraising events to benefit food banks and other charities seeking to alleviate hunger. For example, in New York, we have participated in the “SOS Great American Bake Sale” in support of Share Our Strength (SOS), a national organization that works to prevent children in America from growing up hungry, as well as in City Harvest food bank’s “Skip Lunch, Fight Hunger” day. In Los Angeles, our personnel volunteer, provide food donations and engage in fundraising for local food banks, including participating in a “food kit packing contest” and the friendly “Food from the Bar” competition among area law firms to see who can contribute the most food, funds and volunteer hours. Our San Francisco office also participates in “Food from the Bar” with an intra-office food drive competition.

- Empowering Young People: Latham & Watkins supports a variety of school programs dedicated to preparing students for success and teaching real-life legal and business management skills. Latham personnel in Chicago, New York and San Francisco support the All Stars Project, a nonprofit organization that sponsors education and activities for underprivileged youth and young adults. In the Silicon
Valley office, Latham employees support and volunteer to assist Beechwood School—a private, nonprofit school that offers students a safe, nurturing environment—with its Reading Buddies program. Los Angeles personnel participate in the Los Angeles Team Mentoring program, working with middle school children from disadvantaged communities in the area. In Chicago, the firm has supported the Do the Write Thing Challenge, an initiative of the National Campaign to Stop Violence, with more than 80 volunteers reading essays written by local students, helping at the awards recognition dinner and contributing funds. In addition to our volunteer efforts, Latham engages in fundraising for a variety of youth-related charities across almost all of our offices.

- Competing for Our Communities: Latham & Watkins personnel also show their athletic side in support of important causes. Personnel from our New York office participated in the AIDS Walk New York and March for Babies Walk in Manhattan, raising funds for AIDS service organizations and the March of Dimes, respectively. In Tokyo, Latham sponsored and participated in the Charity Ball Walkathon to the Imperial Palace to benefit a summer camp for children with learning and developmental disorders as well as a shelter for victims of child abuse. A number of attorneys and staff in Madrid participated in a 10K race to benefit the Paralympics Federation of Madrid, while several attorneys in London ran the London Marathon as a fundraiser for Centrepoint youth shelter. Our colleagues in Brussels joined with other international law firms in a 20K “Legal Run” in support of charities in Belgium and elsewhere. Latham also supports charities devoted to researching and supporting those afflicted with different illnesses. For example, attorneys, summer associates and staff in New York have volunteered at God’s Love We Deliver, preparing and delivering meals to severely ill individuals.

- In many of our U.S. offices, attorneys and staff participate in “Daffodils Days,” a fundraising drive for the American Cancer Society held annually.

- Unique Initiatives: Almost all of our offices have developed their own unique annual traditions in the spheres of fundraising and charitable support. For example, Latham personnel in Europe have participated in a multi-office holiday shoebox drive, contributing shoeboxes filled with toys, games, books, stationery and clothes, which were then delivered to impoverished families in Central Europe. Latham’s Orange County office sponsors an annual office-wide event to adopt one or more needy families through Share Our Selves (SOS), a nonprofit organization providing quality comprehensive safety net services to the homeless and low-income populations in Orange County. As part of this program, the office provides the children with new toys and holiday gifts, and provides food, clothing and gift cards to the entire family. The office undertakes a similar event through Human Options, a domestic violence shelter and transitional living center. Over the last decade, several Latham offices have also participated in Buildable Hours, co-founded by Latham partner Roger Goldman, committing financial and physical resources to build homes with local Habitat for Humanity organizations for families in need. In Washington, DC, the office ties its annual Thanksgiving luncheon with a fundraising effort for Miriam’s Kitchen, a local soup kitchen that provides support services to the city’s homeless population.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2012

- 2012 John H. Pickering Award from the Pro Bono Institute
- 2012 TrustLaw Impact Award from the Thomson Reuters Foundation
- Scott C. Solberg Pro Bono Award from the Legal Aid Society of Metropolitan Family Services
- 2012 Abolition Award from Not For Sale
- La Mancha Humanitarian Award from Casa Cornellia Law Center
- Immigrant Rights Advocacy Award from the American Civil Liberties Union Foundation of Southern California
- Spirit of Volunteerism Award from OneOC
- Attorney of the Year from the Public Law Center (PLC) of Orange County
- President’s Pro Bono Service Award from the State Bar of California
- Honored at Girls & Gangs’ Youth Achievement Awards
- Pro Bono Excellence Award from the Children’s Law Center
- Honored at the Partners With Youth 2012 Benefit Luncheon held by the All Stars Project
- 2012 Sanctuary for Families Award for Excellence in Pro Bono Advocacy from Sanctuary for Families
- 2012 Kristi Couvillon Pro Bono Hero Award from the Texas Civil Rights Project
- Named a “Caring Company” by the Hong Kong Council of Social Service
- Honored at the Westside Shelter and Hunger Coalition Success Breakfast
- Honored at the Chinese American Museum’s Historymakers Awards Banquet
- Washington LEADer Award from Asian American LEAD
- Thurgood Marshall Award from Muslim Advocates
- Honored by the Legal Aid Society of New York at its Pro Bono Publico Awards
- Guardian of Justice Award from the Legal Aid Society of San Mateo County
- Recognition from Legal Times

2013

- Legal Team of the Year/International Law Firm at the Thompson Reuters Foundation/Trust Law Annual Awards
At Latham & Watkins, our pro bono practice is a hallmark of our firm. It is central to our culture and an important part of life at Latham. Our attorneys recognize that, as lawyers, we have a duty to help ensure that the doors of justice are open to all, regardless of income. Our attorneys, summer associates, paralegals, trainees and professional staff volunteer thousands of hours and offer their expertise to help those who might otherwise be denied access to the legal system. By providing pro bono legal services to low-income individuals and nonprofit organizations that serve the underrepresented, improve our communities and promote equal justice under the law, we take an active role in our communities and make public interest issues an integral part of our practice of law. Our tradition of public service extends across the firm, reflecting the importance of pro bono to our overall practice.

In 2013, with more than 2,100 lawyers, paralegals, summer associates, trainees and professional staff in our offices across 14 countries participating in our program, Latham provided more than 190,000 hours of free legal services valued at approximately $102 million. Since 2000, Latham & Watkins has donated nearly 2.4 million hours of free legal services to the disadvantaged and the nonprofit sector. Our pro bono program is characterized by its breadth, diversity and sophistication. Our efforts and successes include litigation and transactional matters ranging from human rights and refugee issues, civil rights, disability-related cases and homelessness prevention to community economic development, nonprofit corporation counseling and international law, among others. As Latham has expanded across the globe, so too has our pro bono footprint, with active practices in Europe, Asia and the Middle East. Although the concept of pro bono is relatively new in many jurisdictions within these regions, we seek to proactively develop and support this tradition in all of our offices outside the United States. In this spirit, several Latham attorneys are at the forefront of local efforts to develop pro bono culture and activity in their communities. In 2013, Latham provided approximately 29,400 hours of free legal services outside of the United States, up from approximately 1,200 hours in 2002. That Latham & Watkins has been at the forefront of law firm pro bono for more than a decade is a tremendous source of pride for our personnel.

We strongly encourage our attorneys to perform pro bono work throughout their careers, and we believe that pro bono and community service are part of the professional responsibility of lawyers. Latham attorneys are encouraged to establish relationships with legal services organizations and to bring new pro bono clients to the firm in areas of their interest. We treat pro bono work the same as commercial work, applying identical quality standards and valuing pro bono hours as equal to commercial billable hours.

For a more extensive overview of our pro bono program, see our Pro Bono Annual Review at www.lw.com.
LINDQUIST & VENNUM

THE STATS
No. of Attorneys: 200
No. of Offices: 3
Managing Partner: Dennis O’Malley

EMPLOYMENT CONTACT
Lisanne Weisz
Director of Recruiting and Professional Development
Phone: (612) 371-5777
Email: lweisz@lindquist.com

LOCATIONS
Denver, CO • Minneapolis, MN • Sioux Falls, SD

MAJOR DEPARTMENTS & PRACTICES
Corporate and Transactional Services • Litigation and Dispute Resolution • Financial Services • Personal Legal Services • Industry and Specialty Groups
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Full time

Please provide the primary pro bono contact(s)’s information below.

Cynthia L. Anderson
Pro Bono Director
Phone: 612 371 6231
Email: canderson@lindquist.com
Website: www.lindquistprobono.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
Partners and Associates with representation from all three offices. Membership also includes Management and Diversity Committee members.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm has an established protocol on case acceptance. Cases coming from legal services organizations are accepted routinely. Cases with pre-approved legal partnerships with non-legal non-profits that serve low income populations are also accepted. Cases that fall outside these criteria are evaluated on a case by case basis by the Pro Bono Director and/or Public Service Committee that governs Pro Bono, with close adherence to national and state guidance on pro bono eligibility criteria.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Rocky Mountain Immigrant Advocates Network
- Access to Justice, South Dakota
- Volunteer Lawyers Network
- Immigrant Law Center of MN
- Southern MN Regional Legal Services
- Tubman
- Children’s Law Center
- LegalCORPS
- Advocates for Human Rights
- Volunteer Attorney Program Duluth

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- In the immigration arena, we provided full representation services to a number of asylum seekers in the United States. In another area of immigration service we provided a large number of individuals with full representation in Deferred Action for Childhood Arrivals (DACA) through a unique partnership with in-house counsel from Target Corp. We provided attorneys for immigrant victims of violent crime in U visa petitions and represented permanent residents seeking citizenship.
- In conjunction with a legal non-profit, the firm provides teams of two attorneys in housing court to low incomes individuals facing eviction. The team includes an experienced litigator so that where a case has merit, this attorney can immediately appear in court on behalf of the person seeking relief.
- In a unique collaboration with a non-profit that serves low income women seeking higher education, and their children,
our firm has adopted the legal needs of the program participants. We offer regular advice by experienced family law attorneys, which is the highest area of need as determined by the program staff and participants. Upon learning that the participants also had estate planning needs, attorneys and paralegals provided 17 estate planning packages that included powers of attorney, wills and health care directives, providing these services to all participants who indicated a need.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- A team of attorneys from our office provided extensive service to a woman needing to complete probate of her mother’s house. Several attorneys contributed to getting the lost will into probate. Additional assistance was required when it was discovered that the estate had a medical assistance claim against it, and a lien was placed against the property due upon any future sale. The deed to the property was then rejected due to delinquent taxes. The client faced forfeiture of the property, her only dwelling. The client was on a fixed income from disability. After extensive legal hurdles and research, including the creation of a trust account which would protect her finances and allow the client to provide for herself, the family home was cleaned out and sold. Although eligible for public housing, the wait list was too long to provide accommodation. With help from the team of attorneys, the client was able to purchase a trailer home and have access to monthly income that will provide for her ongoing needs.

- Legal aid referred an emergency housing case to our office where tenants had been victims of violent attacks because of the sexual orientation of one of the children. A gang of youth attacked the young boy at their home. When his mother and uncle sought to protect him, they were also attacked. The attack was so violent that the mother’s nose had to be surgically reattached. The landlord served the tenant victims with eviction proceedings on account of the criminal activity. One of our attorneys represented the family pro bono in the housing court proceeding and the family was able to keep their housing.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 9,208
Total number of pro bono hours in 2013: 7,122

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 179
Number of attorneys as of December 31, 2013: 186

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 51
Average number of hours per attorney in 2013: 38

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 61–70%
Percentage of attorneys who did pro bono work in 2013: 61–70%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Training opportunities are available, encouraged, and sometimes required. Internal meetings and trainings are held
regularly. In some instances we operate pro bono practice groups that focus on substantive legal areas. Pro bono related training is often brought on site, but is also widely available through bar associations, legal services providers, legal services state support, private non-profits and the private sector. Training, shadowing and mentorship is advised and taken seriously so that attorneys are prepared to offer the highest quality of legal representation to pro bono clients.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 270
2013: 257

Average hours per summer associate spent on pro bono work
2012: 30
2013: 37

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
Structured training and pro bono programming is set in advance so that summer associates get direct client experience and so that they are exposed to several substantive areas of the law that effect low income individuals. In recent years this has included orders for protection for victims of domestic violence, criminal expungement and estate planning. Observation of other pro bono activities is actively encouraged, and other pro bono work is assigned on a case by case basis. Evaluations are performed for SA pro bono work.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Monetary support is provided to organizations that provide legal services to the low income community and with whom we collaborate. Additional monetary support is provided to non-profits that serve the indigent. We also support events and fundraisers and host CLE programs related to pro bono. Marketing, PR, design and tech services are offered on occasion. We collaborate with law schools and law students through the MN Justice Foundation, and participate in statewide efforts in each of our office locations to improve pro bono and the delivery of legal service, which includes participation on state bar committees, review panels and other convening’s and initiatives.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Lindquist & Vennum’s Winter Closet Foundation provides new winter coats to children in need in Minneapolis, Denver and Sioux Falls. This is an annual drive.

The Lindquist & Vennum Foundation supports an annual, regional poetry prize and other community initiatives.

In addition, staff participates in packing food for Second Harvest, United Way campaign, MN AIDS walk, American Heart Association walk, Urban Homeworks, Fillies Race for Hope (benefitting breast cancer research), Sharing and Caring Hands (food service at local shelter), among other activities either sponsored or supported by staff. The firm also supports Cristo Rey students by providing employment and training opportunities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- 72 Lawyers named MN North Star Lawyers for providing 50 or more hours of pro bono service
- Supreme Court recognition 2012 in Colorado for averaging 50 or more pro bono hours per attorney
- Second Judicial Pro Bono Attorney of the Year Awarded to L&V lawyer LB Guthrie
1345 Avenue of the Americas
New York, New York 10105
Phone: (212) 424-9000
www.linklaters.com

LOCATIONS
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and Development • Investment Management • Latin America •
Litigation and Arbitration • Structured Finance and Derivatives
• Tax

THE STATS
No. of Attorneys: 2,000
No. of Offices: 28
Senior Partner: Robert Elliot
U.S. Managing Partners: Jeff Norton and Conrado Tenaglia
Hiring Partner(s): Danelle LeCren

EMPLOYMENT CONTACT
Jennifer Katz-Hickman
Legal Recruitment Manager
Phone: 212-830-9502
Email: jennifer.katz-hickman@linklaters.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Pro Bono & Community Investment Manager spends more than half of her time administering the program. The Partners spend less than half of their time on the program.

Please provide the primary pro bono contact(s)'s information below.

Lance Croffoot-Suede
Partner
Phone: 212-903-9261
Email: lance.croffoot-suede@linklaters.com

Sabrena Silver
Partner
Phone: 212-903-9123
Email: sabrena.silver@linklaters.com

Karen Carbonell
Pro Bono & Community Investment Manager
Phone: 212-830-9519
Email: karen.carbonell@linklaters.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The committee is made up of two Partners who head the Community Investment program and the Pro Bono & Community Investment Manager.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The community investment partners and manager evaluate the proposed client organization/individual and proposed services to be provided, and accept matters which meet the Firm’s community investment strategy.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Civil rights, Community economic development, Consumer law and small claims court, Death penalty defense, Domestic violence, Elder law, Employment, Family law, Immigration, Indigent criminal defense, International human rights, Juvenile justice reform/children’s rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Nonprofit intellectual property, Real estate transactions

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- City Bar Justice Center
- Immigration Equality
- Iraqi Refugee Assistant Project
- Lawyers Alliance for New York
- New York State Office of the Appellate Defender
- New York Lawyers for the Public Interest
- Safe Passage
- Sanctuary for Families
- Urban Justice Center
- Volunteers of Legal Service

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- We represent victims of domestic violence with their applications for a U visa, an immigration remedy for victims of crimes, including domestic violence.
- We represent gay and lesbian clients seeking to escape persecution in their home countries with asylum applications. Our clients have come to us from countries including Jamaica, Uzbekistan, Trinidad, Paraguay and Botswana, all seeking a better (and safer) life in the U.S.
• We represent microentrepreneurs with their applications for tax exempt status and provide other transactional support, including review of corporate bylaws, contracts and employment manuals.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• The Firm is providing representation for an inmate on death row in Texas in his fight for an appeal, and is briefing the issue of ineffective assistance of counsel and other constitutional concerns.

• A New York team led over 170 Linklaters lawyers across eight offices on a rule of law project with Lawyers Without Borders to digest the entire jurisprudence of Liberia. Judges in Liberia are required to take into account previous judicial decisions, but many have only limited access to these, thereby increasing the potential for inconsistent determinations. As a result of our efforts, hard copy digests were distributed to every judge throughout the cities and rural areas of Liberia. A supplement to the digest was recently completed. We also assisted Lawyers without Borders with the creation of comic books on the issue of trafficking to be used in Liberia for educational purposes along with preparing training manuals for facilitators.

• The Firm worked with an organization to develop a first-of-its-kind interactive online map that outlines discriminatory policies affecting women’s rights, minority rights and religious freedoms across 10 countries: the UK, Belgium, France, Germany, Italy, Spain, Poland, the Netherlands, Luxembourg and the U.S. The aim is for the tool is to enhance the legal capacity of local non-governmental organizations to challenge discrimination.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 5,985
Total number of pro bono hours in 2013: 6,871

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 137
Number of attorneys as of December 31, 2013: 116

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 44
Average number of hours per attorney in 2013: 59

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
We encourage associates to meet a community investment hours target annually.

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
No

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Linklaters invites organizations to our office to deliver training seminars for attorneys interested in or already working on pro bono matters. In addition, we encourage attorneys to attend training sessions outside the office relating to their areas of interest.
Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 557
2013: 398

Average hours per summer associate spent on pro bono work
2012: 21
2013: 19

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 88%
2013: 95%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are generally afforded the same opportunities to participate in pro bono matters as are all associates. As part of the summer program, our pro bono manager works with the recruitment team to identify a few short-term assignments which ideally the summer associates could see through from start to finish. In 2012 and 2013, our summer associates spent time working on various types of pro bono matters including criminal appeals, immigration matters, asylum matters, and provided transactional support to non-profits. Some of our summer associates participated in the Sanctuary for Families, Courtoom Advocates Program advocating for domestic violence victims seeking protective orders in family court.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Linklaters is committed to a worldwide legal pro bono and community investment program. Linklaters supports organizations through financial contributions to, and annual participation in, their fundraising events. The New York office also participates in mentoring programs designed to introduce young students to the legal profession.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Linklaters encourages all legal and non-legal staff to volunteer. We partner with community organizations to organize monthly office-wide volunteer activities such as building backpacks for inner city school students, preparing sandwiches for local food pantries, packaging food at the local food warehouse, creating gift bags for children in need, and preparing herb pots for the elderly. Linklaters has sponsored the production of anthologies for several inner city schools. The Firm complements this support by donating books and having our lawyers and staff speak with students about the legal profession. Volunteers from Linklaters organize and support office-wide clothing drives for Dress for Success and Career Gear, which are organizations that provide business attire and job-training assistance to low-income men and women nationwide. Linklaters volunteers also donate and distribute holiday toys to local day care centers for children of low-income families.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
Urban Justice Center, Social Justice Award

Please add any additional information about your firm’s pro bono program.

Community investment is a part of our firmwide culture. We aim to share with community partners the skills and expertise of all our staff through pro bono work, employee volunteering and awarding funding. We focus a great deal of our community support on programs that fall within two global themes: Venture Catalysts, using of our skills and experience to grow the skills of non profits; and Learn for Work, which involves growing the skills and experiences of young people around our offices. We also remain committed to access to justice. Through our pro bono program, we aim to provide a high level of service to our pro bono clients in disadvantaged communities in the vicinity of our offices and around the world. We believe that the most powerful way in which individuals can make a difference to disadvantaged communities is by contributing the skills and expertise that they have developed through their own education and professional experience. We use our unique multi-jurisdictional and cross-practice legal capability to help support organizations seeking to solve complex social and economic problems. Our offices are continuously seeking innovative pro bono work which provides our partner organizations with high-quality legal advice and our own lawyers with unparalleled professional development and the opportunity to be a change agent within the community.

The Firm has a global Time to Volunteer program where in addition to regular pro bono and office wide volunteering activities, all staff are encouraged to take a minimum of one day per year to volunteer on their own in the community.

Globally we are committed to contributing 1% of pre-tax profits to the community via our Charitable Donation Fund. The Firm also has a Matched Giving program through which volunteer time or funds raised by employees for community organizations in which they are actively involved are matched by the Firm.
Our involvement in the community fosters talent by helping with recruitment, motivation and personal and professional development of our people. All lawyers and staff are encouraged to become involved with community investment work. Our community investment program is a highlight as we aim to show that we have a collective responsibility in relation to the community, the environment, the workplace and the marketplace.
2200 Ross Avenue
Suite 2200
Dallas, TX 75201
Phone: (214) 740-8824
www.lockelord.com

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THE STATS
No. of Attorneys: 623
No. of Offices: 13
Chair: Jerry Clements
Hiring Partner(s): Janis Loegering (Firmwide)

EMPLOYMENT CONTACT
Holly Lawrence
Director of Recruiting & Attorney Development
Phone: (214) 740-8824
Email: hlawrence@lockelord.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Less than half of their time.

Please provide the primary pro bono contact(s)’s information below.
Art E. Anthony
Partner
Phone: (214) 740-8407
Email: aanthony@lockelord.com

Ann Marie Walsh
Partner
Phone: (312) 443-0654
Email: awalsh@lockelord.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed.

Please describe the composition of the committee.
The committee is composed of partners and associates from most of our offices thus representing a cross-section of the firm with diverse pro bono interests.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The decision to take on a pro bono matter is discretionary. Generally, the matter must be “for the public good” and must be consistent with the firm’s ethical and civic obligations. All pro bono matters must be submitted to one of the Chairs of the Pro Bono Committee for approval.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
We will not take on a case that presents a conflict with an existing client.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Texas Appleseed
- Center for Disability and Elderly Law
- Chicago Lighthouse for the Blind
- Children’s Law Center of Washington, DC
- Dallas Volunteer Attorney Program
- Houston Bar Association Equal Access to Justice
- Bar Tzedek Legal Services
- Atlanta Volunteer Lawyers Foundation’s Domestic Violence Program
- National Immigrant Justice Center
- Volunteer Legal Services of Central Texas

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- For approximately 25 years, the firm has operated a pro bono legal clinic at St. Procopius church under the auspice of Chicago Volunteer Legal Services. The clinic serves Chicago’s low-income residents of Pilsen on a variety of matters, including family law, collections defense, landlord/tenant disputes and a variety of other matters.
- A team of Locke Lord Dallas lawyers, as well as lawyers from five additional Locke Lord offices, was instrumental in the passage of a Texas Senate Bill known as the Michael Morton Act that is designed to overhaul criminal discovery practices in the state. The Locke Lord team dedicated numerous pro bono hours to gathering information showing systemic inconsistencies from county to county regarding what information was provided to defendants during discovery. The changes will require prosecutors to disclose important evidence—like police reports and witness statements—in every case.
A Locke Lord Austin Partner recently won an appeal for a pro bono client referred through the Appellate Pro Bono Program for the State Bar of Texas. Our client was injured while working as the team mascot for Sam Houston State University. She filed suit, but shortly before trial, the suit was dismissed because the client “failed to appear” at a hearing that did not take place. The trial court also deemed case-dispositive matters “admitted” because the defendants alleged that the client’s timely objections were “improper.” Both orders raise significant due process concerns. After hearing oral argument, the Tenth Court of Appeals at Waco, Texas, reversed the dismissal order, vacated the order deeming admissions, and remanded the case for a trial on the merits.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Locke Lord attorneys are currently handling Children’s Law Center cases in the DC office. One attorney, acting as guardian ad litem for a 12-year-old boy, successfully obtained a final order regarding permanent placement with the child’s guardian, with whom the child lived for the previous five years. A Locke Lord attorney also serves on the Advisory Board of the Children’s Law Center.

- Since 2008, our attorneys have worked with the National Immigrant Justice Center in seeking political asylum on behalf of a Sudanese woman who was tortured and raped and her husband murdered, because they are members of the native Fur tribe. After a trial on the merits, she was granted asylum and we now are working with her to bring her family to the U.S. Two of her children have arrived safely. We continue to work with social, medical and legal networks to help our client endure the wait for the rest of her family. She has learned English, works and saves money towards establishing her life in the United States.

- Locke Lord attorneys have been involved in the Atlanta Volunteer Lawyers Foundation’s Domestic Violence Program. During this time, we have worked on numerous cases in which we have helped clients get protective orders under Georgia’s Family Violence Act. For example, a client’s son, in his five short years of life, has suffered a broken femur, severe head contusions, and spankings that caused visible bruising while in his father’s custody. After a hearing at which the father was represented by counsel, the judge found that the father presented a very serious threat to the client’s son and entered a protective order in our favor.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 8,189
Total number of pro bono hours in 2013: 9,671

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 614
Number of attorneys as of December 31, 2013: 617

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 13
Average number of hours per attorney in 2013: 16

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
Pro bono legal work performed by Firm associates up to a maximum of 100 hours will be treated similarly to client
billable time in evaluating productivity and establishing annual compensation of our lawyers; provided, however, that billable hour credit shall be given to any Firm attorneys for all work on court-appointed cases. Credit for hours in excess of 100 can be also given subject to approval.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
The Firm holds training sessions geared toward the handling of specific types of pro bono cases. The training is done on the firm premises and CLE credit is given for the training.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 214  
2013: 227

Average hours per summer associate spent on pro bono work
2012: 15  
2013: 21

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 29%  
2013: 24%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are invited to participate in any pro bono activity that the Firm has or any opportunity that they would like to pursue that meets the general criteria of being bona fide pro bono legal service.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• Locke Lord Chicago Partner Ernesto Palomo has been selected for the 2014 Fellows Program of the Leadership Council on Legal Diversity (LCLD). The LCLD Fellows program is a mentoring program built to increase diversity at the leadership levels of the nation's law firms and corporate legal departments. The year-long program selects up-and-coming attorneys who are committed to fostering diversity within their individual institutions, and the profession at large. Locke Lord is a member of the LCLD, an organization that includes firms and corporations across the country committed to improving hiring, retention and promotion of diverse lawyers in the legal market.

• The Firm supports the Georgia Association for Women Lawyers through sponsorships and donations.

• Locke Lord supports the Illinois Women’s Bar Association through sponsorships.

• Locke Lord supports Lambda Legal through donations and event sponsorships, including their annual Bon Foster Civil Rights Celebrations.

• Locke Lord has been committed to the Dallas Bar Association for decades in its efforts for community enrichment, education, and service for its 10,000 members. Firm partners have historically held numerous leadership positions in the Association.

• Several of Locke Lord’s Partners are active members of the Minority Corporate Counsel Association. In addition, the Firm supports the MCCA through sponsorships and donations.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

• As part of the Firm’s participation in the Corporate Legal Diversity Pipeline Program, a partnership with Street Law, Inc. and the Association of Corporate Counsel, the Dallas office hosted approximately 60 high school sophomores from the Judge Barefoot Sanders Law Magnet at the Townview Magnet Center. The field trip is part of a program that partners corporate legal departments with diverse high school law classes to increase students’ knowledge and interest in the law.

• Our Chicago office actively supports Cristo Rey Jesuit High School through its work study program. Cristo Rey offers a college preparatory education for the families of Chicago’s Pilsen neighborhood, an economically challenged section of the city. The goal of the program is to make private education affordable to at-risk young people, provide them with hands-on experience in the working world and prepare them to assume leadership roles in our community. Each year, four students work in various departments throughout Locke Lord, including Marketing, Information Technology, Facilities and Human Resources.
• The Chicago office takes part in a Middle School Law Camp with students from the Just The Beginning Foundation every year. As part of the Law Camp, these students visit the Firm, where they are given an understanding of what a law firm is like, and are provided with the opportunity to meet some of our attorneys. A handful of our attorneys serve as panelists, and talk about their backgrounds, paths to the legal profession and their practice. The organization is dedicated to developing and nurturing interest in the law among young persons from various ethnic backgrounds underrepresented in the legal professions.

• Through Partners in Education, our Austin office began a unique partnership in 2004 with the District's Sanchez Elementary School. Locke Lord assists teachers in providing an atmosphere conducive to learning and promoting self-esteem. We have planned and executed holiday events each year, including fulfilling wish lists, providing snacks, offering time with bilingual Santa and Mrs. Claus, and supplying educational tools such as magazines, multiplication flash cards and books.

• Each year, two students from the Verbum Dei High School work with attorneys and staff in our Los Angeles office. A member of the national Cristo Rey Network, Verbum Dei’s Corporate Work Study Program (CWSP) provides students with real world job experiences and allows them to earn a portion of the cost of their education. It is an integral part of their educational experience. A positive attitude and a commitment to high standards of responsibility and behavior are required.

• In Dallas, our attorneys and staff are involved in the tutoring of students attending Esperanza “Hope” Medrano Elementary School, a diverse, multicultural community school committed to provide all students with a sound education. Through our partnership with the school, our attorneys and staff mentor elementary students on a weekly basis, host school supply drives in the Fall, volunteer at the Spring Carnival and host an annual Christmas party for the students in our office.

• Through board memberships and annual contributions, the Firm supports The Boys & Girls Clubs of Greater Dallas, an organization whose mission is to inspire youth, especially the disadvantaged, to achieve their full potential in a positive, safe and fun environment. A long-standing Partner at the Firm serves on the Board, and the Firm contributes annually to several causes that benefit the Club.

• Each year, the Firm adopts the first grade classes for Hilliard Elementary School, a public school in northeast Houston. The children are given a wish list to fill out, including clothing, books and toys. Every December, the entire office organizes and hosts a holiday party for all of the children. Staff and attorneys participate by supplying food, toys, gift wrapping and decorations. Four attorneys dress up as Santa Claus, distribute gifts to the children and pose for pictures. The Firm also has a group called the Merry Makers who entertain the children by reading stories, singing songs and creating animal balloons. A member of the staff recites “’Twas the Night Before Christmas” and everyone joins in on singing “Santa Claus is Coming to Town”.

• The Firm supports and donates to a Goodfellows Drive each year. Goodfellows helps Houston children have a better holiday by giving new toys to families who otherwise would not have them. In addition, our attorneys and staff are involved with Junior Achievement, a hands-on classroom experience for students in Kindergarten through the 12th Grade, by sharing their experiences and their paths to success to help prepare them for the future. The Firm also assists Aspiring Youth*, a 501(c)(3) non-profit organization that supports and operates programs for at-risk youth.

• In New York, our attorneys and staff donate holiday gifts to first, second and third graders at P.S. 131, which serves students in Pre-K through 5th Grade, and is located in an economically-deprived section of Brooklyn. We receive the students’ letters to Santa Claus, and purchase some of the gifts on those lists. Two of our attorneys then dress as elves and deliver the gifts to the school.

• Our Washington, DC office contributes to a holiday stocking drive that is manned by the building’s concierge and sponsored by the Salvation Army. Our attorneys and staff fill up an oversized stocking with gifts, which go to underprivileged children. The Firm also donates to a school supply drive, which benefits needy students at Hendley Elementary School. Some of the supplies we contribute include writing utensils, folders, notebook paper and composition books.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

• Locke Lord was honored by the National Legal Aid & Defender Association (NLADA) with the 2014 Beacon of Justice Award, in recognition of work that led to the passage of the Michael Morton Act in Texas—a landmark reform of the state's criminal justice system.

• Locke Lord Austin Partner Barbara Ellis was honored with the 2014 Pro Bono Award by the Travis County Women Lawyers’ Association and the Travis County Women Lawyers’ Foundation in recognition of her work with Volunteer Legal Services of Central Texas.

• The Firm also was awarded the 2013 Pro Bono Leadership Award by Texas Appleseed in recognition of work it did leading to landmark reform of the criminal justice system in Texas. Texas Appleseed is part of a national organization of public interest law centers that works with pro bono attorneys to find solutions to social justice issues such as juvenile justice, foster care, immigration, the school-to-prison pipeline and other important matters.

• Locke Lord was named by the Washington, DC-based Children’s Law Center as a 2014 Champion for Children in recognition of its support of DC’s most vulnerable children.

• Our Chicago office received the 2012 Diversity Partnership Award from the Just The Beginning Foundation (JTBF) for our pro bono work with this nonprofit organization, which is dedicated to developing and nurturing interest in the law profession among young people from diverse socioeconomic, ethnic and cultural backgrounds. The long-term goal of JTBF is to increase racial diversity in the legal profession and on the bench.
- The Chicago office was honored for its noteworthy pro bono contributions by its inclusion in the Public Interest Law Initiative’s 2012 Pro Bono Recognition Rosters.

- The Austin office received the 2012 Judge Suzanne Covington Pro Bono Service Award, which honors firms and attorney volunteers who commit an extraordinary amount of time assisting the low-income clients of Volunteer Legal Services of Central Texas.

Please add any additional information about your firm’s pro bono program.

Locke Lord has a rich and longstanding tradition of giving back to our communities through pro bono projects. We consider it an obligation and part of our responsibility as lawyers and as human beings to provide legal services to people who cannot afford them. Our proactive Pro Bono Committee involves lawyers in each of our 11 U.S. offices, and, in 2013 alone, they logged nearly 10,000 hours of pro bono assistance to clients across the United States.

From complex political asylum cases that seek safety for people persecuted in their native countries to simple tax matters that make huge differences in the lives of everyday people, we attack each case with commitment and high quality legal counsel. The American Bar Association Code of Professional Responsibility, Ethical Consideration EC 2-25, says: “Every lawyer, regardless of professional prominence or professional workload, should find time to participate in serving the disadvantaged.” At Locke Lord, these are more than just words and, to our lawyers, pro bono truly matters.
11355 West Olympic Blvd
Los Angeles, CA 90064
Phone: (310) 312-4161
www.manatt.com

LOCATIONS
Albany, NY • Costa Mesa, CA • Los Angeles, CA • New York, NY • Palo Alto, CA • Sacramento, CA • San Francisco, CA • Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Advertising, Marketing & Media • Banking & Financial Industries • Clean Tech/Renewable Energy • Corporate • Energy & Natural Resources • Entertainment/Media • Government & Regulatory • Healthcare • Insurance • IP • Labor & Employment • Litigation • Mergers & Acquisitions • Real Estate & Land Use • Tax • Technology

THE STATS
No. of Attorneys: 339
No. of Offices: 8
Managing Partner & CEO: William T. Quicksilver
Hiring Partner(s): William T. Quicksilver

EMPLOYMENT CONTACT
Susan Reonegro
Senior Recruiting Manager
Phone: (212) 790-4676
Email: sreonegro@manatt.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Full time.

Please provide the primary pro bono contact(s)'s information below.

Scot H. Fishman
Director of Pro Bono Activities
Phone: (310) 312-4161
Email: sfishman@manatt.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed.

Please describe the composition of the committee.

Manatt’s pro bono committee consists of the firm’s director of pro bono activities, as well as attorneys from each of the Firm’s offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
All matters are approved by the Firm’s director of pro bono activities and at least one other member of the pro bono committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Malpractice; personal injury; plaintiffs’ employee claims

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Alliance for Children’s Rights
• Bet Tzedek (House of Justice)
• Inner City Law Center
• Justice & Diversity Center (formerly VLSP)
• Legal Aid Societies (including LAFLA, Bay Area Legal Aid and The Legal Aid Society of New York
• Legal Counsel for the Elderly
• Los Angeles Center for Law & Justice
• Public Counsel Law Center
• Public Law Center
• Western Center on Law & Poverty

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Over the past year, Manatt has been working with PeaceTones, a nonprofit organization whose mission is to teach musicians in developing countries how to promote, protect and exploit their music for purposes of growing their local economies and effecting social and political change through the arts instead of through violence. PeaceTones’ model, which empowers musicians to act as ambassadors for change in communities torn apart by war, protracted conflict, poverty and natural disasters, has seen great success in Haiti, Sierra Leone and Brazil. PeaceTones sought to expand their efforts to Nairobi and contacted the International Senior Lawyers Project (ISLP). Given Manatt’s expertise in the music industry, ISLP reached out to Manatt for assistance and two of our entertainment attorneys jumped on board to help. They researched and prepared materials, and then they led two workshops in Nairobi.
• Manatt scored an important, highly publicized win for a pro bono client on July 24, 2013, when a Ninth U.S. Circuit Court of Appeals panel reversed a decision of the Board of Immigration Appeals (BIA) for overstepping the limits on its scope of review of the findings of an immigration judge. The unanimous, published opinion prevents the client, a gay immigrant, from being removed to the Philippines by federal immigration authorities, on the ground that he would be persecuted for his sexual orientation if sent back to the Philippines. The decision received national attention, with coverage from the Associated Press, Los Angeles Times, and the Daily Journal. Our client, Dennis Vitug, a gay man originally from the Philippines, had known since childhood that he was “different.” Vitug had been teased and harassed throughout his school years for being “effeminate.” He was sexually abused as a child and, at age 17, was drugged and raped by a man he met in a bar. He was threatened and harassed by police officers, and was beaten and robbed multiple times, with the attackers calling him derogatory homophobic names. Vitug was unable to find a job in the Philippines because of his sexual orientation. Although he was able to find work in the United States, Vitug became addicted to drugs and was later diagnosed with HIV. Arrested for drug possession, Vitug’s imprisonment led to charges for his removal from the United States. After successfully representing himself in immigration court, the government then appealed to the Board of Immigration Appeals (BIA), which is where Manatt stepped in. The BIA, ignoring the strict limits on its review, specifically ruled that the IJ’s findings were not clearly erroneous. Nonetheless, the BIA decided that it preferred a different view of the facts, and proceeded to impermissibly draw its own factual conclusions different from those of the IJ. Thus it rejected the judge’s findings and directed that Vitug be removed to the Philippines after drawing its own conclusions about the facts. Manatt appealed to the Ninth Circuit Court of Appeals on Vitug’s behalf. The Ninth Circuit accepted Manatt’s arguments in their entirety and issued a unanimous published opinion, reversing the BIA’s order of removal. The court held that the BIA applied an incorrect standard of review to the immigration judge’s factual findings and instead engaged in its own impermissible fact-finding. The court noted that ordinarily it would remand to the BIA to allow it to apply the correct standard of review, but because the facts so clearly established that Vitug was persecuted in the Philippines, the court held that he was eligible for removal of withholding and ordered the BIA to enter an order to that effect.

• Manatt professionals and staff are incredibly committed to facilitating adoptions. For many years, the Firm has worked with Public Counsel to provide representation to parents adopting children in the foster care system. Before completing the adoptions, we advocate for adequate adoption benefits, Regional Center services, special education and other services. The project then culminates with “Adoption Day” at Edelman Children’s Court in Monterey Park. Since the start of the Project, Manatt has played a significant role in the effort, contributing nearly 1,300 hours of service, 605 of which were contributed last year.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• One of our clients was a survivor of domestic abuse. Her abuser, and the father of her three children, filed papers in family court to amend custody orders so that he has full physical custody of the children. The Los Angeles Center for Law & Justice (LACLJ) helped our client file responsive papers asking to deny or limit that request because the children have stated that the father has strangled two of them, have expressed that they are afraid of his temper, and return from visits hungry and tired because he doesn’t have beds for them and feeds them candy and junk food. He had similar violence issues with our client and she is still afraid of him. Subsequent to that proceeding, our client received a defamation complaint from the batterer’s parents, seeking damages in the amount of $25,000. The basis for the complaint is that our client filed a declaration in family court stating that the grandparents (plaintiffs in the civil case) had witnessed the abuse. LACLJ turned to Manatt for help in dismissing the claim, and we argued that the statements made by our client in a legal proceeding are protected free speech pursuant to California’s Anti-SLAPP law. The Court ruled—that astonishingly—that our client had no right to raise an Anti-SLAPP defense in a court of limited jurisdiction. The ruling was unprecedented. As a result, our team filed a demurrer, raising many of the same arguments and forcing the trial judge to address the substantive merits (or lack thereof) of the plaintiffs’ defamation claim. After giving the plaintiffs multiple opportunities to articulate any cognizable basis for their purported defamation claim, and after they repeatedly failed to do so, the Court sustained our demurrer without leave to amend, thereby dismissing the case with prejudice.

• For several years, Manatt has played a central role in bringing about one of the most critically important legal service efforts of our time: the Shriver project. Given the current status of legal aid funding, it has become more challenging to ensure that poor people have access to justice through legal representation on civil matters. The Shriver project, a pilot program in California, aims to address that challenge directly by requiring a lawyer be assigned to any unrepresented indigent individual on a housing, family law or domestic violence matter in which the adverse party is represented by counsel. Representing the Legal Aid Association of California, Manatt was influential in the passage of the Shriver legislation. Subsequently, it accepted the largest number of unlawful detainer (eviction) Shriver matters in the Los Angeles.

• In 2013, the Southern District of California ruled in favor of a group of female high-school athletes represented by Manatt, along with the California Women’s Law Center and Legal Aid Society-ELC, in a Title IX class action against the Sweetwater Union High School District. Prior to the trial, the District court granted Plaintiffs summary judgment on one claims, holding that the School District allowed “significant gender-based disparity” in athletic opportunities provided to students at a high school in Chula Vista, California. After trial, the court also ruled in the Plaintiffs’ favor on their two remaining claims (equal treatment and benefits to female
athletes and retaliation against female athletes in response to sex discrimination complaints). The District Court held that “[f]emale athletes and potential athletes have been denied the opportunity to participate in high school sports on an equal level with the male students at their school. When inequalities are not addressed and corrected, female athletes, prospective students, faculty and the community at large are told athletics for girls are not as important as boys.” The case is now pending before the Ninth Circuit.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 17,765
Total number of pro bono hours in 2013: 23,485

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 341
Number of attorneys as of December 31, 2013: 339

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 60
Average number of hours per attorney in 2013: 69

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Manatt regularly invites legal service providers and community organizations to provide in-house training sessions, which we also open to attorneys from other firms. We encourage attorneys at all levels of the profession to attend off-site training programs offered by legal services organizations (and frequently underwritten by the firm) in connection with projects that are of interest to our lawyers.

We have instituted immigration, guardianship, adoption, Holocaust reparations, and veterans’ benefits practice groups to provide ongoing support to attorneys working in such projects for which we have a deep and ongoing involvement.

In the course of our regular practice, the firm provides numerous CLE programs related to our standard practice areas. Our attorneys often use that training, as well as the experience they gain working on similar matters for both pro bono and fee-paying clients, in connection with new pro bono matters that they may handle.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 494
2013: 777
Average hours per summer associate spent on pro bono work
2012: 55
2013: 130

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
The Firm's director of pro bono activities conducts a special pro bono orientation for all summer associates and staffs them to on-going pro bono matters, based on interest and availability.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Manatt offers financial assistance to legal service organizations serving the poor in each city where we maintain offices. Firm members also serve on these organizations’ boards as well as other charitable institutions.
- We support public interest scholarship programs and auctions at the law schools from which our summer associates have come and with which we have deep and meaningful connections. In addition, firm members often lead and participate in “law firm challenges” issued by the alumni offices of various schools typically attaining the highest levels of support and recognition.
- We annually sponsor a California Bar Foundation Diversity Scholar and have a partner sitting on the Foundation’s board, which also administers public interest scholarships, “pipeline” programs, and significant grant awards to California’s IOLTA-funded programs.
- Our attorneys are active in various moot court programs across the country, serving as judges and coaches for the teams.
- Members of our appellate practice group helped to develop and continue to lead and volunteer with the Appellate Court Experience program for the California Court of Appeal, Second Appellate District, which provides high school students with an opportunity to deepen their understanding of the judicial system.
- The firm partners with the Constitutional Rights Foundation, the Orange County Bar Foundation, and Verbum Dei schools to provide law-related learning opportunities for high school students both by sending firm representatives into the classroom and by sponsoring students to work in our offices.
- Many of our partners and counsel serve in leadership capacities in on the pro bono/legal services/trust fund committees of state and local bars and the ABA.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- In 2008 we launched the Manatt Volunteer Program (MVP) to provide up to three full, paid days off per year to all non-attorney staff so that they can participate in volunteer activities of their choice during the work day. MVP participants have taken time off to read to children, rehabilitate environmental habitats, teach computer skills to seniors, serve food to shut-ins and the homeless, teach arts and music courses to inner city youth and many more worthwhile endeavors.
- Each of our five largest offices annually undertake a major all-day community service project through organizations such as Rebuilding Together, HandsOn, NY Cares, and Big Sunday. Hundreds of Manatt attorneys, employees and their families come together for these service days.
- All offices regularly host collection drives to provide supplies and support to U.S. troops serving abroad, children in local foster care programs, homeless youth, disaster survivors, abused women and other in need. Beneficiary organizations include (among others) the American Red Cross, Bread for the City, Bright Beginnings, Coalition of Community Clinics, DC Child and Family Service Agency, FAITH, Families Forward, Habitat for Humanity, Los Angeles Regional Food Bank, New York Cares, Operation HOPE, Peace First, Para Los Ninos, Pediatric AIDS/HIV Care, Inc., Second Harvest Food Bank and Working Wardrobes.
- In addition, firm employees often gather together after-hours to serve food at local homeless shelters, build Habitat for Humanity homes, participate in community beautification efforts and mentor at-risk youth.
- Finally, our attorneys and employees regularly team up to participate in physically active fundraisers such as walk-athons, marathons, bowl-athons, bike races, dance competitions, go-cart racing and others. Whenever a team of Manatt employees gathers together to support a cause in this way, the firm supplements their charitable efforts by making a donation to the beneficiary organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Firm Awards since 2012:
- President’s Pro Bono Service Award—Law Firm Branch Office, State Bar of California (Orange County, 2014)
- Children’s Justice Counsel Recognition, The Alliance for Children’s Rights (2014)
- Public Law Center, Law Firm of the Year Award (2014)
Los Angeles Center for Law & Justice Pro Bono Partner of the Year (2014)
Southern Poverty Law Center Pro Bono Recognition, Human Trafficking (2014)
Inner City Law Center Humanitarian Award (2013)
Legal Services for Children Pro Bono Law Firm of the Year (2012)
Los Angeles County Bar Association—Armed Forces Committee, Law Firm Service to Veterans (2012)

Individual Awards since 2012:

- New York Legal Assistance Group Outstanding Pro Bono Honoree (Michael Barkow, 2014)
- Legal Services for Children Pro Bono Service Award (Craig Miller, Grace Yang and Kelly Knudson, 2014)
- Death Penalty Focus “Honorable Mention” Award (Rebecca Torrey, 2014)
- IOC Spirit of Volunteerism Award (Roger Grable, 2014)
- Public Counsel Early Care and Education Law Project Pro Bono Award (Sean Matsler, 2013)
- Children’s Law Center of California Honoree (Sandi King, 2012)
- Public Counsel Adoptions Unit Pro Bono Attorneys of the Year (Duchesneau, Cohen, 2012)
- California Women’s Law Center Abby J. Leibman Pursuit of Justice Award (Zeisler, 2012)
- Legal Services (NY) Pro Bono Publico Award (German Di Shino, 2011 and 2012)
- Bet Tzedek Pro Bono Attorney of the Year (Zeisler, 2011)
- Legal Aid Society of NY Pro Bono Publico Award (Blum) (2011)
- Legal Service NYC Pro Bono Honoree (German Di Shino) (2011)
- Public Counsel Pro Bono Volunteer of the Year (Castillo, 2011)
- Bar Association of San Francisco’s Volunteer Legal Service Program (now Justice & Diversity Center)
- Outstanding Volunteers in Public Interest Awards (Baker, Balok, Eppler) (2011)

Firm Awards since 2011:

- Children’s Justice Counsel Recognition, The Alliance for Children’s Rights (2014)
- Public Law Center, Law Firm of the Year Award (2014)
- Los Angeles Center for Law & Justice Pro Bono Partner of the Year (2014)
- Southern Poverty Law Center Pro Bono Recognition, Human Trafficking (2014)
- Inner City Law Center Humanitarian Award (2013)
- Legal Services for Children Pro Bono Law Firm of the Year (2011 and 2012)
- Bar Association of San Francisco’s Volunteer Legal Services Program (2011)
- Learning Rights Law Center Breaking Education Barriers Award (2011)
- Los Angeles County Bar Association
- Armed Forces Committee, Law Firm Service to Veterans (2012)

Individual Awards since 2011:

- Legal Services for Children Pro Bono Service Award (Craig Miller, Grace Yang and Kelly Knudson, 2014)
- Death Penalty Focus “Honorable Mention” Award (Rebecca Torrey, 2014)
- IOC Spirit of Volunteerism Award (Roger Grable, 2014)
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- Bet Tzedek Pro Bono Attorney of the Year (Zeisler, 2011)
- Legal Aid Society of NY Pro Bono Publico Award (Blum) (2011)
- Legal Service NYC Pro Bono Honoree (German Di Shino) (2011)
- Public Counsel Pro Bono Volunteer of the Year (Castillo, 2011)
- Bar Association of San Francisco’s Volunteer Legal Service Program (now Justice & Diversity Center)
- Outstanding Volunteers in Public Interest Awards (Baker, Balok, Eppler) (2011)

Please add any additional information about your firm’s pro bono program.

We believe in the justice system. We excel at advocating, functioning, and negotiating within that system. And we are unwavering in our commitment to helping others access that system. From its inception, Manatt, Phelps & Phillips, LLP has provided essential leadership in the communities in which it practices, while providing pro bono legal services to an ever-increasing number and variety of clients.

We launched a revitalized Public Interest Initiative in 2005 by creating a full-time management position to organize and expand our involvement in pro bono, charitable, and community outreach activities on a national basis. As a result of this initiative, the firm has more than tripled its pro bono contribution, and literally, hundreds of individuals have received legal services who otherwise would have gone without representation.

Historically, our pro bono clients have run the gamut from individuals for whom we seek justice in the courts, to a wide variety of nonprofit organizations that can better serve our communities thanks to our pro bono assistance. We always have been at the forefront of the fight for justice on behalf of the poor and under-resourced. Indeed, several of our lawyers
founded or were otherwise involved with creating major legal service providers (such as Public Counsel and Bet Tzedek in Los Angeles and Human Rights First in New York). Our attorneys continue to serve as leaders of these and many more legal services organizations across the country.

Our attorneys serve as leaders of and provide pro bono legal services to numerous civil and human rights organizations, youth service groups, civic entities such as museums and arts organizations of almost every kind, and other, smaller entities that sometimes struggle to survive but nevertheless bring relief and assistance to vulnerable members of our society.

To reflect the broad array of our attorneys’ civic involvement, we actively encourage our lawyers to undertake pro bono matters that are personally interesting to them. We especially support those who present pro bono opportunities for consideration by the firm. Associates who devote time to firm approved pro bono matters receive recognition and full credit for that time in the same manner as for commercial clients, with all such time counting for both billable hours and bonuses. Partners and counsel, too, receive collections credit for time devoted to pro bono clients.

The firm and its lawyers treat all pro bono matters with the same level of diligence as is given to all clients. We bring our full resources to bear on every matter that we undertake for every client that we serve, regardless of that client’s ability to pay for our services. We are proud of our history of service and excited to help in creative and effective ways.
Mayer Brown is a leader in developing innovative approaches to pro bono work. We strive to pioneer projects that will have a substantial impact, both locally and globally.

It is our belief that pro bono work makes you a better lawyer and a better person and, in turn, that law firms have a responsibility to support their lawyers’ legal and ethical obligations to undertake pro bono work.
MAJOR DEPARTMENTS & PRACTICES
Antitrust & Competition • Banking & Finance • Bankruptcy & Insolvency • Corporate & Securities • Employment & Benefits • Environmental • Financial Services Regulatory & Enforcement • Government Relations • Insurance & Reinsurance • Intellectual Property • International Trade • Litigation & Dispute Resolution • Real Estate • Restructuring • Tax • Wealth Management

*Taulil & Chequer Advogados in association with Mayer Brown
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Marc Kadish, the director of pro bono activities and litigation training, spends approximately 70% of his time on pro bono work and/or administering the Firm's pro bono program. Marcia Maack, the assistant director of pro bono activities spends 100% of her time managing the London office's CSR program which involves pro bono.

Please provide the primary pro bono contact(s)'s information below.

Marc Kadish
Director of Pro Bono Activities
Phone: (312) 701-8747
Email: mkadish@mayerbrown.com

Marcia Tavares Maack
Assistant Director of Pro Bono Activities
Phone: (212) 263-3397
Email: mmaack@mayerbrown.com

Heidi Newbigging
CSR Manager
Phone: +44 20. 3130. 8694
Email: hnewbigging@mayerbrown.com

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
All pro bono matters must be approved by the pro bono committee in order to ensure that they meet the Firm's definition of pro bono, proper supervision is available, and there are no conflicts of interest.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- The Nature Conservancy
- Cyrus R. Vance Center for International Justice
- New York Lawyers for the Public Interest
- National Immigrant Justice Center
- Charlotte Mecklenburg Housing Partnership
- Tahirih Justice Center
- Alliance for Children's Rights
- Community Legal Services of East Palo Alto
- ACCION International
- Wills for Heroes

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Appellate and Supreme Court Work: The Firm's 7th Circuit Project is our signature pro bono appellate project, and
since the project’s inception in spring 1999, the Firm has accepted appointments in over 155 cases in such areas as habeas corpus, prisoner’s rights, and immigration. Our work has resulted in a number of important decisions, including changing the law of standing in search and seizure cases. Our program not only benefits the legal system, associates also gain brief writing and oral argument experience under the supervision of a partner.

• Microfinance/Access to Finance: The Firm has a longstanding commitment to promoting microfinance and financial access for the global poor. As part of our commitment, in June 2010 the Firm launched a microfinance and access to finance initiative that includes attorneys across 11 offices. We have now expanded our work in this space to new engagements with ACCION International, Opportunity International, The Chicago Islamic Microfinance Project, FINCA, Grameen Foundation, Root Capital, Shell Foundation, and MicroEnsure, among others. The engagements are generally sophisticated fund formation or capital markets transactions involving work across a number of jurisdictions, including Bangladesh, Bolivia, Brazil, India, Kenya, South Sudan, Tanzania and Uganda. Our goal is to grow our microfinance and related work in an effort to help alleviate poverty around the globe.

• Asylum & Immigration: Since 2012, Mayer Brown has represented dozens of asylum seekers, undocumented children seeking Special Immigrant Juvenile Status, victims of domestic violence and crime seeking VAWA and U visa petitions, as well as immigrant victims of trafficking. In addition, the Firm has held a number of clinics for young people applying for Deferred Action for Childhood Arrivals.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Working with The List Project to Resettle Iraqi Allies, which advocates for Iraqis who worked for the U.S. Government and have been targeted by insurgents as a result, we resettled the widow and child of “Omar,” who was killed due to his work for the U.S. military. Omar had applied for refugee status and made repeated requests to the U.S. for assistance. He sent information on the increasing threats against him and asked for help to expedite his case. Omar’s pleas went unanswered and he was killed by an insurgent group. Those responsible then threatened his young son. Our team got his widow’s case expedited, which included obtaining experts to explain the need for her parents to join the application, as coming to the U.S. as a single woman was not an option within her culture and religion. The story of “Omar” and his family was featured on “This American Life.” Since 2008, more than 100 lawyers in 9 offices have donated nearly 9,000 hours to bring more than 260 Iraqi allies to safety.

• We collaborated with the ACLU of Southern California and the Lawyers Committee for Civil Rights of the San Francisco Bay in publishing a 70-page report that exposes a government program called the Controlled Application Review and Resolution Program (CARRP) that makes it all but impossible for many law-abiding Muslim, Arab Middle Eastern and South Asian individuals to become American citizens, or otherwise obtain legal residency or asylum in the U.S. The report found that under CARRP, USCIS blacklisted law-abiding applicants, labeling them “national security concerns” based on nothing more than lawful religious activity, national origin, and innocuous associations. As a result, applications for citizenship languish for years or simply are denied without justification. Following publication of the report, Mayer Brown hosted and participated in panel discussions on CARRP in Los Angeles, San Francisco, and Chicago.

• For more than three years, we represented a group of migrant workers who were victims of human trafficking. The defendants in this matter smuggled migrant workers into the United States for seasonal labor, and would then tell them that they owed thousands of dollars for their transportation and housing. As a result, all of their pay went to reimbursing the defendants and they were never able to emerge from debt. Workers who protested were threatened with retaliation against their families. We obtained a settlement on their behalf with the corporate defendant and a substantial default judgment against the individual defendants.

BY THE NUMBERS
What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 818
Number of attorneys as of December 31, 2013: 812

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 56
Average number of hours per attorney in 2013: 54

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters? Yes
Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
All incoming first and second year associates must complete 60 hours of pro bono within their first year with the Firm.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
In addition to in-house training programs offered by Mayer Brown—many of which are applicable to the Firm's pro bono practice—attorneys are advised of training sessions offered by legal service providers related to pro bono matters. Attorneys are encouraged to participate in any in-house and outside training programs they believe will assist them in their pro bono cases. In addition, the Firm believes that pro bono is an integral part of associate development and has created programs to combine pro bono and training, such as the Seventh Circuit Project and the Limited Appointment Settlement Project.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
2012: 1,521
2013: 1,990

**Average hours per summer associate spent on pro bono work**
2012: 24
2013: 28

**Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work**
2012: 51%
2013: 60%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to work on a mixture of billable and pro bono matters, and are permitted to work on any pending pro bono project in their office.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
The Chicago office participates in the PILI (Public Interest Law Initiative) Post-Graduate Fellowship Program. Through this program, entering associates spend up to ten weeks working at a public interest organization prior to starting at the Firm.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• The Chicago office co-directs a Constitutional Law Program with the Northside College Preparatory High School in Chicago, and one of the students from the program, along with a student from Providence-St. Mel High School, is selected each year as a summer intern to work with the director of pro bono activities. The New York office has partnered with LatinoJustice PRLDEF’s Education Division to host an annual “How to Succeed in Law School” program, in which dozens of students who are preparing to commence their legal studies attend panel presentations and engage in discussions with lawyers, law professors and current law students in order to help prepare for the law school experience. In 2006, lawyers in Mayer Brown’s Washington, DC office launched a Supreme Court Advocacy Clinic at Yale
Law School, where students draft cert petitions, amicus briefs, and merits briefs in pro bono cases under their supervision and the supervision of Yale faculty.

- Our charitable contributions to public interest organizations and legal service providers form an integral part of our pro bono program. In addition to the Firm’s charitable contributions, the Firm funds an Equal Justice Works fellow and has funded other public interest fellowships. These include a two-year fellowship position with Texas Appleseed and the Texas Equal Access to Justice Foundation to help meet the legal needs of low-income victims of Hurricanes Katrina and Rita, and a fellowship with the Innocence Project to support its eyewitness identification initiative, which targets the issue of faulty eyewitness identification in criminal proceedings.

- Mayer Brown attorneys also serve on the boards and advisory committees of numerous legal services and public interest organizations, including New York Lawyers for the Public Interest, Public Counsel, Legal Counsel for the Elderly, Chicago Bar Foundation, Legal Aid Society of New York City, Legal Aid Society of the District of Columbia, DC Appleseed, Washington Lawyers Committee for Civil Rights & Urban Affairs, Human Rights First, Sanctuary for Families, the Tahirih Justice Center, the Texas Defender Service, the Cyrus R. Vance Center for International Justice, and the Washington Council of Lawyers.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

For the past 14 years, the Chicago office has participated in an educational program with Stockton School, where 90 percent of the students live below the poverty level and 20 percent come from homeless shelters. Lawyers and staff from the Chicago office conduct reading days once a month, and sponsor an end-of-year field trip. The New York office participates in the Everybody Wins Power Lunch Program, a lunchtime literacy and mentoring program in which elementary school students are matched one-to-one with volunteers to share lunch, conversation, and good books. The Washington, DC office partners with Higher Achievement, a non-profit organization that provides middle school children from underserved areas year-round academic enrichment programs and preparation for high school placement.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Since 2012, Mayer Brown’s pro bono program received a number of awards and recognitions:

- Mayer Brown was honored by the New York Legal Assistance Group (NYLAG) for assistance the Firm provided in the aftermath of Hurricane Sandy.

- Mayer Brown was the recipient of The Legal Aid Society of New York’s 2013 Pro Bono Publico Award for outstanding service to the Legal Aid Society and its clients.

- Mayer Brown received the 2013 “Pro Bono Partner Award” from United Way of Metropolitan Chicago in honor of our significant pro bono support and commitment to the community during the past year.

- Mayer Brown was named to the Public Interest Law Initiative’s Pro Bono Recognition Roster in honor of the Firm’s substantial pro bono contributions.

- Mayer Brown was recognized as a member of Appleseed’s “Orchard of Justice,” which honors law firms that have donated $1 million in pro bono hours towards opportunity and justice for the underprivileged.

- Mayer Brown was named “Law Firm of the Year” by Community Legal Services of East Palo Alto (CLSEPA) for providing significant pro bono legal counsel to CLSEPA clients during the past year.

- Mayer Brown JSM was named “Best Firm for Pro Bono Work” in Asia by the International Financial Law Review.

- The Financial Times recognized Mayer Brown as one of the most innovative U.S. law firms in its 2012 special report, “U.S. Innovative Lawyers,” and gave the Firm a “Highly Commended” ranking for its successful pro bono representation of the National Day Laborer Organizing Network (NDLON) in NDLON v. ICE.

- Mayer Brown was honored by Appleseed for our work on the report “Children at the Border: The Screening, Protection and Repatriation of Unaccompanied Mexican Minors.”

- Mayer Brown received the Tahirih Justice Center’s 2012 Texas Law Firm of the Year Award.

Please add any additional information about your firm’s pro bono program.

Mayer Brown is a leader in developing innovative approaches to pro bono work and we have a long-established reputation for undertaking significant pro bono matters and contributing to the public interest. The Firm strongly encourages every lawyer to provide pro bono legal services to the poor and underprivileged, and to those organizations that serve them.

In turn, we believe that in order to increase access to justice, law firms have an institutional responsibility to support their attorneys’ obligations to undertake pro bono work. Accordingly, in the U.S., we are a signatory to the Law Firm Pro Bono Challenge, which commits us to seek to devote 3% of total billable time to pro bono work. We have also worked to institutionalize our pro bono program by creating a structure, information sharing system, and policies that are designed to facilitate participation in the pro bono program and ensure that every pro bono client receives the same quality of legal services as our billable client. To that end, we have a pro bono committee that helps formulate pro bono policies and procedures, and approves all pro bono matters. In each of our larger U.S. offices, there also is a local committee that helps to administer our pro bono efforts at a local level. In addition, there are three lawyers dedicated to managing the Firm’s pro bono program. All pro bono matters must be supervised by a partner or counsel and pro bono work gets billable hour
credit. Pro bono is included in the orientation program for new associates and in the year end evaluation process. Additionally, lawyers are encouraged to bring to the Firm pro bono matters of interest and summer associates are strongly encouraged to become involved in the Firm’s pro bono program.

Mayer Brown was the first law Firm to implement a pro bono strategic plan, and it was designed to provide even higher quality pro bono legal opportunities to all lawyers from all of our offices and practice areas, achieve results commensurate with the quality and challenge of our billable client work, and realize significant results for the public good. As part of this plan, we have put increased emphasis on developing new pro bono opportunities for our lawyers and greater use of pro bono in training and skills development across all practice areas. Our goal is to move our pro bono program from being first class to world class, so that we can help to ensure effective access to justice for all.
LOCATIONS
Boston, MA • Hartford, CT • Stamford, CT • New York, NY •
Newark, NJ • Philadelphia, PA • Washington, DC • Wilmington,
DE

MAJOR DEPARTMENTS & PRACTICES
Bankruptcy • Business & Financial Services • Construction
& Infrastructure • Corporate • Employment Benefits/Private
Clients • Environmental • Insurance Coverage • IP/Information
Technology • Labor & Employment • Product Liability • Public
Finance • Real Estate • Securities & Financial Institutions •
Tax

THE STATS
No. of Attorneys: 391
No. of Offices: 8
Firm-wide Managing Partner: Steven J. Vajtay

EMPLOYMENT CONTACT
Christine Lydon
Director of Personnel
Phone: (973) 639-8465
Email: clydon@mccarter.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Director—Full Time.

Pro Bono Paralegal—Full Time.

Please provide the primary pro bono contact(s)'s information below.

Emily Goldberg
Pro Bono Director
Phone: (973) 639-8497
Email: egoldberg@mccarter.com

Susan Feeney
Partner/Chair of Pro Bono Committee
Phone: (973) 639-2087
Email: sfeeney@mccarter.com

Romain Hughes
Pro Bono Paralegal
Phone: (973) 639-2034
Email: rhughes@mccarter.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

One to four partners in each office, depending on size of the office; 14 partners and the Pro Bono Director are currently members of the Committee.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Matters for individual cases are screened and approved by the Pro Bono Director. Matters for non-profit clients are voted on by the full Pro Bono Committee. Eligibility is determined by the Pro Bono Institute rules.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Prisoners' rights.

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Volunteer Lawyers for Justice
- Partners for Women & Justice
- The Pro Bono Partnership
- Volunteer Lawyers Project (VLP)
- Human Rights First
- ACLU (of NJ, Delaware & MA)
- Philadelphia VIP
- Delaware Volunteer Legal Services
- KIND
- Immigration Equality

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- For the past decade, McCarter & English has devoted substantial resources to our political asylum project, and each year we have taken on a larger number of cases than in the prior year. In 2013, we took on five new cases as a firm, and in that year we had sixteen active political asylum cases. We represented clients who had been persecuted based on their ethnicity, political activities, and sexual orientation and HIV status. Our 2013 asylum clients come from nearly every corner of the globe: Africa, Asia, the Middle East, Latin
• McCarter & English focused heavily on the area of family law recognizing that the number of pro se litigants is overwhelming the courts and the need for pro bono attorneys is profound in this area. While attorneys at other firms may shy away from family work as being “too messy” or “too emotional,” McCarter attorneys embrace the opportunity to assist clients during the most difficult times of their lives. Our work involves domestic violence, custody, guardianship, and divorce matters. We had 50 active family law cases in 2013, and our attorneys were involved in three different “for the day” programs for low-income litigants dealing with family law disputes.

• After Sandy, McCarter attorneys drafted a Handbook addressing legal issues facing victims. Thereafter, McCarter was the first to donate money to support a pro bono response in New Jersey; gifting $75,000 to Volunteer Lawyers for Justice to launch a Disaster Response Project. Our then attorneys participated by counseling victims—first at a FEMA site in Newark and then at VLJ clinics in Hoboken and Moonachie—in partnership with UBS Financial Services. Recently, McCarter identified an emerging problem facing Sandy victims: contractor fraud. We worked with VLJ to launch a “Sandy Construction Triage Project” through which our attorneys evaluate the merits of contractor cases to identify those that are sufficiently strong to be assigned pro bono counsel. Finally, McCarter attorneys accepted nine Insurance cases on behalf of storm victims who received no recovery or insufficient recovery on their home insurance policies. We spent over 600 hours on these activities.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• A significant case involved partner David White’s efforts to secure his client’s release after serving 18 years of a life sentence. This was part of the first wave of cases to apply the Supreme Court’s holding that it is unconstitutional to sentence a juvenile to life in prison without possibility of parole, and was the first in Delaware. The client is Lawrence Johnson, who was 16 years old when he was arrested as a lookout during a 1995 robbery that resulted in a murder. Johnson had no prior record and, while he admitted to being a lookout, he did not know that a murder would occur. White filed a post-conviction motion in 2011 and, thereafter, negotiated a Stipulated Order with the State Attorney General which authorized the Court to resentence Johnson in a manner likely to result in release. The sentence, handed down in April, ended Johnson’s incarceration—initially through 30 months at lower levels of supervision, which Johnson himself requested. The judge, who had presided over the criminal trial, said that neither he nor the prosecutor were happy with the original sentence, while the victims widow had been bothered by it since it was handed down in 1996.

• Our client is a man from Ethiopia who holds a masters degree, and was involved with HIV/AIDS education work. He was an active member of a political opposition group that represented his marginalized ethnic group, the Oromo people. The group worked to bring democracy to Ethiopia. Our client served as a student recruiter for this group for three years before being arrested for his opposition to the government. He was badly beaten, imprisoned for two weeks, and released only because his brother was able to bribe a guard. Our client believed strongly in his politics and continued his involvement with the opposition party. The following year, he was again arrested and repeatedly beaten. He was told that he would be killed if he did not cease his activities. He was terrified, felt helpless, and was sure that he would be killed. He escaped to the United States in 2009 and was granted political asylum through the efforts of McCarter & English in December 2013.

• McCarter attorneys represented a client from Ecuador who sought political asylum based on persecution experienced due to his sexual orientation. He was repeatedly abused and harassed by family members, neighbors, and even the police. Indeed, this kind of dangerous homophobia is a pervasive social problem in Ecuador, where homosexuals are routinely treated as second-class citizens, victimized by hate crimes, denied employment, and abused by the police. Our client was subjected to a horrible beating at a movie theater, just because he was there with his boyfriend. After coming to the United States, he learned that he was HIV-positive. The diagnosis constituted another basis for his asylum claim, since people with HIV are similarly mistreated in Ecuador, due to aforementioned rampant homophobia and a widespread belief that the disease is transmitted by casual social contact. He was granted asylum in June 2013.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 14,847
Total number of pro bono hours in 2013: 17,094

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 406
Number of attorneys as of December 31, 2013: 391

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 37
Average number of hours per attorney in 2013: 44

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Formal training is offered for new attorneys beginning work in major Firm pro bono projects. Written training materials are provided on major pro bono projects. Mentors at public interest organizations are identified to provide outside technical assistance. Attorneys experienced in the area of law are identified within the Firm to provide mentoring. Every associate is assigned a partner supervisor for each case.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 0
2013: 0

Average hours per summer associate spent on pro bono work
2012: 0
2013: 0

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 0%
2013: 0%

Please provide any additional information about pro bono opportunities available to summer associates.
Does Not Apply.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Various school mentoring projects.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Mentoring of High School students in Newark, NJ and Hartford, CT; Projects with Habitat for Humanity.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- 2013 Super Lawyers Pro Bono Award to partner, Michael Pasquale, for work on behalf of military service members and veterans.
- 2013 “Heroes of Sandy” award from Volunteer Lawyers for Justice (“VLJ”)
- NJ Business and Industry Association Public Service Award, 2013
- Connecticut Fair Housing Center’s George J. and Patricia K. Ritter Pro Bono Award
227 W Monroe Street  
Chicago, Illinois 60606  
Phone: (312) 984-7755  
www.mwe.com

LOCATIONS
Boston, MA • Chicago, IL • Houston, TX • Irvine, CA • Los Angeles, CA • Menlo Park, CA • Miami, FL • New York, NY • Washington, DC • Brussels • Düsseldorf • Frankfurt • London • Milan • Paris • Rome • Seoul • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Although a full service firm, internally, McDermott is structured into four key business units with relevant practice groups under each business unit, including:

- Antitrust/Competition • Corporate Advisory • Employee Benefits, Compensation, Labor & Employment • Energy & Commodities Advisory • Financial Institutions Advisory
- Government Strategies • Health Industry Advisory • Intellectual Property Litigation • Intellectual Property Prosecution, Transactions & Strategy • McDermott+Consulting
- McDermott Discovery • Private Client • Regulatory • State & Local Tax
- Trial • U.S. & International Tax • White Collar & Securities Defense

THE STATS
No. of Attorneys: 1,100  
No. of Offices: 19  
Chairman: Jeffrey E. Stone  
Chairman: Peter J. Sacripanti  
Hiring Partner(s): Linda Doyle

EMPLOYMENT CONTACT
Karen Mortell  
Senior Manager, Legal Recruiting  
Phone: (312) 984-7784  
Email: kmortell@mwe.com  
Careers website: http://careers.mwe.com/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of their time.

Please provide the primary pro bono contact(s)’s information below.

Latonia Haney Keith
Firm-Wide Pro Bono Counsel
Phone: (312) 984-7755
Email: lhaney@mwe.com

Jocelyn Francoeur
Pro Bono Litigation Partner
Phone: (312) 984-7551
Email: jfrancoeur@mwe.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

The Firm-wide Pro Bono & Community Service Committee meets on a quarterly basis and the Pro Bono & Community Service Committees in each McDermott office meet on a monthly basis.

Please describe the composition of the committee.

The Firm-wide Pro Bono & Community Service Committee consists of a chair and the firm-wide pro bono counsel, and each of the members of the Pro Bono & Community Service Committees in each McDermott office, which include lawyers, non-lawyers and administrative staff, as the Firm-Wide Pro Bono Counsel and Chair of the Committee selects, subject to the approval of the Management Committee.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

McDermott’s Pro Bono & Community Service Committee selects and designates certain referral agencies, who customarily screen individuals and organizations for free or reduced cost legal services, as approved referral sources for participation in the Firm’s pro bono legal services program for each Firm office. Generally, barring any conflict of interest, all matters from approved referral sources are accepted by the Firm. The Firm also encourages lawyers and staff to recommend other pro bono referral agencies or individual matters to the Firm. In such cases, the Pro Bono & Community Service Committee evaluates all relevant information with respect to such matter or agency and determines whether it fits within the Firm’s Pro Bono & Community Service Policy. Lawyers are encouraged to work on pro bono matters that align with their personal interests or expertise and that will provide them with professional development opportunities.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Bet Tzedek Legal Services (Los Angeles)
- Equip for Equality (Chicago)
- Human Rights First (New York & Washington, DC)
- Immigration Equality (New York)
- Lawyers’ Committee for Civil Rights Under the Law (National)
- Medical-Legal Partnership | Boston (Boston)
- National Immigrant Justice Center (Chicago)
• Public Law Center (Los Angeles)
• Tahiri Justice Center (Houston & Washington, DC)
• TrustLaw (International)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• The 1988 murder of a 23-year-old shocked residents in rural Illinois. Rita Jo Brookmyer was convicted as an accomplice and sentenced to life without parole. Ms. Brookmyer has consistently maintained her innocence through decades of appeals and post-conviction proceedings. When McDermott took on the case, her legal options had nearly run their course. As Ms. Brookmyer’s conviction was based largely on the testimony of a single eyewitness, McDermott worked tirelessly with a private investigator to locate the eyewitness. After two years of dead ends, the eyewitness was finally found in a rural town in Colorado. She eventually recanted her testimony and signed a sworn affidavit stating that an Illinois State’s Attorney (who is still serving in that capacity) suborned her perjured testimony at trial. In 2013, McDermott secured leave to file a successive post-conviction petition, and now the case will be reconsidered by the trial court for the first time in decades.

• On behalf of 17 homeowners from New York and nine other states, McDermott and The Lawyers’ Committee for Civil Rights filed a lawsuit against a network of for-profit loan modification companies. The suit alleges that defendants defrauded vulnerable homeowners out of tens of thousands of dollars by falsely promising—for substantial upfront fees and monthly membership fees—to obtain much-needed mortgage modifications on their behalf, but consistently failing to deliver results. Despite collecting substantial advance fees, defendants performed little to no work on plaintiffs’ loan modification applications, in some cases failing to make any contact with plaintiffs’ lenders and in all cases failing to fulfill their promises to plaintiffs.

• “There are laws in Kabul, but it might as well be another country,” 22-year-old Ms. Durrani (pseudonym) from Pashtun, Afghanistan told The Washington Post in an April 2013 in-depth story. “Where I am from, the Taliban have the real power.” Despite a lack of precedent for our client’s situation, McDermott successfully secured asylum for Ms. Durrani who was being forced by her community into an arranged marriage to her cousin, an older, illiterate and well-connected Taliban sympathizer and who as a result would have been subjected to a life of slavery, abuse and marital rape and prohibited from continuing her education and teaching.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In partnership with the Southern Poverty Law Center, McDermott filed suit against Signal International and its network of labor brokers on behalf of two guest workers, accusing the ship builder of trafficking 500 Indian guest workers to the U.S. and forcing them to work under barbaric conditions. Signal and its agents allegedly defrauded guest workers out of millions of dollars in exorbitant recruitment fees and falsely promised assist in securing permanent U.S. residence. In order to pay as much as $25,000 to Signal, the guest workers sold family property and heirlooms, and often incurred crippling debt. Once the workers arrived at Signal’s shipyards in Mississippi and Texas, they were forced to live in overcrowded, unsanitary and racially segregated labor camps. The workers were also assigned the most dangerous and difficult jobs due to their race, ethnicity, religion and national origin, and threatened with financial ruin and deportation.

• In 2011, three young brothers from Mexico visited extended family in Texas, until their mother (who remained in Mexico) demanded their return. When the family dropped the children off on the U.S. side of a bridge to Mexico, the boys sought the help of federal officers, explaining that they feared returning to a severely abusive home with their mother and her boyfriend. After the officers took the children into protective custody, the U.S. Executive Branch granted them asylum to protect them from the dangers they faced in Mexico. Upon denying the children’s motion to intervene, the court ordered them returned to Mexico, pending appeal. Stepping in to handle the appeal, McDermott argued the case in September 2013 before the Fifth Circuit, which involves issues of first impression (including the propriety of a judicial order of return after the Executive Branch grants asylum).

• In a precedential decision, McDermott successfully convinced the Fourth Circuit to reverse the BIA’s decision and grant asylum to a man who had suffered persecution in Tanzania due to his mental illness. Because Tanzanian society believes the mentally ill are possessed by demons, our client who suffers from bipolar disorder was repeatedly beaten and tortured. An immigration judge and the BIA found that Tanzanian authorities persecuted our client because of his mental illness, but nonetheless denied him asylum. In January 2014, the Fourth Circuit reversed and remanded the BIA’s decision stating that it “struggle[d] to see how a rational fact-finder could conclude both that [our client] was not persecuted because of his membership in the group of individuals with bipolar disorder who exhibit erratic behavior, and also that he was singled out for beatings because of his mental illness.” The court’s opinion will serve as landmark precedent for mentally ill asylum applicants.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 67,954
Total number of pro bono hours in 2013: 78,862
What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 897
Number of attorneys as of December 31, 2013: 845

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 76
Average number of hours per attorney in 2013: 93

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
McDermott’s pro bono program offers the opportunity to obtain trial and appellate experience, including conducting trials, presenting oral arguments and drafting all relevant case materials. It also offers associates the unique opportunity to engage in substantive transactional projects, including undertaking mergers and acquisitions, participating in complex contract negotiations and finance transactions, and providing corporate governance. To assist our lawyers in representing individuals, families, non-profit organizations and small businesses, McDermott in conjunction with its pro bono referral agencies offers a myriad of training programs to educate associates and partners on a variety of substantive legal and business issues.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 2,173
2013: 2,015

Average hours per summer associate spent on pro bono work
2012: 66
2013: 72

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
During our summer program, we offer our summer associates a comprehensive pro bono and community service program. Please find below examples of the types or pro bono matters and community service activities available to our summer associates:
• interview witnesses and prepare important evidentiary submissions and briefs in Section 1983, criminal, death penalty and wrongful conviction cases;
• interview witnesses and prepare affidavits and briefs in asylum cases on behalf of refugees from Belarus, Cameroon, Cuba, El Salvador, Honduras, Mexico, Russia and Somalia;
• interview individuals with criminal records who need to remove barriers to employment by obtaining a certificate of good conduct or health care waiver;
• engage in law and policy matters, including analyzing discrimination in access to education for LGBT girls and succession laws in Kenya as a means of redressing the impact of the HIV/AIDS crisis in sub-Saharan Africa;
• advise Lambda Legal on whether, under the Freedom of Information Act, the Department of State is compelled to disclose the Foreign Service medical clearance guidelines that have recently been revised to allow HIV positive applicants;
• make valuable contributions to the Lawyers Without Borders World Bank “Doing Business” project, to the Grameen Foundation microfinance initiative, to the Clinton Foundation HIV-AIDS Initiative’s multi-country employment and labor law survey and to the National Council of the Union of Burma’s democracy project;
• assist not-for profit corporations on transactional, governance, real estate, personnel and other issues;
• participate in negotiations and litigation involving elder abuse issues and claims by elderly individuals for disability, pension and social security benefits;
• provide invaluable assistance on adoption and guardianship cases, including appearing in a Los Angeles court on behalf of nine different families in connection with Public Counsel’s Adoption Day;
• assist and participate in negotiations in special education, school discipline and custody matters;
• participate in numerous legal clinics at organizations such as the Association of Pro Bono Counsel (APBCo), Broadway Youth Center, the Cabrini Green Legal Aid, the Center on Halsted, the DC Bar Pro Bono Program; and
• participate in community service initiatives, including building a home with Habitat for Humanity; volunteering to create murals, paint, landscape and revitalize a Los Angeles neighborhood through the L.A. Works Day; and collecting new school supplies for children attending the Riverside Elementary School in Miami and the Brown Elementary School in Chicago.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• McDermott’s Charitable Foundation sponsors Equal Justice Works Fellows, young lawyers who work for two years on law reform projects with public interest law firms or agencies, with the goal of establishing new initiatives to support the legal needs of the poor.
• McDermott recognizes and appreciates the need to give back to the communities of which it is a part not only through its pro bono and community service programs, but also through financial and in-kind contributions. Through the Firm’s Charitable Foundation, McDermott provides critical financial support to its public interest agency and law firm partners, as well as to a variety of charities within the United States and internationally.
• McDermott lawyers and staff also participate in a variety of fundraisers on behalf of nonprofits and charities. Our Washington, DC, office participates in the annual Generous Associates Campaign of the Legal Aid Society of the District of Columbia to provide free civil legal services to low-income communities. Our Chicago office also gives generously to the Chicago Bar Foundation’s annual Investing in Justice Campaign, which allows public interest agencies to continue to serve the neediest and most vulnerable members of the city’s community. Our Boston office also shines during the Legal Food Frenzy sponsored by Massachusetts Attorney General Martha Coakley to benefit the Greater Boston Food Bank.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

McDermott Will & Emery is proud of the meaningful contributions that its lawyers and staff have made through non-legal and community service initiatives and financial contributions.

**Kids First Initiative**

As part of its Kids First Initiative, McDermott’s lawyers and staff dedicate countless hours to mentoring and tutoring inner-city students, teaching students about their constitutional rights, encouraging students to pursue higher education and careers in the legal profession, and acting as mock trial and debate coaches for schools in some of the poorest communities in the United States.

In 2001, McDermott established its Partners in Reading program, a Firm-wide volunteer tutoring program focused on helping elementary school children in inner-city schools develop reading and grammar skills. Each week, more than 100 McDermott lawyers and non-lawyers take the time to teach young disadvantaged children invaluable academic skills.

Through the Center for Companies that Care’s “Aim High” program, McDermott lawyers and staff mentor high school
students with a focus on encouraging the students to graduate from high school, attend college and gain valuable skills to succeed in the workplace. Through the Griffith Tutoring Group, McDermott provides ACT tutoring to at-risk high school students in Chicago as a means to increase their standardized test scores. McDermott is also a sponsor of the Cristo Rey Corporate Work Study Program, in which the Firm employs high school interns to expose them to the various administrative and management aspects of the legal industry.

McDermott lawyers in Silicon Valley and Boston participate in the Citizen Schools’ Mock Trial Program, while the lawyers in New York participate in both the mock trial and moot courts program with the New York public schools. In our Chicago office, McDermott lawyers and staff also as debate coaches in Chicago urban high schools in collaboration with the Chicago Urban Debate League and the National Association for Urban Debate Leagues (NAUDL).

Community Service and Charitable Giving

Through its community service and charitable giving programs, McDermott seeks to revitalize its communities by cleaning up parks and other public spaces; painting and updating schools and community centers; landscaping low-income neighborhoods; and donating clothing, equipment, supplies and financial contributions to schools and community-based organizations.

Walks, Runs & Bowls for Charity

McDermott’s lawyers and staff are always willing to put their best foot forward to walk or run to raise funds for various public interest agencies and law firms, nonprofit organizations and other charities. Our lawyers and staff in Los Angeles serve on the McDermott Football Club and participate each year in the annual America SCORES LA (ALSA) Corporate Cup, which raises funds to empower students in urban communities using soccer, writing, creative expression and service-learning. Our lawyers and staff in London participate each year in the London Legal Sponsored Walk and the Crisis Square Mile Run to provide financial assistance to social welfare legal centers and the homeless. Our Chicago lawyers and staff participate in Race Judicata benefiting the Chicago Volunteer Legal Services, and our Boston lawyers participate in the Walk to the Hill.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Human Rights First’s 2014 Marvin Frankel Award (second time)
- Seventh Circuit Bar Association’s 2014 Pro Bono and Public Service Award
- Paris Bar’s 2013 Pro Bono Award
- International Trademark Association’s 2013 Volunteer Service Award
- Center for Economic Progress’s 2013 Pro Bono Services Award
- 2013 Outstanding Firm Award by the Washington Legal Clinic for the Homeless
- Chicago Legal Aid Society’s 2013 Scott C. Solberg Award
- The American Lawyer’s Pro Bono Global Lawyer of the Year
- American Health Law Association’s Pro Bono Champions (13 out of 30 awardees)
- Equality Illinois’s 2012 Business Leadership Award
- Immigration Equality’s 2012 Safe Haven Award (second time)
- Equip for Equality’s 2012 Civil Rights Leadership Award
- California Lawyers for the Arts 2012 Artistic License Award
- The Chicago Bar Association and The Chicago Bar Foundation 2012 Maurice Weigle Exceptional Young Lawyer Award
- 2012 American Bar Association Pro Bono Publico Award
- American Bar Association Business Law Section’s 2012 National Public Service Award

Please add any additional information about your firm’s pro bono program.

McDermott recognizes and appreciates the need to give back to the communities of which it is a part and to assist those who are unable to afford legal services. We offer a comprehensive pro bono and community service program managed and led by our full-time pro bono and community service counsel and our chair of the Pro Bono & Community Service Committee. Our Pro Bono & Community Service Committee seeks to ensure that the same Firm standards of quality, service and care that are given to our paying clients are also afforded to those we serve on a pro bono basis.

We strongly encourage our lawyers and staff to participate in pro bono initiatives, volunteer services and charitable activities, and we recognize lawyer time dedicated to pro bono and community service as equivalent to billable hours for all purposes.

McDermott’s pro bono program seeks to bridge the gap for low-income individuals by providing critical legal services in the areas of family law, housing, benefits, special education, school discipline, adoption and guardianship, elder abuse, and asylum and immigration. McDermott also seeks to alleviate poverty, protect human rights and effect legal and social change around the world. Through its program, it also provides much-needed legal assistance to nonprofits and small businesses whose focus is to develop and revitalize low-income communities, and to environmental organizations to help ensure a clean, safe and healthy environment for all.

The people of McDermott Will & Emery understand their unique obligation and professional responsibility as lawyers to enhance the lives of those in need and are committed to ensuring that low-income and disadvantaged individuals have access to justice.

For more information about McDermott’s pro bono and volunteer service program, please see our 2013 Social Responsibility Report (http://www.mwe.com/info/socialresponsibility/sr2013.htm).
MCKENNA LONG & ALDRIDGE LLP

1900 K St NW
Washington, DC 20006
Phone: (202) 496-7500
www.mckennalong.com

LOCATIONS
Albany, NY • Atlanta, GA • Denver, CO • Irvine, CA • Los Angeles, CA • McLean, VA • Miami, FL • New York, NY • Rancho Santa Fe, CA, • San Diego, CA • San Francisco, CA • Washington, DC • Seoul

MAJOR DEPARTMENTS & PRACTICES
Corporate • Environment/Energy/Product Regulation • Government Contracts • Intellectual Property & Technology • Litigation • Public Policy • Real Estate

THE STATS
No. of Attorneys: 477
No. of Offices: 13
Chairman: Jeff Haidet
Hiring Partner(s): Atlanta: Jim Levine
Denver: Sandra Wick Mulvany
Los Angeles: Michael Udell
San Diego: Anthony Nash
Washington: Christina Carroll

EMPLOYMENT CONTACT
Renee Meeks
Director of Human Resources
Phone: (404) 527-4141
Email: rmeeks@mckennalong.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide the primary pro bono contact(s)’s information below.

Jessica Abrahams
Partner/Pro Bono Committee Chair
Phone: (202) 496-7204
Email: jabrahams@mckennalong.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The members of the firmwide Pro Bono Committee include the Committee Chair, Jessica Abrahams, the chairs of each of the office pro bono committees.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
In deciding whether to take on a matter, the firm first completes a conflicts check. We then assess the proposed matter against the criteria identified in our pro bono policy.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Community economic development, Death penalty defense, Disability benefits, Domestic violence, Education, Employment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Immigration, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property law, Prisoners’ rights, Probate law, Real estate transactions, The arts and historic preservation

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- ABA Procurement Law Project
- American Cancer Society
- Children’s Law Center
- The Coalition to Abolish Slavery & Trafficking (CAST)
- Georgia Asylum and Immigration Network
- Habitat for Humanity
- Legal Aid Society
- Jewish Family & Career Services of Atlanta
- Korean American Community Center of San Diego (KACC)
- People Accepting Challenges Every Day, Inc. (PACE)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Michael Bramit, with others, participated in the attempted robbery and shooting of Jose Fierros while the intoxicated Fierros was in the process of entertaining solicitations by prostitutes. Bramit, an African American, was age 19 years and 1 month at the time of the 1994 shooting. He was charged with capital murder, found guilty, sentenced to death in Riverside, California and the verdict and death sentence were affirmed on appeal. Our firm was appointed state habeas counsel to represent Bramit in his state post-conviction proceedings. Bramit was raised by a crack-cocaine addicted mother who was incapable of taking care of him or his siblings. He grew up in the gang-infested neighborhoods of Los Angeles and Riverside and began stealing to provide food and clothing for his younger siblings at a young age. Bramit’s court-appointed trial attorney conducted very minimal pre-trial investigation, called no defense witnesses and did not give an opening statement in the guilt phase. Only a few witnesses were called during the penalty phase, including Bramit’s mother, whose testimony negatively impacted his case. Bramit is currently incarcerated in San Quentin prison.

- The firm’s client had been having difficulty meeting his mortgage obligations and looked to outside assistance to obtain a loan modification. In what has become an increasingly common scheme, the defendants offered to negotiate with the client’s bank in exchange for an upfront fee, but then took no action to obtain a loan modification. While the firm’s client thankfully caught on to the scheme in time to save his property, he nevertheless lost the upfront fee of $2,000. The Washington Lawyers’ Committee brought this matter to the attention of MLA and together filed a suit in Maryland on the client’s behalf. The defendants in this matter defaulted and a damages hearing was held in January.
of 2014. At the hearing MLA attorneys presented evidence of the client’s damages and argued for punitive damages. The court awarded $5,000 in actual and punitive damages, as well as attorneys’ fees for both MLA and the Washington Lawyers’ Committee.

- MLA successfully represented the best interest of a Minor in a contentious custody battle between his parents. After spending months investigating the case, the firm represented the Minor in a three-day trial. Under a cross-examination, the mother made key concessions that influenced the court’s decision. MLA also examined the Minor, who testified he would like to live with his mother. MLA then examined the father to establish that he could provide a safe and stable home to the Minor should he move in with him.

After the trial, the parties and the Guardian ad litem (GAL) submitted written findings of fact and conclusions of law. Because of the mother’s poor decision-making, the GAL recommended that the father become the primary custodian of the Minor during the academic year with the mother having liberal visitation and both parties having joint legal custody. Given the Minor’s lack of familiarity with his father and his express wish to live with his mother, this recommendation would present an uphill battle.

After 60 days of consideration, the Court issued an order implementing the recommendation of the GAL.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Washington, DC attorneys filed an amicus curiae brief in the U.S. Supreme Court on behalf of pro bono clients Violence Policy Center and the Police Chiefs for the cities of Los Angeles, Minneapolis and Seattle. The brief supported the District of Columbia’s challenge to a recent DC Circuit Court of Appeals’ ruling that invoked the Second Amendment to strike down several gun control laws, specifically DC’s handgun law. (See District of Columbia v. Heller).

- MLA brought an action in the United States District Court for the District of Maryland on behalf of seven immigrant workers seeking to recover unpaid overtime wages. The clients, all refugees or asylees from Uganda, Chad, Ethiopia, Kenya, or Togo, worked as care givers for local group home assisted living facilities. Although the clients routinely worked as many as 72 hours per week at the facilities, they never received overtime wages. In the complaint, MLA sought to recover unpaid wages and damages under the Maryland Wage and Hour Law, the Maryland Wage Payment and Collection Law, and the Federal Fair Labor Standards Act. In October 2012, after several rounds of negotiations, the defendants agreed to pay $80,000 for unpaid wages, damages, legal fees, and expenses. Through the settlement, the defendants agreed to pay the clients more than $35,000 for unpaid overtime wages, plus nearly $34,000 in damages and $11,000 for fees and costs. On November 5, 2012, the United States District Court approved the settlement. Two days later, the defendants paid the settlement amounts in full.

- MLA won a decision awarding service benefits that had previously been denied by the Department of Veterans Affairs (VA) to a pro bono veteran client in a drawn-out appeals process. The client, a former U.S. Navy service member, had earned benefits for a period during which he had an outstanding warrant for his arrest, which had been issued without his knowledge. Based on VA regulations prohibiting the award of benefits to “fleeing felons,” the VA determined that the client was indebted to the VA for the amount of benefits that had been paid during the warrant period, despite the fact that the client was unaware of the warrant and did not attempt to evade the law. The client applied for a waiver of the indebtedness on equitable grounds based on his indigent status and the absence of fault on his part for the creation of the debt. The VA denied the waiver application and subsequently recovered the funds by reducing the client’s future VA benefits payments. The client appealed to the U.S. Court of Appeals for Veterans Claims (CAVC). In August 2010, the Denver team took the case at the CAVC through the Veterans Pro Bono Consortium Program, based on Washington DC, which assigns complex cases pending before that Court to volunteer lawyers to provide help to indigent veterans in need of legal assistance. The team first was able to successfully negotiate a remand to the Board of Veterans Appeals (BVA) due to the need to develop additional evidence related to the circumstances of the warrant’s issuance. Once additional evidence was developed, it was submitted to the BVA along with a brief arguing why as a matter of law the VA should reverse its decision to deny the waiver out of “equity and good conscience,” the applicable VA standard for waiver. Ultimately, the BVA granted the relief requested, finding that a VA failure to return the benefits to the client would cause him “undue hardship” based on his financial inability to support himself. Accordingly, the Board ordered full payment of the benefits to which the client was entitled. Subsequent letters from the client have illustrated his tremendous appreciation of the efforts of the Denver team in resolving his longstanding dispute with the VA. The victory represents a great outcome through diligence, hard work and creative lawyering from the Denver team on behalf of this U.S. veteran client.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associates or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 14,769
- Total number of pro bono hours in 2013: 16,249

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 530
- Number of attorneys as of December 31, 2013: 520
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 28
- Average number of hours per attorney in 2013: 31

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 31–40%
- Percentage of attorneys who did pro bono work in 2013: 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

No

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- Total hours summer associates spent on pro bono work
  - 2012: 195
  - 2013: 589

- Average hours per summer associate spent on pro bono work
  - 2012: 39
  - 2013: 39

- Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
  - 2012: 100%
  - 2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.

We require each of our summer associates to work on at least one pro bono matter during the course of the summer. The projects vary by office.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

McKenna Long & Aldridge has long been committed to civic leadership, social justice and philanthropy. Several years ago, the Partners decided to institutionalize this practice by establishing a private foundation that would partner with our people and our communities and provide an outward expression of our internal values.

The Foundation acts as a natural extension of the McKenna Long & Aldridge strategic priorities and purposefully reflects who we are and what we care about. The McKenna Long & Aldridge Foundation invests where we can be a part of solving problems, righting wrongs and ensuring justice. The Foundation invests where our people are actively involved. In any given month, our people contribute countless hours volunteering, offering pro bono legal support or serving on...
the boards and committees of local nonprofit organizations. Together, we are responsive to community issues and partner to extend the impact of our mutual commitments.

The Foundation focuses giving in key areas that align with our professional strengths and partners with organizations providing tangible solutions to key problems in our local communities. 55% of the organizations supported provide legal services or assist with the promotion of justice. 17% provide essential services to children in need. 11% focus on issues of poverty and homelessness. 6% work in the area of conservation. The final 11% of contributions are awarded to those organizations outside the focus areas of the Foundation where our people are distinguishing themselves through significant involvement.

Since its founding, the McKenna Long & Aldridge Foundation has provided more than $3M in charitable contributions. In 2013, the McKenna Long & Aldridge Foundation contributed more than $713,000 to 110 different charitable organizations. Together, our people, our dollars and our time invested in the following organizations, helps McKenna Long & Aldridge have a meaningful role in easing the challenges and solving the problems for those facing hardship and injustice. Below is a list of groups we currently work with, or who we’ve worked with in the recent past.

- ACE Mentoring
- ACLU—Denver
- All About Developmental Disabilities
- American Heart Association “Lawyers Have Heart”
- Anti-Defamation League
- Atlanta Habitat for Humanity
- Atlanta Jewish Committee
- Atlanta Legal Aid
- Atlanta Shakespeare Company
- Atlanta Volunteer Lawyers Foundation
- Autism Speaks
- Bay Area Anti Trafficking Coalition (BAATC)
- Bayhill High School
- Big Brothers Big Sisters
- Boston Medical Center
- Bread for the City
- Buildable Hours for Habitat for Humanity—DC
- Buildable Hours for Habitat for Humanity—LA
- California Trout
- Camp Pendleton Armed Services YMCA
- Capital Area Food Bank
- Casa de los Pobres
- CASA of Los Angeles
- Catholic Charities Archdiocese Legal Network
- CentroNia
- Children’s Law Center
- Colorado Lawyers Committee
- Constitution Day
- Constitutional Rights Foundation
- Council for Court Excellence
- Day One
- DC Bar Foundation
- DC Bar Pro Bono Program
- DC Central Kitchen
- DC Volunteer Lawyers Project
- Denver Race for the Cure
- Denver Urban Debate League
- East Bay Community Law Center
- Everybody Wins!
- Exceptional Kids Athletics
- Federal Bar Council
- Friends of John Jay Homestead
- Friends of L’Arche Atlanta
- Georgia Appleseed
- Georgia Association of Women Lawyers
- Georgia Asylum & Immigration Network (GAIN)
- Georgia Conservancy
- Georgia Justice Project
- Georgia Legal Services Program
- Gifts for the Homeless
- Green Law
- Home Aid San Diego
- I Love A Clean San Diego
- Jewish Family & Career Services’ Community of Caring
- Kate’s Club
- KIPP Schools of Metro Atlanta
- LA Boy Scouts of America
- Legal Aid Foundation of Colorado
- Legal Aid Society of the District of Columbia
- Leukemia & Lymphoma Society of San Diego
- Living Coast Discovery Center
- Los Angeles Social Venture Partners
- Men’s Guild Children’s Hospital
- Metro Caring
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

MLA is committed to enhancing the quality of life for the people who live in the communities in which we have offices. Through pro bono legal services, community service efforts, and the MLA Foundation, the firm supports both individuals and organizations by means of generous charitable donations and untold hours of volunteer activities.

Individually our professionals serve in leadership positions as board members and committee chairs for organizations that are supporting critical needs on a daily basis. Each MLA office has its own tradition of civic service. In Atlanta, firm professionals build houses every year with Habitat for Humanity and in Washington, DC the MLA office raises money and runs for the American Heart Association’s Lawyers Have Heart 10K. In San Francisco, the firm touches up the paint on senior community centers and in New York spreads hope to the homeless through coat drives. The firm assembles care packages for our troops in Los Angeles, food boxes for the hungry in San Diego, and toys for underprivileged children in Denver.

The firm is also very involved with mentoring high school students in our communities. For example, MLA sponsors a Constitutional Law Class on Constitution Day, the nationwide federal program commemorating the signing of the Constitution in 1787. In the San Diego office, MLA attorneys spoke to high school students and highlighted the freedoms and rights that come with being an American. Each attorney presented real legal cases where there have been tensions over issues such as the right to bear arms, search and seizure, and free speech.
Additionally, MLA is heavily involved with the Street Law program. As part of the program, attorneys volunteer time to teach students about the practice of law and legal careers, encouraging them to pursue legal careers and offering support in that pursuit. MLA is the only law firm in Georgia—and one of only seven law firms across the country—to participate in this extremely rewarding program.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Partner Stephen Marsh was presented with the 2012 Jim Pfeiffer Philanthropy Award by the Conference of California Bar Associations (CCBA)
- McKenna Long & Aldridge was named 2012 “GAIN Volunteer Law Firm of the Year” by the Georgia Asylum and Immigration Network (GAIN)
- William F. Plunkett, Jr., was honored by the Federal Bar Council with the 2012 Whitney North Seymour Award, recognizing his outstanding public service
- Washington, DC partner Dan Jarcho was recently elected President of the DC Legal Aid Society Board of Trustees
- McKenna Long & Aldridge’s associate lawyers have been recognized for 100 percent participation in raising money for the Legal Aid Foundation of Colorado’s 2014 Associates Campaign for Justice.
- MLA has been named the 2014 Champion for Children by Children’s Law Center for the support of Washington, DC’s most vulnerable children. For the second consecutive year, MLA is honored in the mid-sized law firm category, having donated more than $30,000 to Children’s Law Center in 2013.
- Due to the efforts of Associates Paul Bird and Courtney Vaudreuil, MLA has been named a 2013 recipient of the Advancement in Animal Law Pro Bono Achievement Award by the Animal Legal Defense Fund (ALDF). The award recognizes the firm for its dedication, expertise, and commitment of pro bono hours in helping ALDF achieve its mission to protect the lives and advance the interests of animals through the legal system.
- Women Looking Ahead News Magazine recently presented Partner Sharon Gay with its Law and Justice Award. Sharon received the award, which recognized her extraordinary accomplishments and leadership in the legal community, at the publication’s gala saluting Georgia’s most powerful and influential women lawyers. The Law and Justice Awards are given annually to attorneys who devote their careers to serving the public interest.
- Bill Ide received the Champions of Justice award honoring his unwavering support of Georgia Legal Services over the decades. Georgia Legal Services provides access to justice and opportunities out of poverty for Georgians by providing legal services in civil cases involving basic human needs such as housing, safely, health care and employment.
- McKenna Long & Aldridge recognized as a Raising the Bar Campaign Gold Level Donor for the firm’s participation in the inaugural Raising the Bar in DC

Please add any additional information about your firm’s pro bono program.

An attorney’s pro bono legal service demonstrates a dedication and professionalism that MLA highly values. Pro bono legal service will therefore be a positive factor in performance evaluations and compensation decisions.

Pro bono legal service benefits the firm and our individual attorneys. The professional development of an attorney is broadened by the invaluable training and experience that pro bono work provides. Pro bono legal service also increases an awareness of the diversity of people in our communities, the problems they face, and the creative ways those problems can be solved. The personal satisfaction that comes from changing the lives of people by rendering free legal services cannot be overstated. By doing such work, we also demonstrate the firm’s commitment to our communities.

Pro Bono Committees

We have designated the following Pro Bono Committees to oversee the firm’s pro bono activities:

Firmwide Pro Bono Committee—Comprised of partners responsible for implementing this pro bono policy on a firmwide basis.

Office Pro Bono Committees—A partner in each of the firm’s offices chairs an Office Pro Bono Committee of partners and associates responsible for implementing this pro bono policy locally. Each Office Pro Bono Committee should identify pro bono opportunities in the local community, meet with attorneys in the office to determine their specific areas of interest, encourage attorneys to handle pro bono matters, and assist in locating partner mentors to oversee the pro bono activities of junior attorneys. The Office Pro Bono Committee should also track the office pro bono activities and assist the Firmwide Pro

Bono Committee in publicizing those activities inside and outside the firm. (A list of pro bono opportunities for each office location is located on the firm’s intranet.

Conduct of Pro Bono Cases

The firm handles its pro bono cases with the same high level of professional commitment as its cases for paying clients. A
partner is assigned to supervise each pro bono matter. The firm pays disbursements necessary to the proper conduct of pro bono matters, unless the client has a demonstrable ability to pay, and agrees to pay, the disbursements.
100 East Wisconsin Ave. Suite 3300
Milwaukee, Wisconsin 53202
Phone: (414) 271-6560
www.michaelbest.com

LOCATIONS
Chicago, IL • Madison, WI • Milwaukee, WI • Salt Lake City, UT
• Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Employment • Intellectual Property • Litigation • Transactional

THE STATS
No. of Attorneys: 189
No. of Offices: 7
Managing Partner: David Krutz

EMPLOYMENT CONTACT
Traci Dati
Attorney Hiring Manager
Phone: (414) 271-6560
Email: tldati@michaelbest.com
**WHO'S WHO**

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide the primary pro bono contact(s)'s information below.

Edward Saraskas  
Co-Chair  
Phone: (414) 271-6560  
Email: sesarskas@michaelbest.com

Daniel O’Callaghan  
Co-Chair  
Phone: (414) 271-6560

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

As needed.

Please describe the composition of the committee.

The committee is made up of associates and partners from our 3 largest offices.

**THE SCOOP**

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

A written request by an associate or partner is made to the pro bono committee. The committee then decided whether or not to accept the pro bono engagement.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Community economic development, Environment, Fair housing/tenants rights, Family law, International human rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- The Milwaukee River
- Volunteer Lawyers Project
- Affordable Community Housing Project
- Spirit of Milwaukee
- Milwaukee Chapter of the Girlfriends
- Milwaukee Area Jewish Community
- Teens Tackling Cancer
- Sands County Foundation
- Friends of the Charles Allis Museum
- Medair

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Our attorney, Bill White, instructed at the first housing mediation training program for University of Wisconsin law students and property managers who serve as volunteers for the STEM program.
- Lori Meddings, an attorney in our Madison office, was instrumental in managing the consolidation of agreements so that Medair would have unified agreements that meet the requirements of their international structure. This project will enable Medair to increase professionalism and reduce costs, while allowing the emphasis to remain on their mandate, bringing life-saving relief and rehabilitation to disasters.
- We provide legal counsel to the Sand County Foundation, an international land conservation organization based in Madison, Wisconsin, with projects in North America and Africa, including restructuring its Articles and Bylaws and incorporating subsidiaries in Tanzania.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

**Total number of pro bono hours in 2012:** 6,200  
**Total number of pro bono hours in 2013:** 6,210

What was the attorney headcount in your firm’s U.S. offices?

**Number of attorneys as of December 31, 2012:** 220  
**Number of attorneys as of December 31, 2013:** 214
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 32
Average number of hours per attorney in 2013: 32

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
1–50

Does the firm consider pro bono hours when determining bonuses?
No

PRO BONO POINTS

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Michael Best's commitment to give back to the communities in which we live and work is integral to the firm's culture and identity. We have long since participated in community outreach through sponsorships, donations, board membership, pro bono, and other activities. But, there is always room to do more. With that in mind, we have developed an internal program designed to increase the level of volunteerism and participation in other activities that aid in strengthening our communities among the firm's staff and attorneys.
MILBANK, TWEED, HADLEY & MCCLOY LLP

One Chase Manhattan Plaza
New York, New York 10005
Phone: (212) 530-5245
www.milbank.com

LOCATIONS
Los Angeles, CA • New York, NY • Washington, DC • Beijing
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MAJOR DEPARTMENTS & PRACTICES
Alternative Investments • Corporate • Financial Restructuring •
Leveraged Finance • Litigation & Arbitration • Project Finance
• Real Estate • Securities • Tax • Transportation & Space •
Trusts & Estates

THE STATS
No. of Attorneys: 605
No. of Offices: 11
Chairman: Scott Edelman
Hiring Partner(s): Jay Grushkin (New York)
Atara Miller (New York)
Lauren Hanrahan (New York)
Sean Murphy (New York)
Dara Panahy (Washington, DC)
Brett Goldblatt (Los Angeles)

EMPLOYMENT CONTACT
Amy Stisser
Manager, Law School Recruiting
Phone: (212) 530-5195
Email: astisser@milbank.com
Careers website: www.milbank.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Director and Assistant Director spend 100 percent of their time on pro bono.

Please provide the primary pro bono contact(s)'s information below.

Joseph S. Genova
Partner, Director of Public Service
Phone: (212) 530-5532
Email: jgenova@milbank.com

Anthony Perez Cassino
Assistant Director of Public Service
Phone: (212) 530-5245
Email: acassino@milbank.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Each matter is reviewed and approved by the Director of Public Service.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- The Legal Aid Society
- Legal Services NYC
- The Door Legal Services
- New York Civil Liberties Union
- New York Lawyers for the Public Interest
- HerJustice
- Public International Law & Policy Group
- The Innocence Project
- Public Counsel
- LAMBDA Legal Defense & Education Fund

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Juvenile Asylum: The Door provides young people (aged 12–21) a range of services including health care, GED, tutoring, college prep, career planning, and legal services. We help The Door's clients obtain Special Immigrant Juvenile Status (SIJS), a protected status benefiting undocumented minors who cannot live with their parents due to abuse, neglect, or abandonment, and who are in foster care, or have been adopted or have a guardian. The process involves obtaining specified factual findings from a state court and approval of an application by USCIS. Since 2012, Milbank worked on over 25 SIJS cases and placed two Fellows at The Door. Over the years, we have won several precedent-setting state-law cases and helped dozens of deserving young people remain in the US.
- Divorce matters: Annually, our New York office handles at least 50 uncontested divorce matters, many of which involve domestic violence and abuse.
- Wills: Our lawyers assist dozens of seniors each year with basic life planning documents such as wills, powers of attorney, and health care proxies.
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- In a dramatic development in a death penalty case spanning three decades, Milbank secured a court order vacating the death sentence of a Louisiana man convicted of rape and murder in 1986. In May of 2014, Milbank and the prosecution jointly moved to have John Francis Wille, who was convicted in the 1985 rape and murder of an eight-year-old girl in a parish near New Orleans, resentenced to life imprisonment. He is currently serving his sentence in the Louisiana State Penitentiary (at Angola). This is an important first step in an ongoing battle to overturn his conviction and demonstrate that he is actually innocent. The Milbank team asserted that Mr. Wille’s constitutional rights were violated because, among other things, he was deprived of the effective assistance of counsel at trial and did not receive complete disclosure of material exculpatory evidence in the hands of law enforcement. Milbank also argued that newly tested DNA evidence demonstrates Mr. Wille’s innocence. The sole direct evidence against Mr. Wille in his 1986 trial was his confession (along with those of his girlfriend and her daughter). All of these confessions were recanted, and Milbank argues they are demonstrably false and were procured by coercion and improper police conduct. At trial, the jury never heard key evidence that would have undermined the confessions in part because Mr. Wille’s lawyers, one of whom was assigned the case to satisfy his sentence for a felony conviction, never mounted a defense or developed a strategy for challenging the confessions. The proceedings are scheduled to resume in late 2014.

- Milbank’s amicus brief on behalf of the Innocence Network helped reverse the conviction of a man who confessed, following nine hours of deceptive interrogation techniques, to killing his young son. The NY Court of Appeals ruled that the man’s confession had been coerced from a young father distraught by his baby’s serious illness and the potential loss of his other children. To coax the young father into admitting the crime, the police falsely threatened to his arrest his wife, falsely reassured him that he would not be arrested for what the police considered an accident. The combination of these interrogation techniques led the Court to conclude that the statements were involuntary as a matter of law and thus inadmissible. On re-trial, the father was acquitted, based in part on evidence that there was no crime. The child died of an infection.

- Milbank achieved the largest judgment in animal welfare litigation history on behalf of The Humane Society (HSUS). Milbank represented HSUS in a federal court action related to an undercover investigation conducted by HSUS in 2007 at a beef slaughter and processing plant in Chino, California. This investigation revealed that the plant purchased and slaughtered sick, injured, diseased, and disabled cattle that were unable to walk or even stand, and then mistreated the animals in attempts to force them to walk to slaughter. The plant then sold meat products derived from these animals for use in the National School Lunch Program at a cost of more than $150 million. The HSUS has now reached settlement with all defendants, including a consent judgment against one defendant in the amount of $155 million. This judgment is the largest in animal welfare litigation history and should play an important role in deterring future misconduct.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 33,570
Total number of pro bono hours in 2013: 37,838

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 433
Number of attorneys as of December 31, 2013: 444

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 77
Average number of hours per attorney in 2013: 85

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 71–80%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes
Is there a pro bono requirement at your firm?

Yes

What is the requirement and to whom does it apply?
Twenty hours per year for all lawyers in the firm.

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Many of the programs offer training, and the firm maintains an extensive library of training materials, which includes pro bono training.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 944
2013: 1,940

Average hours per summer associate spent on pro bono work
2012: 21
2013: 23

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 85%
2013: 88%

Please provide any additional information about pro bono opportunities available to summer associates.

A number of specialized projects, including uncontested divorces, wills, family law, name changes, and special immigrant juvenile status work are available as well as many of the same opportunities offered associates. We make a special effort to include and indoctrinate summer associates in the pro bono ethic.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

First year associates can participate in a 10-week fellowship at a pro bono program of their choosing. In 2013, a total of 23 associates participated in the program. Since its inception in 1990, approximately 350 have participated in Milbank’s fellowship program. The firm also has a mid-level fellowship where more experienced associates can also spend a similar period at a pro bono program of their choosing.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Milbank contributes money to various public interest programs, and encourages board service on legal aid boards, law teaching, bar association services and volunteer mediation and arbitration, for example.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Milbank encourages participation in non-legal board service, mentoring, and high school mock trials, for example. The Firm also sponsors a volunteer day beautifying a park in the Bronx.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Milbank and its lawyers have been honored by a diverse group of programs such as Legal Services NYC, The Legal Aid Society, and The Urban Justice Center.

Please add any additional information about your firm’s pro bono program.

Milbank has a long and proud tradition of pro bono service. We have one of the oldest law firm pro bono programs in the country, and we are one of the few firms in the country to have both a full-time partner in charge of public service and an experienced attorney to coordinate pro bono. We are an
early signatory to the American Bar Association’s Law Firm Pro Bono Challenge, and every lawyer is encouraged to meet this 3 percent/60-hour standard. In addition, we require every domestic lawyer to do at least 20 hours of pro bono work per year. Milbank’s public service department works closely with individual lawyers and departments to disseminate information about pro bono opportunities and coordinates training to prepare volunteers for the challenge. Milbank lawyers can either choose a pro bono opportunity developed by the public service department or they can suggest their own. We offer a first-year pro bono fellowship program, which enables incoming associates to spend 10 weeks working at a pro bono or legal services program of their choosing. In 2013, 23 incoming associates took advantage of this unique opportunity, and since 1990, approximately 350 associates have participated in the program. Mid-level associates are also afforded an opportunity to participate in a similar fellowship. Some of our recent public interest work includes:

- Assisting clients with adoptions
- Representing battered women in divorce proceedings and child custody matters
- Protecting animals
- Helping form not-for-profits
- Assisting the elderly with wills
The Stats
No. of Attorneys: 472
No. of Offices: 8
Managing Member: Robert I. Bodian
Hiring Partner(s): Sue Finegan

Employment Contact
Jennifer Carrion
Legal Recruiting Manager
Phone: (617) 348-4941
Email: Jcarrion@mintz.com

Major Departments & Practices
Antitrust • Bankruptcy, Restructuring & Commercial • Communications • Corporate & Securities • Employment, Labor & Benefits • Environmental • Health • Immigration • Intellectual Property • Litigation • Private Client • Public Finance • Real Estate • Tax
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The partner spends all of her time on pro bono; the coordinators spend less than half of their time.

Please provide the primary pro bono contact(s)’s information below.

Susan Finegan
Member/Pro Bono Partner/Chair, Pro Bono Committee
Phone: (617) 348-3005
Email: SMFinegan@mintz.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
The Committee meets three times annually. It also meets frequently by email to discuss intake of new matters and other topics. Subcommittees may meet more frequently.

Please describe the composition of the committee.
The Pro Bono Committee is a 16-attorney committee made up of members and associates from various offices and sections of the firm.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm has numerous longstanding pro bono efforts, but also encourages attorneys to initiate requests for new projects that interest them. The Pro Bono Committee vets all new pro bono proposals to determine whether the work fits the pro bono policy. Many of the firm's signature pro bono projects started with junior associates bringing their projects to the attention of the Pro Bono Committee, such as the Domestic Violence Project.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Death penalty defense.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Political Asylum/Immigration Project
- Medical-Legal Partnership
- Greater Boston Food Bank
- Human Rights First
- National Network to End Domestic Violence
- Lawyers’ Committee for Civil Rights
- Volunteer Lawyers Project
- Human Rights Campaign
- Neighborhood Entrepreneur Law Project
- Greater Boston Legal Services

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Mintz Levin continued to support its flagship pro bono effort, the Domestic Violence Project. In the early 1990s, after two first year associates established the Domestic Violence Project, the Firm made a strategic commitment to focus on domestic violence as a signature pro bono and community service initiative. Through the years, Mintz Levin attorneys and staff have represented hundreds of victims of domestic violence and sexual assault on a variety of legal matters, assisted with appellate and amicus brief writing, successfully lobbied at the state and federal levels for legislative reforms, and represented dozens of nonprofits devoted to eradicating domestic violence in a variety of legal matters. Five of our offices participate in domestic violence-related pro bono projects.
• The Know Your Rights! program offered nine-months of legal education classes to leaders of local non-profit organizations that serve low-income women and their families, so that the organizations could better support their clients. The initiative also aimed to bring together nonprofit leaders to share knowledge and strengthen connections, both professionally and personally, and provide an open forum for discussion. The program was launched in February 2012 by Mintz Levin, with support from the Women’s Bar Association and Women’s Bar Foundation of Massachusetts in conjunction with One Family, Inc. (a nonprofit that is dedicated to ending family homelessness). This program will receive the National Conference of Women’s Bar Associations’ Public Service Award this summer, and will continue with its third year next fall.

• Mintz Levin works extensively on political asylum and immigration pro bono matters on an ongoing basis. Asylum clients have ranged from political figures escaping death threats in their country of origin, to ensuring that homosexual individuals are not subjected to intolerable regimes. Mintz has been recognized by the Supreme Judicial Court for it’s excellency in asylum work, as well as recognition from the Political Asylum and Immigration Representation Project for the firm’s tremendous effort on a political asylum case for a Guatemalan massacre survivor. Mintz had advanced in their amicus brief, and cited their brief several times. Even Justice Scalia (concurring in the outcome, but not the reasoning) acknowledged the effect the brief had on the majority’s analysis, plainly recognizing that the majority had based its definition of “domestic violence” on the one they had propounded.

• Through a partnership with Kids in Need of Defense, Mintz Levin attorneys in three offices (Los Angeles, New York and Boston) have provided representation to several children in immigration matters related to obtaining Special Immigrant Juvenile Status (SIJS). SIJS helps undocumented children in the U.S. alone or without the support of both parents, who have suffered from abuse, neglect or abandonment, to avoid deportation and ultimately become Lawful Permanent Residents. For example, we assisted “Jane,” a 12-year-old special needs child from Mexico who had not seen her mother in seven years, had never met her father and was being raised by her non-English-speaking grandmother, obtain a green card so that she may legally remain in the U.S.

• Mintz Levin authored a compelling amicus brief to the United States Supreme Court in United States v. Castleman. The brief was submitted on behalf of the firm’s long-time pro bono client the National Network to End Domestic Violence along with the Domestic Violence Legal Empowerment and Appeals Project, Legal Momentum, and local domestic-violence coalitions in more than forty states. Justice Sotomayor’s majority opinion adopted all of the arguments listed up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Mintz Levin wrote an amicus brief for the Anti-Defamation League to be filed with the U.S. Supreme Court in connection with McCullen v. Coakley. McCullen challenges a Massachusetts statute implementing a buffer zone with a 35 foot radius for reproductive facilities. In support of the buffer zone statute, the brief explored the broader potential impact of striking down the statute, specifically the impact on religious groups and houses of worship, which also benefit from buffer zones.

• Mintz Levin, Levin, Cohn, Ferris, Glovsky and Popeo P.C. have spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

BY THE NUMBERS

Total number of pro bono hours in 2012: 19,828
Total number of pro bono hours in 2013: 17,186
Number of attorneys as of December 31, 2012: 477
Number of attorneys as of December 31, 2013: 472

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 42
Average number of hours per attorney in 2013: 36

What was the attorney headcount in your firm’s U.S. offices?

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes
Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
The firm has devoted significant resources to maintain the Mintz Levin Professional Development program, which offers a comprehensive training curriculum for associates on a variety of topics, including pro bono issue areas such as domestic violence. Other skill-based training topics, such as motion practice training and depositions, have hands-on pro bono practical components. Many of our pro bono referral organizations also conduct annual in-house pro bono trainings for our lawyers. The firm has a full-time partner to provide in-house training and supervision on all pro bono work of the firm.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 537
2013: 728

Average hours per summer associate spent on pro bono work
2012: 63
2013: 66

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.

There is a formal pro bono component to the summer associate program, overseen by the firm’s pro bono partner. The hiring committee surveys all incoming summer associates prior to the summer to gauge interests in different issues and projects, then assists in assigning projects in these areas throughout the summer. Each summer associate has the opportunity to work on at least one project; many take on three or four interesting projects. Summer associates participate in clinic opportunities (in both litigation and transactional areas), individual pro bono representation, and policy research.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

Mintz Levin sends mid-level litigation associates to work as prosecutors for six months in the Framingham District Court in Massachusetts. Associates carry a full case load and return at the end of six months with bench and jury trial experience. We continuously staff a position in the office. At the end of the six month externship, a new Mintz associate is trained and steps into the workload of the associate returning to Mintz.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Mintz Levin has established a diversity scholarship for law students. The Richard Mintz Scholarship will provide the recipient with a paid summer position in the firm’s Boston or New York office, $10,000 toward law school tuition, and an internship with the firm throughout the third year to the extent a permanent offer is extended.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Mintz Levin has a long-standing commitment to a variety of civic, charitable, educational, social and political efforts in the community. In 1994, the firm focused its community service efforts on domestic violence prevention. The decision to focus on domestic violence was built upon the experience and resources the firm had already developed in this area through its pro bono Domestic Violence Project. Each year, employees perform community service and raise money for organizations focused on serving domestic violence survivors. In addition, Mintz Levin takes part in such activities as the Citizen Schools Legal Apprenticeship Program, the 8th Grade Academy writing coach program, the Boston Debate League, and BUILD.
Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

**2013 Awards**

- Jane Doe, Inc. honored Mintz Levin with the Kelly Timilty Advocate for Justice Award. Jane Doe, Inc. honors those who have made a significant impact on improving the lives of victims and survivors of domestic violence. Sue Finegan and Peter Biagetti were specifically honored for this award for their dedication and commitment to helping victims of domestic violence.
- The Massachusetts Supreme Judicial Court named Mintz Levin as part of their Supreme Judicial Court Honor Roll for the firm’s 2012 pro bono hours and pro bono policies.
- The PAIR Project awarded Jamie Arterton, Sue Finegan, John Koss, and Amarynth Sichel the (PAIR) Project’s Outstanding Achievement Award, for their tremendous effort on a political asylum case for a Guatemalan massacre survivor.
- The National Association of Attorneys General awarded Francis Bellotti with the President’s Lifetime Achievement Award in recognition of his lifelong service and commitment to the attorneys general community.
- The United States Bankruptcy Court has named Eric Blythe, Richard Mikels, Ella Shenhav, Adrienne Walker and Kevin Walsh as a member of the 2012 Pro Bono Honor Roll in recognition of those who provide legal assistance, without compensation to those who face substantial economic hardship so that they are able to navigate through the bankruptcy process.
- *Massachusetts Weekly* named Maryann Civitello a Top Women of Law in recognition of Maryann’s formidable legal skills, demonstrated every day in her outstanding real estate representation, but equally for her exceptional dedication to community service, including most especially for her leadership of the Elizabeth Stone House.
- *Massachusetts Lawyers Weekly* named Susan Cohen as part of their Circle of Excellence that recognizes women who are two-time honorees of the “Top Women of Law” award and continue to exemplify the professional, civic and mentoring achievements year in and year out in the Massachusetts legal community.
- The International Bar Association awarded Sue Finegan with the prestigious 2013 International Bar Association Pro Bono Award given to one individual who has demonstrated extraordinary commitment to pro bono as part of their legal career and whose work has made a substantial impact.
- The Women’s Bar Foundation has awarded Sue Finegan with the Lelia J. Robinson Award for capturing the spirit of Lelia J. Robinson, the first woman admitted to practice in Massachusetts. The award recognizes women who have captured the spirit of pioneering in the legal profession, served as mentors and role models, and/or made a difference in the community while exemplifying professional excellence.
- The Women’s Bar Association honored Kanasha Herbert with the Women’s Leadership Initiative, that brings together senior women attorneys and up and coming stars of the legal profession for mentoring and leadership development.
- *The Boston Business Journal* has named Bob Popeo as part of their Power 50: Most Influential Bostonians list of heavy hitters comprised of “the ones getting things done and leading change in the Boston economy.”
- The National LGBT Bar Association named Aaron Tidman as part of their Best LGBT Lawyers Under 40 Class—2013, recognizing outstanding lesbian, gay, bisexual and transgender professional under the age of 40 who have distinguished themselves in their filed and demonstrated a profound commitment to LGBT equality.
- San Diego Volunteer Lawyers Project honored Ben Wagner with the Pro Bono Publico Award for his extraordinary pro bono work with domestic violence survivors.
- City Year: Washington, DC honored Stephanie Willis with the Idealist of the Year (2013) Award for embodying the spirit of idealism in their community, nation and world. Idealists who are recognized show a commitment to improving Washington, DC by making a difference in the lives of one person, an organization or an entire community.
- The Boston Bar Association has honored Alec Zadek with their Public Interest Leadership Program selection, given his compelling pro bono work on behalf of victims of domestic violence and sex trafficking.

**2012 Awards**

- The Center for Legal Aid Education (CLAE)/ Sargent Shriver National Center awarded a Pro Bono Award for Mintz Levin’s longstanding pro bono assistance, and for the firm’s work in its merger of the two entities.
- The City of Boston has awarded Mintz Levin the Corporate Courage Award in recognition of the firm’s efforts to promote diversity and its ongoing support for Boston’s immigrant community through its Pro Bono and Immigration practices. The Center for Legal Aid Education (CLAE)/ Sargent Shriver National Center awarded a Pro Bono Award for the Mintz Levin’s longstanding pro bono assistance, and for the firm’s work in its merger of the two entities.
- The Massachusetts Supreme Judicial Court presented Mintz Levin with a Pro Bono Certificate of Recognition for the firm’s 2011 pro bono hours and pro bono policies.
- *The Boston Business Journal* has named Mintz Levin one of the Top Charitable Contributors for the firm’s exemplary charitable giving in Massachusetts.
- *Massachusetts Weekly* and the Massachusetts Bar Association have honored John Koss and Noah Shaw with the Up and Coming Award as part of their Excellence in the Law Event
- *Massachusetts Weekly* and the Massachusetts Bar Association have honored Sue Finegan with the Excellence in Pro Bono Award as part of their Excellence in the Law Event.
- West Roxbury Main Streets has honored their board member and general counsel Andy Dean with the 2012 Volunteer of the Year Award.
DC City Year awarded Quincy Ewell with the 2012 City Year Idealist of the Year Award given to volunteers who seek to improve their community, nation, or world through acts of service and volunteerism.

The Political Asylum/Immigration Representation (PAIR) Project awarded Marisa Howe the PAIR Project’s Mentor of the Year Award, for her mentorship of numerous attorneys throughout the firm who seek her sage advice on their political asylum cases.

The Lawyers Committee for Civil Rights Under Law has awarded Tavis Morello the Civil Rights Recognition Award as one of five associates in Boston who, through their pro bono work, have demonstrated a commitment to civil rights and social justice.

The New York City Family Court Volunteer Attorney Program has honored Kimberly Gold with the Pro Bono Service Award presented “in recognition and appreciation of outstanding pro bono legal services provided to aid the children and families of New York City.” It is awarded to volunteers who have shown exceptional service and dedication across all volunteer programs.

The National LGBT Bar Association named John Koss as a part of the Best LGBT Lawyers Under 40 recognizing outstanding lesbian, gay, bisexual, and transgender legal professionals under the age of 40 who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality.

The International Trademark Association honored Geri Haight with the INTA Volunteer Service Award for Pro Bono Legal Services for an Individual, based on her long-term pro bono representation of our client, the Human Rights Campaign, the largest gay, lesbian, transsexual and transgender civil rights organization in the United States.

Please add any additional information about your firm’s pro bono program.

Mintz Levin encourages its lawyers to provide service to the community as a part of their professional responsibility as members of the bar and believes that the establishment and maintenance of an organized, firm-sponsored pro bono program is critical in enabling its lawyers to undertake such efforts. The firm’s resources are fully committed to ensure that every approved pro bono matter will be handled in the same manner as matters for paying clients. The program is a vibrant one, with enthusiastic participation by attorneys at all levels, sections, and offices of the firm. The firm has had a full-time Pro Bono Partner since early 2006, who oversees the pro bono efforts of the firm and provides expanded training and supervision of associates on all pro bono matters.
100 N. Tryon St.
Ste. 4700
Charlotte, NC 28214
Phone: (704) 331-2380
www.mvalaw.com

LOCATIONS
Charlotte, NC • Charleston, SC • Raleigh, NC

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THE STATS
No. of Attorneys: 295
No. of Offices: 3
Managing Partner: Ernie Reigel
Hiring Partner(s): Steve Gruendel
Carolyn Meade
Ryan Smith

EMPLOYMENT CONTACT
Patti Oswald
Director of Human Resources
Phone: (704) 331-1000
Email: pattioswald@mvalaw.com
Careers website: http://mvalawrecruiting.com/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Moore & Van Allen’s public service committee has adopted the pro bono project service model to manage in-kind legal services donated by MVA attorneys. For each project area, the Firm has identified an attorney project leader whose role is to serve as the primary liaison between MVA volunteers and the legal service providers. Each attorney pro bono project leader spends less than half of their time managing and placing pro bono cases. The Firm currently has six pro bono project leaders. The MVA public service committee chairman dedicates half of his/her time to managing the pro bono and public service efforts of the firm, and the MVA manager of diversity and community initiatives spends half of his/her time dedicated to the firm’s pro bono/public service efforts.

Please provide the primary pro bono contact(s)’s information below.

Brian Heslin
Chair, MVA Public Service Committee
Phone: (704) 331-1000
Email: brianheslin@mvalaw.com

Stephanie Gryder
Manager of Diversity and Community Initiatives
Phone: (704) 331-1000
Email: stephaniegryder@mvalaw.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Every other month.

Please describe the composition of the committee.

The committee is comprised of 23 members consisting of partners, associates, paralegals and staff.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm has partnerships with several local nonprofit legal entities. These entities refer cases to our respective attorney pro bono project leaders who place the case with volunteers within the firm. Each matter is screened by our Conflicts department to ensure the firm can adequately acquire the case.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Community economic development, Domestic violence, Elder law, Fair housing/tenants rights, Family law, Human Trafficking, Juvenile justice reform/children’s rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Real estate transactions, Veterans’ benefits/appeals

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Legal Aid of North Carolina
- Legal Services of Southern Piedmont
- Charlotte Housing Authority
- United Family Services
- Mecklenburg County Bar Volunteer Lawyers
- Victims Assistance
- Self-Help Center
- Council for Children’s Right

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- The MVA Public Service Committee’s Domestic Violence project continues to provide pro bono services to low-income families affected by domestic violence. The project, which works in collaboration with United Family Services’ Legal Representation Project (LRP), empowers victims of domestic violence who could not otherwise afford an attorney to advocate for their rights.

LRP provides Moore & Van Allen with a minimum of two cases per month. Litigation associate Mindy Vervais manages the case placement process by soliciting volunteers from a core group of attorneys and paralegals who’ve volunteered their time to the project. To learn the ropes and build confidence, new volunteers are matched with a mentor who guides them through the domestic violence case management
process. LRP staff members also provide additional support and training for volunteer attorneys in the courtroom.

- Moore & Van Allen continues its partnership with the Judicial Pro Se Project’s Self-Serve Center in Mecklenburg County. Through this project, led by Charlotte associate Kimberly Zirkle, MVA attorneys provide legal help to members of the local low-income community who are forced to represent themselves in divorce and custody matters because they cannot afford to hire an attorney. In addition to committing one morning a month to serving as the Center’s Attorney for the Day, lawyers from Moore & Van Allen have also assisted by supervising divorce and custody information clinics at the Charlotte School of Law. Due to the economic downturn, the Center has seen a significant increase in the number of citizens attempting to represent themselves in their domestic matters. In addition to volunteering at the clinic, several members of the MVA team have used this experience as a springboard for taking on pro bono custody and divorce cases for members of Charlotte’s low-income community.

- Through Moore & Van Allen’s Pro Bono Wills Project our attorneys continue to forge meaningful relationships with clients looking for some comfort with respect to their personal affairs. Founded in early 2010, the Wills Project is a partnership with Legal Aid of Southern Piedmont (LSSP) that assists elderly residents of Mecklenburg County with estate planning services. The program, which is led by Charlotte Financial Services partner Lauren Biek, empowers residents of Mecklenburg County who over 60 years in age to make their own plans and decisions governing end of life issues through the completion of a will and health care power of attorney. The Wills Project provides clients with access to the system of justice by offering advocacy, advice and quality representation in securing their estate.

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
No

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
No

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
N/A

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

The firm’s nonprofit legal partners offer a variety of pro bono training opportunities in the form of CLEs. Often the firm hosts these opportunities in house. The pro bono project leader publicizes these opportunities and the firm covers the cost. Opportunities commonly offered include trainings to serve victims of domestic violence, landlord tenant matters, low-income tax clients and wills for the elderly.

Does the firm offer the use of support staff in handling pro bono matters?
Yes
Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 80
2013: 94

Average hours per summer associate spent on pro bono work
2012: 11
2013: 11

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 53%
2013: 75%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer association may participate in any open pro bono matter during their summer. The pro bono coordinator works with the firm's nonprofit legal partners to find short-term pro bono cases such as landlord-tenant and domestic violence cases that the summer associate can complete during his/her stay with the firm. Pro bono mentors are provided to each summer associate to ensure he/she has access to adequate resources and guidance while managing the matter.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

Moore & Van Allen, in conjunction with the Mecklenburg County District Attorney's Office, recently established a secondment opportunity through the Firm's litigation team. The six-month placement invites an MVA litigation associate to work on a daily basis within the DA's office. The associate lends support to the office's vast case load, while gaining an incredible courtroom experience. The secondment is designed to deliver additional assistance to the clients served through the DA office, while providing the MVA associate a valuable professional experience to sharpen essential court room and case management skill-sets.

What other law-related public interest and community service programs (that are not "pro bono" as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Moore & Van Allen continues to participate in the Mecklenburg County Bar's Charlotte Legal Diversity Clerkship program. Founded in part by MVA Financial Services partner, Amy Johnson, the CLDC invites diverse first year law students to Charlotte for twelve weeks. During their stay, students are invited to spend six weeks with a local law firm and six weeks with a legal department. The CLDC clerk participate in a variety of activities that expose him/her to working and living in Charlotte.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- Citizen Schools Mock Trial Program
- Safe Alliance (lunch provided on a quarterly basis to residents of a local domestic violence shelter)
- Adoption of Devonshire Elementary third grade class (reading program, backpack program, box top and Coke rewards program)
- Continued support and board service to The Possibility Project
- Job shadow opportunities for Y-Achievers and Olympic High students
- Participation in the Lunch with a Lawyer mentoring program (hosted through the Mecklenburg County Bar)
- Founder of the North Carolina Legal Food Fight (now known as Legal Food Frenzy)
- Bright Blessings backpack stuffing project (serving student homeless population)
- Strategic Choice Campaign (internal giving campaign designed to support six local nonprofit organizations as chosen by the Moore & Van Allen staff and attorneys)
- Participation in the Mecklenburg Bar Foundation and Access to Justice campaigns

Financial and volunteer contributions provided, but not limited to:

- Access to Success
- American Heart Association
- American Red Cross
- Arts and Science Council
- Arts for Life
- Autism Foundation
- Bar Leadership Institute, Mecklenburg County Bar
- Boys & Girls Club of Charlotte
- Bright Blessings
- Bruce Irons Camp Fund
- Camp Luck
- Capital for Children
- Catawba Lands Conservatory
Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- 2014 Commitment to Justice Award—Safe Alliance
- 2013 Large Firm Pro Bono Award recipient as presented by Legal Aid of North Carolina, Council for Children’s Rights, and Legal Services of Southern Piedmont
- 2012 Large Firm Pro Bono Award recipient as presented by the North Carolina Bar Association
- Safe Alliance’s Legal Representation Project
- 2012 Commitment to Justice Award
- George Hanna—2012 Distinguished Pro Bono Award (inaugural recipient), as presented by the Council for Children’s Rights, Legal Services of Southern Piedmont and Legal Aid of North Carolina

Please add any additional information about your firm’s pro bono program.

Moore & Van Allen is committed to charitable, bar, civic and pro bono service. Our attorneys shall endeavor, and shall encourage others, to advance this commitment by volunteering time to beneficial projects of their choosing. All resources and staff which are available for clients also support these activities. Interested staff members are welcome to participate in these efforts. The MVA Public Service Committee endorses rule 1.1 of the North Carolina Rules of Professional Conduct which encourages each attorney to render at least 50 hours of pro bono legal services per year.

The MVA Public Service Committee, in an effort to increase access to pro bono opportunities, has established six pro bono project areas through partnerships with local service providers. For more information on these projects please contact the attorney listed, or connect with Stephanie Marella Gryder (stephaniegryder@mvalaw.com) to discuss MVA’s focus areas.

MVA Pro Bono Projects:
Landlord/Tenant Project
John Fagg
Litigation Member
T 704 331 3622
F 704 378 2092
johnfagg@mvalaw.com
Service Provider: Legal Aid/Legal Services

Wills Project
Rob Kenny
Financial Services Member
T 704 331 1010
F 704 378 2010
robkenny@mvalaw.com
Service Provider: Legal Aid/Legal Services
Domestic Violence Project
Sarah Buffett
Immigration Member
T 704 331 3565, 919 286 8177
F 704 339 5865, 919 416 8377
sarahbuffett@mvalaw.com
Service Provider: Safe Alliance

Low-Income Taxpayer Project
Rob Fisher
Financial Services Member
T 704 331 3575
F 704 339 5875
robfisher@mvalaw.com
Service Provider: United Family Services

Mecklenburg County Self-Serve Center
Kimberly Zirkle
Financial Services Associate
T 704 331 3641
F 704 378 2003
kimberlyzirkle@mvalaw.com
Service Provider: Mecklenburg County Self-Serve Center

Veterans Affairs Pro Bono Project
Larry Gwaltney
Litigation Member
T 704 331 1008
F 704 378 1908
larrygwaltney@mvalaw.com
Service Provider: Legal Services of Southern Piedmont

Human Trafficking Pro Bono Project
Sarah Byrne
Conflicts Counsel
T 704 331 3794
F 704 339 5921
sarahbyrne@mvalaw.com

Community Economic Development Pro Bono Project

Partnership with Queen City Forward
Chris Buchanan
Financial Services Member
T 704 331 1187
F 704 378 1987
chrisbuchanan@mvalaw.com

Partnership with CLT Joules
Patrick Horne
Intellectual Property Associate
T 704 331 3597
F 704 378 1997
patrickhorne@mvalaw.com
MORGAN LEWIS & BOCKIUS LLP

Morgan, Lewis & Bockius LLP
1701 Market Street
Philadelphia, PA 19103
Phone: (212) 309-7130
www.morganlewis.com

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PA • Princeton, NJ • San Francisco, CA • Washington, DC
• Wilmington, DE • Almaty • Beijing • Brussels • Dubai •
Frankfurt • London • Moscow • Paris • Tokyo

THE STATS
No. of Attorneys: 1,434
No. of Offices: 25
Chair: Francis M. Milone
Hiring Partner(s): Rahul Kapoor

EMPLOYMENT CONTACT
Lindsay Callantine
Firm Director of Recruiting
Phone: (215) 963-5105
Email: lcallantine@morganlewis.com

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FDA/Healthcare • Government Contracting • Immigration and
Nationality Services • Intellectual Property • International
Trade/Economic Sanctions • Investment Management • Labor
and Employment • Life Sciences • Litigation • Personal Law
• Real Estate • Tax • Washington Government Relations and
Public Policy
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Partner—All of his/her time.

Pro Bono Manager—All of his/her time.

Please provide the primary pro bono contact(s)'s information below.

Amanda D. Smith
Pro Bono Partner
Phone: (212) 309-7130
Email: adsmith@morganlewis.com

Namita E. Mani
Pro Bono Manager
Phone: (212) 309-6156
Email: nmani@morganlewis.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.

The Firm has established an Office Pro Bono Committee in each of its 16 largest offices. Each Office Pro Bono Committee is made up of both partners and associates. Generally a partner serves as chair of the committee and an associate serves as vice chair. We make every effort to ensure that all practice groups in any given office are represented on each Office pro Bono Committee. The Firm Pro Bono Committee is made up of the chair of each Office Pro Bono Committee, the Firm’s pro Bono Partner and the Firm’s Pro Bono manager.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
For each proposed pro bono matter, the Office Pro Bono Committee Chair in the office in which the matter originates makes a determination as to whether the proposed matter fits within the qualification criteria in the Firm’s Pro Bono Policy.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Probate law.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• National Veterans Legal Services Provider
• HerJustice
• New York Lawyers for the Public Interest
• Public Counsel
• Kids in Need of Defense (KIND)
• Houston Volunteer Lawyers Program
• Homeless Advocacy Project (Philadelphia)
• DC Bar Pro Bono Program
• Volunteer Legal Services Program of the SF Bar
• National Immigrant Justice Center

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• In 2014, the firm partnered with Hewlett-Packard (HP) and OneJustice to host the North Bay Nonprofit Clinic, a free legal clinic for nonprofits operating in underserved and economically disadvantaged rural areas of California. The clinic was jointly developed by Morgan Lewis, HP, and OneJustice, an organization dedicated to expanding access to legal assistance for Californians in need. During the
We obtained dismissal of a lawsuit filed against a pro bono collaborator in California. The lawsuit was brought in Alameda County Superior Court by a consulting firm that had received $95,000 in a class action suit. The suit alleged that the consulting firm had improperly denied General Relief benefits to individuals in need. The suit was settled on April 8, 2014, in a $7.9 million class action suit against the county. The settlement agreement follows 14 months of intensive negotiations with Los Angeles County. In covering the significant reforms, the Los Angeles Times reported that the county is modernizing how it helps homeless people, who make up 60% of the roughly 100,000 people on general relief, know about regulations, deadlines and penalties. Morgan Lewis filed the suit together with Public Counsel, Inner City Law Center, and Gary Blasi, Professor Emeritus at UCLA School of Law.

Continuing in our long-standing tradition of representing veterans, we recently won Total Disability Individual Unemployability (TDIU) benefits for a Korean War veteran after a multi-year representation. In August 1996, our client sought but was denied an increase in his disability rating following worsening symptoms of muscular dystrophy. In a successful second claim, the Veterans Administration (VA) assigned a 100 percent rating effective June 30, 2006. However, the 2006 decision relied on key evidence about which the VA had constructive knowledge in 1996 and on dispositive new evidence that became available in early 1997, which had been released back to the 1996 claim. The VA later disagreed that it erred in assigning the effective date. After three years fighting the decision, we appealed to the Board of Veterans Affairs (BVA) in 2012 and argued the case in May 2013. Following a hearing briefing, the BVA issued its favorable decision entitling our client to TDIU benefits in December 2013. The tax-free award of $224,634, represents a 15 months of intensive negotiations with Los Angeles County. In covering the significant reforms, the Los Angeles Times reported that the county is modernizing how it helps homeless people, who make up 60% of the roughly 100,000 people on general relief, know about regulations, deadlines and penalties. Morgan Lewis filed the suit together with Public Counsel, Inner City Law Center, and Gary Blasi, Professor Emeritus at UCLA School of Law.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Working as pro bono counsel, Morgan Lewis reached a settlement with Los Angeles County on April 8, 2014 in a $7.9 million class action suit that will lead to major reforms to the county’s General Relief program, a key program supporting those in extreme need. General Relief, which is administered by the county and mandated by state law, provides cash aid to help individuals secure resources for basic survival. The suit, Guillory, et al. v. County of Los Angeles, resolved claims involving approximately 106,000 individuals who were improperly denied General Relief benefits in violation of state law and constitutional guarantees of due process. The settlement agreement follows 15 months of intensive negotiations with Los Angeles County. In covering the significant reforms, the Los Angeles Times reported that “the county is modernizing how it helps homeless people, who make up 60% of the roughly 100,000 people on general relief, know about regulations, deadlines and penalties.” Morgan Lewis filed the suit together with Public Counsel, Inner City Law Center, and Gary Blasi, Professor Emeritus at UCLA School of Law.

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- We obtained dismissal of a lawsuit filed against a pro bono client using California’s anti-SLAPP (strategic lawsuit against public participation) statute. This provision helps individuals, organizations, and businesses defend themselves against SLAPPs, which are often filed in an attempt to censor, intimidate, and silence critics by burdening them with the cost of a legal defense until they abandon their criticism or opposition. Our client is a volunteer in the HIV/AIDS community who had compiled a report containing evaluations of how federal money from the Ryan White CARE Act, which provides care for low-income, uninsured, and underinsured victims of AIDS and their families, was being administered in Alameda County, California. The evaluations were filled out by HIV/AIDS service providers. The plaintiffs, a consulting firm that had received $765,000 in CARE Act funds and the firm’s principal, revised the report created by our client, removing all comments critical of the consulting firm, among other revisions, before it was shown to a committee of government officials. However, eventually the original report prepared by our client found its way to the committee, which included the candid criticism found in the original report. In response, the plaintiffs sued our client, who is indigent and has been living with HIV since 1988, in the Alameda County Superior Court for conversion, libel, breach of contract, interference with contract, and infliction of emotional distress. In our anti-SLAPP papers, we argued that our client was a whistleblower who had helped raise concerns to government officials about the provision of funding to HIV/AIDS patients, and plaintiffs’ lawsuit was a vindictive attempt to stifle their critics. The court agreed with us, and on February 8, 2013, Judge Marshall Whitey dismissed the claims against our client. In his order, Judge Whitley held that the plaintiffs’ claims “arise from an act in furtherance of defendant’s right of petition or free speech,” and that the plaintiffs had “failed to establish a probability that they will prevail on their claims.”
A retroactive payment of benefits from August 1996 to July 2006 at the maximum rating. Two years earlier, in March 2012, we had also won a claim against the VA for aid and attendance benefits for our client, resulting in another approximately $12,000 in retroactive benefits.

- In a milestone victory and against exceptionally long odds, in December 2012 a cross-office Morgan Lewis team obtained a new trial for Cathy Henderson, an inmate on death row in Texas. Morgan Lewis agreed to represent Ms. Henderson in 2005 at the request of Sister Helen Prejean, of Dead Man Walking fame. Ms. Henderson has been on death row in Texas since her conviction in 1995 in connection with the death of an infant she was babysitting. Ms. Henderson, who had always contended that the three-month-old child who died in her care accidentally fell from her arms to the floor, was convicted based solely on the testimony of the medical examiner who testified that the claim of an accidental fall was not consistent with the severity of the child’s injuries. The Morgan Lewis team worked with several experts who testified that recent biomechanical analysis that was not available at the time of the original trial has shown that injuries like those the child suffered can be caused by short-distance falls. Our team showed the new expert affidavits to the medical examiner, who, in an incredible turn of events and as the result of exceptional advocacy on the part of our team, recanted his testimony. On June 11, 2007, just two days before Ms. Henderson’s scheduled execution, the Texas Court of Criminal Appeals granted preliminary relief on the Subsequent Writ and remanded the case back to Judge Wisser for further proceedings. In the spring of 2012, our team convinced the original trial judge to recommend that an appellate court vacate the conviction of capital murder. In his May 21 decision, for which Ms. Henderson had been waiting for three years, District Judge Jon Wisser in Travis County, Texas, found that “no reasonable juror” would have convicted Ms. Henderson given the new evidence in the case. Judge Wisser recommended that the Court of Criminal Appeals vacate the judgment of conviction. On December 5th, 2012, the Texas Court of Criminal Appeals did, in fact, grant relief and remand the case for a new trial.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

*Total number of pro bono hours in 2012: 73,225*

*Total number of pro bono hours in 2013: 64,702*

What was the attorney headcount in your firm’s U.S. offices?

*Number of attorneys as of December 31, 2012: 1,464*

*Number of attorneys as of December 31, 2013: 1,270*

**Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?**

*Average number of hours per attorney in 2012: 50*

*Average number of hours per attorney in 2013: 51*

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

*Percentage of attorneys who did pro bono work in 2013: 51–60%*

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

*Yes*

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

*Yes*

Are those evaluations taken into account in determining salary or bonuses?

*Yes, they are taken into account when determining bonuses.*

Are those evaluations taken into account in determining advancement within the firm?

*Yes*

Is there a pro bono requirement at your firm?

*No*

Does the firm give billable hour credit for pro bono work?

*Yes*

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

*No*

Does the firm consider pro bono hours when determining bonuses?

*Yes*

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

The firm either provides training directly or reimburses attorneys for the cost of training necessary for pro bono matters.
Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,651
2013: 1,391

Average hours per summer associate spent on pro bono work
2012: 43
2013: 22

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 73%
2013: 45%

Please provide any additional information about pro bono opportunities available to summer associates.
Morgan Lewis summer associates are encouraged to participate directly in the pro bono practice, both through work on existing pro bono matters and in limited advice clinics. The Firm makes every effort to provide summer associates with an opportunity to practice in their preferred substantive pro bono practice area. In addition, all Morgan Lewis summer associates may participate in the Community Experience program, which allows a summer associate to spend the first part of the summer at a Morgan Lewis office and the remainder of the summer at a public interest organization, while being compensated as if the entire summer was spent at a Firm office.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
In addition to the Community Experience program for summer associates described above, Morgan Lewis has regularly approved participation by Firm attorneys in externships with public interest and government organizations. The Morgan Lewis Pro Bono Policy provides that full pro bono billable hour credit is given for such approved externships.

Morgan Lewis participates in numerous law-related public interest/community service programs including the joint sponsorship of two Equal Justice Works Fellows with commercial clients of the Firm, participation in the Legal Outreach Summer Internship Program and various office-based tutoring and mock trial programs.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Morgan Lewis has an active community service and charitable contribution program in each office. In addition to regular office-based events, Firm personnel often choose to participate in the over 100 activities made available for volunteerism during the Firm’s annual Pro Bono and Community Service Week.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- AIDS Legal Referral Panel’s Firm of the Year (2014)
- Morgan Lewis Moscow honored by United Way of Russia (2014)
- ABA Death Penalty Representation Project
- Exceptional Service Award (2013)
- Community Legal Services in Philadelphia
- Hall of Fame Award (2013)
- Corporate Pro Bono
- CPBO Pro Bono Partner Award (2013)
- Public Interest Law Initiative names Morgan Lewis Chicago to its Pro Bono Recognition Roster (2013)
- NAACP honored partner Grace Speights with its Champion of Justice Award (2013)
- Chambers honored partner Grace Speights with its “Women in Law” award for Outstanding Contributions to Public Service/Social Activism (2013)
- American Health Lawyers Association names partner Joyce Cowan as a “Pro Bono Champion”
- Morgan Lewis Moscow honored with 2013 Pro Bono Award from Legal Success magazine and PILnet
- U.S. District Court for the Northern District of Illinois
- David Patariu received the Excellence in Pro Bono Award (2013)
- Bay Area Legal Aid Outstanding New Pro Bono Partner Award (2012)
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs
- Outstanding Achievement Award (2011 and 2012)
• The Recorder named Morgan Lewis as one of its Top 10 Leading Northern California Pro Bono firms (2012)

• Bronxworks—Morgan Lewis New York partner Ira Rosenstein honored with Special Pro Bono Award at 40th Anniversary Gala (2012)
MAJOR DEPARTMENTS & PRACTICES

Corporate Department:
- Corporate Finance • Environment + Energy • Fund Formation + Operations • M+A/Private Equity • Patent • Technology Transactions • Venture + Private Equity Investment

Finance Department:
- Business Restructuring + Insolvency • Capital Markets • Financial Services • Financial Transactions • Investment Management • Project Finance + Development • Real Estate

Litigation Dept:
- Antitrust • Appellate • Commercial Litigation + Trial Practice • Consumer Class Action • Employment + Labor • Financial Services Litigation • Government Contracts • IP/Patent • Product Liability • Securities Litigation/White Collar Defense (SLEW) • Financial Enforcement Matters Database

Tax Department:
- Federal Tax • State + Local Tax (SALT)

Cross Practices:
- Cleantech • Life Sciences • Privacy + Data Security

THE STATS
No. of Attorneys: 1,133
No. of Offices: 17
Chair: Larren Nashelsky
Hiring Partner(s): Craig Martin

EMPLOYMENT CONTACT
Anand David
Director of Recruiting
Phone: (212) 468-8039
Email: adavid@mofo.com
Careers website: http://www.mofocareers.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Full time.

Please provide the primary pro bono contact(s)’s information below.

Jennifer K. Brown
Senior Pro Bono Counsel
Phone: (212) 336-4094
Email: jbrown@mofo.com

Rachel Williams
Pro Bono Counsel
Phone: (415) 268-6340
Email: RachelWilliams@mofo.com

Dorothy Fernandez
Pro Bono Counsel
Phone: (415) 268-6009
Email: DFernandez@mofo.com

Website: http://www.mofo.com/generalcontent/culture/pro-bono/overview

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Semi-annually.

Please describe the composition of the committee.

The firmwide pro bono committee is made up of associates, partners, and of counsel. The pro bono committee includes attorneys from different practice groups. Most of our domestic offices have at least one representative on the firmwide pro bono committee, as does our London office.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

While attorneys are encouraged to seek out their own pro bono projects, the majority of our pro bono work is referred to the firm through established legal service providers. We rely on legal service organizations to triage the needs of the community and refer appropriate work to the firm. We also actively seek out opportunities to work in partnership with local and national public interest organizations to develop impact litigation and other initiatives. In addition, we assist nonprofit organizations on a wide variety of matters including incorporation, corporate governance, employment, contract review, and intellectual property protection. Our dedicated pro bono professionals are involved in all aspects of the pro bono process and work in conjunction with department and practice group leaders, as well as work coordinators. The initial screening of any new pro bono matter is first done by the pro bono staff. It is then reviewed by a member of the pro bono committee in the local office and routed to the firmwide pro bono committee. This process generally takes less than 24 hours so the vast majority of matters are quickly approved.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Justice and Diversity Center of the Bar Association of San Francisco
- Working Solutions
- California Lawyers for the Arts
- Nature Conservancy
- Public Counsel
- DC Bar Pro Bono Program
• Kids in Need of Defense (KIND)
• Center for Reproductive Rights
• American Civil Liberties Union
• TrustLaw

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

Right to civil counsel

Morrison & Foerster is putting feet on the ground to support the “Civil Gideon” movement, which advocates for free civil legal services in cases involving basic human needs such as housing, custody, safety, and health. Lawyers in our California offices have handled dozens of eviction cases through pilot programs in San Francisco and Los Angeles, and our DC and Northern Virginia lawyers also represent indigent clients in landlord disputes, child custody matters, and disability cases.

Counseling nonprofits

Our lawyers assist hundreds of nonprofits annually with a tremendous range of legal needs. We advised the Occupy Money Cooperative on providing debit card services to the unbanked; incorporated new research organizations on each coast that are dedicated to finding a cure for AIDS; and invested hundreds of hours in the Bay Lights public arts project that now illuminates San Francisco’s Bay Bridge from dusk until dawn.

Impact litigation

We are co-counsel with the New York Civil Liberties Union in a case that challenges New York State’s heavy reliance on solitary confinement to punish inmates in state prisons for disciplinary infractions. The case made news in early 2013 when the parties entered an interim stipulation that institutes important reforms while putting litigation on hold for two years so experts retained by each side can make in-depth recommendations for reform.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

Mary Cross/WVA Schools

We won the first-ever ruling that Title IX requires “clear and affirmative assent” by parents before their children can be placed in single-sex programs at public schools receiving federal funding, ending a West Virginia middle school’s experiment that separated girls and boys for core academic classes based on a scientifically meritless theory of brain differences. Initial success came quickly with a preliminary injunction that restored co-ed classes soon after the 2012–13 school year began. In 2013, the court endorsed a final consent decree that bars the school district from implementing single-sex activities for the next two years and requires judicial approval of any proposed single-sex activity until 2018. As single-sex programs proliferate in public schools, the case is an important reminder that such settings can be loaded with discredited and damaging sex stereotypes that violate Title IX and the Constitution. The ACLU and ACLU of West Virginia were co-counsel.

Freeing an innocent man

In a proud example of competitive law firms collaborating to achieve justice, MoFo worked with Orrick and the Northern California Innocence Project to win release of a wrongly incarcerated man. In 1997, a rental owned by George Souliotes caught fire, killing a mother and two children. A neighbor said she saw Souliotes leave the house before the fire. At trial, the prosecution claimed a substance on Souliotes’ shoe matched the compound that caused the fire. Souliotes was convicted and received three life sentences. After years of effort, the Innocence Project and Orrick convinced a federal court that the scientific evidence had been discredited. The court vacated the conviction. When the state sought a retrial, MoFo joined the defense team and won a motion to keep out the discredited evidence as well as the unreliable eyewitness testimony. Lacking evidence, the state agreed to a plea that freed Souliotes after nearly 17 years.

Asylum

We represented a lesbian couple and their infant daughter who faced death threats in Cameroon after one of the mothers was profiled in a documentary about LGBT Cameroonian activists. One of the women was in the U.S. when a fellow LGBT activist was murdered in Cameroon. Working with public officials and a civil rights group, we secured asylum for the woman already in the U.S. and humanitarian parole so her partner and their baby could escape danger and be reunited with her in the U.S. The family is now living in San Francisco.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 69,382
Total number of pro bono hours in 2013: 79,421

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 866
Number of attorneys as of December 31, 2013: 851

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 80
Average number of hours per attorney in 2013: 93
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Because pro bono is one of the core values of the firm, the firm expects that, while the opportunities to do pro bono work will vary from year to year, each attorney will perform pro bono service on a regular basis, with each attorney in the firm’s domestic offices averaging over time over 25 hours per year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm organizes its own pro bono training programs led by firm attorneys and staff attorneys from legal service organizations. The firm often records these trainings to make them available to all firm attorneys to watch at their convenience. The firm also encourages attorneys to participate in training programs held at legal services organizations. The firm also sometimes hosts legal services organizations to provide training to attorneys from inside and outside of the firm.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,494
2013: 1,499

Average hours per summer associate spent on pro bono work
2012: 34
2013: 26

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 79%
2013: 67%

Please provide any additional information about pro bono opportunities available to summer associates.
Each summer associate is encouraged to work on at least one pro bono matter during the summer. In addition to assignments on ongoing cases, summer associates are welcome to participate in our regular clinical programs, which provide them the experience of providing direct client service.

- In New York, summer associates participate in the Courtroom Advocate Project run by Sanctuary for Families, giving them courtroom experience helping battered women obtain protective orders. New York associates are also taking part in a project to determine the value of self-help services offered by the NYC Family Court.
- New York and Los Angeles summer associates are researching constitutional law questions for the Anti-Defamation League.
- In San Francisco and Palo Alto, summer associates may participate in the Bar Association of San Francisco’s Justice
In Denver, litigation attorneys have worked with the Denver City Attorney’s Office assisting with misdemeanor prosecutions.

In Los Angeles, litigation associates work with the Los Angeles City Attorney’s Office assisting with misdemeanor prosecutions.

In San Diego, attorneys co-counsel on individual cases with public defenders at the E.D.NY. Public Defender’s Office.

In San Francisco, litigation attorneys have worked with the San Francisco District Attorney’s Office alongside assistant district attorneys prosecuting misdemeanor criminal cases.

In San Diego, attorneys co-counsel with public defenders on felony cases. Our attorneys are designated second chairs and work on all aspects of the case through trial.

In New York, litigation associates can spend one day a week taking depositions in civil cases against the City of New York in the Corporation Counsel’s Deposition Program.

In Washington, DC, litigation associates may be loaned to the Office of the Attorney General of the District of Columbia, where they spend 50 percent of their time for six months prosecuting civil and criminal cases.

In Washington, DC and Northern Virginia, litigation associates co-counsel on individual cases with public defenders at the E.D.NY. Public Defender’s Office.

In Denver, litigation attorneys have worked with the Denver City Attorney’s Office assisting with misdemeanor prosecutions.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

The firm participates in several governmental externship programs. This assistance provides a much-needed resource for governmental entities that are overburdened and experiencing severe budgetary constraints. In addition, these opportunities give our senior litigation associates intensive trial experience.

- In New York, litigation associates can spend one day a week taking depositions in civil cases against the City of New York in the Corporation Counsel’s Deposition Program.
- In Washington, DC, litigation associates may be loaned to the Office of the Attorney General of the District of Columbia, where they spend 50 percent of their time for six months prosecuting civil and criminal cases.
- In Washington, DC and Northern Virginia, litigation associates co-counsel on individual cases with public defenders at the E.D.NY. Public Defender’s Office.
- In San Francisco, litigation attorneys have worked with the San Francisco District Attorney’s Office alongside assistant district attorneys prosecuting misdemeanor criminal cases.
- In San Diego, attorneys co-counsel with public defenders on felony cases. Our attorneys are designated second chairs and work on all aspects of the case through trial.
- In Los Angeles, litigation associates work with the Los Angeles City Attorney’s Office assisting with misdemeanor prosecutions.
- In Denver, litigation attorneys have worked with the Denver City Attorney’s Office assisting with misdemeanor prosecutions.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Morrison & Foerster supports dozens of law-related public interest and community service programs. The firm allows its attorneys and paralegals to bill these activities to community service time, which counts towards their overall firm participation hours but not towards their pro bono time. Most of these programs are brought to the attention of the firm by the attorney or paralegal who would like to participate. However, there are some law-related projects that the firm supports year after year, encouraging the participation of its attorneys, paralegals, and staff. Firm attorneys also serve on the board of directors of law schools, legal service organizations and other law-related public interest and community service organizations. Our attorneys regularly contribute to the local law schools by teaching law school classes, participating in moot court programs, serving as clinical and club advisors and mentoring students, among other activities.

The Morrison & Foerster Foundation is one of the oldest law firm-affiliated charitable foundations in the United States. Since its formation in 1986, the Foundation has supported charitable organizations in the communities in which the people of Morrison & Foerster live and work. The Foundation is funded chiefly by Morrison & Foerster partners, with additional support from the firm’s associates, counsel, professional staff, and others. In 2013, our annual charitable contributions exceeded $4 million. Over the years, we have donated more than $40 million, primarily to local nonprofit organizations.

Donations target programs serving disadvantaged children and youth, or providing free legal services to low-income people. We support these initiatives primarily through contributions, recommended by Morrison & Foerster lawyers or staff, to organizations that provide direct community services. In addition, we support fellowship and scholarship programs that benefit children and youth, help inspire others to engage in public service, or encourage diversity in higher education and the legal profession.

In 2012 and 2013, The Morrison & Foerster Foundation provided financial support to the law-related public interest and community service programs listed below. Recipients include some of the firm’s pro bono partners.

**Law-Related Public Interest Organizations Supported by the Foundation**

- Colorado Criminal Justice Reform Coalition—Denver, CO
- Colorado Judicial Institute—Broomfield, CO
- Council for Court Excellence—Washington, DC
- Friends of the Los Angeles County Law Library—Los Angeles, CA
- Historical Society of the District of Columbia—Washington, DC
- It Gets Better Project’s Better Legal Program—Los Angeles, CA
- Law Library Justice Foundation’s San Diego Law Library Renovation Fund—San Diego, CA
- Legal Outreach’s College Bound Program—Long Island City, NY
- Ninth Judicial Circuit Historical Society—Pasadena, CA
- Pro Bono Institute—Washington, DC
- Supreme Court Historical Society—Washington, DC

Visit www.vault.com for company rankings, ratings and reviews to learn what it’s really like to work in an industry or company—and how to position yourself to land that job.
Law-Related Fellowship Programs Supported by the Foundation:

- Equal Justice Works’ General Legal Fellowship Program Fund
- Equal Justice Works’ Post-Graduate Legal Fellowships (which run on an academic calendar year) at:
  - East Bay Children’s Law Offices—Oakland, CA
  - East Bay Community Law Center—Berkeley, CA
  - Kids In Need of Defense—Washington, DC
  - Lawyers for Children—New York, NY
  - Legal Aid Society of San Diego—San Diego, CA
  - Public Counsel—Los Angeles, CA
  - Rocky Mountain Immigrant Advocacy Network—Westminster, CO
  - Watsonville Law Center—Watsonville, CA

Law-Related Scholarship Programs Supported by the Foundation:

- ABA Fund for Justice & Education’s Legal Opportunity Scholarship Fund—Chicago, IL
- American Intellectual Property Law Education Foundation’s Scholarships for Minority Scholars Program—Arlington, VA
- Asian American Law Fund of New York’s Community Service Scholarship Program—New York, NY
- California Bar Foundation’s Diversity Scholarship Program—San Francisco, CA
- Hunter College Foundation’s Pre-Law Program—New York, NY
- Justice & Diversity Center’s (formerly The BASF Foundation’s) Bay Area Minority Law Student Scholarship Program—San Francisco, CA
- La Raza Lawyers of Santa Clara County Charitable Foundation’s Law School Scholarship Program—San Jose, CA
- Legal Information Institute’s LVI (Law Via the Internet) Scholarship Fund—Ithaca, NY
- Monmouth Bar Foundation’s Law School Scholarship Fund—Shrewsbury, NJ
- The Morrison & Foerster Foundation—Stephen S. Dunham Scholarship at Golden Gate University School of Law—San Francisco, CA
- The Morrison & Foerster Foundation—Stephen S. Dunham Scholarship at the University of the District of Columbia David A. Clarke School of Law—Washington, DC
- NAACP Legal Defense and Educational Fund’s Scholarship Programs—New York, NY

Community Service Related Activities:

- A Wider Circle (Business Clothing Drive) (Washington, DC)
- American Heart Association Wear Day (Washington, DC)
- AIDS Walk (San Francisco)
- Adopt-a-School (San Francisco)
- Adopt-a-Family (gifts collected as well as a Santa provided to distribute the gifts, plus monetary donations matched by MoFo Foundation) (San Francisco)
- American Cancer Society’s Daffodil Days—This is an annual fundraising event to raise funds and awareness for the American Cancer Society. Employees purchase daffodils along with making a donation through The Gift of Hope, which allows the American Cancer Society to anonymously deliver flowers to a hospital or health care facility in the community. (New York)
- APALSA Public Interest Fellowship Origins Banquet (University of Michigan School of Law)
- Arc of San Francisco (ARC members on MoFo staff; sponsor Work-Life Awards and Arc Angel Breakfast events)
- Bar Association of San Francisco Art Benefit Show (San Francisco)
- Bar Association of San Francisco Food from the Bar (San Francisco)
- Bar Association of San Francisco Intern Program (San Francisco)
- Bay Area Urban Debate League’s High School “Champions of Diversity Challenge” (San Francisco)

Black History Month:


- Black History Month: An Intimate Conversation and Reception with Congressman John Lewis and House Minority Whip Congressman Steny Hoyer (Washington, DC)
- Black History Month: Reenactment Presentation of the 54th Massachusetts Voluntary Infantry Company B (Washington, DC)
- Black History Month African Read-In (San Francisco)
- Book Exchange—Employees donate gently-used books for purchase at a Book Exchange, with the proceeds going to Literacy Volunteers. (New York)
- Breast Cancer Awareness Month Bake Sale to benefit Howard University Cancer Center and the Sullivan Center for Breast Health at Sibley Memorial Hospital (Washington, DC)
Helping Young People Excel (HYPE): Provides talented low-income students in Los Angeles with the guidance and resources to qualify for admission at elite college-prep independent high schools. HYPE provides a blend of intensive programming and services to help students gain admission, finance their education, and succeed in high school and beyond. In 2013 attorneys and summer associates in the Los Angeles office participated in HYPE as a summer associate pro bono activity. HYPE representatives provided a program overview and training for summer associates. After training was completed the office hosted 20 HYPE students who received training and coaching by summer associates. The program concluded with a social luncheon held in the Los Angeles office and attended by students, summer associates and attorneys. (Los Angeles)

House of Ruth, So Others Might Eat, and Food & Friends-Monetary contributions through payroll deductions matched by Morrison & Foerster Foundation (Washington, DC)

ICA Cristo Rey Corporate Work Study Program (San Francisco)

Justice and Diversity Center of the Bar Association of San Francisco Bike-A-Thon and Walk-A-Thon (San Francisco)

Lawyers Have Heart 10K and Fun Run to benefit the American Heart Association, followed by a brunch (Washington, DC)

Legal Outreach Summer Internship Program—The New York office hosts six college bound students from Legal Outreach, Inc., during the month of July. Morrison & Foerster provides training exercises and seminars during that time. Legal Outreach prepares urban youth from underserved communities in New York City to compete at high academic levels by using intensive legal and educational programs as tools for fostering vision, developing skills, enhancing confidence, and facilitating the pursuit of higher education. (New York)

JVS “Strictly Business” Luncheon (San Francisco)

La Raza Centro Legal program on “Immigration Reform in 2013” (San Francisco).

Little Brothers (holiday gifts were provided to elders, plus monetary donations matched by MoFo Foundation) (San Francisco)

Mayor’s Youth Education and Employment Program (San Francisco)

New York Cares Coat Drive Employees donate their gently used jackets and coats for children, women and men who need a warm coat for the winter. Many have been forced to make a choice between buying a winter coat and putting food on the table. (New York)

Rebuilding Together (San Francisco)

Run for Justice: The Run for Justice program is part of the LA Big 5k and the LA Marathon. Public Counsel, an organization which provides legal services to the underserved, is an official charity of the LA Marathon. Teams comprised of MOFO personnel participated in the Run for Justice in 2012 and 2014. In 2014, the team included 10 people who ran in the 5k and raised $1,195, which was matched by the Morrison & Foerster Foundation. (Los Angeles)
• School Without Walls at Francis Stevens Book Fair staffed by MoFo Attorneys and Staff and funded in full by the MoFo Foundation (Washington, DC)
• See’s Candy Fundraisers (profits matched by MoFo Foundation and sent to Bessie Carmichael Elementary School for books and for student enrichment) (San Francisco)
• Stanford Public Interest Law Foundation Annual Auction
• Stiles Hall Intern Program
• Student Funded Fellowships Auction (University of Michigan School of Law)
• Summer Intern Program—college students interested in law school work in various departments for summer months.
• Thanksgiving “Pies with Love” sponsor for Project Open Hand (San Francisco)
• Turn the Page Literacy Book Drive (Washington, DC)
• Toys for Tots—Employees donate toys or gift certificates to support the U.S. Marine Corps. Program (New York)
• UCLA Public Interest Law Foundation Auction (Los Angeles)
• United Way’s Week of Caring and United Way Campaign (San Francisco)

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Morrison & Foerster supports its many attorneys and staff who share its commitment to public service. Each year, the firm offers a number of organized community service projects, many of which also receive financial support from The Morrison & Foerster Foundation. The firm also encourages its personnel to pursue independently chosen community projects. Community Service Day offers staff members one paid day off each year to participate in a community service activity of their own choosing. Staff and attorneys are also given time off to participate in programs sponsored by the local offices, such as adopt-a-school programs. Many attorneys and staff also serve on the boards of directors and other leadership committees of local and national nonprofits and government entities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2014 YTD Awards
• 5/07/14: Legal Services for Children recognized San Francisco attorney James Schurz with its Pro Bono Leadership Award, for the extraordinary commitment to Bay Area children that he has demonstrated by enthusiastically encouraging Morrison & Foerster lawyers to represent Legal Services for Children’s clients.
• 4/11/14: Chambers USA Women in the Law Award was given to Deanne Maynard for her Outstanding Contribution to Pro Bono Work with her efforts to ensure that the interests of diverse pro bono clients are heard by the nation’s highest court.
• 3/27/14: The Northern California Innocence Project gave James Brosnahan its pro bono award for courageously stepping forward to represent George Souliotes on the retrial of three murder charges with fewer than two months to prepare. According to the Innocence Project, having “one of the most respected and recognized trial lawyers in the country lead this trial was the most incredible gift imaginable.” After Brosnahan won exclusion of faulty evidence, prosecutors reached an agreement that exonerated Souliotes and freed him after 16 years behind bars.
• 2/11/14: Super Lawyers recognized Morrison & Foerster with a 2013 Pro Bono Award for the firm’s leadership in the Civil Gideon movement, which advocates establishing a right to counsel in civil cases that involve basic human needs such as housing, custody, safety, and health. The firm donated its cash prize of $5,000 to our pro bono partners Public Counsel and the Justice and Diversity Center of the Bar Association of San Francisco.
• 1/21/14: The Federal Pro Bono Project in conjunction with the Bar Association of San Francisco and the U.S. District Court, Northern District of California gave its Outstanding Public Service Award to San Francisco attorneys James Schurz and Robert Petraglia. The attorneys were recognized for their skilled lawyering representing homeless plaintiffs in Arcata, CA and achieving “policy changes that greatly improve conditions for the homeless in Arcata and Humboldt County. These changes include amendments to the City’s ordinances that were challenged, better services for homeless people living outdoors, and greater free speech protections.”

2013 Awards
• 12/12/13: Morrison & Foerster was recognized as Pro Bono Law Firm of the Year in Fairfax County by the Fairfax Bar Association. The award recognizes our Northern Virginia office for a level of pro bono commitment that “stands as a model for other law firms.”
• 11/18/13: The Justice & Diversity Center of The Bar Association of San Francisco presented the firm with its Right to Civil Counsel Leader Award for the firm’s commitment to providing pro bono legal services in cases involving basic human needs, including housing, child custody, sustenance, safety, and health.
• 11/12/13: The East Bay (California) Community Law Center honored Morrison & Foerster, The Morrison & Foerster Foundation, and former Senior Pro Bono Counsel Kathi Pugh as "stalwart partners" in its work.
• 11/07/13: The Domestic Violence Legal Empowerment and Appeals Project presented Morrison & Foerster with its Leap for Justice award, recognizing the firm’s contributions to the organization’s work during its first decade of existence.
• 11/07/13: The Alameda County Bar Association Volunteer Legal Services Corporation honored Morrison & Foerster with its Guardians of Justice Award.
• 10/24/13: The New York State Courts Access to Justice Program recognized senior pro bono counsel Jennifer Brown with an award for “outstanding work and dedicated pro bono service.” Brown directs Morrison & Foerster’s participation in
the New York City Family Court Volunteer Lawyer Program, which provides brief advice to unrepresented litigants in family court.

- 10/17/13: At its La Mancha Awards, Casa Cornelia in San Diego honored Morrison & Foerster associates Christian Andreu-von Euw and Jeffrey David for their high level of pro bono service in asylum matters.

- 10/02/13: The Western Center on Law and Poverty gave Senior San Francisco litigation partner James Brosnahan the Earl Johnson Equal Justice Award named after the retired California appellate court justice and honors national equal justice leaders for a lifelong body of work and achievement.

- 9/19/13: The National Legal Aid & Defender Association honored the firm with its 2012 Beacon of Justice Award for its significant contribution to securing and expanding the right to counsel first recognized by the *Gideon v. Wainwright* decision 50 years ago. Washington, DC Managing Partner Bradley Lui accepted the award on behalf of the firm.

- 9/13/13: Morrison & Foerster is named to the Law 360 Pro Bono Firms of the Year, for the fourth year in a row. The list recognizes the top pro bono firms in the country, based on a record of pro bono victories, a willingness to tackle tough pro bono cases, and an overall outstanding commitment to pro bono work. MoFo is one of only three firms to appear on the Law 360 list in each year since it was inaugurated in 2010.

- 8/09/13: The American Judicature Society presented a certificate of appreciation to Morrison & Foerster at its annual lunch during the American Bar Association convention in San Francisco. MoFo assisted the Society in its recent move to affiliate with Vanderbilt Law School in Nashville, Tennessee. The American Judicature Society, now 100 years old, is a membership organization comprised of judges, lawyers, and members of the public that promotes an independent and qualified judiciary and a fair system of justice.

- 5/06/13: The Asian Law Caucus (ALC) recognized the firm as its Pro Bono Honoree for our work on a Freedom of Information Act (FOIA) request filed on behalf of the ALC, the American Civil Liberties Union of Northern California and the *San Francisco Bay Guardian*.

- 5/01/13: The New York State Bar Association awarded the New York office its President’s Pro Bono Service Award (in the mid-sized law firm category based on the size of the New York office) for making an outstanding contribution to ensuring that low-income New Yorkers have equal access to justice.


- 4/18/13: The AIDS Legal Referral Panel recognized the firm with a certificate of appreciation for our generous participation in the Pro Bono Connections Initiative with ALRP.

- 4/12/13: The Legal Aid Society of San Mateo presented Morrison & Foerster with its Guardian of Justice Award.

- 4/2013: The Global Language Project honored Morrison & Foerster for its pro bono assistance to the organization.

### 2012 Awards

- 10/18/12: The Brooklyn Family Defense Project presented a pro bono excellence award to Morrison & Foerster, honoring the firm’s partnership with the Project as “crucial to upholding our vision of legal and social justice for low-income families.”

- 10/18/12: Casa Cornelia honored Morrison & Foerster with its La Mancha Law Firm of the Year Award for the firm’s extraordinary level of pro bono legal services to indigent immigrant victims of human and civil rights violations.

- 10/02/12: The United States District Court for the Northern District of California’s honored Morrison & Foerster for its high level of participation in the Federal Pro Bono Project.

- 9/12/12: New York litigation partner Jamie Levitt is featured in a *New York Law Journal* special supplement, “Lawyers Who Lead By Example.” Levitt, former Chair of the firm’s Pro Bono Committee, is recognized for her “particular passion for defending vulnerable populations against fraud, even in the most controversial matters,” and her leadership on the boards of several public interest legal organizations.

- 8/29/12: James Brosnahan has been honored by *The American Lawyer* with a Lifetime Achiever Award. Mr. Brosnahan is one of only eight attorneys to receive the award this year, which honors outstanding private sector success and a devotion to public service. According to *Am Law*, the 2012 Lifetime Achiever recipient's contributions were “tremendous.” Mr. Brosnahan's profile highlights his pro bono accomplishments on behalf of a Mexican housewife accused of helping Central American refugees escape into the United States—although convicted, she served no prison time—and alleged Irish Republican Army member Kevin Artt, whom Brosnahan represented in extradition proceedings—a case close to Brosnahan's heart, given his Irish roots. Mr. Brosnahan is also recognized for founding the Volunteer Legal Services Program of the Bar Association in San Francisco.

- 8/17/12: Morrison & Foerster is named to the Law 360 Pro Bono Firms of 2012 list for the third year in a row. The list recognizes the top twenty pro bono firms in the country, based on a record of pro bono victories, a willingness to tackle tough pro bono cases, and an overall outstanding commitment to pro bono work. MoFo is one of only four firms to appear on the Law 360 list in each year since it was inaugurated in 2010.

- 6/14/12: Volunteer Lawyers for the Arts (VLA) selected the firm to receive the 2012 S. Jeanne Hall Pro Bono Service Award for its exceptional pro bono service through the support of its programs and individual cases as well as hosting VLA’s Art & Law Residency since the program began in 2009.

- 5/23/12: The AIDS Legal Referral Panel recognized Keith Wetmore with its 2012 James C. Hormel Philanthropist...
Award for Morrison & Foerster’s many years of outstanding service to ALRP.

- 5/17/12: Starlight Children’s Foundation honored the firm with its 2012 Jacki Carlish Humanitarian Award in recognition of over 20 years of pro bono services valued at over $3 million. Since 1991, attorneys in several of our California offices, Washington, DC, Northern Virginia, New York, and London have represented Starlight in intellectual property matters, employment issues, real estate leasing, trademark and general corporate matters.

- 5/14/12: The McCarton Foundation for Developmental Disabilities honored Morrison & Foerster for its extensive pro bono contributions to the Foundation’s work with children with autism, at its Celebration of Learning Gala.

- 5/09/12: The Daily Journal named San Francisco associate Rita Lin to its list of top women lawyers for 2012 in recognition of her work as co-counsel with Lambda Legal in Golinski v. Office of Personnel Management, which challenges the federal Defense of Marriage Act (DOMA) on behalf of a federal district court employee who was rebuffed when she sought to enroll her same-sex spouse on her federal employee health plan.

- 5/01/12: The New York State Bar Association recognized Natalie Fleming Nolen with its 2012 President’s Pro Bono Service Award in the Young Lawyer Category for her work on behalf of immigrants and refugees, including winning humanitarian parole for Haitian victims of rape and obtaining special immigrant juvenile status for minors who were facing deportation from the United States.

- 4/25/12: The HIV Law Project in New York gave Morrison & Foerster its Distinguished Pro Bono Award, citing the firm’s lengthy and successful representation of an HIV positive man who was threatened with eviction from his home.

- 4/18/12: Arturo Gonzalez was honored as Attorney of the Year by Centro Legal de la Raza, for advancing the rights of immigrant, low-income and Latino communities through legal representation, education and advocacy.

- 3/29/12: The Federal DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services honored the firm’s Washington, DC office at the annual 40 at 50 Judicial Pro Bono Recognition Breakfast, recognizing that at least 40 percent of the attorneys in that office performed 50 hours or more of pro bono work during 2011.

- 3/26/12: The District of Columbia Court of Appeals and Superior Court of the District of Columbia named 37 lawyers from Morrison & Foerster’s Washington, DC office to the Capital Pro Bono Honor Roll, for performing at least 50 hours of pro bono service in 2011. Twenty-four of these attorneys were also named to the court’s High Honor Roll, for pro bono contributions in excess of 100 hours.

- 3/14/12: The Volunteer Legal Services Program of the Bar Association of San Francisco (“VLSP”) awarded Morrison & Foerster its 2011 Outstanding Law Firm in Public Service Award. In presenting the award to Jim Brosnahan, Judge Katherine Feinstein, San Francisco Superior Court’s Presiding Judge, noted that more than 70 Morrison & Foerster attorneys participated in VLSP pro bono matters in 2011, contributing over $1 million in pro bono legal services.

- 3/09/12: Bay Area Lawyers for Individual Freedom honored Rita Lin with its 2012 Legal Service Award in recognition of her important and vital work to advance the rights of the LGBT community, including representation of Karen Golinski.

- 2/16/12: Susan MacCormac was one of the attorneys named as California Lawyer of the Year by California Lawyer magazine for co-chairing the working group that drafted SB 201 creating Flexible Purpose Corporations. The law now makes it possible for California businesses to fold goals of sustainability and social morality into their missions.

- 1/02/12: The National Law Journal named Morrison & Foerster a recipient of its annual Pro Bono Awards for its display of exemplary commitment to access to justice. San Diego attorney Drew Woodmansee was profiled for his advocacy and litigation work that led to the repeal of Don’t Ask, Don’t Tell on September 30, 2011. Beginning in 2009, a Morrison & Foerster pro bono team has represented four gay service members who served their country with distinction but were dismissed, or were poised to be dismissed, under Don’t Ask, Don’t Tell.

Please add any additional information about your firm’s pro bono program.

In the words of a Morrison & Foerster partner, “A commitment to pro bono practice is in our firm’s DNA.” Advancing the legal profession’s commitment to donating services pro bono for the public good has been at the core of Morrison & Foerster’s mission since firm founder Alexander Morrison assisted in the creation of the Legal Aid Society of San Francisco in 1916. In the 1950s, partner Herbert Clark led the effort to reorganize and revitalize the Legal Aid Society; in the 1980s, the firm created the Girvan Peck Memorial Fund to dedicate attorney fees and costs earned through pro bono cases to fund further pro bono work; and in 1991, partner Bob Raven convened the first American Bar Association meeting of large law firm chairs on pro bono work, a meeting that led to the creation of the Law Firm Pro Bono Challenge. MoFo was instrumental to the development of the Challenge, including the commitment to contribute five percent of billable time to pro bono work, and was a charter signatory firm. Morrison & Foerster was one of the first firms to establish a full-time Pro Bono Counsel position, and now has three such positions to focus on the firm’s pro bono efforts. The institutional commitment to pro bono is lived out every day in MoFo’s large law firm chairs on pro bono work, a meeting that led to the creation of the Law Firm Pro Bono Challenge. Morrison & Foerster, we don’t tell lawyers what pro bono work to do. Rather, we invite lawyers at all levels and in all practices to bring pro bono projects to the firm, while also smoothing the way for them to participate in established pro bono clinics and other programs. Every project is approved by the pro bono committee, and supervised by a partner or, in appropriate cases, a senior of counsel attorney. Pro bono work counts fully towards our associates’ and partners’ client service hours goals and bonuses. Most importantly, whether the project is incorporating a new
nonprofit, advising a low-income entrepreneur, representing an inmate on death row or helping parents to get special education services for their child, Morrison & Foerster lawyers provide legendary service to every one of our clients, fee-paying and pro bono alike.
MUNGER, TOLLES & OLSON LLP

355 S. Grand Avenue
35th Floor
Los Angeles, California 90071
Phone: (213) 452-5530
www.mto.com

LOCATIONS
Los Angeles, CA • San Francisco, CA

MAJOR DEPARTMENTS & PRACTICES
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THE STATS
No. of Attorneys: 191
No. of Offices: 2
Managing Partner: Sandra Seville-Jones
Hiring Partner(s): Katherine Ku
Manuel Cachán

EMPLOYMENT CONTACT
Kevinn Villard
Director of Legal Recruiting
Phone: (213) 683-9242
Email: Kevinn.Villard@mto.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Munger Tolles is organized by committees that work to set policies for each area. The Pro Bono Committee has two co-chairs who coordinate the pro bono work of the firm. The firm does not track hours that lawyers spend on internal firm matters, including as chairs of committees.

Please provide the primary pro bono contact(s)'s information below.

David Fry
Partner
Phone: (415) 512-4082
Email: David.Fry@mto.com

Stephen Kristovich
Partner
Phone: (213) 683-9251
Email: Steve.Kristovich@mto.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.

As with all firm committees, the composition of Munger, Tolles & Olson's pro bono committee changes annually. The 2013 committee included 17 associate and partner members with two co-chairs, partners David Fry and Steve Kristovich.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
At Munger Tolles, attorneys at all levels of the firm are encouraged to actively pursue pro bono matters and be part of the community. Staffing of ongoing matters is handled—as with billable matters—on a case-by-case basis consistent with the interests of individual attorneys and the needs of the firm. Munger Tolles gives billable hour credit for pro bono work to all attorneys. The firm does not limit pro bono hours or billable hours credit for pro bono hours. Attorneys have a significant amount of latitude in the types of cases they are able to take on at Munger Tolles. If a matter is going to take considerable time and resources, attorneys are asked to discuss this with the firm's Pro Bono Committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Equality California
- American Civil Liberties Union
- Los Angeles Museum of Contemporary Art
- UCLA School of Law Supreme Court Clinic
- United Farm Workers
- Inner City Law Center
- Alliance for Children's Rights
- Kids In Need of Defense
- Legal Aid Foundation of Los Angeles
- Clean Elections Institute

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Munger Tolles attorneys successfully represented the Coalition to Abolish Slavery & Trafficking (CAST) in maintaining the confidentiality of the location of its shelter housing trafficking survivors and their families. Opened in 2004 as the first shelter in the nation designed to serve trafficking survivors, the shelter's location is kept confidential in order to provide the physical and psychological security...
needed to move a trafficking victim to recovery. With the assistance of Munger Tolles lawyers, CAST challenged a judge’s order to disclose the shelter’s address. Munger Tolles lawyers filed a motion for a protective order asserting the privacy interests of CAST as well as six declarations from, among others, a psychologist and a police lieutenant. In February 2014, Judge Mitchell Beckloff of the Los Angeles County Superior Court granted CAST’s motion for the protective order thereby reversing the prior order for disclosure of the shelter.

• In a pro bono representation spanning over seven years, Munger Tolles attorneys represented a native Salvadoran seamstress who fled her home country and sought asylum in the United States after the notoriously brutal MS-13 gang killed her brother, her sister, and then tormented and threatened to kill her after she boldly spoke out against her sister’s murder on national television and cooperated in a police investigation against the gang—despite the known fact that many police officers in El Salvador are on the gang’s payroll. At trial, Munger Tolles successfully recruited the volunteer support of two nationally renowned scholars from Harvard Law School and the United States Army War College, who provided expert testimony on the client’s behalf concerning the ruthlessness of the MS-13 gang in El Salvador and the high probability that she would be killed upon return to El Salvador for working with police against the gang. Munger Tolles obtained a key finding at the trial court level—namely, that all of our client’s proffered evidence was credible. Indeed, the judge specifically found that the client’s actions in seeking to bring the perpetrators to justice were “admirable and brave.” Nonetheless, under the law as it existed at the time, the judge found that the client did not qualify for one of the limited statutory grounds warranting refugee status. But Munger Tolles was relentless in our fight. We appealed and then appealed again—waging a battle on our client’s behalf that involved 14 litigators and 16 staff members over the life of the case. Following a favorable recent development in Ninth Circuit immigration law, the firm seized on the opportunity to engage the Department of Justice directly and argue that it should not oppose the client’s petition for a remand to the Ninth Circuit. The government agreed, and, after additional proceedings, ultimately entered into a key stipulation—namely, that it would agree to a grant of asylum subject to confirmation by the court. The entry of asylum is fully expected in light of this stipulation, and this averts what is believed to be an effective death sentence had the client been deported back to her country.

• Munger Tolles attorneys play a lead role in an effort to ensure low-income individuals have legal representation. Through the Shriver Housing Project, lawyers will provide assistance to 2,000 low-income individuals in Los Angeles who are involved in eviction proceedings where the other side is represented by counsel (principally tenants, but also low-income landlords). The Shriver Housing Project, which began in 2012, is part of a three-year pilot project approved by California lawmakers to evaluate the impact of providing lawyers to low-income litigants. The initiative includes seven efforts statewide. Munger Tolles provided assistance in developing the successful application for state funding of the project that was submitted by four premier legal services organizations in Los Angeles (Inner City Law Center, Legal Aid Foundation of Los Angeles, Neighborhood Legal Services and Public Counsel). The firm also continues to represent Section 8 tenants both in litigation, and in advocacy before local housing agencies, to assure their right to the same good cause for eviction protections of local rent stabilization laws enjoyed by their unassisted neighbors. This is an extension of the work that garnered the firm the Legal Services Corporation’s Pro Bono Service Award in 2012.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• A team of Munger Tolles litigators representing LGBT advocacy group Equality California successfully defended Senate Bill 1172, which prohibits state-licensed therapists from engaging in sexual orientation change efforts (“SOCE”) on minor patients. The law was challenged in two different lawsuits by practitioners of SOCE—sometimes called “reparative” or “conversion” therapy. The plaintiffs argued that SB 1172 violates free speech and parental and religious rights. Munger Tolles defended SB 1172, arguing that it falls within the state’s powers to regulate medical practice and to protect the public health—and that the legislature was properly responding to a professional consensus among mental health organizations that SOCE is ineffective and puts patients at risk of serious harms, including depression and suicide. The federal judges handling the lawsuits issued conflicting rulings. U.S. District Judge Kimberly J. Mueller rejected plaintiffs’ motion for a preliminary injunction, while U.S. District Court Judge William Shubb granted the motion as to the three plaintiffs. The Ninth Circuit stayed the law pending the appeals. With co-counsel, the National Center for Lesbian Rights, Munger Tolles filed appellate briefs. In a unanimous opinion in Pickup v. Brown, issued in August 2013, the Ninth Circuit upheld the law. The Munger Tolles team was awarded the California State Bar President’s Pro Bono Service Award for a Law Firm Team in October 2013.

• Alleged street gang members must be afforded hearings and other due process protections before their liberties are curtailed by civil injunctions, the U.S. Court of Appeals for the Ninth Circuit ruled in November 2013. This first-of-its-kind ruling was a win for Munger Tolles attorneys who had represented a group of alleged gang members on a pro bono basis at the trial and appellate court level. The Ninth Circuit, in an opinion by Circuit Judge Marsha S. Berzon, affirmed a 2011 ruling by U.S. District Judge Valerie Baker Fairbank. In affirming, the appellate court held that the enforcement of a 2009 injunction against Munger Tolles’ clients violated their constitutional rights to procedural due process. In conjunction with the American Civil Liberties Union of Southern California, a Munger Tolles team has worked on the case, Vasquez v. Rackauskas, since 2009. The team led an 11-day bench trial that challenged the enforcement of a civil gang injunction on procedural due process grounds. For work on the case, the ACLU awarded the firm its 2011 Courageous Advocacy Award.

• Munger Tolles, the American Civil Liberties Union, and the ACLU of Northern California are representing four
servicewomen and the Service Women’s Action Network in challenging the Defense Department’s policy barring women from serving in—or even applying for—many tens of thousands of combat-related positions. The plaintiffs allege that this “combat exclusion policy” violates the Equal Protection Clause of the U.S. Constitution. All four of the individual plaintiffs in Hegar v. Hagel served in Iraq or Afghanistan. Two were awarded the Purple Heart after being wounded in the course of their deployments. Two were awarded medals in recognition of their performance while in active engagement in combat zones. One plaintiff earned a Distinguished Flying Cross with a Valor device for extraordinary achievement and heroism. She engaged in direct ground fire with the enemy after her helicopter was shot down over Afghanistan and she was wounded. Despite their service to their country, the plaintiffs were not allowed to join combat units in any official capacity. On Jan. 24, 2013, a week before the government’s answer to the complaint was due, then-Secretary of Defense Leon Panetta announced the revocation of the combat exclusion policy. Despite this initial development, the lawsuit remains very much alive because the Department of Defense continues to bar all women (solely because of their gender and regardless of their qualifications) from serving in or applying for many tens of thousands of combat-related positions. As alleged in an amended complaint filed on Oct. 31, 2013, the Department of Defense’s recently announced “implementation plans” for the integration of servicewomen are woefully inadequate and appear likely to perpetuate, rather than eliminate, gender discrimination in the military.

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?  
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?  
No

Is there a pro bono requirement at your firm?  
No

Does the firm give billable hour credit for pro bono work?  
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?  
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?  
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?  
Munger Tolles takes an individualized approach to all training with an emphasis on real-world experience. We encourage all of our attorneys to pursue pro bono matters that are consistent with their interests and support any training that may be necessary to fulfill such matters.

Does the firm offer the use of support staff in handling pro bono matters?  
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- **Total hours summer associates spent on pro bono work**
  - 2012: 1,809
  - 2013: 815

- **Average hours per summer associate spent on pro bono work**
  - 2012: 70
  - 2013: 26
The MTO Foundation funds the Equal Justice Works since 1999, the MTO Foundation has donated money to auctions at law schools, monetary support, or fellowships. Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? Yes

Please describe the established program(s) and their duration, if applicable.

We have a permanent Munger Tolles “chair” in the Los Angeles City Attorney’s Office that allows us to send six associates per year to first-chair jury trials on a pro bono basis. This unique program is designed to provide valuable trial experience to attorneys at all levels of seniority. Munger Tolles attorneys have tried the vast majority of these cases to judgment, resulting in numerous guilty verdicts. Attorneys in Munger Tolles’ San Francisco office derive a similar benefit from the “Volunteer District Attorney Program” run by the San Francisco District Attorney.

Our IL summer associates are able to spend a portion of their time with us at a non-profit while we cover their salary during the period.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any work with high school students, auctions at law schools, monetary support, or fellowships.

- Since 1982, the MTO Foundation has donated money to primarily Los Angeles and San Francisco based providers of legal services to the indigent and underserved that are supported by the firm’s attorneys. The MTO Foundation is entirely funded by contributions from the firm’s partners. From its relatively modest beginnings, the MTO Foundation has grown to be a significant contributor to law-related charities and other community organizations, with aggregate donations now in excess of $700,000 per year. Some of the largest recipients of the MTO Foundation’s grants include Legal Aid Foundation of Los Angeles, Bet Tzedek, Legal Aid Society of San Francisco, Constitutional Rights Foundation, Los Angeles Music Center, Human Rights Watch, Public Counsel, Inner City Law Center and Western Center on Law & Poverty.

- The MTO Foundation funds the Equal Justice Works Fellowship Program, which creates partnerships among public interest lawyers, nonprofit organizations, law firm/corporate sponsors and other donors to afford underrepresented populations effective access to the justice system. The two-year fellowships offer salary and generous loan repayment assistance, a national training and leadership development program and other forms of support during the term of the Fellowship.

- In addition, Munger Tolles played a critical role in bringing financial and organizational stability to the Museum of Contemporary Art (MOCA) in Los Angeles. From November 2013–March 2014, corporate partner Maria Seferian served as the Interim Director & CEO of MOCA. In this role, she provided administrative and strategic leadership to the museum and guided it through an historic $100 million endowment campaign, international director search, and long-term strategic planning process. She was subsequently elected as a Vice Chair to the Board of Trustees of MOCA.

- Our firm is also providing significant support to the Legal Aid Foundation of Los Angeles, which annually provides 12,000 individuals and families with legal services. Munger Tolles is helping to lead a $15 million capital campaign to build a new headquarters for the nonprofit organization.

- Formed in 2000, the Paul Davis MTO Associate Fund is funded by voluntary contributions by firm associates. Named in the memory of its co-founder, former Munger Tolles associate Paul Davis, the fund is managed by a board of Munger Tolles associates, with oversight from the board of the MTO Foundation. The goal of the fund is to make well-informed and meaningful charitable contributions to worthy organizations in the Los Angeles and San Francisco communities, particularly organizations in which Munger Tolles associates are actively involved. Since its founding, the Fund has made donations of approximately $250,000.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Munger Tolles is a proud sponsor of the Los Angeles Metropolitan Debate League, which is affiliated with the National Association for Urban Debate Leagues, an organization devoted to promoting debate programs in urban public schools across the country. Debate has been shown to have meaningful results in enhancing literacy and graduation rates in high schools. Munger Tolles partners Bart Williams and Henry Weissmann co-chair the Los Angeles Advisory Board, and a Munger Tolles associate serves on the Advisory Council of the Bay Area Urban Debate League.

Munger Tolles is a leading firm in the Food From the Bar (FFTB) campaign, an annual springtime effort of the San Francisco and Los Angeles legal communities to raise funds, donate food and volunteer at local food banks to alleviate hunger in our communities with a special eye toward food-insecure children who could go hungry in the summer months. In fact, the Los Angeles campaign was launched by Munger Tolles partner Kathleen McDowell who admired the friendly competition amongst law firms in the San Francisco campaigns. The FFTB campaign is an opportunity for attorneys and staff to work together in inventive efforts to raise awareness and donations. In the 2013 campaign, activities included Kick-off...
Auctions, “Mad Men” Day (in which a partner contributed $50 for each person dressed in “Mad Men”-themed attire), and a highly competitive trivia contest. In 2013, Munger Tolles’ Los Angeles office exceeded its FFTB goal by more than 20%, raising over $78,500 in money, food and volunteer shifts and won the “Most Donations Overall” award for the third time in five years. The San Francisco office’s campaign raised over $60,300 and captured the Grand Prize for Per Capita Participation for the 11th straight year. It is estimated that the two offices provide funding for more than half a million meals.

The Case Support Services (CSS) department of Munger Tolles hosts an annual charity auction. This Munger Tolles fundraising tradition is a wonderful way for the firm to celebrate the holidays together by collecting items from those at the firm and from the community and auctioning them off to the highest bidder for the benefit of charities. The 16th CSS Charity Auction held in December 2013 supported two charities and raised more than $5,000. The money was used to support a groundbreaking research project on a new treatment protocol for childhood leukemia that is underway at Children’s Hospital of Los Angeles. Researchers believe that this project offers great potential benefits in the near term for children that are currently afflicted. We also supported “Happy Hats for Kids,” a volunteer group that provides seriously ill children that reside in underserved medical facilities in Southern California with gift packages that include whimsical hats and bilingual books throughout the year. The hat is a particular symbol of caring as many of the young recipients of the gift packages have lost their hair due to treatment. The books describe hospital procedures and processes in a non-threatening child friendly way and include light-hearted puzzles and games. One hundred percent of our donation was used to pay for gift packages which were delivered by volunteers from the organization.

The Los Angeles office’s Suzanne Porter Holiday Charity Committee has worked to bring holiday cheer to thousands of underprivileged children and adults for over 20 years. Each year, Munger Tolles employees purchase over 500 gifts and, in addition, the Munger Tolles baking committee puts together baskets filled with cookies, candy and other holiday treats. The gifts and baskets are delivered to various charities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2013
- California State Bar President’s Pro Bono Service Award for a Law Firm Team
- Bay Area Lawyers for Individual Freedom (BALIF)—honored for outstanding pro bono contribution to the advancement of LGBT rights
- Western Justice Center—recognized for longtime support of the organization

2012
- Constitutional Rights Foundation—Foundations of Freedom Award
- Inner City Law Center—award for longtime support of the group
- Learning Rights Legal Center—award for support of Equal Justice Fellow Devon Rios
- Legal Services Corporation—Pro Bono Service Award
- The National Law Journal—Pro Bono Hot List. Munger Tolles appeared before the U.S. Supreme Court in 2011 to defend Arizona’s Citizens Clean Elections Act, a voter-approved measure that provided public funding for candidates who chose to forego most private campaign contributions.
Whether it is for the greater good of one or the greater good of all...

As President of the Chicago Low-Income Housing Trust Fund, Tom makes affordable housing available throughout the Chicago area to those most in need.

Collette obtained reparations for her client whose car was wrongfully repossessed.

Michelle helped a low-income single mother enforce her rights against an unscrupulous landlord so the family could live in safe and secure housing.

Greg helps individuals who have turned their lives around clear their criminal records so they can find work.

PRO BONO matters.

NEAL • GERBER • EISENBERG
One office. Worldwide.

www.ngelaw.com
NEAL, GERBER & EISENBERG LLP

2 North LaSalle Street
Suite 1700
Chicago, IL 60602
Phone: (312) 269-8000
www.ngelaw.com

LOCATION
Chicago, IL

MAJOR DEPARTMENTS & PRACTICES
Corporate & Securities • Environmental • Financial
Restructuring & Bankruptcy • General & Commercial Litigation
• Intellectual Property & Technology Transactions • Labor
& Employment • Private Wealth Services • Real Estate •
Securities & Commodities Litigation • Taxation

THE STATS
No. of Attorneys: 144
No. of Offices: 1
Managing Partner: Jerry H. Biederman
Hiring Partner(s): Jenny S. Kim

EMPLOYMENT CONTACT
Maria J. Minor
Director of Professional Recruitment and Development
Phone: (312) 269-5226
Email: mminor@ngelaw.com
Careers website: http://www.ngelaw.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Meredith L. Schmitt, the firm’s Professional Recruitment and Pro Bono Coordinator, spends close to half of her time on pro bono issues, including administering the firm’s pro bono programs, researching innovative methods to include law students in pro bono work, and promoting firm pro bono achievements. Maria J. Minor, the firm’s Director of Professional Recruitment and Development, spends less than half of her time on pro bono issues, including fostering our pro bono relationships in the courts and community, promoting pro bono as an avenue to professional development, and providing guidance to the Pro Bono Coordinator.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Neal Gerber Eisenberg encourages all of its legal professionals, from summer associates to partners, to devote time to pro bono legal work. To facilitate participation, the firm has established “preferred provider” relationships with four not-for-profit organizations that provide many opportunities for transactional and litigation pro bono work. However, rather than create a one size fits all program, we reinforce our emphasis on individual entrepreneurship by allowing our attorneys the freedom to bring in self-directed pro bono matters that reflect their own personal and professional passions and interests. In doing so, the firm is able to broaden the scope and reach of our services to a wider range of beneficiaries.

In general, the firm will approve new pro bono matters as long as: matters fall within the definition of pro bono legal services; appropriate supervision is available; and no conflict of interest exists. Generally, the firm defines pro bono legal work as legal services rendered to a person of limited means or to charitable, religious, civic, community, governmental, or educational organizations in matters designed to address civil rights or the needs of persons of limited means.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None
List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- AIDS Foundation of Chicago
- Equip for Equality
- Chicago Volunteer Legal Services (CVLS)
- Lawyers for the Creative Arts
- Domestic Violence Legal Clinic
- Cook County Municipal Court Pro Bono Project
- Chicago Low Income Housing Trust Fund
- National Immigrant Justice Center
- Federal Defender’s Office
- CARPLS

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Neal Gerber Eisenberg is engaged in a partnership with the AIDS Foundation of Chicago, providing general legal services in a variety of areas, including intellectual property, employment counseling, privacy, leasing, HIPAA compliance and dispute resolution. We also represent the AIDS Foundation in dealings with insurers seeking case management services for insureds impacted by HIV and AIDS.

- The firm’s summer associates participated in the Domestic Violence Legal Clinic’s Pro Bono Project. Working as a team with their partner and associate mentors, summer associates navigated the court system to obtain emergency and plenary orders of protection for victims of stalking and domestic violence.

- Through CVLS, several of our attorneys act as guardians ad litem to the Probate Court on behalf of children in the care of family members. One of our partners was recently recognized by CVLS for taking on fourteen such cases in the past three years alone. In one case, the partner helped resolve complicated issues of paternity and visitation rights among five siblings and half-siblings who were sent to live with multiple relatives following the death of their mother.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- As a pilot participant in the Municipal Court Pro Bono Panel, Neal Gerber Eisenberg took on the defense of a personal injury case for an indigent client. Prior to our involvement, the defendant had missed a court-ordered arbitration and had a damage award issued against him. One of our mid-level associates took the case to jury trial. Over the course of two days, the associate examined four witnesses and successfully reduced the damage award from $30,000 to approximately $5,000. In post-trial motions, the associate successfully argued that the plaintiffs were precluded from any recovery. The judgment was reversed and the defendant was found not liable for any of the plaintiffs’ damages.

- Together with Jane and Michael Tigar, the firm filed a petition for certiorari on behalf of Jason Foster in the United States Supreme Court. The petition challenged Mr. Foster’s sentence and sought the right to counsel for re-sentencing under the 2010 Fair Sentencing Act. Mr. Foster’s petition emphasized the inequity that would result from not allowing him to be re-sentenced. A similar defendant, who had committed almost the same offense at almost the same time, had been sentenced under the statute and received a much shorter sentence simply because he had not pled guilty and his case had taken longer to work its way through the system than Mr. Foster’s.

- A nineteen-year-old student with a genetic disorder and severe learning disability relocated to Chicago with his family. While he had completed the requirements for a diploma at his suburban school, he was still in need of additional vocational and life skills training. Chicago Public Schools insisted that he continue in regular high school classes at his new, and overwhelmingly large, public high school. An associate and zealous pro bono advocate became involved in the case and steadfastly pursued his client’s rights, seeking an independent educational evaluation and later a due process hearing. As a result, CPS eventually agreed to negotiations and ultimately enrolled the student in a fantastic vocational skills program on Chicago’s south side. The student recently completed that program and sent a text message to his advocate, thanking him for all he had done and letting him know that he has begun work at a local hospital.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 6,385
Total number of pro bono hours in 2013: 6,606

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 158
Number of attorneys as of December 31, 2013: 154

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 40
Average number of hours per attorney in 2013: 43
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Neal Gerber Eisenberg regularly invites pro bono organizations to provide in-house training. In addition, associates are encouraged to attend training offered by local bar associations and pro bono organizations in areas of their interest. Finally, as in all matters, there is significant on-the-job training in each pro bono matter through the one-on-one contact with the partner supervisor.

Regular email announcements are broadcast throughout the firm alerting attorneys to pro bono training opportunities. Examples include in-house training on basic copyright law to assist pro bono attorneys working with writers and musicians through Lawyers for the Creative Arts, training on special education law hosted by the firm and conducted by the Neal Gerber Eisenberg Fellow at Equip for Equality, training offered by the Circuit Court of Cook County to prepare pro bono attorneys to represent victims of abuse in obtaining orders of protection, and training on asylum cases presented by the National Immigrant Justice Center. Whenever possible, training programs are made open to clients and guests of the agency.

The firm also collaborates with various organizations and area law firms to implement new pro bono training and programs. For example, through the Second Chances Project, a city-wide pro bono program sponsored by the Association of Pro Bono Counsel at the behest of Vice President Joe Biden, Neal Gerber Eisenberg partnered with other law firms and Cabrini Green Legal Aid to conduct training and legal clinics for rehabilitated individuals with juvenile and/or adult criminal records.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 223
2013: 167

Average hours per summer associate spent on pro bono work
2012: 56
2013: 42

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
Each summer, Neal Gerber Eisenberg sponsors at least one pro bono project for the summer associates to work on with their partner mentor. In recent years, summer associates participated in the Domestic Violence Legal Clinic’s Pro Bono Project. Working as a team with their partner and associate mentors, summer associates obtained emergency and plenary orders of protection for victims of stalking and domestic violence.

In addition, summer associates may ask to be assigned to work on other active pro bono matters.
Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

Neal Gerber Eisenberg participates in the PILI (Public Interest Law Initiative) Graduate Fellowship Program. Through this program, entering associates spend up to ten weeks working at a public interest organization prior to starting with the firm.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Neal Gerber Eisenberg is committed to making annual firm contributions totaling at least $600 per attorney to one or more qualified legal aid organizations. Such contributions may include monetary donations, special event sponsorships, qualifying in-kind contributions, fellowships focused on improving access to justice for low-income and vulnerable residents of the Chicago area, contributions to the Chicago Bar Foundation Investing in Justice Campaign, and other similar activities.

- The firm has sponsored scholarships and internships through law school public interest law foundations, PILI, and the Chicago Committee.

- The firm has sponsored several law student diversity organizations at The University of Chicago, The University of Illinois, the University of Michigan, and Northwestern University School of Law, including the Black Law Students’ Association, Latino/a Law Students’ Association, Asian Pacific American Law Students’ Association and OUTLaw.

- Firm attorneys participate in the Northwestern University School of Law Women’s Leadership Coalition Mentoring Program and the Northwestern University School of Law OUTLaw Mentoring Program.

- Firm attorneys also participate in Street Law programs, the Mikva Challenge, the Posse Foundation, and similar activities designed to educate and inspire youth to become active participants in the civic life of their community.

- The firm participates in the Constitutional Rights Foundation’s Lawyers in the Classroom program, which provides elementary and secondary students with hands-on learning about the Constitution to prepare them for informed civic engagement. This year the firm’s participation in the program has expanded to two new schools, where our lawyers are leading 6th, 7th and 8th graders through lessons with dynamic activities and strategies that help students learn about our legal system.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-law-related volunteerism for organizations like Habitat for Humanity.

Through its staff and attorneys, Neal Gerber Eisenberg supports and promotes a variety of volunteer activities. For example, the firm participates in the Women Everywhere Service Project, an annual day where attorneys volunteer to do field service in soup kitchens, day care centers, shelters and other organizations supporting women.

The firm supports a variety of mentoring programs for minority or underserved youth, including Step Up’s Teen College Connections mentoring events, the All Stars Project, the Posse Foundation, Cabrini Green Youth Centers, Inner City Education Program (“ICE”), and the Loyola Law Program.

In addition, the firm provides internships to students from Cristo Rey High School and the All Stars Project. Both of these programs are designed to provide under-privileged teens income and access to educational opportunities, work experience in a law firm, and mentors and role models who will provide guidance as the interns consider college and career opportunities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In 2012, 2013 and 2014 the firm was recognized in PILI’s Pro Bono Recognition Roster. The roster honors law firms and corporate legal departments who have made noteworthy pro bono contributions throughout the year.

- In April 2012, an associate was named “Pro Bono Attorney of the Month” by Illinois Legal Aid Online for her service in the pro bono community, including her work with three organizations: the Chicago Low-Income Housing Trust Fund, CBA Municipal Court Pro Bono Panel and CVLS.

- Several partners have been honored with Awards for Excellence in Pro Bono Service by the U.S. District Court for the Northern District of Illinois. For example in 2012, a partner received the award for his work in Ligas v. Maram, which resulted in both protected and expanded living arrangement options for Illinois’ developmentally disabled adults.

- In 2012, the firm received an Outstanding Service Award from the Constitutional Rights Foundation Chicago.

- The International Trademark Association awarded the firm the 2012 Volunteer Service Award for Pro Bono Services.

- Lawyers for the Creative Arts also honored the firm with its 2012 Distinguished Service to the Arts award for the firm’s work with the pro bono community generally and artists and arts organizations in particular.

- In 2013, the AIDS Foundation of Chicago named the firm to its Loyalty Circle and the All Stars Project honored a firm partner as an “All Stars Champion.”

- Recently, two partners received recognition for their tireless work with local legal aid agencies. One partner was honored by the Domestic Violence Legal Clinic at the organization’s 25th anniversary benefit. Having served on the agency’s board and as board president for several years, she was
recognized as a steadfast and dedicated leader who continues to be an important advisor to and supporter of the agency. The other partner was recognized as a “loyal and very experienced” volunteer with CVLS’s minor guardianship program. Not only has this partner taken on numerous and often complicated cases, he has worked tirelessly to recruit and train additional Neal Gerber Eisenberg attorneys and paralegals to work on cases for the agency.

Please add any additional information about your firm’s pro bono program.

Neal Gerber Eisenberg has valued pro bono service since its inception. The firm provides full billable credit to associates for all pro bono work. Associates wishing to expand their knowledge base through pro bono service are provided training, supervisors, and resources to allow them to develop new skills and stretch beyond their practice area. The firm’s associates make full use of these opportunities—corporate associates advise parents on their children’s rights to special education services, litigation associates first chair trials, labor and employment associates advise a not-for-profit organization focused on creating meaningful volunteer experiences, and information technology associates help young composers protect their intellectual property.

These opportunities are available, in part, because of Neal Gerber Eisenberg’s renewed emphasis on the pro bono obligations of its attorneys. Effective January 1, 2011, the firm issued a new pro bono policy with the goal of re-energizing pro bono service. We are thrilled that we have succeeded in our efforts. In both 2012 and 2013, 100% of our associates provided pro bono services and our impact in the community has increased.

Pro Bono Policy Statement:

Neal Gerber Eisenberg embraces its responsibility to create an environment that is hospitable to the rendering of a reasonable amount of uncompensated service by its lawyers. The firm likewise recognizes and reaffirms the responsibility of its lawyers to use their training, experience, and skills to provide services in the public interest for which compensation may not be available. By proclaiming the firm’s commitment to providing pro bono legal services, and providing a framework for supplying firm lawyers with abundant pro bono opportunities and managing those engagements effectively, the firm’s pro bono policies and procedures enable the firm and its lawyers to discharge their respective pro bono responsibilities in a manner that maximizes the achievement of the ultimate objective of any pro bono program worthy of its name: furthering the public good.

Pro Bono Quantitative Goals:

As a gold-level member of The Chicago Bar Foundation Law Firm Leadership Circle, the firm has established the goal that each of the firm’s attorneys will devote at least 50 hours per year to pro bono legal service. Recognizing that varying responsibilities and practice areas will make this goal more readily attainable by some lawyers than others, and seeking to increase the firm’s overall level of pro bono service without relieving any lawyers of their responsibility to strive to achieve the individual annual target, the firm has established an additional goal of providing pro bono legal service that averages at least 50 hours per lawyer per year.

Pro Bono Committee:

The firm established a Pro Bono Committee to (1) develop and oversee implementation of the pro bono policy, (2) encourage attorneys to render pro bono services and provide them with attractive pro bono opportunities, (3) review and approve new pro bono matters proposed by attorneys, (4) ensure adequate supervision of and assistance for attorneys providing pro bono services, (5) monitor the amount of hours and costs devoted to each pro bono matter, (6) manage relationships with organizations that receive pro bono legal services from, or provide pro bono opportunities to, attorneys, and (7) recognize attorneys who provide exemplary pro bono services. The committee members carry out these responsibilities through a variety of activities, including publication of newsletters, reaching out to members of their practice group to gauge interest and suggest particular pro bono matters, becoming individually involved in cultivating relationships with preferred providers, and continuing to explore creative methods of enhancing pro bono participation.

Pro Bono Partners:

In 2011, the firm entered into four preferred provider relationships which provide a steady stream of pro bono opportunities suitable to our attorneys. These organizations were selected based on the impact they have in the Chicago community and their track records of efficiently and effectively delivering services to the community. In addition, we deliberately picked organizations that covered the broad spectrum of legal services offered by the firm, from litigation, to counseling, to intellectual property, to transactional work. We also sought a diverse pro bono client population to provide opportunities for our attorneys with a variety of interests and experiences.

1) Equip for Equality, a disabilities rights organization. The firm first became involved with this organization because our attorneys wanted to share their hard-won expertise in the field of special education. Equip for Equality has provided substantial training to other members of the firm, and we now have a large cadre of attorneys who counsel parents through the difficult issues facing children with special needs and represent these families in negotiating with school districts. We were thrilled to share this opportunity with our clients and have assisted in setting up two pro bono partnerships between Equip for Equality and our clients.

2) The AIDS Foundation of Chicago, an AIDS advocacy and care organization that acts as a clearinghouse for funding, information, and resources throughout Chicago and also is an international advocate for AIDS treatment, research, and policy initiatives. The firm first became involved with the AIDS Foundation through pro bono intellectual property licensing and counseling. However, as we became more involved in the organization, we came to realize the depth of their legal needs. Now, the firm acts as the initial legal resource for the organization’s corporate, employment, dispute
resolution, intellectual property, and contracting needs. As the implementation of the Affordable Care Act presents new issues and opportunities for the organization, the firm continues to expand the matters handled for the AIDS Foundation of Chicago.

3) Lawyers for the Creative Arts, a legal aid organization offering pro bono services to members of the arts communities, from writers and photographers, to theater companies and performance troupes. This organization provides a steady stream of legal matters for our attorneys including not only intellectual property issues, but also general litigation, real estate finance, and contract negotiation. In 2012, this relationship led to the firm taking a matter to the 7th Circuit to clarify a key copyright question with respect to sharing internet links.

4) Chicago Volunteer Legal Services, the nation’s oldest and largest provider of volunteer legal services. Through CVLS, many of our attorneys act as guardian ad litem in Probate Court, representing the best interests of children in contested guardianship cases. In addition, CVLS turns to the firm’s seasoned litigation partners to strategize about more complicated litigation issues.

Many attorneys provide pro bono services through other Chicago-based community service organizations or seek out pro bono matters that address the issues most dear to them, whether that is domestic violence, education, fair housing, civil rights, access to medical care, or estate planning for first responders.

Pro Bono Matters:

We believe that pro bono work should be a direct investment in and of direct benefit to the communities in which we live and work. We also feel strongly that public service makes us better, more well-rounded lawyers, permitting us to step beyond our day-to-day practices, sharpen and extend our legal skills, and increase our engagement with all segments of society. In all aspects, whether it is full billable credit, supervisory resources, training opportunities, or access to a flow of opportunities, at Neal Gerber Eisenberg, pro bono matters.
THE STATS
No. of Attorneys: 611
No. of Offices: 17
CEO and Managing Partner: Andrew I. Glincher, Esq.
Hiring Partner(s): John V. Snellings, Esq., Professional Personnel Partner

EMPLOYMENT CONTACT
Cristina Fontane
Director of Non-Partner Recruiting
Phone: (212) 940-3014
Email: cfontane@nixonpeabody.com
Careers website: www.nixonpeabody.com/careers.asp
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of her time.

Please provide the primary pro bono contact(s)’s information below.

Stacey B. Slater, Esq.
Pro Bono Partner
Phone: (212) 940-3119
Email: sslater@nixonpeabody.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

We have a Firm-wide Pro Bono Committee with at least one partner (and often one or more associates) representing each of our U.S. offices. Pro Bono Committee members coordinate and distribute pro bono opportunities to attorneys in their offices.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Our Pro Bono Partner and/or a member of our Pro Bono Committee looks to see whether each matter meets our pro bono definition and makes certain there are no conflicts of interest.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Employment

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Volunteer Legal Services Project
• The Legal Aid Society
• Greater Boston Legal Services
• The Lawyers Committee for Civil Rights
• The Lawyers Clearinghouse on Affordable Housing and Homelessness
• DOVE
• National Veterans Legal Services Program (NVLSP)
• Lawyers Alliance
• Kids in Need of Defense (KIND)
• The NYC Bar Justice Center

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• In 2013, 65 of our attorneys spent 1160 hours representing 33 veterans and veterans’ organizations. We helped many U.S. veterans to successfully appeal denials of their disability rights and benefits and apply for Combat Related Special Compensation. We also advised the Long Island Coalition for the Homeless in their acquisition of a portion of a former military complex in Suffolk County. The Coalition plans to convert the facility to a community center primarily serving homeless veterans.

• Our attorneys assisted several clients to win asylum and Special Immigrant Juvenile Status, so that they can live legally in the U.S., safe from the persecution they suffered in their home countries. In one example last year, we obtained asylum for a Ugandan woman who was persecuted and tortured because of her political beliefs and activities in...
support of the Forum for Democratic Change (FDC), a major political opposition party in Uganda. We also helped many clients to obtain U Visas and T Visas.

- A team of our lawyers worked on the Massachusetts Juvenile Justice Pay for Success project, crafting the Commonwealth’s “Pay for Success” (PFS) contract which leverages investments and grants from the private sector to provide operating funds to support high-risk, underserved youth through Roca. The $27 million initiative is the largest financial investment in a PFS contract in the country. A service provider based in Chelsea, MA, Roca runs an intensive, three-year program that has had unparalleled success altering the lives of young men most at risk for going back to prison. Roca's mission is to improve lives, reduce crime, promote safer and stronger communities and save taxpayer dollars.

**By the Numbers**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 38,299
Total number of pro bono hours in 2013: 33,954

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 604
Number of attorneys as of December 31, 2013: 611

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 64
Average number of hours per attorney in 2013: 59

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

**Supervision and Evaluations**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- We have been handling a high profile racial profiling matter on behalf of our client, a Latina and Spanish speaker, who was arrested on a break from work at the Common Market in Frederick, Maryland for reasons unknown. Our team filed an action in the United States District Court for the District of Maryland against the deputies, the sheriff, and the FCSO for unlawful search and seizure, unlawful arrest, and racial profiling in violation of our client’s rights under the Fourth and Fourteenth Amendments of the United States Constitution. While the U.S. District Court of Maryland initially dismissed our client’s case, our appeal with the Fourth Circuit reversed the judgment of the Maryland district court. The Court held that deputies had unlawfully seized our client because they were not authorized to enforce civil immigration law and had no reasonable suspicion that she had committed a crime. This is a huge civil rights victory with very big ramifications. We have already seen a memo indicating the local police department has changed its policies and procedures as a result of this opinion. The firm won the Casa de Maryland Social Justice Award (2013) for this work.

- In a precedent-setting matter referred by the ACLU in Los Angeles, our lawyers helped the Sultana High School Gay Straight Alliance (GSA) challenge censorship of the GSA, harassment and discrimination against LGBT students, and failure to protect LGBT students from harassment. Our team drafted a demand letter sent to the Hesperia School District Superintendent, met with the superintendent and the District’s counsel, and ultimately achieved the full measure of relief requested in the demand letter—all without the initiation of litigation. Our work achieved District-wide changes designed to ensure equal and viewpoint-neutral treatment among student clubs, District policy changes with regard to LGBTQ couples and gender-nonconforming attire at school-sponsored events such as prom, and a District commitment to feature LGBTQ-specific training to raise faculty awareness and sensitivity to such issues. In June, the firm will receive the ACLU 2014 LGBT Advocacy Award (2014).

- In 2013, we represented a pregnant woman who was denied access to Rikers Island’s nursery program because of the crime she was accused of committing. We obtained a decision from the highest court in New York that gave her immediate access to the prison nursery program and set important precedent for women seeking access to nursery programs across all New York State prisons. The case also resulted in Rikers re-writing their regulations for admission to the nursery program based on the standard that we articulated in our brief.
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
While pro bono is not mandatory, the firm strongly encourages all attorneys and paralegals to render a minimum of 60 pro bono hours annually. The Firm credits pro bono legal work toward annual billable hour requirements for attorneys. The Firm also guarantees at least 60 pro bono hours will be credited when determining bonus awards. Pro bono work is evaluated like all other work and is discussed during attorney evaluations.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
We have a rotating 6 month externship at the Middlesex County District Attorney’s Office in Massachusetts. We also send associates to work at the Federal Public Defender’s Office in Washington, DC for a few months at a time. On a regular basis, we circulate numerous local pro bono training opportunities in a wide range of subject areas. We sometimes sponsor training sessions at our firm as well. Of course, all of our associates get hands on training from the increased responsibility that they often receive working on individual pro bono matters.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
2012: 1,304
2013: 1,113

**Average hours per summer associate spent on pro bono work**
2012: 52
2013: 46

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 92%

Please provide any additional information about pro bono opportunities available to summer associates.
Our summer associates are strongly encouraged to get involved in pro bono work. They complete a pro bono survey before they arrive and are offered pro bono assignments of interest to them during their stay. In addition to helping with ongoing firm pro bono projects, we also participate in a number of pro bono programs designed specifically for summer associates. For example, our New York City summer associates do research for the Anti-Defamation League; and in Rochester, NY, our summer associates participate in the “Lawyer for the Morning” program and represent low income tenants in housing court. In our CA offices, summer associates will do some research and memoir-writing to help OneJustice or other legal services organizations in need of support, and in LA, our summer associates will participate in the Public Counsel CARES program.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
We have a rotating externship at the Middlesex County District Attorney’s Office, where our lawyers spend 6 months at a time getting excellent trial experience. We also rotate associates at the Federal Public Defender’s office in Washington, DC.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
- Our attorneys sit on the boards of scores of legal organizations, including Volunteer Legal Services Project, Legal Aid, The Migrant Farm Workers Project, Greater Boston Legal Services, the Lawyers Clearinghouse on Affordable Housing and Homelessness, and the Lawyers Committee for Civil Rights. We also give a lot of money in charitable donations to many of the organizations with which we work.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

We have countless community service events in several of our offices, in which lawyers and staff participate. For example, several of our offices participate annually in regional Habitat for Humanity projects. We also sponsor community service days where staff and attorneys clean up local parks. We did a firm wide (used) clothing drive, most tied into “One Warm Coat.” We collected hats and mittens for a local elementary school in Rochester. We did the backpack program in Long Island and NYC. And we collected food supplies across the firm to assist food banks and other such causes.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- William E. McKnight Pro Bono Award (2014)
- NYSBA President’s Pro Bono Service Award for the 7th District (2014)
- PAIR 2014 Outstanding Pro Bono Mentor Award (2014)
- ACLU 2014 LGBT Advocacy Award (2014)
- Legal Services for Children Pro Bono Leadership Award (2014)
- NHBA Distinguished Service to the Public Award (2014)
- Chelsea Collaborative Social Justice Champion Award (2013)
- Long Island Coalition for the Homeless Corporate Partner Award (2013)
- Rita Bourgeois Leadership Award by RESPOND (2013)
- REACH Pro Bono Award (2013)
- Legal Services for Children Pro Bono Award (2013)
- Massachusetts Lawyers Weekly Excellence in Pro Bono Award (2013)
- Casa de Maryland Social Justice Award (2013)
- 60 NP lawyers were honored as Empire State Counsel for their pro bono service by the NYSBA (2012)
- Pro Bono Award, United States District Court for the Western District of New York State (2012)
- Rochester’s 29th Annual Arts Award (2012)
- Center for Gender and Refugee Studies Pro Bono Award (2012)
- Lawyers Alliance for New York Cornerstone Award (2012)
- NYC Bar Association Jeremy G. Epstein Pro Bono Award (2012)
- KIND Allegiance Award (2012)
- Legal Aid Society Pro Bono Publico Award (2012)
- Legal Community Against Violence Outstanding Pro Bono Contribution Award (2012)
- Legal Counsel for the Elderly Award (2012)
- WBASNY Hanna S Cohn Pro Bono Award (2012)
- William E. McKnight Volunteer Service Award (2012)
- Massachusetts Lawyers Weekly Excellence in Pro Bono Award (April 2012)
- Center for Gender and Refugee Studies Pro Bono Award (April 2012)
- Legal Aid Society Pro Bono Award (February 2012)
- 54 NP lawyers were honored as Empire State Counsel for their pro bono service by the NYSBA (2011)—awarded February 2012

Please add any additional information about your firm’s pro bono program.

Nixon Peabody attorneys and staff have a rich history of supporting the communities in which we live beginning from our founding days, when William Rodman Peabody advised all young lawyers to give one third of their time to public service. From representing refugees fleeing persecution in their home countries to structuring sophisticated deals on behalf of microfinance institutions, our contributions are many and diverse.

“Pro bono is more than just an initiative at the firm; it’s an integral part of who we are at Nixon Peabody. Whether we are helping children and families overcome difficult situations, or working with low income micro-entrepreneurs and nonprofits to bring innovation to life, everyone at the firm, from lawyers to paralegals and other support staff, works together to make sure that our pro bono clients get the best possible representation.”

—Andrew Glincher, Nixon Peabody Managing Partner and CEO
human impact

O’Melveny & Myers LLP is proud to have been named one of the nation’s top pro bono firms by Law360 for four years running. We believe that lawyers are uniquely positioned to help meet the life-saving needs of the underserved, and we are privileged and honored to fulfill that duty. From individual eviction proceedings that protect against unjust homelessness to constitutional battles in the US Supreme Court that protect civil rights for the next generation, O’Melveny lawyers are using their legal skills to preserve the rights of those who would otherwise be denied justice. Last year we devoted more than 70,000 hours to pro bono matters, averaging more than 110 hours per lawyer.
THE STATS
No. of Attorneys: 780
No. of Offices: 16
Chair: Bradley J. Butwin
Hiring Partner(s): Marvin Putnam

EMPLOYMENT CONTACT
Tina Metis
Director of Attorney Recruiting
Phone: 212.728.5741
Email: tmetis@omm.com

MAJOR DEPARTMENTS & PRACTICES
Antitrust/Competition • Appellate • Business Trial and Litigation • Class Action, Mass Torts and Insurance Litigation • Capital markets • Corporate Finance • Entertainment, Sports and Media • Financial Services • Integrated Legal Services • Intellectual Property and Technology • Investment Funds • Labor and Employment • Mergers and Acquisitions • Project Development and Real Estate • Restructuring • Securities Litigation • Tax • White Collar Defense and Corporate Investigations
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator/Partner 1:
David Lash (All of his/her time).

Pro Bono Coordinator/Partner 2:
Jerri Shick (All of his/her time).

Pro Bono Coordinator/Partner 3:
Brian Berliner (less than half of his/her time).

Please provide the primary pro bono contact(s)’s information below.

David Lash
Managing Counsel for Pro Bono and Public Interest
Phone: 213.430.8366
Email: dlash@omm.com

Jerri Shick
Pro Bono Counsel
Phone: 212.326.2868
Email: jshick@omm.com

Brian Berliner
Partner-in-Charge of Public Interest and Pro Bono Services

Does the firm have a pro bono committee?

Yes

Please describe the composition of the committee.

Our Community Legal Services Committee, comprised of designated pro bono partners and other Firm leaders, regularly convenes to review all proposed pro bono matters, discuss pro bono policy issues, and keep the Firm focused on continued excellence in our pro bono efforts. Each office also has a pro bono partner and a pro bono committee whose primary focus is on pro bono performance at the local level.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The Firm decides whether to accept a pro bono matter based on compliance with factors set forth in our Pro Bono Policies and Procedures. Based largely on the standards set forth by the Pro Bono Institute's Pro Bono Challenge, as well as the Firm's own priorities and values, each matter presented to the Firm for possible pro bono representation is thoroughly reviewed by the firm wide Community Legal Services (CLS) Committee. The CLS Committee is comprised of Firm leaders from our different offices, including the Firm's Partner-in-Charge of Pro Bono, Managing Counsel of Pro Bono and Public Interest Services, General Counsel, Pro Bono Counsel, and office pro bono partners. Each matter is evaluated based on established criteria, including client eligibility, merit, impact, professional development, and other factors as deemed appropriate to the situation. The CLS Committee votes on each case presented to the Firm and reaches consensus within two business days of the presentation.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Some aspects of contested family law, employee-side labor disputes, some aspects of insurance-related matters, some aspects of foreclosure defense, and other cases where conflicts of interest may arise

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Bet Tzedek
- Lambda Legal
- United States Appeals Court for the Ninth Circuit
- Mexican American Legal Defense and Education Fund (MALDEF)
- Center for Reproductive Rights
- Immigration Equality
• Project Headstrong
• Trial Advocacy Prosecution Program
• The Alliance for Children’s Rights
• New York Legal Assistance Group (NYLAG)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Victory for Families in Foster Care System. O’Melveny, working with The Alliance for Children’s Rights and Professor Clare Pastore of the USC Gould School of Law, secured a precedent-setting victory for individuals seeking to serve as foster parents to their relative children. When a non-relative applicant is denied home approval, he or she may contest that decision before an administrative law judge in a state administrative hearing. But, under a policy promulgated by the California Department of Social Services (CDSS), relatives denied home approval were prohibited from accessing the same administrative hearing process. Instead, relatives were limited to participating in an informal “grievance review” conducted by a county social worker. O’Melveny filed suit seeking to enjoin CDSS from continuing to enforce its policy and for a declaration that all relative applicants who are denied home approval have a right to challenge that decision in a formal state hearing. After extensive briefing and oral argument, the court, adopting O’Melveny’s lead argument that state law requires such hearings and rejecting all of CDSS’s defenses, overruled CDSS’s demurrer to the complaint and granted petitioners’ motion for a writ of mandate requiring that CDSS give all relative applicants access to the state administrative hearing process. The decision means that hundreds of relatives who are denied home approval in California each year will have a right to appeal those decisions to an independent administrative law judge.

• Asylum Based on Sexual Orientation. O’Melveny has taken on almost 20 asylum cases referred to the Firm by Immigration Equality, a national organization that fights to end discrimination based on sexual orientation in U.S. immigration proceedings. O’Melveny recently won asylum for a 28-year-old gay client from Turkey who had been beaten, sexually abused, and repeatedly harassed because of his sexual orientation. Following years of abuse, conversion therapy to “cure” him, and even a suicide attempt, he fled to the United States, eventually winning asylum after O’Melveny agreed to represent him. Our lawyers also won asylum for a 25-year-old Honduran refugee who suffered repeated harassment and abuse from the police, his family, and the community because of his sexual orientation. In this case, the abuse included burns, electrocution, ice bath submersion, and multiple death threats. O’Melveny’s representation of asylum seekers helps ensure they can live safe and productive lives free from the abuse suffered in their home countries.

• Joint Venture in Music Education. O’Melveny represented Little Kids Rock in a joint venture with Berklee College of Music which will benefit more than 60,000 New York City school children by providing an innovative, contemporary, and instrumental music program in cooperation with the New York City Department of Education. The program will make music education more accessible to students in New York public schools, which suffer from reduced funding and outdated music programming. The project will donate millions of dollars’ worth of musical instruments, provide training to existing New York City music teachers, contribute and develop innovative curricula, and provide ongoing professional development to hundreds of New York City teachers. The New York program will serve as a model for later national expansion of the project and its approach to music education. O’Melveny advised Little Kids Rock on the joint venture agreement with Berklee College of Music and a related services agreement. The Firm also advised on tax issues relating to the venture’s not-for-profit status. Little Kids Rock is a nonprofit organization that restores and revitalizes music education in disadvantaged public schools across the country. Berklee College of Music is the largest independent college of contemporary music in the world.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• United States v. Windsor. O’Melveny contributed to another Supreme Court victory in United States v. Windsor. In that case, the Court struck down Section 3 of the Defense of Marriage Act (DOMA) as a violation of the guarantee of equal protection, as applied to the federal government through the Fifth Amendment. The Court’s opinion echoed numerous points raised in an amicus brief that O’Melveny filed on behalf of a group of Family Law Professors and the American Academy of Matrimonial Lawyers. O’Melveny argued that DOMA was the first and only federal law to create a blanket federal rule of non-recognition of family status in contravention of state family law, and that the Bipartisan Legal Advisory Group’s argument that maintaining uniformity in family law was untenable in light of Congress’s historical practice of respecting non-uniform state determinations of family and marital status. The amicus brief filed by O’Melveny raised arguments that specifically were embraced by the Supreme Court. This
groundbreaking decision will have life-changing implications for many individuals and a historical impact on civil rights jurisprudence.

- O’Melveny worked with the Center for Reproductive Rights in challenging a North Carolina law that requires mandatory delay and scripted counseling to women seeking abortions, including a requirement that abortion providers perform an ultrasound and convey detailed information about the fetus to the patient. O’Melveny obtained a significant appellate victory in the case, persuading the Fourth Circuit not to allow the intervention of third parties seeking to uphold the statute. Adopting O’Melveny’s argument, the court found a strong presumption that the Attorney General adequately represented the interest of other parties who advocated that the statute be upheld, concluding that intervention as of right would normally not be allowed under those circumstances. At the summary judgment stage, O’Melveny argued that the statute is unconstitutional because it compels physicians, in contravention of the First Amendment, to act as unwilling vessels for the State’s message. The court granted the motion for summary judgment, observing that the State’s defense of the statute only “increase[d] the First Amendment concerns regarding the statute”, given the lack of empirical evidence for the supposed health interests put forth, the conflicts with established rules of medical ethics, and the admitted non-medical and value-based motives behind the Act.”

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 56,056
Total number of pro bono hours in 2013: 70,100

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 665
Number of attorneys as of December 31, 2013: 668

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 96
Average number of hours per attorney in 2013: 112

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Under our Pro Bono Initiative, new lawyers in all U.S. offices are required to handle at least one pro bono matter in their first year at the Firm. Each partner is expected to supervise at least one matter every year, and all attorneys are encouraged to perform 50 hours of pro bono work annually. There is no cap on the amount of time that O’Melveny lawyers may spend on pro bono matters, and all pro bono hours are treated the same as, and “count” the same as, those spent on commercial matters.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Training is the foundation of professional development. O’Melveny’s training program is designed to fulfill the needs of our associates and counsel at all levels—and in a way that makes our talent distinctively well-rounded—embossing true excellence, leadership and citizenship. Pro bono matters
are a valuable source of such training opportunities. The Firm encourages all attorneys to enhance their professional development by participating meaningfully in pro bono matters.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 3,990
2013: 3,049

Average hours per summer associate spent on pro bono work
2012: 38
2013: 34

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 73%
2013: 75%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to participate in ongoing pro bono matters. In addition, the Firm offers pro bono programs specifically designed for summer associates, including the ADL Research Project, Trial Advocacy Prosecution Program, Public Counsel’s General Relief Assistance Project, Sanctuary for Families Courtroom Advocates Project, SSI disability appeals from Legal Aid Society for New York, various domestic violence projects, the OneJustice Summer Research Project, various clinic opportunities, involvement in ongoing litigation and transactional matters, and more.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
O’Melveny firmly believes in giving back to the communities that our lawyers and clients live in and serve. We have distinguished ourselves not only as distinctive community leaders, but also as very generous donors. Each office manages a charitable contributions budget that supports local charitable giving and demonstrates good corporate citizenship. Each year, our partners and the Firm make significant contributions to our communities and various charities meaningful to our clients, lawyers, and staff.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Other than pro bono work, there are many other ways that O’Melveny attorneys can give back to their communities, including nonprofit board service, non-legal work for nonprofit organizations or charities, and volunteering to teach or help students with mock trials.

As tangible evidence of O’Melveny’s enduring commitment to supporting higher education in our communities, the Firm has established scholarships and has built strong ties to our namesake, O’Melveny Elementary in Los Angeles, and to other schools at the secondary, college, and postgraduate level. The scholarships reward the scholastic achievements of deserving young people in Los Angeles, San Francisco, New York, Beijing, and Shanghai. Additionally, O’Melveny attorneys and staff in Los Angeles, San Francisco, and New York mentor high-achieving students and scholarship recipients. During the past 15 years, the Firm has contributed over $3.2 million toward more that 1,300 scholarship awards and devoted many hours to hundreds of students who excel academically but need a helping hand to realize their dreams of attending college or becoming practicing lawyers.

Several offices also have Community Involvement Committees that organize various volunteer events, such as fundraising drives and events, planting gardens, working in soup kitchens, painting schools in low-income areas, sending packages to active-duty military, and giving presents to disadvantaged children during the holidays.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• In 2013, O’Melveny earned its highest ranking ever on The American Lawyer’s A-List, which recognizes the nation’s top 20 firms based on a holistic assessment that heavily weighs pro bono commitment.
• For the fourth year in a row, O’Melveny was one of ten law firms named to Law360’s List of Top Pro Bono Firms based on the Firm’s demonstrable commitment to community service.
• O’Melveny was honored with the Urban Justice Center’s Social Justice Award in 2013.
• O’Melveny Partner Greg Thorpe was honored with the 2012 Public Interest Award by Loyola Law School’s Public Interest Law Foundation.
• Managing Counsel of Public Interest and Pro Bono Services David Lash was honored with the 2012 Jack Londen Pro Bono Award by OneJustice. He was also the co-recipient of the
2014 Rose L. Schiff Commitment to Justice Award from Bet Tzedek.

- O’Melveny was a finalist for the Washington Business Journal’s 2013 Corporate Philanthropy Award.
- In 2012, O’Melveny was awarded the “Key to the City of Redondo Beach, California” for its long-standing pro bono service to the Southern California city through the Firm’s Trial Advocacy Prosecution Program.

Please add any additional information about your firm’s pro bono program.

O’Melveny is proud of its long history as a values-based and client-service-focused law firm. Community involvement is a part of the Firm’s 127-year bedrock. Moreover, our Firm values of uncompromising excellence, distinctive leadership, and superior citizenship have always extended not only to our work for paying clients, but also to our work for indigent clients. Throughout the life of our pro bono program, we have been involved in innovative projects specifically intended to expand the delivery of legal services to those who have the greatest need.

The Firm’s culture has long supported significant community involvement by its lawyers. As far back as the 1930s, O’Melveny was at the forefront of a burgeoning pro bono movement in Los Angeles. John O’Melveny was the founding board chair of the Legal Aid Foundation of Los Angeles, and a Firm partner has sat on that organization’s board of directors ever since. Starting in the 1960s, two of our lawyers were among the 40 attorneys invited to the White House by President Kennedy to address the legal needs of those in the South fighting for the civil rights of African Americans, and the Firm was one of the first to charter a formal pro bono committee. More recently, the Firm represented Interest on Lawyers’ Trust Accounts (IOLTA) programs around the country before the U.S. Supreme Court, and argued successfully for the preservation of this second largest source of funding for legal services for the nation’s poor. Firm lawyers also wrote the seminal brief in the In re Marriage Cases that helped establish a constitutionally strict scrutiny standard by which the rights of gays and lesbians must be adjudicated, a precedent-setting finding by the court that survives to this day.

In 2006, O’Melveny launched its formal Pro Bono Initiative, which restructured the Firm’s decades-old program to ensure that our internal resources seamlessly integrate with the needs of our communities. As a result of the Initiative, the Firm built on its historic community commitments and strengthened its formal pro bono policies. Every year, each lawyer is asked to review his/her pro bono achievements in a year-end evaluation. All new lawyers are required to participate in at least one pro bono matter in their first year at the Firm. Every Firm partner is expected to supervise at least one pro bono matter per year. And all hours recorded on all pro bono matters are afforded equal dignity to hours recorded on commercial matters. The Firm’s commitment is further seen in its appointment of a partner-in-charge of pro bono, and in its establishment of a full-time managing counsel of pro bono and public interest services. With its sharpened focus on training, supervision, and performance, the Pro Bono Initiative has incorporated our highest standards to make certain that pro bono clients receive top-quality representation, and that our lawyers are motivated to deliver it.

In 2013, attorneys at O’Melveny devoted more than 70,100 hours of legal representation to pro bono matters, averaging 112 hours per lawyer. The value of the work contributed by the Firm on behalf of the poor and voiceless amounted to more than US$41 million worth of legal services as our pro bono program rose to meet their needs. This involved the participation of more than 76% of the Firm’s lawyers. In the past year, more than 55% of our attorneys reported doing more than 20 hours of pro bono work. While we’re proud of these statistics, we prefer to measure the impact of our work by the people we serve and the lives we touch.
LOTS TO LIKE

Top 10
Most Innovative US Law Firms
– Financial Times

Pro Bono Law Firm of the Year

10-Year A-List
– The American Lawyer

Top 25 Best Law Firms for Culture,
Diversity, Diversity for Minorities,
Diversity for LGBT, Diversity for
Veterans and Diversity for Women
– Vault 2015 Rankings

Top 10 Family Friendly Firm
– Yale Law Women

6-Time Winner
Best Law Firms for Women
– Working Mother magazine and Flex-Time Lawyers

100% Rating Corporate Equality
Index—8th Consecutive Year
– Human Rights Campaign

At Orrick, our people are our most valuable assets. Our formula for success is simple – to provide the highest quality services to our clients, we hire the brightest and most talented individuals to join our firm.

UNITED STATES | EUROPE | ASIA

BEIJING BERLIN BRUSSELS DÜSSELDORF FRANKFURT HONG KONG LONDON
LOS ANGELES MILAN MOSCOW MUNICH NEW YORK ORANGE COUNTY PARIS
PORTLAND ROME SACRAMENTO SAN FRANCISCO SEATTLE SHANGHAI SILICON VALLEY
TAIPEI TOKYO WASHINGTON DC GLOBAL OPERATIONS CENTER (WHEELING, WV)

Orrick, Herrington & Sutcliffe LLP | 51 West 52nd Street | New York, NY 10019-6142 | tel +1-212-506-5000
Attorney advertising. As required by New York law, we hereby advise you that prior results do not guarantee a similar outcome.

www.orrick.com
THE STATS
No. of Attorneys: 1,100
No. of Offices: 25
Chairman and Chief Executive Officer: Mitchell Zuklie

Hiring Partner(s):
Los Angeles
Kent Goss
Hiring Partner
(213) 612-2411
kgoss@orrick.com

New York
Lisa Simpson
Hiring Partner
(212) 506-3767
lsimpson@orrick.com

Orange County
Mark Wine
Hiring Partner
(949) 850-7704
mwine@orrick.com

Portland
Douglas Goe
Hiring Partner
(503) 943-4810
dgoe@orrick.com

Sacramento
McGregor Scott
Hiring Partner
(916) 329-7982
mscott@orrick.com

San Francisco
Warrington Parker
Hiring Partner
(415) 773-5740
wparker@orrick.com

Seattle
Douglas Goe
Hiring Partner
(503) 943-4810
dgoe@orrick.com

Silicon Valley
Jessica Perry
Hiring Partner
(650) 614-7350
jperry@orrick.com

Scott Iyama
Hiring Partner
(650) 614-7637
siyama@orrick.com

Washington, DC
Antony Kim
Hiring Partner
(202) 339-8493
akim@orrick.com

EMPLOYMENT CONTACT
Different for each office (see above under Hiring Partner)
Careers website: http://www.orrick.com/Careers/UnitedStates/Law-Students/Pages/Hiring-Contacts.aspx
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Both the pro bono counsel and impact finance fellow spend 100% of their time on pro bono work and administration.

Please provide the primary pro bono contact(s)’s information below.

Rene Kathawala
Pro Bono Counsel
Phone: (212) 506-5100
Email: rkathawala@orrick.com

Robert Esposito
Impact Finance Fellow
Phone: (212) 506-5000
Email: resposito@orrick.com

Website: http://www.orrick.com/ProBono/Pages/default.aspx

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- City Bar Justice Center
- DC Bar Pro Bono Program
- Justice & Diversity Center (formerly VLSP-SF)
- Law Foundation of Silicon Valley
- Legal Aid Society of New York
- Legal Aid Society of San Mateo County
- Los Angeles County Bar Association
- Northern California Innocence Project
- Public International Law & Policy Group
- Volunteer Legal Services Program (Sacramento)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Working with a large international development organization to structure and raise funds for a social enterprise, which will bring mobile web services to small- and medium- sized businesses (“SMEs”) in the developing world to help them grow their businesses and increase employment opportunities for young people.
• Transactional lawyers across the United States have continued their comprehensive support to the Hispanic Scholarship Fund in the areas of employment, contracts, intellectual property, corporate, tax and finance matters. HSF provides scholarships to Latino students, as well as related support services. HSF seeks to give students all the tools they need to apply to college, do well in their course work, graduate, and enter and excel in a profession. They have awarded over $400 million in scholarships.

• Orrick lawyers, working with the Northern California Innocence Project at Santa Clara University School of Law, successfully overturned the wrongful conviction of our client for arson and triple murder. The client, George Souliotes, 72, had served 16 years of his three life terms sentence. The district judge found that Mr. Souliotes had received ineffective assistance of counsel at trial, a year after his attorneys persuaded the judge of Mr. Souliotes’ “actual innocence,” successfully arguing his conviction was based on faulty fire science and that no reasonable juror today would convict him. Ultimately, the state of California agreed not to retry Mr. Souliotes and released him for time served.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• A litigation team in New York very favorably settled a putative class action on behalf of fifteen (15) children who were detained by the Office of Children and Family Services (“OCFS”) as juvenile delinquents in the State’s detention facilities. Orrick and the Legal Aid Society of New York filed this civil rights class action on behalf of all children who are now or will be civilly confined in the “limited secure” residential centers, “reception” residential centers, and the “nonsecure” Lansing Residential Center operated by OCFS, who have been placed for rehabilitative purposes in OCFS custody by New York State Family Court judges as a result of juvenile delinquency proceedings, and who allege that they were subject to a pattern and practice of unconstitutional and excessive force by employees of OCFS and deprived of legally required mental health services while in OCFS care and custody. In reaching a comprehensive settlement that requires OCFS to implement large-scale reforms in facilities focused on both mental health and physical restraint practices, the team also secured a substantial six-figure settlement for the plaintiffs.

• In one of the most closely watched appeals of the term, the Supreme Court, by a 6–3 margin, held in favor of our client that the doctrine of first sale, which allows for legally acquired copyrighted works to be resold by their owners, applies to works made overseas. The much-anticipated ruling came in the case of Kirtsaeng v. Wiley, and reversed the Second Circuit, which had ruled that the term “lawfully made” limited first sale “specifically and exclusively” to works that are made in territories in which the U.S. Copyright Act is law, and “not to foreign-manufactured works.”

• Led by an Orrick partner, the firm is providing extensive pro bono advice and assistance on a broad range of law reform issues to Nobel laureate and Myanmar opposition leader, Aung San Suu Kyi, who chairs the Parliamentary Committee on Rule of Law. In 2013, the Orrick partner with the assistance of many others at the firm ran training sessions for Parliamentarians, lawyers and judges and coordinates assistance from international organizations such as the UK’s Department for International Development, the International Bar Association and the United Nations Development Program.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.
Total number of pro bono hours in 2012: 56,702
Total number of pro bono hours in 2013: 69,443

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 620
Number of attorneys as of December 31, 2013: 694

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 92
Average number of hours per attorney in 2013: 100

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 81–90%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes
Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
Attorneys are encouraged to attend training sessions organized by third parties, including but not limited to, the DC Bar Pro Bono Program, Her Justice, Inc., the Children's Law Center, the Lawyers Committee for Civil Rights Under Law of the Bay Area, Bay Area Legal Aid, the Los Angeles County Bar Association, Legal Aid Foundation of Los Angeles, the Legal Aid Society of New York, the New York City Bar Public Justice Center, the Justice and Diversity Center (SF Bar), Volunteers of Legal Services and Volunteer Lawyers for the Arts. Orrick regularly sponsors such trainings at its offices and covers the costs of all trainings that our attorneys wish to attend.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 5,400
2013: 5,650

Average hours per summer associate spent on pro bono work
2012: 44
2013: 46

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 96%
2013: 95%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates in our U.S. offices have the opportunity to participate in an innovative program organized by the firm and through which a training is given to all interested summer associates who wish to assist survivors of domestic violence, including efforts to obtain fair custody and visitation orders during permanent restraining order and evidentiary hearings. The firm collaborates on this project with organizations including the Los Angeles Bar Association, the Legal Aid Society of San Mateo County and Her Justice. In addition, the firm utilizes summer associates to work on many of our high profile, interesting and sophisticated pro bono matters being handled every day across the firm.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
For the past several years, Orrick has offered incoming associates the opportunity to participate in a public interest fellowship program through which they are able to work for a legal services organization anywhere in the world and receive a stipend from the firm.

The firm’s Bay Area offices regularly send attorneys to work four months at a time at the San Francisco District Attorney’s office.

In 2014, the firm paid the salary of an associate who worked a three month externship for the Public International Law & Policy Group in Geneva, Switzerland and Istanbul, Turkey, advising the Syrian Coalition in connection with the on-going peace negotiations.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Orrick’s Community Responsibility Program ensures that the firm’s resources are strategically organized and deployed to maximize both its community impact, as well as opportunities for Orrick lawyers and staff to participate. Through a combination of volunteerism, financial contributions and pro bono legal services, Orrick supports programs that strengthen and build better communities in its focus areas of legal services and education.
- As just one example, Orrick sponsors a fellow to work at New York Legal Assistance Group, a legal services organization serving New York’s most at-risk, low-income populations, as a full-time staff attorney. The fellow is designated as the LGBT fellow, and is the only legal services organization staff attorney who performs direct representation on behalf of the LGBT community in New York City.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Orrick has supported the Bessie Carmichael Elementary School since 2003 when the firm entered into a unique partnership with the YMCA to provide both financial and volunteer support to its after-school program. Located just eight blocks from Orrick’s office in San Francisco, the Bessie Carmichael Elementary School benefits from dozens of volunteers who provide homework tutoring to the students and plan other special events for the children.

The Children’s Storefront is a 40-year-old independent, tuition-free school based in Harlem that serves pre-schoolers through eighth graders. Orrick’s support of the nonprofit began in 2003 and has steadily expanded. Orrick attorneys represent parents and faculty with all of their legal matters, and the firm also represents the school with corporate, real estate and employment law issues. Orrick volunteers also meet with students on a weekly basis to provide homework assistance and tutorials. In addition, lawyers and staff participate in an annual street fair celebrating the end of the school year, and have also cleaned and planted the Storefront’s garden which is now useable for all. The “Birthday books program” is another cherished tradition.

For the tenth consecutive year, Orrick New York hosted the Legal Outreach Summer Law Internship Program for high school students from Legal Outreach, a nonprofit organization that motivates students from underserved communities in New York City through law instruction, professional exposure and simulations. The summer experience included two mock exercises. The panel of judges included Orrick New York partners. No surprise—100% of Legal Outreach seniors graduated and went on to college.

More than 25 lawyers and staff from Orrick’s San Francisco and Silicon Valley offices, along with friends and family members, spent a Saturday in April with Rebuilding Together, improving two homes for owners who could not afford to do the work themselves. In Silicon Valley, the focus was on repainting the interior of an entire house. In San Francisco, the team focused on clean up and fix-up, including installation of new appliances. Rebuilding Together’s mission is to preserve and revitalize houses and communities, assuring that low-income homeowners, from the elderly and disabled to families with children, live in warmth, safety, and independence.

Our Washington, DC office has established a strong partnership with Hands on DC. Attorneys and staff volunteer to landscape, repaint and otherwise beautify local community centers and schools.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

• Who’s Who Legal Inaugural Pro Bono Law Firm of the Year—given to the firm for the percentage of the firm’s total billed hours dedicated to pro bono, the steps taken to institutionalize pro bono, the percentage of participation throughout all levels of the firm and the firm’s proudest pro bono moment.
• Law360’s Top 20 Pro Bono List—Orrick was named to this prestigious list for the second consecutive year.
• The Katharine & George Alexander Community Law Center Community Award—given to Orrick for its work and advocacy on human trafficking cases.
• Animal Legal Defense Fund Advancement in Animal Law Pro Bono Achievement Award—given to the firm for its sustained commitment to promoting the interests of animals in the legal system.
• Orrick was honored by the DC Circuit Judicial Conference at its “40 at 50” breakfast for being one of a small group of DC firms that had at least 40 percent of its lawyers perform 50 or more pro bono hours in 2013.
• Legal Aid Society of New York Pro Bono Publico Award—given to the firm for its work on a successfully resolved federal court class action case on behalf of fifteen children alleging that the commissioner of the state agency that detains them violated their constitutional and federal statutory rights by failing to provide them with adequate mental health services and misusing and overusing physical restraints.
• Applesseed Pillars of Justice Award—Orrick was honored for its work in promoting racial diversity in the New York City public school system.
• Volunteer Legal Services Program (San Francisco) Exceptional Volunteers—recognizing eight (8) Orrick lawyers for their dedicated service to the poverty law programs operated by the Volunteer Legal Services Program of the San Francisco Bar.
• New York City Family Court Volunteer Attorney Program Outstanding Service Award—given to the firm’s pro bono counsel for his sustained dedication to the Court’s pro bono clinic program that he helped to establish more than five years ago.

Please add any additional information about your firm’s pro bono program.

Orrick’s tradition always has embraced an ethic of community responsibility. The firm’s leaders and its lawyers believe that we are blessed with talents and opportunities to contribute to those less fortunate than ourselves. Our pro bono work enables us to use our legal skills to help individuals, organizations and communities who can benefit from our expertise. Our community volunteerism and financial contributions supplement that pro bono work to further enrich the people and communities where we ourselves work and live. Orrick counts an associate’s and of counsel’s pro bono hours toward their billable hour requirement. Including pro bono work as “billable” is intended to emphasize the firm’s deep commitment to pro bono work and to encourage the pro bono efforts of our attorneys. We recognize that work on a pro bono matter may occupy a substantial amount of an attorney’s time during a particular year and we believe that it is entirely appropriate.
Accordingly, we have not established a maximum number of pro bono hours that are counted toward the billable hour expectation. Attorneys are given the opportunity to take on pro bono matters that they are interested in, and are never assigned to such matters. As such, attorneys, including junior-level associates, generally run their own pro bono project and thus can develop substantial professional development in the process.

Orrick is also proud to report that attorneys in our non-U.S. based offices consistently take part in the firm's robust pro bono program. In 2013, lawyers in Orrick’s foreign offices billed more than 5,895 hours of pro bono work, the highest total ever. This number reflects the increased interest in and opportunities to perform pro bono work in Europe and Asia.

For example, our Tokyo office continues its work with the Wild Salmon Center and the Sarufutsu Itou no Kai to protect the endangered Itou, often referred to as Japan’s “legendary fish” due to their size—one caught in 1988 was 83 inches long and weighed 231 pounds—and radiant color. A team worked with the client to develop catch-and-release single barbless hook fishing regulations and to increase awareness about the Itou. After more than 15 years of effort by several organizations, Orrick convinced Sarufutsu-Mura Village to promulgate regulations governing fishing for Itou. This effort has been helped by the creation of regulations governing the fishing for Itou in nearby areas such as Lake Kanayama and Lake Shumarinai. In the summer of 2013, Orrick’s Tokyo office leader also spoke at the 7th Itou Symposium in Sarufutsu, hosted by the Sarufutsu Itou Conservation Council and Sarufutsu Itou no Kai, to garner support from anglers for the new regulations.

Another example is a Milan corporate associate who continued her work for great impact for low-income clients in Italy as Vice President of the Executive Committee of “Avvocati per niente” (Lawyers for Nothing), an association for pro bono legal assistance, which she cofounded in 2007.

In addition to our pro bono work and serving on boards of various nonprofit organizations, Orrick attorneys and professional staff firm-wide organize food and toy drives during the holidays, volunteer to teach in local schools and participate in a variety of fundraising and volunteer days. At the heart of all of Orrick’s activities are its core values: excellence and integrity, cooperation and individual respect and enthusiasm, and the pursuit of improvement. Our dedication to pro bono and volunteer work perfectly illustrate that the firm’s commitment to those core values extend beyond our offices and into the world in which we live and work.
PATTERSON BELKNAP WEBB & TYLER LLP

1133 Avenue of the Americas
New York, New York 10036
Phone: (212) 336-2374
www.pbwt.com

LOCATION
New York, NY

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THE STATS
No. of Attorneys: 205
No. of Offices: 1
Co-Chair: Lisa E. Cleary
Co-Chair: William F. Cavanaugh Jr.
Hiring Partner(s): Robert W. Lehrburger
Sarah E. Zgliniec, Co-Chairs

EMPLOYMENT CONTACT
Robin L. Klum
Director of Professional Development
Phone: (212) 336-2733
Email: rlklum@pbwt.com
Careers website: http://www.pbwt.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of their time.

Please provide the primary pro bono contact(s)'s information below.

Peter W. Tomlinson
Partner
Phone: (212) 336-2977
Email: pwtomlinson@pbwt.com

Eugene M. Gelernter
Partner
Phone: (212) 336-2553
Email: emgelernter@pbwt.com

Lisa E. Cleary
Partner
Phone: (212) 336-2159
Email: lecleary@pbwt.com

Website: http://www.pbwt.com/probono/

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

As needed for goal setting, assistance with identification of pro bono projects, presentations to summer associates and to the Firm generally, and to plan for celebrations of pro bono service.

Please describe the composition of the committee.

The Pro Bono Committee consists of partners, counsel, senior and junior associates as well as other administrators of the Firm.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Requests are made to the Pro Bono Committee of the Firm. Pro Bono Committee considers whether pro bono request fits within the general parameters of the Firm's Law Firm Pro Bono Challenge Commitment and the Firm's policies on pro bono service. If approval is given by the Pro Bono Committee, request is sent to Management Committee for final review and approval, subject to conflicts clearance.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Legal Aid Society
- MFY Legal Services, Inc.
- Volunteers of Legal Service, Inc.
- Human Rights Watch
- New York Lawyers for the Public Interest
- Immigration Equality
- Brooklyn Legal Services Corp. “A”
- Lawyers Committee for Civil Rights Under Law
- Human Rights First
- New York Legal Assistance Group (and others as well)

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In the *P.B. v. White* case, the firm, with co-counsel from the Southern Poverty Law Center, the Southern Disability Law Center, and the Lawyers’ Committee for Civil Rights Under Law, is representing a group of New Orleans students
with disabilities in a suit against the Louisiana Department of Education. In this proposed class action, the Plaintiffs allege that the students have been denied their right to receive a fair and appropriate education and that the State has directly caused this by failing to exercise their duties under the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, and the Individuals with Disabilities Education Act. The Court has denied the State’s motion for a change of venue, motion to dismiss, motion to strike class allegations, and motion for judgment on the pleadings. Our attorneys have completed discovery and recently finished lengthy class certification briefing. We’re preparing for oral argument on class certification under the Supreme Court’s recent Wal-Mart decision, and is being closely watched by other civil rights lawyers.

- The firm represents James Ben Brownfield, an inmate on Alabama’s death row, in a state post-conviction challenge to Mr. Brownfield’s conviction and sentence. Mr. Brownfield was convicted of capital murder in 2004, after a trial in which his lawyers provided an incoherent and contradictory defense at the guilt phase, and then made a woefully inadequate and incomplete presentation of mitigating evidence at the penalty phase. On the basis of this constitutionally ineffective assistance of counsel, the firm seeks to overturn Mr. Brownfield’s conviction and sentence. The firm began representing Mr. Brownfield on his petition for certiorari to the U.S. Supreme Court on direct appeal. After the Supreme Court denied cert, the firm filed a post-conviction challenge (Rule 32 petition) in the Alabama trial-level court in Scottsboro. Over four days in July and August 2013, our attorneys participated in an evidentiary hearing in Scottsboro, Alabama in support of our client’s motion to reverse his 2004 murder conviction and death sentence.

- In December 2013, Patterson Belknap, along with the Legal Aid Society, filed a class-action lawsuit in the EDNY seeking shelter for the runaway and homeless youth of New York City. Each night, nearly 4,000 young people aged 16 to 20 sleep on the city’s streets. The shelter that the City provides for this population is woefully inadequate to meet demand, leaving thousands out in the cold every night. It also fails to transition homeless youth to more stable living arrangements. The Complaint alleges that these failures violate the New York Runaway and Homeless Act, which requires city youth bureaus to provide a shelter bed to each homeless youth who needs one, and to assist these youth in either reuniting with their families or moving on to independent living. The Complaint also alleges violations of the Due Process and Equal Protection Clauses of the U.S. Constitution. The nine named plaintiffs in the complaint were identified after Legal Aid and Patterson lawyers interviewed many youth about their experiences in the City’s shelter system, and also solicited the input of institutions that serve this population. The City has answered the complaint and the City and plaintiffs have agreed to class certification. Discovery has begun and nonparty depositions are in progress.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 26,189
- Total number of pro bono hours in 2013: 23,658

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 202
- Number of attorneys as of December 31, 2013: 208

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 130
- Average number of hours per attorney in 2013: 114

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 71–80%
- Percentage of attorneys who did pro bono work in 2013: 71–80%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?  
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?  
Yes

Are those evaluations taken into account in determining salary or bonuses?  
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?  
Yes

Is there a pro bono requirement at your firm?  
Yes

What is the requirement and to whom does it apply?  
Pro Bono service is a core value of the Firm and all lawyers participate in the Firm’s Pro Bono program on an annual basis.
Does the firm give billable hour credit for pro bono work?
No

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
All training opportunities are available to associates working on Pro Bono matters. The firm is an accredited in-house CLE provider and regularly holds CLE courses that provide training to assist our lawyers to handle all sorts of cases, including Pro Bono.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>618</td>
</tr>
<tr>
<td>2013</td>
<td>462</td>
</tr>
</tbody>
</table>

**Average hours per summer associate spent on pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>69</td>
</tr>
<tr>
<td>2013</td>
<td>51</td>
</tr>
</tbody>
</table>

**Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>100%</td>
</tr>
<tr>
<td>2013</td>
<td>100%</td>
</tr>
</tbody>
</table>

Please provide any additional information about pro bono opportunities available to summer associates.

Our Summer Associates are very enthusiastic about participating in the Firm's Pro Bono program. They learned in the recruiting process that Pro Bono service is a core value of the Firm and are eager to contribute as part of their summer experience.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
The Firm regularly sends junior associates to the New York City Corporation Counsel's office for a two-week period to take depositions on behalf of the City. The Firm has also sent more senior lawyers to Corporation Counsel to try cases for the City of New York.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- The Firm gives charitable contribution to numerous organizations that provide legal service to those of limited means.
- Johnson & Johnson/Patterson Belknap Webb & Tyler LLP Fellowship: In March 2014, our firm sponsored with Johnson & Johnson a Catholic University of America Columbus School of Law student in an Equal Justice Works Fellowship. The Children's Law Center project was developed to improve health outcomes for families confronting legal barriers to managing their children's asthma. The project is rooted in a clear vision of how and where legal intervention can improve outcomes for patients.
- The Firm is making a leadership gift to Human Rights First in support of its Pennoyer Fellowship Program. We are a longtime supporter of Human Rights First, an independent advocacy and action organization that promotes American leadership in promoting human rights globally. The Pennoyer Fellowship was created in 2005 in honor of Robert M. Pennoyer, our longtime partner, now Of Counsel to the Firm, as a tribute to his lifetime of public service and commitment to human rights and the rule of law. Pennoyer Fellows come to Human Rights First from the nation's leading universities, law schools, law firms and the business and public sectors. They each serve for two years, assisting the organization in responding to emerging human rights problems as well as focusing on issues that require long-term study and steady policy advocacy.
- MFY Legal Services, Inc., established a “Patterson Belknap Webb & Tyler Fellowship” in honor of our pro bono contributions in New York City in 2005.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
The Firm participates in several pipeline programs with Legal Outreach. We mentor high school students and support the Legal Outreach Summer Law Institute at Columbia, which
provides six weeks of classes and programming for thirty-five fourteen year-old students.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2014:
Firm litigation associate Sarah Levin was awarded the 2014 President’s Pro Bono Service Award by the New York State Bar Association for her work on the State’s Central Register project, which was developed in conjunction with the Pro Bono Committee of the New York County Lawyers’ Association.

2013:
The New York Legal Assistance Group honored Patterson Belknap at its 2013 Pro Bono Awards Reception, which commemorated the one-year anniversary of Superstorm Sandy, and recognized Patterson Belknap for its support in the aftermath of the storm.

• Fourteen of our attorneys received The Legal Aid Society’s Pro Bono Publico Award for their outstanding service to The Legal Aid Society and its clients. Our attorneys were recognized for their work in connection with law reform litigation on behalf of children in foster care.

• Patterson Belknap was named one of Top 20 Pro Bono Firms of 2013 by Law360 for our exceptional commitment to pro bono work and to helping the disadvantaged.

2012:
• A number of our attorneys were once again recognized by The Legal Aid Society’s Pro Bono Publico Awards for their outstanding service to The Legal Aid Society and its clients. The firm was also recognized for its work in connection with law reform litigation on behalf of children in foster care.

• Patterson Belknap was included in Law 360’s Top 20 Pro Bono Firms of 2012 for committing a significant number of Pro Bono attorney hours and securing major victories in high-profile matters.

• MFY Legal Services, Inc. honored the Firm with its 2012 Partner in Justice award, in recognition of the substantial efforts of five of our attorneys in their lawsuit against “three-quarter house” operators and related parties.
PAUL HASTINGS LLP

515 S. Flower Street
25th Floor
Los Angeles, CA 90071
Phone: (213) 683-6000
www.paulhastings.com

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THE STATS
No. of Attorneys: 756
No. of Offices: 20
Chairman: Seth Zachary
Managing Partner: Greg Nitzkowski
Hiring Partner(s): Leigh Ryan

EMPLOYMENT CONTACT
Cindy Hasson
Director, Global Attorney Recruiting
Phone: (212) 318-6898
Email: cindyhasson@paulhastings.com
Careers website: http://paulhastings.com/careerslist.aspx
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator/Partner 1: More than half of his/her time.

Pro Bono Coordinator/Partner 2: All of his/her time.

Pro Bono Coordinator/Partner 3: More than half of his/her time.

Please provide the primary pro bono contact(s)’s information below.

Jamie Broder
Corporate Social Responsibility Partner
Phone: (213) 683-6234
Email: jamiebroder@paulhastings.com

Tollie Besson
Pro Bono Senior Counsel
Phone: (213) 683-6288
Email: wtoliverbesson@paulhastings.com

Jeffrey Varga
Vice Chair, Pro Bono and Community Committee
Phone: (213) 683-6332
Email: jeffreyvarga@paulhastings.com

Website: www.paulhastings.com/csr

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

The Pro Bono Committees of each of the offices of the Firm meet frequently.

Please describe the composition of the committee.

The firm Pro Bono and Community Involvement Committee is composed of attorney representatives from each of the offices of the firm.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The decision as to whether or not to take a pro bono matter is made by the pro bono coordinators in each office. In addition, high profile cases and/or cases which are likely to require extensive resources are typically discussed with the global pro bono partners/coordinators.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

The firm reviews each incoming matter on a case by case basis to determine eligibility.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- ACLU of Southern California
- Bet Tzedek
- Kids in Need of Defense (KIND)
- Nature Conservancy
- Neighborhood Legal Services
- National Veterans Legal Services Program
- Public Counsel
- Public Law Center
- Sanctuary for Families
- TrustLaw Connect

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Through Bet Tzedek Legal Services and the Holocaust Survivors Justice Network, the firm has represented more than 125 Holocaust survivors who performed work in Nazi-
controlled ghettos during World War II and many of their surviving spouses. Our lawyers have assisted these clients in obtaining both monthly pension payments and back payments from the German Government. In 2013, Paul Hastings was able to secure a sizable ZRBG pension award for the daughter of a Holocaust survivor who passed away while her application was pending. This was a first for the firm, and resulted in a payment of approximately $36,000. Attorneys in Atlanta, Frankfurt, London, Los Angeles, New York, and Washington, DC handle these matters, while the Atlanta and Los Angeles offices serve as coordinating counsel.

- Many Paul Hastings attorneys focus on pro bono immigration matters, helping unaccompanied children, families and other immigrants escape intolerable conditions in their home countries to make new lives in the U.S. Attorneys in several offices take on U-Visa and asylum work from a variety of pro bono partners. In a case referred by Public Counsel, our attorneys represented a refugee from a minority clan group in Somalia seeking asylum in the United States following the persecution and murder of several of his family members. Following a full trial on the asylum request, including the presentation of witnesses and an extended cross-examination of our client, the Court granted asylum and provided an extensive written order regarding our client’s suffering. Additionally, through the firm’s continued partnership with Kids in Need of Defense (KIND), attorneys in four Paul Hastings offices have represented children in 40 cases. Of the 32 cases that have been concluded, all have been resolved successfully.

- Paul Hastings attorneys secured a pro bono victory on behalf of The Corcoran Gallery and College of Art and Design involving a will proffered for probate in the estate of Huguette Clark, an eccentric and reclusive heiress to a robber baron-era fortune. The will left a Monet painting to the Corcoran, but nothing to her family who promptly sued. Significant questions were raised about the circumstances under which the will was prepared. After two years of litigation, on the eve of trial, the parties reached a settlement under which the Corcoran will receive a major financial contribution, potential additional amounts, and a role in a new foundation to support the arts. Prior to the firm’s involvement, the gallery and college were struggling financially and in danger of having to cease operation. The Clark settlement and other work performed by our attorneys have kept the doors open, and resulted in a partnership with The National Gallery and George Washington University.

**List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.**

- Recently the U.S. Supreme Court ruled in favor of a Paul Hastings pro bono client in an important constitutional case concerning criminal sentencing in the federal courts. In *Pough v. United States*, No. 12–62, Paul Hastings attorneys successfully argued that the Constitution’s Ex Post Facto Clause prohibits sentencing federal criminal defendants under U.S. Sentencing Guidelines harsher than those in effect when the crime actually occurred. The Supreme Court held that the Ex Post Facto Clause prohibited the retroactive application of U.S. Sentencing Guidelines that increase the recommended sentencing range, even though those guideline ranges are advisory. The National Legal Aid and Defender Association (NLADA) recently honored the Firm with a 2013 Beacon of Justice Award for the work done in this case. This is the firm’s fourth victory before the Supreme Court in the past three years. The Firm also argued and won an important constitutional case in 2010, *Padilla v. Kentucky*, 559 U.S. 356 (2010).

- A team of Paul Hastings attorneys secured a pro bono victory in the U.S. District Court for the Central District of California. Our client had claims against Los Angeles County arising from severe debilitating injuries which he suffered as a result of inadequate and negligent medical care while he was an inmate in several County jails awaiting trial. Like many inmates, our client did not file his complaint in time to make tort claims. However, once retained, our attorneys were able to file a claim for violations of his Fourteenth Amendment rights under 42 U.S.C. § 1983. The County refused to accept responsibility, arguing that the medical care (or lack thereof) did not rise to the level of “deliberate indifference” required by the statute. After substantial litigation, the case proceeded to trial. The facts in our client’s case were sufficiently egregious that the threat of a jury verdict resulted in a settlement during the jury’s deliberations with terms favorable to our client.

- Attorneys from Paul Hastings offices across the United States came together to complete a multi-jurisdictional research project for The Renewal Forum, an organization dedicated to the abolition of human trafficking in the United States. The project is a review of state child protective services agencies and their effectiveness in serving victims of child trafficking. Paul Hastings attorneys in San Diego supervised this project, and attorneys from nearly all of the firm’s domestic offices performed research to complete reports on the 50 U.S. states, the District of Columbia, and Puerto Rico.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 92,642
Total number of pro bono hours in 2013: 82,749

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 760
Number of attorneys as of December 31, 2013: 756

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 122
Average number of hours per attorney in 2013: 109
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 91–100%
Percentage of attorneys who did pro bono work in 2013: 91–100%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Each attorney in firm is expected to devote at least 25 hours, and 75 hours or more if possible, to pro bono matters during the year. It is understood that exigencies may prevent some attorneys from reaching these goals.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

There are numerous training opportunities available to associates in connection with working on pro bono matters. Our pro bono partner organizations provide in-depth training to our attorneys for each major pro bono project. These training opportunities involve developing skills relating to litigation, corporate, real estate, employment and tax issues. In addition, pro bono training for associates often includes courses and/or CLE programs, programs focused on deposition and trial skills, and participation in small group and one-on-one mentoring.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,542
2013: 1,617

Average hours per summer associate spent on pro bono work
2012: 39
2013: 29

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 77%
2013: 87%

Please provide any additional information about pro bono opportunities available to summer associates.

Paul Hastings offers several unique pro bono opportunities for summer associates. The firm continues to partner with Public Counsel CARES to aid low-income and homeless individuals in the Los Angeles area apply for various public benefits. Summer Associates in New York worked with the Young Women’s Leadership Network to sponsor a mock trial program, serving as coaches, judges and jurors for mock trials conducted by students from low income areas. Summer associates in all Paul Hastings offices are also invited to participate in community service projects and other locally organized events.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes
Please describe the established program(s) and their duration, if applicable.

Our established programs include secondment to various organizations, such as Public Counsel and Acumen, where typically the associate works for a non-profit organization for two to three months.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

We are committed to making a difference in the communities in which we work and live, and as a firm, we are pleased to provide the resources and support necessary to enact positive change. For example, we endow scholarships and fellowships at colleges and law schools around the world, and support our summer associates who are interested in a split public interest program.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The firm supports a large number of nonprofit and community organizations through volunteer service. Each of our 20 offices worldwide has developed close ties with local charities that are of interest to the employees in that office, including Ronald McDonald House, The Red Cross, and United Way. In addition, education is strongly supported by our volunteer work. For example, in Washington, DC, Paul Hastings has “adopted” a public elementary school and has worked with the school’s students and teachers to plant trees, raise money for a new computer lab, and serve as after-school tutors. In New York, the firm has worked with numerous high schools to enhance the experience of their students through the Pencil and iMentor programs. In China, the firm founded the Paul Hastings Hope Elementary School to bring educational opportunities to the rural mountain region of Jiangxi, and continues to send volunteers to the school to assist with enrichment programs. The attorneys and staff of Paul Hastings in Los Angeles annually volunteer with The Los Angeles Food Bank’s “Food from the Bar” program, which aims to end hunger in the greater LA area. These are just a few examples of our volunteer efforts. For more information, please visit www.paulhastings.com/csr.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Ranked No. 3 in The American Lawyer’s top Law Firms for Pro Bono 2013
- Pro Bono Hot List, National Law Journal 2013
- Pro Bono Firm Of The Year, Law360 2013, 2012
- Beacon of Justice Award—National Legal Aid and Defender Association (NLADA) 2013
- Pro Bono Award—Catholic Legal Immigration Network, Inc. (CLINIC) 2013, Outstanding Young Lawyer of the Year (Associate Holly Snow)
- Chicago Lawyers’ Committee for Civil Rights under Law (CLC) 2013
- President’s Pro Bono Service Award (Partner Grace Carter), State Bar of California 2012
- Pro Bono Law Firm of the Year, Bet Tzedek 2012
1285 Avenue of the Americas
25th Floor
New York, NY 10019
Phone: (212) 373-2833
www.paulweiss.com

LOCATIONS
New York, NY • Washington, DC • Wilmington, DE • Beijing • Hong Kong • London • Tokyo • Toronto

MAJOR DEPARTMENTS & PRACTICES
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THE STATS
No. of Attorneys: 806
No. of Offices: 8
Chair: Brad S. Karp

EMPLOYMENT CONTACT
Pamela Davidson
Chief Recruitment Office
Phone: (212) 373-2548
Email: pdavidson@paulweiss.com
Careers website: www.paulweiss.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide the primary pro bono contact(s)'s information below.

Rebecca Behr
Pro Bono Counsel
Phone: (212) 373-2277
Email: rbehr@paulweiss.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Paul, Weiss has an open policy with respect to taking on particular pro bono matters.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Children's rights, Civil rights, Criminal trials and appeals, Death penalty defense, Disability benefits, Employment, Housing, Immigration, Nonprofit intellectual property, Not-for-profit organizations, Other creative rights, Prisoners' rights, Veterans’ benefits/appeals

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Lawyer Alliance of New York
- Brennan Center for Justice at NYU School of Law
- City Bar Justice Center
- Legal Action Center
- Legal Aid Society
- New York Lawyers for the Public Interest (NYLPI)
- New York Legal Assistance Group (NYLAG)
- Volunteer Lawyers for the Arts (VLAG)
- Volunteers of Legal Services (VOLS)
- The Bronx Defenders

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Working closely with several organizations, including Human Rights First in New York and Washington, DC, the City Bar Justice Center, the Whitman-Walker Clinic and Immigration Equality, Paul, Weiss sought asylum for clients from Malaysia, Colombia, and Jamaica who faced persecution for their sexual orientation and/or HIV status; and from Mauritania, Uganda, Sierra Leone, Guinea, Ivory Coast, Cameroon, Albania, and Tibet based on their political opinions and activities. Over the past several years, Paul, Weiss has handled over 70 asylum matters in the New York and the DC offices.

- Paul, Weiss pro bono client Myrtle P. Jarmon Early Childhood Educational Center, Inc., a nonprofit day care center, entered into a four-year collaboration agreement with Clifford Glover Day Care Center, Inc. The execution of this agreement was the culmination of a year-long effort between the day care centers, both located in Jamaica, Queens, to provide services in connection with the EarlyLearn Contract awarded to Clifford Glover by the New York City Administration for Children's Services. The EarlyLearn Contract contemplated that Myrtle P. Jarmon and Clifford Glover would share certain resources, including employees, allowing both day care centers to service a greater number of children and families and achieve administrative cost-savings and efficiencies. Under this collaboration, Myrtle P. Jarmon will retain its separate legal existence and nonprofit status, one of its primary objectives since its founding in 1945, as well as the right to appoint directors to the board of Clifford Glover.

- Paul, Weiss attorneys participate in the VOLS Unemployment Insurance Advocacy Project which trains and mentors volunteers to represent individuals denied unemployment benefits in administrative hearings before the New York State Department of Labor. Advocates interview clients, review documents, develop case theory, conduct direct and cross-examinations, and make closing arguments before an administrative law judge. Since the program began in 2010, the firm has helped 34 individuals obtain unemployment benefits.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

United States v. Windsor (Sup. Ct.): In a landmark civil rights decision, Edith Windsor successfully challenged the constitutionality of a key section of the Defense of Marriage Act (DOMA), which defined marriage under federal law as only between one man and one woman. Because of DOMA, Ms.
Windsor had to pay more than $360,000 in federal estate taxes when her spouse Thea Spyer died. Paul, Weiss litigated the case successfully from the filing of the complaint onward; Roberta Kaplan argued it before the United States Supreme Court. In his decision for the Court, Justice Kennedy repeatedly recognized the “equal dignity” of gay people and their relationships and found that, by seeking to “injure” couples, DOMA “violates basic due process and equal protection principles.” Since last summer, courts throughout the country have relied on Windsor to strike laws that discriminate against gay people, including courts in Ohio, Utah and Oklahoma. The Ninth Circuit, relying on Windsor, recently held that laws that treat gay people differently should receive heightened judicial scrutiny.

Davis, et al. v. The City of New York, et al. (SDNY): In January 2010, Paul, Weiss, along with co-counsel, filed a class action lawsuit against the City of New York and the New York City Housing Authority (NYCHA) challenging the New York City Police Department’s discriminatory policy of routinely subjecting residents of public housing and their visitors to illegal stops and arrests through the practice of “vertical sweeps.” As a result of this policy and practice, people who have legitimate and lawful reasons for being on NYCHA property are routinely detained and/or arrested for criminal trespass. In October 2012, Paul, Weiss won a major ruling from Judge Shira Scheindlin, Southern District of New York. In denying in large part motions for summary judgment by the City and NYCHA, Judge Scheindlin questioned whether defendants were acting within constitutional limits in their sincere efforts to provide a safe environment. Since the lawsuit was brought, trespass arrests have steeply declined. In August 2013, Judge Scheindlin certified a plaintiff class of more than 400,000 residents of NYCHA housing.

Disability Advocates:

Adult Homes Litigation: Paul, Weiss and a number of legal advocacy groups representing a class of individuals with mental illness residing in adult homes in New York City have entered a landmark settlement to end New York State’s decades long discrimination in violation of the Americans with Disabilities Act. This settlement follows more than a decade of pro bono litigation. The current system unnecessarily isolates individuals with mental illness in segregated adult homes instead of providing mental health services in the most integrated settings appropriate to their needs. In 2009, after a five-week bench trial, U. S. District Court Judge Nicholas G. Garaufis held that New York’s unjustified isolation of individuals with mental illness in adult homes violated the ADA. The United States Department of Justice intervened in the action on behalf of plaintiff after the merits phase. Although the decision was overturned on technical grounds by the Second Circuit, the parties—including the Department of Justice—continued to work together towards a settlement. Pursuant to the settlement, New York agreed to move up to 4,000 adult home residents to supported housing over the next five years.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 54,063
Total number of pro bono hours in 2013: 54,471

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 778
Number of attorneys as of December 31, 2013: 806

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 69
Average number of hours per attorney in 2013: 68

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41-50%
Percentage of attorneys who did pro bono work in 2013: 41-50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
N/A
PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

Paul, Weiss provides extensive and on-going training to all associates through the Professional Development Department, including training on managing, preparing and litigating matters for pro bono clients. Paul, Weiss also supports associates’ attendance at pro bono training programs sponsored by other organizations. In addition, Paul, Weiss trains associates in pro bono work as part of associate orientation programs; there are periodic luncheons and meetings to discuss pro bono matters; there is partner supervision on all matters, with extensive one-on-one interaction in many, and availability of case-specific training through organizations that invite associates to their training programs.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 6,697
2013: 5,266

Average hours per summer associate spent on pro bono work
2012: 657
2013: 532

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 82%
2013: 83%

Please provide any additional information about pro bono opportunities available to summer associates.

During their employment at Paul, Weiss, summer associates may work on any pro bono matter being handled by Paul, Weiss.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Paul, Weiss has endowed public interest law fellowships at various law schools; for example, the Simon H. Rifkind Prize at Columbia Law School and the Arthur Liman Public Interest Fellowship at Yale Law School. Paul, Weiss regularly contributes to public interest auctions at various law schools and other law school public interest initiatives are supported on an ad hoc basis.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Paul, Weiss participated in NYNY, which is an organization that works to help under-served youth graduate from college and successfully transition into careers with upward mobility. One program that they offer pairs outstanding first-generation college students with professionals from a variety of industries who serve as their Mentor Coaches throughout the duration of the 2-year Fellows Program. Paul, Weiss continued its involvement in the Justice Resource Center’s annual MENTOR law firm/school initiative, which pairs local high schools with law firms that provide mentors and coaches to the students in connection with the program’s city-wide moot court and statewide mock trial competitions. Paul, Weiss also participates in an Annual Blood Drive, Dress for Success clothing drives and the JP Morgan Chase & Co. Corporate Challenge.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2014

- In May 2014, Paul, Weiss was selected to receive the National Legal Aid & Defender Association (NLADA)’s 2014 “Beacon of Justice Award” for its successful pro bono representation of thousands of individuals with serious mental illnesses in a landmark lawsuit brought against the Governor of the State of New York and other New York officials. As a result of the team’s work, the District Court for the Eastern District of New York held that New York State has violated the Americans with Disabilities Act by segregating individuals with mental illness in adult homes. The Paul, Weiss team was led by Andrew Gordon. The Beacon of Justice Award recognizes the depth and impact of the firm’s work to advance policies and practices that provide pathways to justice and opportunity. NLADA, founded in 1911, is America’s oldest and largest nonprofit association devoted to excellence in the delivery of legal services to those who cannot afford counsel.

- In May 2014, Paul, Weiss and an in-house legal department were honored with the Elizabeth Rohatyn Award for Community Service from the Lenox Hill Neighborhood House for their work with low-income senior citizens. Since January 2011, Paul, Weiss and Citigroup have partnered to assist qualified low-income senior citizens applying for the Senior Citizen Rent Increase Exemption (SCRIE) program. This New York City program allows low-income seniors, age 62 and older, to freeze their rent at its current level. Once
approved for the program, the participants’ future rent increases are paid by the city to the landlord in the form of a property tax abatement. To date, Paul, Weiss and an in-house legal department have staffed 75 clinics at the Lenox Hill Neighborhood House’s two senior centers; 220 people attended the clinics and 180 applications have been approved.

- In February 2014, The City Bar Justice Center’s Immigrant Women and Children Project (IWC) has recognized Paul, Weiss for the firm’s longstanding commitment to assisting its clients with outstanding pro bono contributions. The organization also noted associate Amy Beaux’s work as an IWC volunteer, successfully representing several IWC clients over the past year. Paul, Weiss has been a long-time partner of IWC in representing survivors of violent crimes. The firm’s lawyers assist clients with the preparation of immigration applications, including special immigration relief under the Violence Against Women Act through self-petitions and battered spouse waivers, as well as assisting applicants with U visas and T visas.

- In January 2014, Litigation partner Roberta Kaplan was named “Litigator of the Year” 2014 in connection with the firm’s successful representation of Edith Windsor in the landmark victory in the Supreme Court challenging the constitutionality of the Defense of Marriage Act (DOMA).

- In January 2014, Litigation partner Roberta Kaplan was named by The National Law Journal to the publication’s “Pro Bono Hot List.” The article, “A High Court Victory For Marriage Equality,” profiles the firm’s victory in the landmark decision in United States v. Windsor. The article quotes firm chair Brad Karp, who says “This is an extraordinarily important cause. Windsor is the embodiment of what we have been doing for many, many decades. It’s in our DNA.” Roberta is quoted with the following comment about her experience litigating Windsor: “I love what I do and have a great career, but there’s been nothing like this.”

2013

- In October 2013, firm chair Brad Karp has been named a winner of a 2013 Impact Award by the New York Law Journal. In a special report, the publication cites Brad’s “outstanding representation of clients during the financial crisis” and refers to him as “a champion of pro bono.” Brad is the only firm chair to have received the award this year. The article appeared on October 30, 2013.

- In October 2013, Paul, Weiss was honored by the New York Legal Assistance Group for its support of NYLAG during Hurricane Sandy. Corporate counsel Menachem Kaplan, who is a member of NYLAG’s Associate Board, accepted the award on behalf of the firm at the Pro Bono Awards Reception on October 29, 2013.

- In September 2013, Law360 has named Paul, Weiss one of its Pro Bono Firms of 2013, the third consecutive year the firm has received this honor. The article highlights several recent representations, including United States v. Windsor and an ongoing case against New York City policing tactics. The article mentions litigation partners Michele Hirshman and Roberta Kaplan and pro bono attorney Rebecca Behr.

- In June 2013, Litigation partner Roberta Kaplan was named “Litigator of the Week” by The Am Law Litigation Daily for her representation of Edith Windsor in United States v. Windsor, the landmark Supreme Court decision that overturned section three of the Defense of Marriage Act, holding that the federal government cannot discriminate against married lesbian and gay couples for the purposes of determining federal benefits and protections. The article reports that Paul, Weiss dedicated four partners and 12 associates to the case. Despite the pro bono status, “we treated it like we would any other matter,” Kaplan said. The article also quotes firm chair Brad Karp, who said of the victory, “clients of the firm, alumni of the firm, they all called to congratulate us…It was a day that won’t soon be forgotten.”
THE STATS
No. of Attorneys: 942
No. of Offices: 19
Managing Partner: Robert E. Giles

EMPLOYMENT CONTACT
Shelley E. Levine
Attorney Recruiting Manager
Phone: (415) 344-7049
Email: SLevine@perkinscoie.com

MAJOR DEPARTMENTS & PRACTICES
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Industry Groups:
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WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The Pro Bono Counsel and the Pro Bono Manager each spend all of their time administering the firm's pro bono program.

Please provide the primary pro bono contact(s)'s information below.

Leah E. Medway
Pro Bono Counsel
Phone: (206) 359-3985
Email: LMedway@perkinscoie.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.

The firmwide pro bono committee has 19 members, comprised of a representative of each of the 16 U.S. offices (Seattle/Bellevue combined), the pro bono counsel, management committee representative and associate management chair representative. Included among office representatives are 15 partners. Most U.S. offices also have a local pro bono subcommittee and these vary in number and composition.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
We consider whether the matter qualifies as pro bono under our firm guidelines, which generally follow the guidelines set forth by the Pro Bono Institute. We look at whether we have attorneys willing and able to handle the work. As with any matter, we also consider conflicts of interest. We end up taking on a wide variety of matters at all levels of complexity and dealing with a broad range of issues.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• American Civil Liberties Union (ACLU)
• Bet Tzedek Legal Services
• Cabrini Green Legal Aid
• Community Legal Services of East Palo Alto
• Florence Immigrant and Refugee Rights Project
• City Bar Justice Center (New York)
• Lewis & Clark Small Business Legal Clinic
• National Veterans Legal Services Program
• Northwest Immigrant Rights Project
• Eastside Legal Assistance Program

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Immigration: Across the firm we represent low-income individuals in immigration law matters such as political asylum, Special Immigrant Juvenile Status proceedings, visas for victims of domestic violence and trafficking, and federal court appeals. Since the fall of 2012, our Seattle office has partnered with the Northwest Immigrant Rights Project to host twice monthly legal clinics to assist immigrant youth seeking Deferred Action for Childhood Arrivals.
• Domestic Violence: Our lawyers represent victims of domestic violence seeking orders of protection and related legal assistance including advocacy in court and legal clinics. We have long-standing partnerships with legal service providers serving this population in Anchorage, Chicago,
Portland and the Washington, DC Area. In 2013, Perkins Coie helped launch the Domestic Violence Impact Project in Seattle which is a collaboration of law firms and legal service providers designed to fill gaps in access to legal help for victims.

- Veterans: We assist war-wounded U.S. military veterans from the Iraq and Afghanistan wars in filing petitions for Combat-Related Special Compensation through the National Veterans Legal Services Program. We directly represent nonprofits serving veterans with transactional needs. Our attorneys also represent active duty military service members with various civil legal needs through the ABA Military Pro Bono Program.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- The Resurrection of Gideon’s Trumpet. A Perkins Coie team of partners, associates and counsel, in partnership with the ACLU of WA, won a victory for a class of indigent criminal defendants challenging the constitutionality of the public defense system in two Washington cities. The U.S. District Court for the Western District of Washington found that the cities systematically deprived misdemeanor criminal defendants of assistance of counsel at critical stages of prosecution and made deliberate choices on funding, contracting and monitoring the system that caused the harm. For their achievements on the case, the Perkins Coie team has garnered awards from the National Legal Aid & Defender Association, the Washington Defender Association and the WA Association of Criminal Defense Lawyers, as well as national media attention. The U.S. Department of Justice was watching the case and during the course of Wilbur, the DOJ filed its first ever statement of interest endorsing the concept of public defender caseload limits. U.S. Attorney General Holder referred to America’s indigent defense systems as existing in a “state of crisis.” The Wilbur ruling coincided with the 50th anniversary of the U.S. Supreme Court’s Gideon v. Wainwright, which the presiding judge noted in his decision: “The notes of freedom and liberty that emerged from Gideon’s trumpet a half a century ago cannot survive if that trumpet is muted and dented by harsh fiscal measures that reduce the promise to a hollow shell of a hallowed right.” The Wilbur ruling is already leading other cities to make changes to improve their own public defense systems.

- A Prisoner’s Fight for Freedom Changes the Law. When 35-year-old Sara Kruzan walked out of a California prison in October 2013, it was the realization of seven years’ work by a Perkins Coie team who had fought for her freedom. Kruzan’s release came 19 years after she was sentenced to life without the possibility of parole for killing a man who sexually abused and trafficked her as a child. Perkins Coie attorneys became involved in 2007 when they agreed to represent Kruzan in seeking habeas corpus relief and clemency pursuant to California law applicable to victims of intimate partner abuse. The pro bono team persevered through the many turns of the case, which eventually led to a June 2013 hearing before the California Board of Parole Hearings and Kruzan’s autumn release. Kruzan’s case sparked national debate about juvenile sentencing and child sex trafficking. With Kruzan as a model, CA state Sen. Leland Yee’s legislation to ease juvenile life sentences became state law in 2013. Beyond the impact on our client, the case was adopted by broader efforts across the country to help juveniles sentenced to life without parole.

- Moving Forward the Right to Marry in Oregon. The fight for marriage equality in Oregon has been a bumpy road that a Perkins Coie Portland team triumphed in during a constitutional challenge to Oregon’s laws excluding same-sex couples from marriage. Working in conjunction with the ACLU, Basic Rights Education Fund and other pro bono partners, our litigators successfully argued for summary judgment in Rummell v. Kitzhaber in April 2014. Drawing a parallel to the U.S. Supreme Court’s June 2013 decision striking down the federal Defense of Marriage Act, we argued: “The avowed purpose and practical effect of the law are to impose a disadvantage, a separate status, and so a stigma upon same-sex couples.” Oregon’s attorney general had previously announced that she would not defend Oregon’s marriage ban, which prompted the National Organization for Marriage, Inc. (NOM) to intervene in the case. The court denied NOM’s motion in an oral ruling. Perkins Coie remains committed to the case and cause. Though the defendants are not appealing the decision, NOM has appealed the denial of its motion to intervene to the U.S. Court of Appeals for the Ninth Circuit, which the Perkins Coie team is opposing.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 46,198
Total number of pro bono hours in 2013: 54,555

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 917
Number of attorneys as of December 31, 2013: 942

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 54
Average number of hours per attorney in 2013: 63

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%
SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Our pro bono program provides excellent training opportunities for our lawyers in all facets of their practice development. We encourage associates to use pro bono strategically to develop their skills. For litigators, there are many opportunities to work on matters that involve trial advocacy. Transactional attorneys can also get great training in client counseling, negotiations, written advocacy and other skills. The firm also hosts a number of formal training programs in-house and notifies associates of on-line and external trainings.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 664
2013: 616

Average hours per summer associate spent on pro bono work
2012: 15
2013: 13

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 50%
2013: 49%

Please provide any additional information about pro bono opportunities available to summer associates.
We encourage summer associates to engage in pro bono projects. To facilitate this, we contact summer associates prior to their arrival regarding their interest in pro bono and try to match them with matters in which they are interested. We schedule pro bono training sessions in the summer for summer associates to attend and also present to them specifically about our firm's pro bono program. Summer associates have been actively involved in working with us on a number of matters including impact litigation and have provided direct legal service to our low-income clients in immigration, housing and other matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
The firm established the Perkins Coie Community Fellowship Program in 1987 as part of the firm's celebration of its 75th anniversary. The program allows associates to spend up to six months working full-time on a significant pro bono project for a community service organization of their choice. The fellowship is offered in addition to regular opportunities to perform public interest work on a part-time basis through the pro bono program. Since the program began, firm associates have participated in fellowships with 23 different organizations. In 2012 and 2013, two associates participated in fellowships, both with a county prosecuting attorney's office to assist them in trying felony narcotics cases.
What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- We participate in a wide array of public service activities, including partnering with schools and tutoring students, participating on the boards of nonprofit organizations, serving on bar associations at the local, state and national level, and volunteering at moot court and mock trial exercises at local schools. We also work with law schools, nonprofits and small business owners to further community economic development. Our Perkins Coie Charitable Foundation provides charitable donations to a broad array of organizations.

- We also work with programs seeking to increase the number of diverse students going to law school and to improve outcomes for diverse law students and lawyers. For instance, Perkins Coie sponsors a 1L Diversity Fellowship which provides paid summer associate positions and academic scholarships to diverse students. In another example, we worked with the Just the Beginning Foundation, a nonprofit focused on developing programs to open the pipeline of opportunity for young persons of diverse backgrounds.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The firm has an active community service committee whose mission is to support and promote community service programs and activities for lawyers and staff throughout the firm by coordinating the efforts of our contributions and membership, professional pro bono and charitable giving subcommittees and to increase awareness of the contributions we make in all the communities in which we do business. The firm promotes and supports numerous fundraising drives where firm personnel participate and donate cash and goods. As part of this effort, we labeled June as Community Service Month and each of our offices firmwide participated in a special community service project chosen by the office during that month. Some of the organizations which we sponsored hands-on volunteer activities in 2012–2013 include:

- AIDS Walk
- Adopt A Family
- American Cancer Society
- American Heart Association
- Anchorage Youth Corp.
- Big Brothers & Big Sisters
- Blanchet House
- Bread for the City
- Calvary Women’s Services
- Central Arizona Shelter Services
- Denver Children’s Home
- Earth Corps
- El Centro de la Raza
- Food Lifeline
- Go Casual for Justice
- Habitat for Humanity
- Homeward Bound
- Juvenile Diabetes Research Foundation Walk
- Make-A-Wish Foundation
- MS Society
- Powell Elementary School
- Rainbow Days
- Rake Up Boise
- Rebuilding Together Seattle
- Ronald McDonald House
- Salvation Army
- Seattle Humane Society
- St. Andrew Legal Clinic
- St. Mary’s Food Bank
- United Way

In addition, the firm assists lawyers and staff in identifying individual community service projects within their areas of interest. We have attorneys and other professionals volunteering on the boards of hundreds of community organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

The following are some examples of recognitions and awards we have received in 2012 and 2013:

- The National Legal Aid and Defender Association (NLADA) Beacon of Justice Award: Perkins Coie was chosen as a recipient of this award which honors firms that have devoted considerable time and resources to delivering on the mandate of *Gideon v. Wainwright* which established the right to counsel for people accused of a crime and facing a loss of liberty.

- National Crime Victim Law Institute (NCVLI) Pro Bono Attorney Award: NCVLI named Perkins Coie the recipient of its’ Pro Bono Attorney of the Year for our significant contributions to pro bono efforts for crime victims.

- Refugee Women’s Alliance Honors Perkins for “Community Impact”: Perkins Coie has been honored by the Washington-based Refugee Women’s Alliance (ReWA) with the Community Impact Award, which “recognizes corporate businesses with a remarkable record of philanthropy through the support of nonprofits as well as civic and charitable responsibility and community involvement.”
• Equality Arizona’s Barry Goldwater Human Rights Award (Corporate): Equality Arizona presented this award to Perkins Coie and Lambda Legal for demonstrating “a true and lasting commitment to upholding equal treatment and rights for our LBGTQ community through their employment practices, business culture, and advertising and communications.” Perkins successfully partnered with Lambda Legal on the *Diaz v. Brewer* case to enjoin the State of Arizona from enforcing a law which would take away domestic partner health care benefits from lesbian and gay state employees.

• Alaska Legal Services Corporation Lifetime Achievement Award for Pro Bono: Perkins’ Anchorage office received this distinguished award for its extraordinary donation of time, resources and talents to pro bono efforts in Alaska.

• Northwest Immigrant Rights Project (NWIRP) Amicus Award: Perkins Coie was honored by NWIRP with their Amicus Award which recognizes a law firm “which has shown exceptional participation in legal proceedings that assist and further the rights of low-income immigrants and refugees.” Perkins was recognized for our work hosting clinics to help immigrant youth seeking deferred action, as well as our work on a class action to end the Border Patrols practice of racial profiling on the Olympic Peninsula and a variety of other immigration cases.

• ABA John Minor Wisdom Public Interest and Professionalism Award: The award recognizes those who have made outstanding contributions to the quality of justice in their communities, ensuring the legal system is open and available to all. Perkins Coie received this award for our pro bono contributions in the areas of indigent defense and post-conviction relief including representation of individuals in habeas, civil rights, clemency and death penalty cases, and broader efforts to bring about systemic change.

• American Immigration Lawyers Association (AILA) Michael Maggio Pro Bono Award: This award was presented to Perkins for exceptional pro bono service to immigrants across the United States including representation of those seeking asylum and withholding of removal, U and T Visas, special immigrant juvenile status, and deferred action for childhood arrivals.

• Columbia Legal Services (CLS) Pro Bono Hero Award: Perkins Coie was honored for partnering with CLS on many cases, including work for thousands of low-income tenants facing loss of subsidized housing and due process rights; preservation of low income housing; challenge and monitoring of a county public defense system; and work on issue of juveniles sentenced to life without parole.

• In 2012 and 2013, individual attorneys were honored for their pro bono work by the Alaska Attorney General, Arizona Foundation for Legal Services and Education, Public Counsel, King County Bar Association, Center for Gender & Refugee Studies, Oregon State Bar Association, Dallas Hispanic Bar Association, King County Dependency CASA Program, Lewis & Clark Law School Small Business Legal Clinic, Colorado Lawyers Committee and the Oregon Area Jewish Committee.

**Please add any additional information about your firm’s pro bono program.**

At Perkins Coie, we take great pride in our efforts to give back to our communities and to support those organizations that share our commitment to bettering the world around us. Since the firm was founded over a century ago, pro bono and public service have been an integral part of our culture. Whether it is a high-profile pro bono case, a small pro bono matter providing direct legal services to an individual, or a community fundraiser, our attorneys and staff have devoted countless hours to help those who are less fortunate. We are proud of what we accomplished in the community last year and the many successes that resulted for our pro bono clients.

We have taken a number of steps to emphasize the importance of pro bono at our firm. Since 2001 we have dedicated an experienced lawyer to have primary responsibility for running the firm’s pro bono program and otherwise manage the pro bono efforts of the firm. We also have a firmwide pro bono committee, local office pro bono subcommittees, and a pro bono manager to further enhance our efforts. Our attorneys, paralegals and staff are encouraged to follow their interests and passions in choosing pro bono and public service projects. Moreover, the firm gives associates and counsel full credit for time spent on approved pro bono matters for all purposes.

For the past six years in a row, we have exceeded our Pro Bono Challenge goals. For the past 12 years in a row, we were also selected for inclusion on *Fortune* magazine’s Best Places to Work list. We don’t believe this is a coincidence. We thrive when our communities thrive and we are dedicated to continuing our tradition of giving back.
THE STATS
No. of Attorneys: 690
No. of Offices: 16
Chair: James M. Rishwain, Jr.
Hiring Partner(s): Mariah Brandt

EMPLOYMENT CONTACT
Charles Curtis
Director, Attorney Recruiting
Phone: (213) 488-7100
Email: charles.curtis@pillsburylaw.com

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Communications • Corporate • Energy •
Environmental • Finance • Insolvency • Intellectual Property •
Litigation • Real Estate • Securities • Tax
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than 25% of their time.

Please provide the primary pro bono contact(s)’s information below.

Dana P. Newman  
Chair, Pro Bono Committee  
Phone: (213) 488-7100  
Email: dana.newman@pillsburylaw.com

Matthew J. MacLean  
Vice Chair, Pro Bono Committee  
Phone: (202) 663-8000  
Email: matthewmaclean@pillsburylaw.com

Does the firm have a pro bono committee?  
Yes

How often does the committee meet?  
As needed.

Please describe the composition of the committee.

The Pro Bono Committee is composed of attorneys from offices throughout the firm; most offices have at least one partner and one associate member. Members also serve as coordinators of the pro bono activities in their respective office.

THE SCOOP

Does your firm have a pro bono policy?  
Yes

Can associates bring pro bono matters of interest to the firm?  
Yes

How does the firm decide whether to take on a pro bono matter?  
Two sources of referral account for the vast majority of the pro bono work undertaken by the firm. First, cases are referred to the Firm by local nonprofit organizations with whom we have longstanding professional relationships.

Second, individual attorneys—both partners and associates—bring pro bono opportunities to the attention of their local office’s pro bono members and obtain firm approval to represent the prospective clients on a pro bono basis.

All matters that the local pro bono members recommend are reviewed and approved by the Chair of the Pro Bono Committee. This review is to confirm that each matter qualifies for pro bono representation—i.e., involves the representation of an indigent person, a civil rights claimant or a nonprofit, civic, community or governmental organization in a matter in furtherance of its organizational purposes—and that the firm and the individual attorneys have the requisite professional expertise to undertake the proposed representation.

Has the firm signed on to the Law Firm Pro Bono Challenge?  
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?  
Asylum, Bankruptcy, Civil rights, Community economic development, Death penalty defense, Disability benefits, Domestic violence, Environment, First Amendment and constitutional issues, HIV/AIDS advocacy, Immigration, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners’ rights, Real estate transactions, Veterans’ benefits/appeals, Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?  
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• ACLU of Northern California  
• Harlem School for the Arts  
• Immigrant Legal Resource Center  
• Kids In Need of a Defense  
• Lawyers Committee for Civil Rights  
• Legal Aid Society, District of Columbia  
• Legal Community Against Violence  
• Public Counsel  
• Senior Housing Solutions  
• Share Our Strength
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Adoption/Guardianship Practice: We have a significant adoption and family reunification practice in collaboration with local non-profit legal referral organizations.

- Immigration/Political Asylum Practice: Each year, we routinely represent children of immigrant families to assist them in maintaining their legal status for continued eligibility to receive needed U.S. medical care as well as new victims of racial, political, and/or religious persecution seeking political asylum in the United States.

- Residential Eviction Defense: We staff monthly eviction settlement conference clinics where we appear in Court to represent, on a limited scope basis, individuals without attorneys who have been sued for eviction and attempt to resolve the cases filed against them prior to trial.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Asylum: Pillsbury lawyers secured political asylum for thirteen Honduran family members who faced possible deportation to Honduras. The U.S. government had previously determined that the family, who are related to an informant assisting the U.S. government in prosecuting the violent MS-13 gang, was in danger from MS-13 in Honduras. The U.S. government hid the family in Honduras, later arranging for legal status and assistance in the U.S. After the government prosecuted the informant for allegedly making false statements, it largely abandoned and threatened to deport the family. It was expected that the family would be persecuted if returned to Honduras; the gang had already murdered 3 family members and threatened others. The family’s delay in filing for asylum more than a year after entering the U.S. created an added challenge. Extensive briefs and expert reports were prepared for each applicant. Eventually, thirteen were granted asylum; the fourteenth client received protection under the Convention Against Torture.

- Social Security Disability: Despite having multiple physical and mental disabilities, the Social Security Administration (SSA) had rejected our client’s application for disability benefits, concluding instead that the client could perform some sedentary work. Unable to find work, the client lost his home, was forced to move to a homeless shelter, and fell into a deep depression. His case manager at the hospital referred the client to Pillsbury. Working in concert with a team at a medical-legal clinic that our Firm helped to sponsor at a client healthcare site, Pillsbury obtained the client’s most recent medical records, which provided a more holistic view of his physical and mental impairments and inability to work. Given the well documented history of disabilities, the judge determined that our client was disabled and eligible for disability benefits.

- Children: In a case referred by Kids in Need of Defense, an attorney in our DC office represented two children who arrived in the U.S. having fled El Salvador after their older siblings were violently attacked by alleged gang members. Upon crossing the U.S. border from Mexico, the children were detained by border patrol and placed in removal proceedings. Our attorney successfully obtained a Special Immigrant Juvenile Status (SIJS) order, which allowed the children to obtain permanent residency in the U.S. as well as earning sole custody for the mother for her children. Since beginning the case, two older siblings also managed to escape El Salvador, and we are now representing them in obtaining SIJS relief.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 31,603
- Total number of pro bono hours in 2013: 28,852

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 694
- Number of attorneys as of December 31, 2013: 659

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 54
- Average number of hours per attorney in 2013: 44

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 51–60%
- Percentage of attorneys who did pro bono work in 2013: 51–60%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

- Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

- Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
All attorneys—partners and associates—are expected to devote a minimum of 25 hours to pro bono matters each year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
In addition to the partner supervision given to pro bono matters, training programs specific to attorneys handling pro bono matters are conducted from time to time. The Firm also encourages attorneys to participate in training programs sponsored by pro bono organizations. We often host training programs for various pro bono organizations in our offices.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2013: 632

Average hours per summer associate spent on pro bono work
2013: 21

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2013: 87%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Pillsbury’s Stimson Fellowship is designed for an incoming associate, and provides an annual stipend to allow the associate to engage in a year-long pro bono project. After completion of the project, the recipient matriculates into the Firm as an associate. We also offer a pro bono fellowship to a mid-level associate during which the associate devotes 50% of his/her time to a meaningful pro bono project outside the firm. In addition, some of the Firm’s offices have loaned associates to local public sector or public interest offices. As an example, the San Francisco office has a long-standing arrangement (since 1975) to staff a position at the public defenders’ office.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• Through Equal Justice Works, the Firm established a public service fellowship, which now supports creative public service proposals for communities proximate to our offices in California, New York, Washington, DC, and Virginia that are not otherwise represented. Recipients of the two-year fellowship have worked on projects to develop a nonprofit organization to advocate on behalf of the developmentally disabled, to provide information on workplace rights to immigrant workers, to develop adoption law services for low-income families, and to provide financial services/loan foreclosure support to U.S. military service members and veterans, among others.

• Pillsbury attorneys devote their time to a wide variety of law-related public interest and community service programs. These include part-time teaching positions at various law schools and participation in law school moot court competitions. We also participate in the Stanford University Law and Education Clinic. The Firm makes annual contributions to our key nonprofit legal service provider; partners and individual attorneys at the Firm also provide significant financial support to those organizations and other similar nonprofits.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Attorneys at the Firm have the opportunity to participate in a number of non-legal volunteer opportunities. Recently, our Firm contributed to various local community activities.

Houston: Attorneys from the Houston office pitched in on the construction of a Habitat for Humanity house. Staff and attorneys raised funds to support the Wounded Warrior
Project, and volunteer at Compu-U-Dopt (providing computers to children), the Star of Hope Family Shelter, and the Houston Food Bank.

Los Angeles: The Los Angeles office hosts an annual White Elephant Bake & Book Sale to raise money for the In-Out Foundation, which assists abused children. The office actively supports the LA Food Bank by raising donations for the Food from the Bar Campaign, sponsoring a food drive, and assembling food packages at the Bank twice a year. Attorneys and staff also participate in the Heroes of Hope walk.

New York: Our New York office participates in a Toy Drive during the holidays, contributes to a program that provides backpacks and school supplies to underprivileged children, participates in the City Harvest’s Skip Lunch Fight Hunger program (proceeds go to children in NYC facing hunger). Attorneys and staff also participate in the JP Morgan Corporate Challenge with proceeds going to the conservatorship for Central Park.

Sacramento: The Sacramento Hearts Team organized a charity drive supporting two organizations providing support to the homeless, and two animal care services organizations. Children and families living with HIV/Aids are “adopted” each year through Sunburst Project’s “Adopt a Child Holiday Project” providing new clothing and gifts during the holidays.

San Diego: Throughout the year, our two San Diego offices support an animal welfare charity. The profits of the employee-run snack stands combined with the proceeds from the sales of the annual “Pets of Pillsbury” calendars provide support to Shelter Pet Partners, an organization that rescues, rehabilitates and finds homes for shelter animals.

San Francisco: The San Francisco office actively supports the SF-Marin Food Bank, including a donation drive, and devoting time to sort and package food for distribution to food pantries, children’s snack programs and soup kitchens throughout San Francisco and Marin. The office also collected and donated school supplies to elementary schools in the San Francisco Unified School District.

Silicon Valley: The office participates in the Second Harvest Food Bank Drive to collect canned goods and raise money to feed the hungry. Each year, attorneys and staff collect toy rabbits to donate to Lucile Packard Children’s Hospital, Good Samaritan Hospital, O’Connor Hospital and Eastfield Ming Quong & Family Services to be given to the children for Easter. Money was also raised to donate school supplies and backpacks to the Back-To-School Drive.

Washington, DC and Northern Virginia: These offices team up throughout the year to participate in a number of community outreach events. The office competed in the Legal Food Frenzy Penny War to raise money and donate canned goods to the Capital Area Food Bank.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- San Francisco litigation partner Sarah Flanagan received the Robert G. Sproul Award from the Lawyers’ Committee for Civil Rights of the San Francisco Bay Area. The award recognizes individuals for their pro bono work and for elevating the committee’s mission within their firms.

- Washington, DC counsel Julia Judish, was recognized by Bread for the City with its Good Hope Award for her work as a Legal Clinic Volunteer of the Year. Julia has supported the clinic since 2008, working behind the scenes to train staff on legal ethics, and counseling them when ethics issues arise in client representations. Bread for the City provides comprehensive services, including food, clothing, medical care, to low-income residents in Washington, DC.

Please add any additional information about your firm’s pro bono program.

Lawyers at all Pillsbury offices participate in a wide range of professional, community, civic and pro bono activities. All attorneys are expected to devote a minimum of 25 hours annually to pro bono representation. In particular, the Firm encourages attorneys to provide legal services for disadvantaged members of our communities. Some of these activities arise from our long-standing support for not-for-profit legal service providers, while others are chosen by individual attorneys with the Firm’s approval and support. All pro bono clients become clients of the Firm and the Firm’s considerable resources are available as needed to support each matter. Such work has traditionally provided valuable development experience and personal satisfaction to those who have undertaken it and has been a positive factor in evaluating an attorney’s development. The core of our pro bono work is the provision of basic legal services to the poor. We also handle pro bono litigation involving important public policy issues and advise nonprofit organizations on a variety of legal matters, including incorporation, tax-exempt status, employee matters, leases and contracts. Our lawyers and professional staff and their family and friends also participate in a wide range of year-round community service activities. From walking and running to raise money for medical research, to improving services for the homeless, to tutoring and mentoring needy children, to collecting business clothing for jobless individuals to wear to interviews, to collecting record-breaking amounts of goods in food drives, we know that we make a difference. Many of our lawyers also serve on the boards of hospitals, educational institutions and charitable organizations. Pillsbury also encourages its lawyers to serve the legal profession. Many of our lawyers publish papers and books and lecture on a variety of legal topics. Others teach at law schools or participate as judges in law school moot court programs. Still others act as judges in small claims courts, or as arbitrators in federal court, or participate on panels to resolve attorney fee disputes, or to decide attorney disciplinary proceedings. While many corporations and Commonwealth law firms have sophisticated Corporate Social Responsibility programs, Pillsbury was among the first major U.S. law firms to develop such an initiative. This structure allows the Firm to expand upon its thriving diversity, environmental sustainability, charitable giving, and pro bono programs. Corporate Social Responsibility is both a reflection of our core values and a key future direction of our Firm.
Eleven Times Square
New York, NY 10036-8299
Phone: (212) 969-3000
www.proskauer.com

THE STATS
No. of Attorneys: 721
No. of Offices: 13
Chairman: Joseph M. Leccese

EMPLOYMENT CONTACT
Caroline K. Menes
Director of Legal Recruiting
Phone: (212) 969-5072
Email: cmenes@proskauer.com

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THE STATS
No. of Attorneys: 721
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EMPLOYMENT CONTACT
Caroline K. Menes
Director of Legal Recruiting
Phone: (212) 969-5072
Email: cmenes@proskauer.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator—All of her time.

Director of Pro Bono—All of her time.

Please provide the primary pro bono contact(s)’s information below.

Stacey O’Haire Fahey
Director of Pro Bono
Phone: (212) 969-3952
Email: SFahey@proskauer.com

Sofia R. Khalid
Pro Bono Coordinator
Phone: (212) 969-3365
Email: SKhalid@proskauer.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

Proskauer’s pro bono committee is made up of designees from each office and department and includes partners, senior counsel, and associates as well as representatives from professional resources and business development. The committee is chaired by Scott Harshbarger.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Each potential matter is evaluated on a case-by-case basis. Lawyers may select a matter offered by any of the referral organizations with which the firm has a relationship or they may suggest a pro bono matter of their own design, subject to firm conflict procedures and policies.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

We do not handle employee-side employment matters.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• The Legal Aid Society
• New York Lawyers for the Public Interest
• New York Legal Assistance Group
• Her Justice
• Public Counsel
• Greater Boston Legal Services
• My Sisters’ Place
• Brady Center to Prevent Gun Violence
• Lawyers’ Committee for Civil Rights Under Law
• Mexican American Legal Defense and Educational Fund

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Since 2008, Proskauer has participated in the Corporation Counsel Deposition Program. More than 40 Proskauer lawyers participated this year, providing pro bono representation in a number of New York City cases. Participants shadow an Assistant Corporation Counsel, observe the deposition process and then take or defend depositions of witnesses in tort cases against New York City. The cases involve municipal tort claims. The City gets sued in over 7,000 cases a year, pays out more than $500 million annually in judgments and settlements and does not have
enough lawyers to properly defend them all. Last year, more than 1,000 depositions were taken or defended by lawyers participating in the Deposition Program, including those from Proskauer. The program is a substantial reason why, over the last 12 years, the amount the City has paid out in settlements and judgments has declined 15%.

- Proskauer has partnered with Her Justice, formerly known as inMotion, an organization which serves low-income women and children in New York City through family law, divorce, and immigration matters, and many of the clients are survivors of domestic violence. Proskauer attorneys provide legal assistance through representation and drafting petitions and answers in addition to providing information and advice. This past year, Proskauer worked on over 16 Her Justice matters including petitions under the Violence Against Women Act (VAWA) and U Nonimmigrant Status petitions as well as Uncontested Divorce matters. Proskauer attorneys have already succeeded on many of these. The Proskauer corporate partnership with Her Justice has helped make new beginnings possible for many battered women and their children and has helped these women take back control of their lives.

- Proskauer is working with The Innocence Project, which aims to correct wrongful convictions by litigating on behalf of imprisoned clients and lobbying for policy changes to help prevent further injustice. One of the firm's inaugural projects involved researching state statutes to determine compliance with Innocence Project standards for robust post-conviction DNA testing access and appeals. Other highlights included drafting a state appellate court brief and conducting comprehensive review of eyewitness identification laws, which involved eight attorneys from three of Proskauer's national offices.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Proskauer has partnered with the Mexican American Legal Defense and Educational Fund (MALDEF) on a project involving the desegregation of the school district in Tucson, Arizona. The desegregation case, filed in the 1970's, was returned to district court supervision in 2011 after the Ninth Circuit Court of Appeals found that the school district had failed to demonstrate the good faith commitment to eliminating, to the extent practicable, the vestiges of past discrimination. The parties and a Special Master crafted a plan to increase integration of schools, improve educational outcomes for minority students, and address the areas in which they have been disproportionately affected by long-term school suspensions, lower graduation rates and lower participation in AP classes. Attorneys in our Los Angeles office are working with co-counsel at MALDEF, lawyers for the other parties and the Special Master to craft policies and procedures to accomplish full implementation of the plan.

- Proskauer recently served as litigation counsel to an individual debtor who filed a chapter 7 bankruptcy case in November 2012, which was received from the NYC Bar Consumer Bankruptcy Project. Restructuring lawyers Michael Kessler, Arielle Kane, Jeffrey Chubak, and Andrea Miller initiated an adversary proceeding. They sought to discharge approximately $250,000 in student loan debt on the grounds that repayment would constitute an undue hardship. The client suffers from medically intractable epilepsy, a seizure condition that has failed to respond to conventional medicinal treatment. Her seizures have worsened over time, and left the client cognitively impaired and unable to maintain steady employment. The client now subsists principally from Social Security Disability payments. The defendant lenders (including the Department of Education) put up a considerable fight, but we successfully secured a consensual discharge of the debt from all nondefaulting defendants, expunging all of the client’s student loan debt.

- Twenty-five years ago, our pro bono death row client was 5 months away from the expiration of the statute of limitations for the filing of collateral review proceedings when we agreed to represent him. In 1989, having obtained no relief in state court proceedings, the State issued a death warrant. The client came within 36 hours of execution before we were able to obtain a stay. We ultimately obtained the vacature of his sentence only to have a new jury in a re-sentencing proceeding in 2000 impose a new death sentence which we are now trying to have vacated. We continue to work to ensure that the serious constitutional defects in the client’s prosecution are rectified and have filed a Petition for a Writ of Habeas corpus in the United States District Court for the Middle District of Florida. In February 2013, we filed our brief in support of the federal habeas petition filed in June. We are awaiting word from the court with either a decision on the petition or a date for oral argument on the petition.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 41,530
Total number of pro bono hours in 2013: 37,025

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 692
Number of attorneys as of December 31, 2013: 673

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 60
Average number of hours per attorney in 2013: 55
What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

The firm invites various pro bono organizations to conduct training in its offices. Associates are also encouraged to attend outside trainings that may be relevant to current pro bono projects, or projects they are interested in pursuing. In addition, associates may use a training allowance to register for outside pro bono training programs for which there is a registration fee.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,425
2013: 2,324

Average hours per summer associate spent on pro bono work
2012: 37
2013: 42

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 68%
2013: 68%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates have many opportunities to work on a wide-range of existing pro bono matters alongside senior attorneys at the firm. We also offer several projects that are specific to summer associates, such as the Her Justice Summer Associate program in New York. In our Los Angeles office, summer associates participated in the Anti-Defamation League Research Project, conducting research on topics ranging from an appeal of conspiracy to provide material support to a terrorist to the constitutional policy perspective of religiously affiliated institutions to pay for birth control.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Proskauer has a long history of supporting public interest and community service programs. Provided below is a sampling of the many public interest and community service activities that Proskauer offers.
- Across the nation, individuals involved in civil matters often will forego professional legal representation and advocate for themselves. For most of these individuals, called “pro se litigants”, facing the courtroom alone is a matter of necessity: there is no Constitutional right to counsel in civil cases, so they must pay for a lawyer themselves and they simply...
don’t have the money. Since early 2009, however, those litigants representing themselves in federal civil cases in Los Angeles have been able to get free legal counsel, advice, and technical assistance. At the Federal Pro Se Clinic at the U.S. Courthouse in Los Angeles, people who cannot afford legal representation can meet with pro bono lawyers and get invaluable information on handling their civil matters, from business disputes to discrimination cases to a wide range of other matters. In appropriate situations, the Clinic staff will also find pro bono attorneys to provide full representation to litigants with meritorious cases. To help the Pro Se Clinic get started and fulfill its mission, Proskauer donated the significant award generated by its involvement in the landmark U.S. Supreme Court civil rights case, Johnson v. California, which resulted in the integration of the California prison system. Thanks to Proskauer’s seed money, and the substantial involvement of various of its LA partners, the Pro Se Clinic opened its doors in February 2009, and is now the largest federal pro se clinic in the country—staffed by a full-time supervising attorney, a Proskauer Fellow, and a full-time paralegal. It is operated by Public Counsel, the nation’s largest pro bono public interest law firm, which has 40 years of experience providing free legal services to low-income communities.

• Every year, we participate in the NYU Law School’s AnBryce Summer Associate Program (ASAP). ASAP provides summer associate positions for first-year AnBryce Scholars with law firms and corporations that are usually available only to second-year students. To be eligible for consideration, candidates for the AnBryce Scholarship must have already attained admission to NYU Law and be among the first in their immediate family to pursue an advanced degree in higher education.

• Proskauer is a proud supporter of the Sponsors for Educational Opportunities (SEO) program, which recruits talented college students of color and prepares them for careers in law. The program provides the students with high-level internships and a demanding pre-law school prep course to acclimate them to the law school learning environment. We host interns from the program each summer in our New York office.

• Proskauer is also a participant in the Legal Outreach Program, which prepares middle school students from underserved New York City communities to compete at high academic levels by implementing educational programming and offering legal summer internships to the students. Every summer, we host four middle school students at our firm for a week, where they are exposed to legal workshops and coaching from our attorneys to put together a mock trial in four days.

• The firm also actively supports the Constitutional Rights Foundation (CRF) in Los Angeles, which is dedicated to educating middle and high school students about the importance of civic participation in society. Our attorneys are active in several of CRF’s programs, including a Mock Trial program, an internship program, and in-class lessons and demonstrations that bring various legal topics to life.

• Proskauer has also created the Silver Scholar Program, an award initiative designed to increase diversity within our firm and the legal profession. The recipients will receive a summer associate position at Proskauer and be eligible for a cash award of up to $30,000. The award is eligible to second-year law students.

• We sponsor and support numerous organizations and events throughout the year that embrace diversity and pro bono as a core value of the profession, including: Asian American Defense and Education Fund; Corporate Counsel Women of Color; Lambda Legal; LeGaL (Lesbian, Gay, Bisexual and Transgender Law Association of Greater New York); Metropolitan Black Bar Association and the South Asian Bar Association of New York.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

We have partnered with the Bronx School for Law, Government and Justice (LGJ) on a variety of programs designed to mentor high school students through the college application process and expose them to professional careers. In 2008, Proskauer began a relationship with LGJ through the PENCIL Partnership Program, which works to inspire the advancement of learning and broaden the scope of education by connecting schools and business leaders. Our initiatives with LGJ include a mentoring program, shadowing opportunities and a Career Day hosted at Proskauer.

Proskauer recently began participating in the PENCIL Fellows Program, which provides motivated, career-minded juniors and seniors in New York City public high schools with dynamic experiential learning opportunities through full-time paid summer internships. The PENCIL Fellows are a select group of high-achieving students who are eager to bring the skills they have learned in the classroom to the real workplace.

We are in our third year of participating in the Everybody Wins Power Lunch program. Power Lunch is a lunchtime literacy and mentoring program that brings groups of adult volunteers into low-income elementary schools for one-on-one read aloud sessions with students. Each week a number of our attorneys travel to a nearby elementary school during their lunch break to read to students.

For the past five years, our Washington, DC office has sponsored the Legal Times’ Outlaw Hunger Campaign and organized a food drive to benefit the Capital Area Food Bank (CAFB). The CAFB partners with nearly 700 agencies to distribute 30 million pounds of food annually. The Outlaw Hunger campaign provides an opportunity for the firm to assist the CAFB in alleviating hunger throughout the Washington, DC Metropolitan area.

We also coordinate volunteer opportunities with Safe Shores, an advocacy center for children and families in the Washington, DC metropolitan area affected by domestic violence. Volunteers can participate in the “Coffee for Kids” morning sessions by...
visiting the facility and meeting with the staff, and they also come together during the holiday season to help wrap gifts for the families and their children.

Since 2006, we have participated in an internship program with Cristo Rey New York High School. Interns from Cristo Rey work in our office year-round in our Professional Resources and Records departments. Cristo Rey is a Catholic, co-ed, college-prep school, part of the national Cristo Rey Network. Cristo Rey serves students from all five boroughs of New York City and lower Westchester County. We also partner with Prep for Prep, an organization that identifies New York City’s most promising students of color and prepares them for placement at independent schools in the city and boarding schools throughout the Northeast, to annually host students for summer internships on our Diversity team.

We also run a program with Francis Lewis High School, where students work with Proskauer lawyers to prepare for two moot court competitions. This has been a highly successful program with Francis Lewis students placing in some of the top spots in the competition over the last several years. Each spring, we also take a group of Francis Lewis students to the District Court for the Southern District of New York to observe a proceeding and meet a District Court Judge. Before the proceeding, the judge meets with the students to explain the way the courts work generally and talk about the case they will observe that day. This year, the students met with a judge and observed an arraignment and oral argument in connection with a pre-motion conference.

Finally, giving back to the community is very important at Proskauer, which is why we actively participate in New York Cares Day and will be continuing our support this year as well. New York Cares Day is New York City’s largest hands-on volunteer day with more than 6,000 volunteers painting a brighter future for New York City public school students. Last year, we formed a Proskauer team with family members and friends to clean up post-Superstorm Sandy debris at Schmul Park on Staten Island, and paint benches at Weeping Beech Park in Flushing, Queens. We also organized a program last year for our summer associates to participate in a New York Cares Day program, where they completed similar post-Sandy cleanup at South Beach Park, Staten Island.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2014 Awards
• Proskauer was honored by the Becket Fund for Religious Liberty at their Canterbury Medal Dinner.
• The Urban Justice Center honored Proskauer at the annual UJC Community Justice Awards for its instrumental work with the organization. Proskauer partnered with the Urban Justice Center in the case Clark v. Astrue, which helped as many as 140,000 Americans nationwide get their Social Security or Supplemental Security Income benefits restored.
• Common Cause honored Proskauer for our work with the 2012 Election Protection Project organized by The Lawyers’ Committee for Civil Rights under Law.
• My Sisters’ Place presented Proskauer with the Voices for Change award.
• The New York State Bar Association honored Proskauer with the President’s Pro Bono Service Award for the First Judicial District on May 1, Law Day, in recognition of outstanding work in the Clark v. Astrue case. Proskauer lawyers Russell Hirschhorn, Steven Obus, Bettina Plevan and Brian Rauch were honored for leading the case.

2012 Awards
• Proskauer was honored by the Mental Health Project of the Urban Justice Center for its work in Clark v. Astrue.
• Interise honored Proskauer with the newly established Exceptional Ally award. The award was given in recognition of the firm’s significant contribution to the advancement of the company’s mission to stimulate revitalization in lower income communities.
• Proskauer will be honored with the Pro Bono Service Award by the Legal Aid Foundation of Los Angeles.

Please add any additional information about your firm’s pro bono program.

Proskauer is a global law firm recognized for its excellence both in practicing law and serving clients. We are trusted advisors to many of the world’s top companies, financial institutions, investment funds, not-for-profit institutions, governmental entities and other organizations across industries and borders. With 700+ lawyers in 13 offices and approximately 50 areas of practice, we have the capabilities, experience and creativity to guide our clients through their most important legal and business challenges.

The firm has wide experience in all areas of practice important to businesses, including corporate finance, mergers and acquisitions, private equity; real estate transactions, bankruptcy and reorganizations, taxation, litigation, trusts and estates, intellectual property, and labor and employment law. Its clients include participants in many industries, including chemicals, entertainment, financial services, health care, hospitality, information technology, insurance, internet, manufacturing, media and communications, pharmaceuticals, real estate investment, sports, and transportation.

Proskauer is proud of its robust pro bono program offering significant opportunities to lawyers at every level of experience.
in each of our offices and practice departments. The clients we help include community groups, Iraqi and other refugees seeking asylum, domestic violence victims, artists and musicians, Holocaust survivors, and lesbian, gay, bisexual and transgender individuals among many others. Our lawyers have also played a crucial role in shaping important issues such as gender rights, voting rights, prisoner rights and religious freedoms.

Our motto is “Doing well, by doing good.” We believe that introducing associates to pro bono work early in their careers will help instill in them a commitment to integrating this work into their professional lives. We view pro bono as an opportunity to not only positively impact another life, but also for personal and professional development. Pro bono allows our lawyers to work together while making a difference in the communities where they live and work.

A significant number of our lawyers participate in the program dedicating thousands of hours to pro bono clients each year. Lawyers take on pro bono matters according to their individual interests and can choose a case from any of the referral agencies with which the firm partners or they can suggest a matter of their own design. Each of the firm’s lawyers is expected to perform a minimum of 50 hours of pro bono service a year. There is no cap on the number of pro bono hours a lawyer may perform in a given year.

The pro bono program is overseen by the Pro Bono Initiative Committee (PBIC), chaired by Scott Harshbarger of the Boston office. The PBIC includes Proskauer lawyers representing multiple offices, departments, and levels of seniority at the firm. Stacey O’Haire Fahey in New York is the Director of Pro Bono with firm-wide responsibility for the administration of the program.

Our international offices are also significantly involved in the pro bono program. The PBIC includes lawyers from our Hong Kong, London, and Paris offices, who are driving the initiative forward in those cities. By developing relationships with organizations such as LawWorks and PILnet, which are similar to those we have with referral organizations in the United States, our overseas offices have expanded our reach and impact to include those most in need around the world.
QUARLES & BRADY LLP

411 E. Wisconsin Avenue
Milwaukee, Wisconsin 53202
Phone: (414) 277-5359
www.quarles.com

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Change and Sustainability • Intellectual Property Litigation

THE STATS
No. of Attorneys: 471
No. of Offices: 8
Chairman: Kimberly Leach Johnson
Hiring Partner(s): Michael Aldana

EMPLOYMENT CONTACT
Marguerite E. Durston
Administrator, Attorney Recruitment
Phone: (312) 632-1716
Email: Marguerite.Durston@quarles.com
Careers website: www.quarles.com/Careers/Overview
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The pro bono coordinator spends approximately 60% of his time on pro bono work and/or administering the program.

Please provide the primary pro bono contact(s)'s information below.

Mike Gonring
Pro Bono Coordinator
Phone: (414) 277-5359
Email: michael.gonring@quarles.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The Firm has a written pro bono policy that establishes guidelines for taking cases. Normal conflicts rules also apply.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Chicago Volunteer Legal Services
- Domestic Abuse Intervention Service of Dane County
- Volunteer Lawyers Project, Milwaukee
- Sojourner Family Peace Center
- Children's Hospital, Milwaukee
- Volunteer Lawyers Project, Maricopa County
- Volunteer Lawyers Project, Pima County
- Bay Area Legal Services, Tampa
- ABA Death Penalty Representation Project
- Council for the Spanish Speaking, Milwaukee

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- The firm currently has three active death penalty matters, in Missouri, Ohio and Florida. Lawyers from all of its offices participate in the cases.
- The Milwaukee office runs as Lawyer for a Day project in Domestic Abuse court in Milwaukee County, providing representation for any victim who requests it.
- The Chicago office helps to staff the Chinatown Pro Bono Legal Clinic.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Jacob Dougan was convicted and sentenced to death in Duval County, Florida in 1975 for the murder of Stephen Orlando. There was no issue of innocence. The death sentence was vacated in the early '80s but Mr. Dougan again received a sentence of death in 1987 at a resentencing hearing. The original motion for post conviction relief after the resentencing was filed in 1994 and amended in 2004, but protracted sentencing negotiations prevented a hearing on that motion until the State decided to terminate the discussions in 2008. An evidentiary hearing finally was scheduled for 2012; we took the case in May of 2012 and the evidentiary hearing was held in February of 2013. The Dougan team, including Naples office lawyers and death penalty expert Mark Olive, convinced the judge to vacate both the conviction and the sentence.
- The 7th Circuit reversed our client's 20-year conviction for conspiring to distribute cocaine in its entirety based on the wrongful admission of a prior conviction at trial. Lawyers
from the Tucson, Phoenix and Milwaukee offices participated in the appeal.

- The Milwaukee office conceived of, and two partners financed, a Mobile Legal Clinic, a van which takes the Milwaukee Justice Center out to areas of the community whose residence have a difficult time accessing brief advice clinics.

**BY THE NUMBERS**

**What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.**

- Total number of pro bono hours in 2012: 15,935
- Total number of pro bono hours in 2013: 19,085

**What was the attorney headcount in your firm’s U.S. offices?**

- Number of attorneys as of December 31, 2012: 426
- Number of attorneys as of December 31, 2013: 444

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 37
- Average number of hours per attorney in 2013: 43

**What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?**

- Percentage of attorneys who did pro bono work in 2012: 31–40%
- Percentage of attorneys who did pro bono work in 2013: 31–40%

**SUPERVISION AND EVALUATIONS**

**Is there partner supervision on all pro bono matters?**

- Yes

**Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?**

- Yes

**Are those evaluations taken into account in determining salary or bonuses?**

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

**Are those evaluations taken into account in determining advancement within the firm?**

- Yes

**Is there a pro bono requirement at your firm?**

- No

**Does the firm give billable hour credit for pro bono work?**

- Yes

**Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?**

- No

**Does the firm consider pro bono hours when determining bonuses?**

- Yes

**PRO BONO POINTS**

**What training opportunities are open to associates working on pro bono matters?**

Associates are trained on a regular basis by the Volunteer Lawyers programs for those matters and have available, for instance, in-house training and conferences regarding criminal appellate issues. Associates also may attend outside training seminars at the expense of the Firm. Legal service providers also come to the Firm to conduct training in specific areas, such as Social Security disability representation.

**Does the firm offer the use of support staff in handling pro bono matters?**

- Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

- 2012: 189
- 2013: 309

**Average hours per summer associate spent on pro bono work**

- 2012: 21
- 2013: 17

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

- 2012: 75%
- 2013: 66%
Please provide any additional information about pro bono opportunities available to summer associates.

The typical summer associate pro bono project is related to criminal appellate issues, although summer associates also have worked on other pro bono matters, including research directed by the Lawyers Committee for Civil Rights Under the Law on voting rights, real estate matters and civil rights issues. Summer associates are encouraged to accompany lawyers on pro bono out-of-office assignments, such as matters involving the Task Force on Family Violence and various Volunteer Lawyers program matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

The Milwaukee office partners with Marquette University’s Law School in various projects, including the Public Interest Law Society auction, and the Madison office does the same with the University of Wisconsin law school. The Firm sponsors law students annually from Marquette, Wisconsin, Arizona, Northwestern and Arizona State to the NLADA/ABA Equal Justice Conference, paying for transportation, hotel and registration. All offices contribute financially to local legal service providers and funds.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The Firm’s offices engage in a wide variety of community service projects, participating in National Rebuilding Day (for low-income homeowners), supportive housing projects for women, Boys and Girls clubs, food pantries, non-legal work for Habitat for Humanity, adopt-a-school or nursery programs and church related outreach programs.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Firm lawyers won 10 individual awards in 2012 for pro bono work from the Volunteer Lawyers Programs of Marciopa and Pima Counties, the Volunteer Lawyers Project of Milwaukee, the State Bar of Wisconsin, the Arizona Foundation for Legal Services & Education, the Milwaukee Bar Association and the American Immigration Law Association. In 2013, two individual awards were received, one from the Marquette University Law School and another from Chicago Volunteer Legal Services. Also in 2013, the firm won a Beacon of Justice Award from the National Legal Aid & Defender Association and the Philanthropist of the Year Award from the Milwaukee Chapter of Habitat for Humanity for the legal services provided by the firm.

Please add any additional information about your firm’s pro bono program.

Quarles & Brady believes that lawyers have a responsibility to provide legal services to those who cannot otherwise afford them and strongly encourages its lawyers to satisfy that responsibility. Although we sometimes take pro bono cases outside of the states in which we have offices (our capital punishment cases are an example) we strive to use our resources to help those whose problems exist “right outside our windows,” in the communities in which we practice. We feel strongly about this bottom-up approach to pro bono as a means to provide legal services to those in greatest need of our help. Through its Firm pro bono coordinator and individual coordinators in each of its offices, the Firm makes available to lawyers a variety of pro bono opportunities, and any lawyer who wants to become involved in pro bono work will receive the assistance and support of the Firm or office coordinators. This commitment to pro bono service is reflected in the Firm’s long-standing practice of allowing hour-for-hour unlimited credit to those who undertake representation of indigent persons or civil rights-related issues. The Firm also provides 50 hours per year of billable hour credit for lawyers who provide legal services to financially challenged schools, arts groups, religious organizations, and other organizations. Associates are strongly encouraged to get involved in pro bono work; a pro bono presentation is part of their orientation and pro bono involvement is part of their evaluation process. The Firm desires to establish a pro bono mindset in the early stages of a lawyer’s career. Associates are given full support and supervision when they undertake pro bono matters. Pro bono matters are approved by the pro bono coordinator, according to a written Firm policy available on the Firm’s internal web site. These matters can be brought to the coordinator by a lawyer, or brought to a lawyer by the coordinator in response to a request from a legal services provider or as a result of the proactive coordinators.
225 Fifth Avenue
Pittsburgh, Pennsylvania 15222
Phone: (215) 851-8278
www.reedsmith.com

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• Wilmington, DE • Falls Church, VA • Abu Dhabi • Beijing •
Dubai • Greece • Hong Kong • Kazakhstan • London • Munich
• Paris • Shanghai • Singapore

THE STATS
No. of Attorneys: 1,800
No. of Offices: 25
Managing Partner: Alexander (“Sandy”) Thomas

EMPLOYMENT CONTACT
Dana Levin
Director of Legal Recruiting
Phone: (215) 851-1406
Email: dlevin@reedsmith.com

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Life Sciences • Litigation • Real Estate • Shipping • Tax
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Mr. Walters and Ms. Fleming spend 100% of their work on pro bono administration and work; Mr. Lefton spends 15% of his time on pro bono administration and work.

Please provide the primary pro bono contact(s)’s information below.

Christopher K. Walters
Senior Pro Bono Counsel
Phone: (215) 851-8278
Email: cwalters@reedsmith.com

Jayne E. Fleming
Pro Bono Counsel
Phone: (415) 659-4779
Email: jfleming@reedsmith.com

Ira Lefton
Chair, Pro Bono Committee
Phone: (215) 851-8236
Email: ilefton@reedsmith.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Semi-annually.

Please describe the composition of the committee.

Twenty-two partners, counsel, and associates.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

If the matter meets the Pro Bono Institute’s definition of pro bono and presents no conflict, ordinarily it is approved.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Lawyers’ Committee for Civil Rights Under Law (several offices)
- Big Brothers Big Sisters & chapters (several offices)
- J/P Haitian Relief Organization (several offices)
- Local Initiatives Support Corporation (several offices)
- Advocates for International Development (several offices)
- Neighborhood Legal Services Association (Pittsburgh)
- San Francisco AIDS Referral Panel
- Homeless Advocacy Project (Philadelphia)
- Southern Center for Human Rights (several offices)
- The Women’s Center (Virginia)

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- We have for two decades represented criminal defendants under sentence of death. We currently represent nine death row inmates in Pennsylvania, Illinois, and Alabama, and have succeeded in vacating death sentences for two of these clients so far. For this work, the American Bar Association’s Death Penalty Representation Project awarded Reed Smith its Exceptional Service Award.
- Since 2012, we have represented 50 U.S. military veterans of Iraq and Afghanistan who were medically discharged from service due to Post Traumatic Stress sustained in combat. We are assisting each of them in appealing their PTSD disability ratings (and benefits) at the Veterans Administration. In
ten of these cases we have succeeded in having the clients’ benefits increased; the other cases remain pending.

- The epidemic of sexual violence against female victims of the 2010 earthquake in Haiti made international headlines. Since 2012, we have represented many of these victims, bringing a total of 52 women and children out of the dangerous tent camps of Port au Prince to safety and resettlement in the U.S. and Canada. We have used the U.S. immigration remedy of humanitarian parole (to achieve resettlement in the U.S.) and an initiative of the United Nations High Commission for Refugees (to achieve resettlement in Canada).

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Ending eight years of litigation, our San Francisco counsel Dennis Maio convinced the Supreme Court of California to require that state public schools provide school children the insulin shots they need for their diabetes, whether a nurse is available or not (nurses being short in supply). In its August 2013 opinion in *American Nurses Association v. Torlakson*, the court rejected the contention of the nursing unions that insulin could be provided only by licensed nurses. Reed Smith represented the American Diabetes Association. The litigation began when Reed Smith brought a plaintiff’s class action in federal court against the state on behalf of all elementary public schoolchildren in California having diabetes. The resulting satisfactory settlement was later upset by the nursing unions in state court. The Supreme Court’s decision ended the dispute, and allowed trained, unlicensed school personnel to administer prescription medication under a doctor’s orders, including insulin. An estimated 14,000 schoolchildren with diabetes will benefit.

- Two of our lawyers, working with the Pennsylvania Innocence Project, succeeded in obtaining a new trial for a Pittsburgh man sentenced in 1997 to three consecutive life terms for arson and second-degree murder. Three firefighters died fighting the fire. At an evidentiary hearing, witnesses and documents revealed for the first time that the government had offered thousands of dollars to its two key prosecution witnesses in exchange for their testimony. The evidence showed at least one of these witnesses received the offered funds. Ordering a new trial, the court said it “does not have confidence in the guilt determination”.

- On behalf of a family from El Salvador whose 26-year-old son died in federal custody, we secured a handsome settlement in federal court in Northern California after several years of civil rights litigation. Defendants who paid the settlement were the federal and county governments. The family’s son, who was HIV positive, was in custody in a county jail pending the outcome of immigration proceedings. The county, acting under federal supervision, failed to continue the son’s prescribed antiretroviral medications, and failed to treat the resulting infection that took his life.

### BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 43,478
- **Total number of pro bono hours in 2013:** 51,824

What was the attorney headcount in your firm’s U.S. offices?

- **Number of attorneys as of December 31, 2012:** 1,080
- **Number of attorneys as of December 31, 2013:** 1,287

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012:** 40
- **Average number of hours per attorney in 2013:** 40

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- **Percentage of attorneys who did pro bono work in 2012:** 41–50%
- **Percentage of attorneys who did pro bono work in 2013:** 41–50%

### SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

- **Yes**

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

- **Yes**

Are those evaluations taken into account in determining salary or bonuses?

- **Yes, they are taken into account when determining salary.**
- **Yes, they are taken into account when determining bonuses.**

Are those evaluations taken into account in determining advancement within the firm?

- **Yes**

Is there a pro bono requirement at your firm?

- **No**

Does the firm give billable hour credit for pro bono work?

- **Yes**
Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
We host trainings by public interest groups, and we make outside trainings available to our lawyers at firm expense.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 1,250
2013: 1,290

Average hours per summer associate spent on pro bono work
2012: 41
2013: 40

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 90%
2013: 90%

Please provide any additional information about pro bono opportunities available to summer associates.
Every summer associate is expected to do pro bono work, and many opportunities are provided.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We have ongoing pro bono partnerships with clinics at four U.S. law schools: Berkeley (asylum clinic), University of Michigan (international transactions clinic), William & Mary (appellate clinic), and University of Pennsylvania (immigration rights clinic).

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
- San Francisco AIDS Walk Team: A team of lawyers and staff from Reed Smith’s San Francisco office annually motivates dozens of people in that office to participate in one of the largest annual fundraising events in the Bay Area. In 2010–2011, the team energized the offices in a way that the United Way never did, raising more than any other law firm by a wide margin, in an amount competitive with corporate giants like Chevron, the Gap, and Williams Sonoma.
- Rebuilding Together Pittsburgh: Every year since 1997, some forty volunteers from the Pittsburgh office devote the last Saturday in April to repair and restore the house of an elderly or disabled person through a nonprofit organization called Rebuilding Together Pittsburgh.
- Graham Road School Backpack Challenge: This project by our Falls Church, Virginia office provides new backpacks and supplies to all 500 students at Graham Road Elementary School. The community from which the school draws most of its students includes a large number of recent immigrants. Fundraising took the form of a three-team competition which grips the office during the summer months.
- Helping Needy Families: A Partner in our Richmond, Virginia office volunteers at a local church helping to maintain and operate a large church-owned warehouse full of food and toiletries that are provided and delivered free-of-charge to needy families throughout Southern Virginia from Tidewater to the Shenandoah Valley.
- Juvenile Diabetes Fundraising: Our New York office and staff conduct each fall a fund-raising walk for Juvenile Diabetes Research Foundation. This event has grown to be the largest in the New York office, and all funds raised go directly to support research seeking a cure for juvenile diabetes.
- Partnering with Elementary School Students: Our Washington office has had a special partnership with Park View Elementary School in Northwest DC since 1993. This partnership generates a variety of year-round projects involving attorneys and staff, such as fundraisers, essay contests, and the Power Lunch program.
- Teaching the Legal System: For each of the last nine years, lawyers from our Chicago office have participated in the Lawyers in the Classroom Program. Under the Program, our lawyers are paired with Ninos Heros, an elementary school, helping students learn about the U.S. Constitution and our legal system.
• Fighting Homelessness: Reed Smith works with the HomeFront organization to end homelessness for families in Mercer County, New Jersey. We provide year-round pro bono legal services to families in the program, provide group seminars on family and women’s issues, participate in special events such as home furnishings and food drives, and organize Christmas toy drives for kids from these homeless families.

• Reed Smith READS with Philadelphia Kids: Each Thursday at noon, sixteen first-grade students from the Meade Elementary School come by bus to our Philadelphia office to read with volunteer tutors (lawyers, paralegals and staff) from the firm. Tutors and students meet in the lunchroom. The students bring with them several books that they are to read during the session and a sheet listing the books they finish for the tutor to sign. Some forty members of our Philadelphia office have taken part.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

• The National Law Journal named Reed Smith DC partner Eric Dubelier a “Pro Bono Champion” for 2012. Eric obtained the acquittal of pro bono client Patrick Caldwell, who was prosecuted under the Foreign Corrupt Practices Act in a Department of Justice sting operation. The acquittal came from a federal jury after a trial lasting three months. The trial judge praised “the tireless and spirited effort by defense counsel.”

• Reed Smith was honored by the Iranian-American Bar Association with its 2012 Pro Bono Award, based upon the amicus brief submitted to the U.S. Second Circuit Court of Appeals by our Pittsburgh associate Paige Forster, in the United States v. Banki criminal case. The Second Circuit reversed the conviction of Mr. Banki on grounds urged in the amicus brief.

• The Illinois Association of Park Districts conferred its Award for Service upon the firm in 2013 for our pro bono work organizing, establishing, and guiding the new Parks Foundation of Oak Park in its mission to support local parks.

• The American Health Law Association named Philadelphia partner Brad Rostolsky a 2012 “pro bono champion” for his work counselling nonprofits on medical regulatory and contractual issues, and for providing HIPAA compliance guidance to the new St. Christopher’s medical Legal Partnership project in Philadelphia.

• The New Jersey State Bar Association honored Princeton associate Shana Fried in 2013 for her pro bono service assisting the resettlement of Haitian refugees who had been victims of gender-based violence after the Haiti earthquake.

• Our Los Angeles partner Jim Sanders was honored by the ACLU in April 2013 for his pro bono work investigating and exposing abuses in the LA Sheriff’s handling of prisoners.

• For both 2012 and 2013, the District of Columbia Circuit Judicial Committee on Pro Bono Services honored Reed Smith at its 40 at 50 breakfast, celebrating those firms having more than 40% of its attorneys annually devoting more than 50 hours of service to pro bono clients.

• Our Pittsburgh associate Jason Hazelwood was a 2012 Pennsylvania Bar Association Pro Bono Award winner. Jason won for his pro bono work obtaining a jury verdict in federal court on an Eighth Amendment failure-to-protect claim. Jason and his client convinced the jury that the defendant prison guards had ignored his pleas for protection from a violent cellmate. The jury returned a verdict that included $50,000 in punitive damages.

Please add any additional information about your firm’s pro bono program.

Reed Smith strongly encourages pro bono work and community service. The firm expects its partners, associates, and paraprofessionals to provide pro bono legal services to persons of limited means and other qualifying individuals and organizations in order to improve their access to legal services. Furthermore it encourages and supports all personnel in firm-approved community service projects as part of its program of corporate social responsibility. This is a firm-wide commitment.

As a charter signatory to the Pro Bono Institute's Law Firm Pro Bono Challenge, Reed Smith has exceeded the Challenge's goal of devoting three percent of the firm’s U.S. billable hours to pro bono work. In the United Kingdom we are committed to pro bono as well, being a signatory to the United Kingdom Joint Protocol for Pro Bono and a founding member of Advocates for International Development (A4ID) in London. In our London office (largest in the Firm, two-thirds of our lawyers do pro bono each year and they average more than 30 hours per year, one of the highest averages of any UK firm.

To meet these commitments the firm has three attorneys managing the pro bono programs on a full-time basis. One is the senior pro bono counsel resident in Philadelphia, one is the pro bono counsel resident in San Francisco, California, and the last is our corporate social responsibility manager in London. The Firm also has a standing Pro Bono Committee of practicing partners and associates.
ROBINS, KAPLAN, MILLER & CIRESI
L.L.P.

800 LaSalle Avenue
2800 LaSalle Plaza
Minneapolis, MN 55402
Phone: (612) 349-8500
www.rkmc.com

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THE STATS
No. of Attorneys: 216
No. of Offices: 6
Chairman: Martin R. Lueck
Hiring Partner(s): Becky Thorson (Minneapolis)
Mark LaConte (Boston)
Ron Schutz (New York)
Marla Butler (New York)
Amy Churan (Los Angeles)
Bob Denham (Atlanta)

EMPLOYMENT CONTACT
Diane Frick
Director of Human Resources
Phone: (612) 349-8500
Email: DPFrick@rkmc.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide the primary pro bono contact(s)'s information below.

Autumn X. Nelson
Director of Diversity, Inclusion and Pro Bono
Phone: (612) 349-8500
Email: axnelson@rkmc.com

Summra M. Shariff
Diversity, Inclusion and Pro Bono Coordinator
Phone: (612) 349-8500
Email: smshariff@rkmc.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The Committee is composed of 16 attorneys.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Whether a case is taken is determined by a number of factors, including financial eligibility, the facts and nature of the matter, the existence of conflicts, and if an attorney is available and interested in taking the case.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Advocates for Human Rights
- Alliance for Children's Rights
- Atlanta Volunteer Lawyer's Network
- Children's Law Center of Minnesota
- Minnesota Assistance Council for Veterans
- Neighborhood Justice Center
- Public Counsel
- Volunteer Lawyers for the Arts
- Volunteers Lawyers Network
- Children's Law Center of Massachusetts

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- We represented a Somali gentleman who speaks English as a second language. As a result of a language barrier with his landlord, he fell behind in rent payments and did not have a clear understanding of how much rent was delinquent. After an eviction hearing with no language interpreter to help him understand the situation, the landlord posted a writ of recovery on our client's door requiring him to leave the premises within 24 hours. Our client filed a motion to quash the writ and his matter was scheduled for trial. After we represented him in a two-hour bench trial, with an interpreter, the court quashed the writ of recovery and provided a redemption order which enables our client to stay in his residence if he pays the rent owing as determined by the court.

- We represented the guardian ad litem for three children. One of the children, a nine-year-old girl with special needs, was brought into the emergency room with injuries consistent with being brutally assaulted. The mother denied any assault by either herself or her boyfriend and blamed the child's injuries on a fall. We investigated the matter, drafted a petition for termination of parental rights, and prepared for trial with a number of fact and expert witnesses and exhibits. Right before trial, the mother agreed to permanently transfer legal and physical custody of the children in the hands of loving relatives.
• We helped a disabled veteran obtain expungements for three unlawful detainers from his record. Our client and his family had been living in a small transitional apartment on the second floor with no elevator. The expungements will enable him to secure a more suitable home for himself and his family.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• We obtained asylum for a woman who was illegally detained, beaten, and raped by Cameroon security forces on multiple occasions between 1992 and 2007 in connection to her political affiliations. She fled Cameroon to the U.S. in fear for her life. Our client bears multiple scars from the beatings and suffers from health issues, including congestive heart failure, which makes it difficult for her to move around normally without a breathing apparatus attached to an oxygen tank. She also bears many psychological scars identified by the Center for Victims of Torture. We began helping the client, who is elderly and speaks very little English, in 2009 when her case was placed in removal proceedings in the Bloomington Immigration Court. After a two-part trial, the Immigration Court granted asylum.

• We represented a mother who had taken her children from Peru to the United States out of fear that her abusive husband would harm them. The husband subsequently sought to have the children returned to his care in Peru, and filed a petition for their return under the Hague Convention on the Civil Aspects of Child Abduction. After a two-day evidentiary hearing, the court determined that our client's children would face a grave risk of harm if they were returned to their father in Peru. Subsequently, the Eighth Circuit unanimously upheld the court's ruling. This represents the first time that the Eighth Circuit has upheld a finding of "grave risk of harm" in a Hague Convention case, and will hopefully provide abused parents with a path to victory in future cases.

• We helped change the life of a mentally disabled and homeless man after the Social Security Administration mistakenly believed that he was receiving a rent subsidy and discontinued his payments. Without other resources, our client lived in his car for nine months. He became delinquent on his bills, stopped taking his medication, and became isolated from his family. We negotiated with the SSA for a partial settlement of our client's claims that gave him 90% of the amount he claimed he was owed. We found that our client was entitled to increased benefits from even further back than he originally requested on his appeal. After a hearing, the judge granted delinquent benefits going back several years and our client received more than he expected. We also helped our client find subsidized housing. He now has a home, has a third-party payee to ensure he receives his payments and pays his bills, can afford to pay for his medication, and has reestablished his relationship with his daughter.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 26,937
Total number of pro bono hours in 2013: 19,557

What was the attorney headcount in your firm's U.S. offices?
Number of attorneys as of December 31, 2012: 249
Number of attorneys as of December 31, 2013: 234

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 108
Average number of hours per attorney in 2013: 84

What percentage of attorneys employed during 2012 and 2013 in your firm's U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 81–90%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
The firm's goal is for full-time attorneys to perform at least 50 hours of pro bono work per year. Part-time attorneys should
contribute the equivalent of the percentage of hours that they are working.

**Does the firm give billable hour credit for pro bono work?**
Yes

**Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?**
No

**Does the firm consider pro bono hours when determining bonuses?**
N/A

## PRO BONO POINTS

### What training opportunities are open to associates working on pro bono matters?
Associates may participate in legal services training programs offered throughout the year, both within the firm and in the community.

**Does the firm offer the use of support staff in handling pro bono matters?**
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 920
- 2013: 626

**Average hours per summer associate spent on pro bono work**
- 2012: 71
- 2013: 39

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**
- 2012: 85%
- 2013: 81%

Please provide any additional information about pro bono opportunities available to summer associates.

Pro bono opportunities available to attorneys are available to summer associates so long as they have supervision and work within the scope of each state's student practice rules.

**Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?**
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Since 2005, we have held a fellowship position with the Legal Rights Center in Minnesota. In 2011 we added a fellowship position with Atlanta Legal Aid.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

We support many public interest and community service programs. Our Community Partnership Committee offers a variety of volunteer opportunities for the whole firm. Some of these include volunteering and fundraising for the Everybody Wins Program, Special Olympics, United Way, Books for Africa, Second Harvest Heartland, and People Serving People.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- 2014 NLADA Beacon of Justice Award.
- Ranked #7 in the nation by *The American Lawyer* magazine for pro bono work (2013).
- 2013 Best Law Firms to Work For: Pro Bono: Ranked #2 by Vault.

Please add any additional information about your firm’s pro bono program.

Pro bono is a core value at our firm and is a significant part of what we do to serve the community. Pro bono training and cases are offered to new attorneys as soon as they begin working at the firm. Since 2008, over 5% of our total attorney billable time was devoted to pro bono.
THE STATS
No. of Attorneys: 1,007
No. of Offices: 11
Chairman: R. Bradford Malt
Managing Partner: David C. Chapin
Hiring Partner(s): Richard D. Batchelder, Jr.

EMPLOYMENT CONTACT
Helen F. Long
Director of Legal Recruiting
Phone: (617) 951-7959
Email: hiringprogram@ropesgray.com
Careers website: www.ropesgrayhiring.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Both the Director of Pro Bono Legal Services and the Pro Bono Coordinator spend all their time on administering the firm’s pro bono program and/or legal work.

Please provide the primary pro bono contact(s)’s information below.

Rosalyn Garbose Nasdor, Esq.
Director of Pro Bono Legal Services
Phone: (617) 951-7561
Email: rosalyn.nasdor@ropesgray.com

Byrne Harrison
Pro Bono Coordinator
Phone: (212) 596-9134
Email: byrne.harrison@ropesgray.com

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Lawyers Clearinghouse
• The Legal Aid Society
• Justice & Diversity Center of the Bar Association of San Francisco
• Political Asylum/Immigration Representation Project
• Immigration Equality
• Human Rights First
• National Immigrant Justice Center
• Legal Aid Society of the District of Columbia
• Lawyers’ Committee for Civil Rights Under Law
• MFY Legal Services

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Ropes & Gray has a longstanding commitment to safeguarding immigrant and refugee rights and to representing those fleeing repression based on political or religious beliefs, ethnicity or sexual orientation. Over the years, we have handled nearly 500 asylum/refugee/immigration cases. In 2013 alone, we took on 35 new cases, in addition to working on many ongoing cases, from our pro bono partners: the PAIR Project, Immigration Equality,
Human Immigrant Justice Center and The Legal Aid Society, among others. As part of our larger asylum program, we have developed a niche in handling cases for LGBT individuals, having taken 90 cases from Immigration Equality alone. In recognition of our asylum efforts, we were presented with Immigration Equality’s 2013 Safe Haven Award, the 2012 Human Rights First Marvin E. Frankel Award, and the 2013 PAIR Pro Bono Detention Attorney Award.

- In 2008, Ropes & Gray launched its first Medical-Legal Partnership by adopting a legal clinic at the Dorchester House Multi-Service Center (Dot House), a community health center in the Fields Corner neighborhood of Dorchester. In 2011, Ropes & Gray joined several other Boston-area law firms and MLP | Boston to launch a new pro bono legal clinic at Dana-Farber Cancer Institute. In all, more than 420 Ropes & Gray partners, associates, summer associates, paralegals and staff have leveraged expert mentorship from local legal service providers to serve more than 266 Dot House and Dana-Farber patient-families in our five MLP practice areas: housing/utilities, immigration, education, public benefits and family law. Since taking our first Dot House client in January 2009, Ropes & Gray has provided almost 40,000 hours of pro bono service through our MLP projects.

- Under the supervision of two retired partners, Ropes & Gray has teamed with The Legal Aid Society to staff a weekly legal clinic at the Single Stop Resource Center of Hostos Community College in the South Bronx. Single Stop provides counseling to low-income students who have financial, legal and other issues that impede their ability to complete their education. Firm attorneys, under the mentorship Legal Aid attorneys, provide advice on a broad range of legal issues, including public benefits, housing, family law, immigration, disability, medical and health law, and employment. In addition to providing counseling at the clinic, firm lawyers have represented Hostos students in court and administrative hearings. Addressing the legal needs of the students increases the likelihood that they will be able to attend school through graduation and achieve financial stability.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Over 20 Ropes & Gray corporate attorneys and paralegals from five offices and eight corporate practice groups provided extensive pro bono support to the Massachusetts Juvenile Justice Pay for Success Initiative, an innovative program aimed at reducing recidivism of young men who are in the probation system or exiting the juvenile justice system. The program was developed and is being overseen by Third Sector Capital Partners Inc.

Anticipated to serve more than 900 young men between the ages of 17 and 23 in the Boston, Chelsea and Springfield, Mass. areas, the program provides counseling, key life skills, education and vocational training through Roca, a Massachusetts-based nonprofit with a 25-year track record of high-impact intervention. The program is a “pay for success” initiative under which providers of commercial and philanthropic funding—including Goldman Sachs, The Kresge Foundation, Living Cities, The Boston Foundation and New Profit Inc.—have committed $18 million to finance the program, with the condition that they will be repaid by the Commonwealth of Massachusetts if the program demonstrates measurable social impact and saves the Commonwealth money it would have otherwise spent on incarceration. The innovative deal was the largest financing of its kind in the United States and involved negotiating, drafting and signing 27 separate contracts relating to $18 million in financing commitments.

- In the wake of the tragic bombings at the Boston Marathon, Ropes & Gray lawyers and staff from across our offices and practice groups volunteered their time and energy to assist the victims and their families in a variety of ways. Lawyers in the tax and private clients groups, for example, used their experiences with gift planning, charitable donations and income tax considerations to help families struggling in the aftermath of the bombings by assisting with One Fund Boston claims, researching tax implications of the awards, and helping with families’ financial planning. We have shielded victims and their families from intrusive media inquiries, interfaced with union representatives and public officials on their behalf, and advised them regarding criminal proceedings against Dzhokhar Tsarnaev. We have also provided assistance to a charity formed to benefit police officers and their families in times of crisis, including those affected by the Marathon bombings.

- Our client for the past 25 years, John Norman Huffington was convicted in 1981 for a double murder. In May 2013, DNA testing confirmed that hairs discovered at a murder scene and essential to his original convictions were not those of Mr. Huffington. In light of that new evidence, the Circuit Court for Frederick County, Maryland granted Mr. Huffington’s petition for a writ of actual innocence, vacated his murder convictions, and ordered a new trial. The decision was one of the first under the Maryland actual innocence statute. In a July 18 hearing, the judge set bail, rejected the State’s request to reconsider the decision, and scheduled a hearing to open a new trial for Mr. Huffington. On July 22, he was freed from prison after serving 32 years, nine of them on death row.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 100,870
Total number of pro bono hours in 2013: 96,780

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 977
Number of attorneys as of December 31, 2013: 950
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 103
Average number of hours per attorney in 2013: 102

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 61–70%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm provides training directed specifically toward pro bono representation of clients. When pro bono matters come from a sponsoring provider, that provider will often provide a training session, either at the firm or at another hosting office. In recent years, trainings at the firm have included asylum, probate, family and housing law. In addition, we regularly publicize trainings held by public interest organizations with which we work. Finally, where no formal training is available, we pair interested attorneys with attorneys who have experience with that particular type of matter, or refer them to associate-led pro bono “practice groups” that focus on a particular area of law (asylum, education, housing, etc.).

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 5,256
2013: 2,625

Average hours per summer associate spent on pro bono work
2012: 40
2013: 31

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 80%
2013: 81%

Please provide any additional information about pro bono opportunities available to summer associates.
Pro bono opportunities are available to summer associates in the same way that they are available to Ropes & Gray attorneys, and all summer associates are encouraged to become involved in pro bono projects. In addition, we often hold trainings and informational meetings on pro bono topics specifically for the summer associates.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes
Please describe the established program(s) and their duration, if applicable.

Each year, the firm sends up to four litigation associates to work for six months each as assistant district attorneys. Starting in 2012, we added a six-month externship with MFY Legal Services in New York, to work on housing cases affecting elderly and low-income tenants.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Each year, Ropes & Gray attorneys dedicate thousands of hours to law-related public interest and community service endeavors sponsored by the firm. Here are a few examples of such activities:

- The Boston office participates in the Legal Apprenticeship Program, an innovative joint venture between Discovering Justice and Citizen Schools. The program brings sixth- and seventh-grade Boston students into local law firms for a “crash course in litigation.” With the help of attorney coaches, the students prepare for a mock trial before a federal judge and a jury of Boston attorneys at an evening of mock trials at the John Joseph Moakley U.S. Courthouse.
- The New York office participates in the Legal Outreach Program, which provides New York inner-city high school students exposure to various aspects of the legal profession. For a week every summer, Ropes & Gray offers these students internships, enabling motivated students to participate substantively in legal research and writing, mock settlement negotiations, and other activities.
- The firm also provides financial support to numerous nonprofit organizations in Boston, New York, San Francisco, Silicon Valley, Chicago, Washington, DC, and London throughout the year to help fund their community service and public interest programs.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

**Ropes & Gray offers attorneys and staff numerous volunteer opportunities. Examples include:**

- Boston Partners in Education and Everybody Wins! DC: lunchtime reading programs with elementary school students.
- Citizen Schools’ Eighth Grade Academy: after-school tutoring and mentoring of eighth-graders.
- Backpack Project: participating lawyers and staff volunteer time and money by individually purchasing a backpack and grade-appropriate school supplies for a designated child in a specific homeless shelter.
- Bundle Up Project: participating lawyers and staff donate coats, in addition to gifts, to homeless children during the winter.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

**Most recently, Ropes & Gray and its lawyers received the following awards and recognition for their pro bono work:**

- Ropes & Gray was named to The American Lawyer’s annual “A-List” ranking of 20 leading law firms for the fourth year in a row.
- The American Lawyer recognized Ropes & Gray with its Global Pro Bono Deal of the Year (Environmental) award for our work with The Nature Conservancy to preserve imperiled coastal areas in small island nations through debt swaps.
- A health care partner was honored with a 2013 Adams Pro Bono Public Award by the Massachusetts Supreme Court’s Standing Committee on Pro Bono Legal Services for her work in establishing Ropes & Gray’s medical-legal partnerships, which have become a nationally recognized model for providing high-quality pro bono legal services that enhance the health and well-being of low-income families.
- The Political Asylum/Immigration Representation Project honored two Boston-based associates with the 2013 Pro Bono Detention Attorney Award for their “dedicated and skillful” work obtaining asylum for a transgender client from Mexico.
- Ropes & Gray was one of five national law firms recognized with Immigration Equality’s Safe Haven Award for pro bono work on behalf of lesbian, gay, bisexual and transgender (LGBT) people seeking political asylum in the United States.
- The Boston-based Lawyers’ Committee for Civil Rights and Economic Justice (LCCREJ) honored a team of Ropes & Gray attorneys with the Civil Rights Pro Bono Recognition Award for the team’s efforts to help ensure that eligible voters in Massachusetts have the opportunity to vote.
- A New York-based business & securities litigation partner received the Matthew J. Leonard Award for Pro Bono Excellence from MFY Legal Services in recognition of his work with MFY over many years and the firm’s sponsorship of an externship program that places Ropes & Gray associates at MFY for six-month rotations.
- The U.S. District Court for the District of Columbia recognized Ropes & Gray as one of seven firms in Washington, DC at which more than half of DC-based lawyers contributed 50 or more hours of pro bono work for the year.
- The New York State Bar Association named several New York-based attorneys as “Empire State Counsel” for having provided 50 or more hours of pro bono assistance to low-income clients.
- The District of Columbia Court of Appeals and the Superior Court of the District of Columbia listed several DC associates on their Capital Honor Roll, which recognizes attorneys who performed over 50 hours of pro bono work on behalf of low-income clients.
In 2012, the firm received the following honors:

- The American Bar Association’s Business Law Section honored Ropes & Gray with a 2012 National Public Service Award in recognition of the firm’s ongoing contribution to providing free business legal services to individuals and organizations that cannot afford counsel.

- Law360 listed the firm as one of the top pro bono law firms for its efforts to help under-resourced clients—including a successful challenge to a Florida law that had doctors worried over patient safety, an ongoing effort to preserve voters’ rights and a victory that set a death row inmate free after 18 years.

- Boston Bar Association awarded its Thurgood Marshall Award to Ropes & Gray for outstanding pro bono work. The award is intended “to recognize private attorneys in greater Boston for their extraordinary efforts to enhance the human dignity of others through improving, developing, or delivering civil or criminal legal services to low-income clients in Massachusetts.”

- Human Rights First honored Ropes & Gray’s New York and DC offices with its 2012 Marvin E. Frankel Award for outstanding work performed on behalf of asylum clients.

- A Washington, DC-based counsel was profiled as a Champion in The National Law Journal’s “Champions and Visionaries” issue. He was recognized for exceptional work on voting rights issues and the West Memphis Three death penalty matter. The Champion award honors attorneys who have upheld the profession’s core values through public service, pro bono efforts and advocacy for civil liberties.

- Ropes & Gray and two New York-based associates were recognized by the Legal Aid Society at its annual Pro Bono Publico Awards for their work on behalf of the Society’s clients.

- Massachusetts Lawyers Weekly named a Boston-based retired partner as an honoree in its 2012 Excellence in the Law: Excellence in Pro Bono Award category for his guardianship work. The award recognizes attorneys and firms that have used expertise and resources to assist low-income residents of the Commonwealth through the provision of free legal services.

- Legal Services NYC recognized six associates for their participation in LSNYC pro bono matters at its annual award presentation.

- The Brooklyn Family Defense Project honored Ropes & Gray at its annual fall benefit for the work that the firm has done on behalf of BFDP clients.

- Boston’s Senior Partners for Justice and the Volunteer Lawyers Project gave Ropes & Gray their “MVP” (Most Valuable Partner) award for the firm’s comprehensive pro bono guardianship work.

- For the second consecutive year, Ropes & Gray was honored by the Massachusetts Supreme Judicial Court through the Court’s new Pro Bono Recognition Program. To be certified, a firm’s average pro bono hours for Massachusetts-based lawyers must exceed 50, and the firm must treat pro bono hours the same as billable hours.

Please add any additional information about your firm’s pro bono program.

The public service tradition at Ropes & Gray is rooted in the example set by the founders of the firm nearly a century and a half ago. Throughout the last century and continuing into the present one, Ropes & Gray lawyers have fashioned careers at the firm that have enabled them to do top-notch work for top-tier clients while at the same time participating deeply in a wide array of pro bono and community service activities. Today, client service and public service continue to go hand in hand at Ropes & Gray.

In 2012 and 2013, the attorneys, paralegals, summer associates and staff of Ropes & Gray dedicated over 220,000 hours to pro bono clients, ranging from transactional work for nonprofits to cases for individuals referred to the firm through programs run by bar associations, legal service providers and the court system. This work on behalf of others demonstrates Ropes & Gray’s commitment to the communities in which the firm’s professionals work and live.

Ropes & Gray encourages participation in pro bono work, carrying on the tradition of public service that is an integral part of the firm’s culture.
233 South Wacker Drive  
Suite 6600  
Chicago, Illinois 60606  
Phone: (312) 258-5500  
www.schiffhardin.com

LOCATIONS
Ann Arbor, MI • Atlanta, GA • Chicago, IL • Lake Forest, IL • New York, NY • San Francisco, CA • Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Bankruptcy, Restructuring and Creditors’ Rights • Construction  
• Energy and Public Utilities • Environmental • General Litigation • White Collar Crime and Corporate Compliance • Intellectual Property • Labor and Employment • Private Clients, Trusts and Estates • Finance • Financial Markets and Products  
• Corporate and Securities • Product Liability • Real Estate • Real Estate • Public Finance • Reinsurance and Insurance • Class Action Litigation

THE STATS
No. of Attorneys: 395  
No. of Offices: 7  
Managing Partner: Ronald S. Safer  
Chairman: Robert H. Riley  
Hiring Partner(s): Robert H. Riley (laterals)  
Lisa A. Brown (law students)

EMPLOYMENT CONTACT
Kevin Battle  
Legal Recruitment and Professional Development Manager  
Phone: (312) 258-4859  
Email: kbattle@schiffhardin.com  
Careers website: www.schiffhardin.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of their time.

Please provide the primary pro bono contact(s)'s information below.

Paul E. Dengel
Partner
Phone: (312) 258-5614
Email: pdengel@schiffhardin.com

Mark C. Zaander
Partner
Phone: (312) 258-5520
Email: mzaander@schiffhardin.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Informally, as appropriate.

Please describe the composition of the committee.

The committee consists of partners. Non-partners are encouraged to participate, propose pro bono engagements and provide additional input.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Schiff Hardin encourages its lawyers to initiate new types of pro bono activities. Absent a conflict of interest, Schiff Hardin is willing to undertake any pro bono matter in which any of its lawyers want to provide representation. Many of Schiff Hardin's most important pro bono ventures have stemmed from the personal initiative and commitment of individual lawyers who inspired their colleagues to action.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- American Civil Liberties Union (ACLU)
- Center for Wrongful Convictions at Northwestern University Law School
- National Immigrant Justice Center
- Public Interest Law Initiative (PILI)
- Chicago Volunteer Legal Services
- Constitutional Rights Foundation
- Lawyers Committee for Civil Rights Under Law
- Lambda Legal Defense and Education Fund
- Lawyers' Committee for Civil Rights of the San Francisco Bay Area (LCCR)
- New York Innocence Project

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In January 2013, Matt Crowl, Brooke Schaefer, and Stephen Brokaw were appointed to represent a prisoner plaintiff in a Section 1983 civil rights case in the Central District of Illinois. The client alleged deliberate indifference to his safety and serious medical needs based on events that took place while he was incarcerated. Although their client was able to make it past summary judgment on his own, Matt, Brooke, and Stephen were successful in re-opening discovery when they began representing him. The team took depositions of the two defendants and the doctor defendant’s expert, located and retained an expert orthopedic surgeon and defended that
doctor’s deposition, and represented the client at a two and a half day trial. While the jury ultimately found for the other parties, Matt, Brooke, and Stephen strove to ensure their pro bono client was taken seriously, represented him zealously, and were honored to have the opportunity to represent him.

- Schiff Hardin has represented Ahmad Farid Khorrami, an individual detained for 88 days after the 9/11 attacks without charge, in decade-long litigation concerning Dr. Khorrami’s due process rights. Dr. Khorrami, an Iranian born pilot with advanced degrees in aeronautical engineering, was subjected to physical abuse and detained based on a false affidavit allegedly linking him to the 9/11 hijackers despite dispositive, exculpatory evidence in the FBI’s possession. Schiff Hardin is currently prosecuting Bivens actions against individual FBI agents in the Northern District of Illinois and Eastern District of Wisconsin for their respective roles in the physical assault and filing of a false affidavit in Dr. Khorrami’s immigration proceedings. These cases have involved a successful interlocutory appeal to the Seventh Circuit and extensive fact and expect discovery. Schiff Hardin expects to take these cases to trial within the next year.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- In January 2013, Matt Crowl, Brooke Schaefer, and Stephen Brokaw were appointed to represent a prisoner plaintiff in a Section 1983 civil rights case in the Central District of Illinois. The client alleged deliberate indifference to his safety and serious medical needs based on events that took place while he was incarcerated. Although their client was able to make it past summary judgment on his own, Matt, Brooke, and Stephen were successful in re-opening discovery when they began representing him. The team took depositions of the two defendants and the doctor defendant’s expert, located and retained an expert orthopedic surgeon and defended that doctor’s deposition, and represented the client at a two and a half day trial. While the jury ultimately found for the other parties, Matt, Brooke, and Stephen strove to ensure their pro bono client was taken seriously, represented him zealously, and were honored to have the opportunity to represent him.

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BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associates or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 14,567
Total number of pro bono hours in 2013: 16,296

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 363
Number of attorneys as of December 31, 2013: 389

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 40
Average number of hours per attorney in 2013: 42

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining salary.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes
Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

In connection with the storefront legal clinic Schiff Hardin operates, our lawyers offer instruction on the areas of law that attorneys are likely to confront and on how to handle cases at the clinic. In addition, the firm offers a two-year litigation training course for litigation associates and, though not designed for pro bono matters in particular, this training is directly applicable to our clinic work. Most other training with respect to pro bono matters is done by the partners in charge of the particular matter.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

2012: 870
2013: 502

**Average hours per summer associate spent on pro bono work**

2012: 58
2013: 21

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

2012: 87%
2013: 46%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are as eligible to receive assignments in pro bono matters as they are in revenue matters. In particular, all summer associates are specifically invited to attend our storefront legal clinic and to assist in cases that the firm’s lawyers take on at the clinic.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- The Schiff Hardin/John J. Waldron Endowed Fund at Loyola University Chicago School of Law was established in 1999 in honor of the late John J. Waldron, a long-time professor at the law school and one of Schiff Hardin’s most renowned and respected attorneys, who died in 1999 at age 91. Mr. Waldron was widely respected for his professional achievements and reputation of high ethical standards. Each year, Schiff Hardin presents the scholarship to a minority student attending classes on a full-time basis at the Loyola University Chicago School of Law.

- Schiff Hardin provides free facilities to the staff of the Just the Beginning Foundation, whose mission is to commemorate and educate the public about the contributions of African-Americans to the federal judicial system, as well as to preserve information about such contributions and to provide financial support for students who exemplify the foundation’s goals and demonstrate a commitment to public service.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Schiff Hardin in November 2012 announced the launch of a firm-wide volunteer community service initiative. The A.C.T. Initiative, which stands for All Come Together, provides an opportunity for attorneys and staff to strengthen our firm culture and give back to the communities in which we have offices through participation in volunteer projects focused on one theme each year. As a result of nominations by firm attorneys and staff alike, Schiff Hardin in 2012/2013 supported, through volunteerism, sponsorships and fundraising, the following organizations that share our focus on the 2013 theme: education.

- 826michigan (Ann Arbor, Mich.)
- UCAN (Chicago)
- Achievement First Endeavor Middle School (New York)
- Youth Chance High School
- YMCA (San Francisco)
- First Star (Washington)
- Coan Middle School (Atlanta)

Schiff Hardin has been involved in the Cristo Rey Corporate Internship Program since 1999. Cristo Rey is a Jesuit high school in the Pilsen area aimed at under-privileged students who have a desire to better themselves. The students carry a full
class load and work at their corporate sponsors one day a week. This is accomplished through an eight-hour school day and an extended academic year. Money from the corporate internship goes to paying tuition. In addition to financially supporting the internship program, Schiff Hardin has taken a mentorship role with the students, preparing them for future employment. The firm has also volunteered time in giving seminars at the high school on how to dress professionally and on developing a work ethic.

Many of our lawyers and staff collaborate annually to rehabilitate the home of an economically disadvantaged family under the auspices of Rebuilding Together (formerly known as Christmas in April). After visits to the homeowner to plan the project, the last Saturday in April is spent painting, cleaning and hammering to accomplish the home improvement tasks that will leave our homeowner “warm, safe and dry.”

In addition to “Rebuilding Together,” Schiff Hardin women attorneys have been involved in the “Women Everywhere” project for several years with our firm’s management and financial support. Through this program, our women attorneys have donated their time to perform service projects that benefit women. For example, our women lawyers have helped with a “Girls in the Game” project at a Chicago public school, painted and cleaned a shelter for battered women, planted gardens at other shelters and spruced up toys and facilities at a daycare center for low-income families.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Patricia Brown Holmes, a Schiff Hardin partner, executive committee member and diversity committee chair, received the Award for Excellence in Pro Bono Service from the U.S. District Court for the Northern District of Illinois and the Chicago Chapter of the Federal Bar Association.
Schulte Roth & Zabel

is proud that attorneys in all practice areas contribute to our pro bono efforts.

We partner with a range of pro bono organizations and provide legal services and advice to a diverse group of individuals and public interest organizations.
**SCHULTE ROTH & ZABEL LLP**

919 Third Avenue  
New York, New York 10022  
Phone: (212) 756-2000  
www.srz.com

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**LOCATIONS**

New York, NY • Washington, DC • London

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**MAJOR DEPARTMENTS & PRACTICES**

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Employment & Employee Benefits • Environmental • Finance •  
Individual Client Services • Intellectual Property • Investment Management • Litigation • Pro Bono • Real Estate •  
Regulatory • Structured Products & Derivatives • Tax

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**THE STATS**

No. of Attorneys: 396  
No. of Offices: 3  
Chief Operating Officer: Brian F. Schare  
Hiring Partner(s): Alan Glickman  
Bill Gussman  
Alan Waldenberg

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**EMPLOYMENT CONTACT**

Alissa K. Golden  
Director of Legal Recruiting  
Phone: (212) 610-7185  
Email: alissa.golden@srz.com  
Careers website: www.srzrecruiting.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide the primary pro bono contact(s)'s information below.

Michael E. Swartz
Pro Bono Committee Chair
Phone: (212) 756-2471
Email: michael.swartz@srz.com

Daniel L. Greenberg
Special Counsel for Pro Bono Initiatives
Phone: (212) 756-2069
Email: danny.greenberg@srz.com

Bernadette A. Morgan
Pro Bono Coordinator
Phone: (212) 756-2090
Email: bernadette.morgan@srz.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The Pro Bono Committee consists of seven partners from diverse practice areas, all of whom have shown themselves committed to the pro bono practice of the firm by their extensive pro bono work, and their oversight of numerous associate matters.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The matter is reviewed by the Special Counsel for Pro Bono Initiatives and the assigning partner.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Asian American Legal Defense and Education Fund
- Partners in Health
- Human Rights First
- Lawyers Committee for Civil Rights
- The Innocence Project
- Sanctuary for Families
- New York Civil Liberties Union
- Urban Justice Center
- Hedge Fund Cares
- Neighborhood Housing Services

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- We provide guidance and expertise to 501c3 organizations serving the poor in their corporate capacities in addition to helping with their mission driven work. Approximately 75 corporate clients benefited from thousands of hours of time devoted to this “general counsel” model for organizations that could never otherwise afford that level of legal guidance. Help included real estate transactions, employment negotiations, strategic planning, intellectual property questions, tax and business transactions.

- Our litigation pro bono work is robust. Currently we are co-counsel with the New York Civil Liberties Union in challenging the adequacy of standards, oversight and resources in the indigent defense system in upstate New York. The firm has already devoted over 30,000 hours to this endeavor and both the National Legal Aid and Defender Association and the New York State Bar Association have honored us for this work (see below for more details). We are also partnering with The Innocence Project seeking a pardon on a death penalty case in Texas. Similarly, asylum
hearings have enormous consequences for those who fear for their lives or safety were they to be deported. Our attorneys regularly represent battered women in Family Court and obtain divorces in Supreme Court. They also practice in Housing Court, preventing evictions, and engage in general litigation for myriad organizations and individuals who otherwise could not afford counsel.

- We are active in international arenas, with a special focus on health care (domestically as well). On the international front, we represent Foundation Rwanda (building schools for the children of rape victims); Tebeka (environmental defense in Israel); Human Rights First and Human Rights Watch (international asylum work); Village Health Works (hospitals in Burundi); the Institute for Justice and Democracy in Haiti (asylum work) and, Partners In Health (provision of health care in underdeveloped countries such as Haiti, Peru, Rwanda and Malawi). Our health work is not limited to people overseas. Care for the Homeless; the Community Service Society; the Mental Health Association; Planned Parenthood National and Planned Parenthood New York City; Physicians for Reproductive Health; and the National Advocates for Pregnant Women are among our many domestic provider clients.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Our firm partnered with the Institute for Justice and Democracy in Haiti in researching ethical issues and immunity questions for its ground breaking lawsuit against the United Nations for its health workers bringing cholera to Haiti. The massive outbreak of the disease has been traced to UN peace keepers going to the country after the earthquake to help in its re-building and delivery of health care. Ironically, the workers had come from countries with cholera, and their encampment on a stream allowed the disease to spread throughout the central area. When confronted by this reality, the UN asserted its immunity from prosecution. IJDH instituted a suit in federal court and queried whether its staff could question UN personnel and the degree to which immunity attached. Schulte Roth attorneys researched the issue and advised the organization.

- SRZ continued its partnership with the New York Civil Liberties Union challenging the State of New York’s indigent defense system. The lawsuit charges a failure to meet the constitutionally mandated obligation to provide adequately funded defense counsel for indigent New Yorkers. In May 2010, the Court of Appeals, 4–3 refused to dismiss the case citing the 6th Amendment’s guarantee of the right to counsel. In effect, nearly fifty years after Gideon v. Wainwright, the Court held that New York Officials may well be violating that right to counsel every day. This was a remarkable decision. After more than a dozen reports over the last decade highlighted the failures of the system, the Court validated those concerns. Discovery has been proceeding, primarily with depositions and document review after the Third Department certified the case as a class action of those who are receiving or will be entitled to receive publicly funded criminal legal defense in five counties across the State.

- SRZ is partnering with Human Rights First on the Russian government’s attempt to restrict access to technology. HRF learned that Russian authorities were allegedly raiding civil society organizations, NGO’s and independent media under the guise of searching for pirated Microsoft software. The real agenda of silencing those opposed to the government was gleaned from an analysis of who was and was not being targeted. One way to address the problem came from the fact the HRF and Microsoft are both members of the Global Network Initiative. GNI is a multi-stakeholder initiative designed to help information and communications technology companies address efforts by governments to interfere with users’ free speech and privacy rights. SRZ has provided HRF with high-level strategic advice and assistance in support of HRF’s work with Microsoft and Russian civil society to combat the selective enforcement of Russia’s anti-piracy laws against political opponents.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 13,570
Total number of pro bono hours in 2013: 16,096

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 363
Number of attorneys as of December 31, 2013: 377

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 37
Average number of hours per attorney in 2013: 43

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 61–70%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes
Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Attorneys are expected to do at least 30 hours per year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
200 or more with permission.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Associates are encouraged to attend CLE sessions on subjects relating to their pro bono assignments. In addition, associates working on pro bono matters often have significant responsibility for managing the case, client interaction and the opportunity to take depositions and appear in court.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,790

Average hours per summer associate spent on pro bono work
2012: 59
2013: 34

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
The summer program at SRZ includes a mandatory pro bono week, during which each summer associate actually works at the office of a public interest organization. Each summer associate is matched with an organization according to his or her interest and is expected to work full time on projects assigned by the organization. In addition to their pro bono internship, summer associates often assist attorneys at the firm on pro bono matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
We recently started a fellowship program named in honor of Brooks Burdette, the former Chair of our Pro Bono Committee. Pursuant to this program, an associate is given the opportunity to work with the public interest organization which received our Pro Bono Strategic Partner of the Year Award, an annual honor also named for Mr. Burdette. The associate spends six months working at the organization.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We sponsor a fellowship with New York Lawyers for the Public Interest (NYLPI) that is open to both 2Ls and 3Ls. Every year NYLPI recruits highly accomplished, progressive, community-minded law students with excellent legal research and writing skills to advance the goals of their programs. The Fellows are required to dedicate a minimum of 15 hours per week during the school year and receive a stipend of $2,000 per semester. We also do a transactional pro bono program for Columbia Law School 1Ls.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students
and non-legal volunteerism for organizations like Habitat for Humanity.

Our partners and attorneys are also involved in the Legal Outreach program, which consists of a one-week paid internship during the summer for eight students who attend various high schools in Manhattan and Brooklyn. Throughout the school year, our associates participate in a mentoring program for high school students and act as coaches for students from Louis D. Brandeis High School in the moot court competition in the spring.

Through the New York Cares Summer of Service program, SRZ summer associates accompany children from a transitional homeless shelter to the Bronx Zoo. SRZ’s contribution to New York Cares ensures that wonderful programs such as these are able to flourish.

Please add any additional information about your firm’s pro bono program.

At Schulte Roth & Zabel LLP, our partners, associates and summer associates are committed to sharing their knowledge and time with organizations that represent the elderly, the indigent and the disenfranchised.

We are a signatory firm to the Volunteers of Legal Service pro bono commitment, and we are proud to have been the first firm in New York to include a pro bono week in our summer program. Our summer associates are placed with our strategic partners and other organizations working in a wide variety of matters. During the Internship, summer associates work full time on matters assigned by the organization.

Attorneys at the firm handle a variety of pro bono matters in conjunction with numerous public interest organizations and every effort is made to match associates with projects in areas that interest them. Attorneys serve a wide range of pro bono clients, providing litigation assistance when needed and general legal advice in matters ranging from transactions to intellectual property, tax, real estate and trust and estates. Every case is supervised by a partner and all firm resources are available to attorneys working on pro bono matters.

Building on its expertise in advising the for-profit sector, SRZ pioneered a pro bono practice that treats more than three dozen not-for-profits as full service clients, which allows attorneys from all practice areas to make a difference for those who cannot afford counsel. The firm has formed strategic partnerships with more than a dozen international, national and local organizations providing legal advice for their corporate activities in addition to their mission driven work. Working with these strategic partners in their corporate capacities in addition to their mission driven work has enabled all practice areas to contribute their expertise. Our clients range from individuals to single-mission organizations, to clearing houses for public interest activities. At Schulte Roth & Zabel LLP, we have a long tradition of support for pro bono work and we encourage each of our associates to perform pro bono service. The firm does not distinguish between pro bono time and billable matters and counts pro bono time toward an attorney’s yearly target hours.
SEWARD & KISSEL LLP

1 Battery Park Plaza
New York, NY 10004
Phone: (212) 574-1684
www.sewkis.com

LOCATION
New York, NY

MAJOR DEPARTMENTS & PRACTICES
Bankruptcy and Reorganization • Corporate Finance • Structured Finance and Asset Securitization • Maritime and Transportation Finance • Capital Markets and Securities • Global Bank and Institutional Finance (Global Corporate Trust & Restructuring/Municipal and Global Project Finance) • Business Transactions (M&A/Private Equity) • Derivatives and Other Counterparty Arrangements • Distressed Debt and Secondary Market Trading • Brokered Deposits • Employee Benefits • Employment Law • Executive Compensation • Intellectual Property and Technology • Investment Management • Private Funds • Registered Investment Companies • Investment Advisers • Broker-Dealers and Other Regulated Entities • Litigation • Securities Litigation • Regulatory Investigations and Enforcement • Commercial Litigation • Employment Litigation • Insurance Litigation • Maritime Litigation • Government Enforcement and Internal Investigations • Pro Bono • Real Estate • Taxation • Trusts and Estates

THE STATS
No. of Attorneys: 167
No. of Offices: 2
Partner: John Tavss
Hiring Partner(s): Jack Rigney

EMPLOYMENT CONTACT
Royce Akiva
Director of Recruiting and Marketing
Phone: (212) 574-1684
Email: akiva@sewkis.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of his time.

Please provide the primary pro bono contact(s)'s information below.

Jack Yoskowitz
Partner
Phone: (212) 574-1215
Email: yoskowitz@sewkis.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm reviews each matter and makes a determination on a case by case matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Bankruptcy, Civil rights, Community economic development, Consumer law and small claims court, Disability benefits, Domestic violence, Education, Elder law, Employment, Environment, Fair housing/tenants rights, Family law, Immigration, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Prisoners' rights, Public benefits, Real estate transactions, The arts and historic preservation

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Her Justice
- NYLAG
- NYLPLI
- Seafarers and International House
- Seamen's Church Institute
- Phoenix House
- Strive International
- Sustainable South Bronx
- The Kings County District Attorney's Office, Appellate Division
- The Southern District of New York Pro Se Office

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

**Her Justice**

Seward & Kissel is a Corporate Partner of Her Justice, a not-for-profit organization which offers free legal services to low-income women in matrimonial, family and immigration law matters. We provide both financial support to help fund Her Justice's daily operations, as well as a substantial amount of time rendering legal counsel. Our attorneys have successfully represented domestic violence victims in cases involving orders of protection, divorce, custody, child support, spousal maintenance, asylum and permanent residency.

**The Southern District of New York Pro Se Office**

Seward & Kissel works with the Southern District of New York Pro Se Office, which assists pro se litigants. Our attorneys assist the Pro Se Office with various matters, including the representation of incarcerated prisoners, many of whom allege Constitutional Violations including claims of excessive force or deprivation of medical treatment.

**Hurricane Sandy Relief**

Seward & Kissel has helped clients file claims and appeals with the Federal Emergency Management Agency (FEMA), other government agencies and insurers for damages sustained during Hurricane Sandy.
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- S&K has recently assisted SSBx with reviewing various green-collar job contracts, drafting a fiscal sponsorship agreement, advocacy for green infrastructure, and various other research on environmental justice issues and corporate governance.
- Rita Glavin is a member of the Criminal Justice Act panel of SDNY (and Michael Considine is on the EDNY CJA panel) and they are assigned to represent criminal defendants in a number of federal criminal cases each year on a pro bono basis. In September 2013, Rita Glavin was appointed by the court to represent a defendant charged with unlawfully possessing a gun after having been convicted of a felony. Ms. Glavin was the fourth attorney assigned to the matter and the case when to trial about four weeks after she was appointed. The jury could not reach a verdict and the majority of jurors voted to acquit. Following this mistrial, the USAO announced they would use DNA evidence in the retrial. Seward & Kissel challenged the DNA evidence in a Daubert motion, arguing that the DNA evidence was obtained from an unreliable methodology used by only one lab in the United States and that the FBI will not use that methodology because it is unreliable. This is an issue of first impression in federal court. The judge has not ruled on the admissibility of the DNA evidence, and the retrial is scheduled for November 3, 2014.

SUPERVISON AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
No

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
attendance at Her Justice training seminars and one-on-one training.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please provide any additional information about pro bono opportunities available to summer associates.
In the past several years, we have partnered with Her Justice (formerly known as inMotion) and staffed matters with summer associates. We trust that the early introduction to pro bono efforts will instill in our attorneys a commitment to integrating such work into their professional lives. In addition, the summer associates are routinely assigned to work on existing and new pro bono matters taken on throughout the firm.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No
What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Seward & Kissel is proud to provide support to law schools for various scholarship auctions.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Partner Jack Yoskowitz was recognized and honored at NYCLA’s 99th Annual Dinner.
- Mr. Yoskowitz was an Honored Guest as NYCLA celebrated lawyers and firms who provide Legal Pro Bono.
- Partner Jack Yoskowitz has been selected by inMotion as the recipient of the 2013 Commitment to Justice Award for Outstanding Partner.
- The award recognizes Mr. Yoskowitz’s continuous efforts in providing legal representation for inMotion beneficiaries as well as encouraging our attorneys to staff inMotion matters. The award will be presented at a reception on Thursday, February 7, 2013.

Please add any additional information about your firm’s pro bono program.

Seward & Kissel’s Pro Bono initiative is designed to allow our attorneys to give back to our community by providing needed advice and counsel to those who would otherwise lack representation. We are proud and privileged to work with individuals and organizations on a broad spectrum of matters: from domestic violence and matrimonial issues to urban poverty; from employment matters to elder law; from civil rights to immigration; from working with start-up non-profit organizations on a broad spectrum of matters: from domestic violence and matrimonial issues to urban poverty; from employment matters to elder law; from civil rights to immigration; from working with start-up non-profit organizations.

We make pro bono activities a commonplace part of our office environment. Our pro bono team circulates weekly updates of available matters that need staffing. We encourage both litigation and corporate attorneys to take on matters that are important to the community as well as to them. We introduce pro bono work to our attorneys early in their careers. In the past several years, we have partnered with inMotion and staffers matters with summer associates. We trust that the early introduction to pro bono efforts will instill in our attorneys a commitment to integrating such work into their professional lives. In 2013, Partner Jack Yoskowitz was honored with the Partner Award at inMotion’s Commitment to Justice Awards event. The award was for Jack’s “exceptionally empathetic, responsive and effective [efforts for inMotion]. He provides assistance where it is most needed—taking on the most challenging, litigated matters, including contested divorces, understanding that a woman’s ability to free herself and her children from an abusive family situation often depends on securing financial support and custody of her children.” In addition, three Seward & Kissel associates received the 2011 inMotion Legal Team Award for their representation of an abused, single mother of twins in connection with petitions for custody and an order of protection against the father.

Our attorneys have dedicated thousands of hours annually to pro bono initiatives. Such efforts necessarily have a direct impact on the communities in which we live and work, as well as providing our attorneys with a hands-on learning experience that is remarkable. The following are highlights of our pro bono efforts:

**Her Justice**

Seward & Kissel is a Corporate Partner of Her Justice, a not-for-profit organization which offers free legal services to low-income women in matrimonial, family and immigration law matters. We provide both financial support to help fund Her Justice’s daily operations, as well as a substantial amount of time rendering legal counsel. Our attorneys have successfully represented domestic violence victims in cases involving orders of protection, divorce, custody, child support, spousal maintenance, asylum and permanent residency.

**New York Legal Assistance Group**

Seward & Kissel works with the New York Legal Assistance Group (“NYLAG”), a non-profit law office dedicated to providing free legal services in civil law matters to low-income New Yorkers. Through NYLAG, our attorneys have represented New York City public school students in their efforts to receive educational therapies consistent with their respective Individualized Education Programs. In addition, our attorneys have represented individuals and families in connection with Hurricane Sandy relief matters.

**Urban Justice Center**

Seward & Kissel has worked with the Urban Justice Center (“UJC”), an organization focused on assisting the underserved through a combination of direct legal services, systemic advocacy, community education and political organizing. We have worked with the UJC on various matters including: successfully litigating a wage and hour dispute under federal and state law on behalf of former employees of a New York City restaurant; defending tenants’ succession rights to rent-stabilized units in eviction proceedings; representing construction workers in connection with the enforcement of a judgment against their former employer; and, providing research and consulting on affordable housing issues, as well as other matters.

**New York Lawyers for the Public Interest**

Seward & Kissel is a Pro Bono Donor for New York Lawyers for the Public Interest (“NYLPI”), a not-for-profit, civil rights law firm that strives for social justice through impact litigation, systemic reform, community organizing and advocacy. We provide both financial support to help
NYLPI fund its daily operations and legal advice. Most recently, our attorneys worked with NYLPI's Community Oversight of Policing Project, interviewing residents in New York City Housing Authority buildings concerning their interactions with police in and around the buildings. The project culminated in a report by NYLPI summarizing those interviews and offering recommendations. We also worked on matters to seek relief in connection with damages related to Hurricane Sandy.

**The City Bar Justice Center's Immigrant Justice Project**

Seward & Kissel works with The City Bar Justice Center's Immigrant Justice Project, which provides immigration advice and legal assistance to those in need. Our attorneys have staffed clinics, and have assisted in the cancellation of removal cases as well as other matters.

**Phoenix House**

Seward & Kissel works with Phoenix House, a not-for-profit alcohol and drug abuse treatment and prevention facility with locations throughout the country and more than thirty residential and outpatient programs in New York State. Our attorneys have represented Phoenix House before the Equal Employment Opportunity Commission and in federal court in connection with lawsuits filed by former employees.

**Seamen's Church Institute**

Seward & Kissel works with the Seamen's Church Institute ("SCI"), the oldest and largest seafarer's agency in the United States. Our attorneys provide legal assistance in a variety of areas, including nonprofit governance issues, contracts for SCI's seafarer training facilities, retirement plan issues, employment law counseling, insurance, real estate advice and numerous other corporate and litigation matters. For our efforts, our firm has been named a "Contributing In-Kind Sponsor" of SCI.

**Seafarers & International House**

Seward & Kissel works with the Seafarers & International House, the largest maritime ministry of the Evangelical Lutheran Church in America, which supports and cares for seafarers and sojourners from all over the world. Our attorneys represented the Seafarers & International House before the New York State Division of Human Rights, successfully defending it against an employment discrimination claim filed by a former employee.

**Recycle-A-Bicycle**

Seward & Kissel works with Recycle-A-Bicycle, a not-for-profit bicycle advocacy and environmental education organization. Our attorneys have provided advice on various matters including trademark protection, employment issues, and tax and corporate issues.

**Helping Haitian Immigrants Apply for Temporary Protected Status**

Seward & Kissel worked with several organizations, including the Association of the Bar of the City of New York and City University of New York Law School, to staff legal clinics providing advice to Haitian immigrants. In these clinics, our attorneys advised clients on applying for Temporary Protected Status under U.S. Immigration law and assisted clients with completing the necessary paper work.

**Human Rights Watch**

Seward & Kissel works with Human Rights Watch, one of the world’s leading independent organizations dedicated to defending and protecting human rights around the world. Our attorneys assist Human Rights Watch with various trademark and copyright matters.

**Strive International**

Seward & Kissel works with Strive International, a not-for-profit organization that provides job training and placement for the chronically unemployed. Our attorneys assist Strive with various legal issues, including providing advice on employment, trademark and other legal issues.

**Sustainable South Bronx**

Seward & Kissel works with Sustainable South Bronx, a not-for-profit environmental justice organization, advising on various legal issues.

**The Kings County District Attorney's Office, Appellate Division**

Seward & Kissel has worked with the Appellate Division of the Kings County District Attorney's Office. Our attorneys have written briefs and presented oral arguments on behalf of the D.A.’s office in appeal cases from convicted defendants.

**The Southern District of New York Pro Se Office**

Seward & Kissel works with the Southern District of New York Pro Se Office, which assists pro se litigants. Our attorneys assist the Pro Se Office with various matters, including the representation of incarcerated prisoners, many of whom allege Constitutional Violations including claims of excessive force or deprivation of medical treatment.

**Volunteer Lawyers for the Arts**

Seward & Kissel works with Volunteer Lawyers for the Arts, an organization that delivers legal services and legal information to over 10,000 members of the arts community each year. Our attorneys successfully represented a writer seeking to identify and protect her rights to a television pilot that she had authored.

**New Entry Sustainable Farming Project**

Seward & Kissel works with New Entry Sustainable Farming Project (ESFP), a group that assists new farmers in local farming efforts, on various legal issues.
St. Stephen’s Lutheran Church

Seward & Kissel works with St. Stephen’s Lutheran Church, a church that has called Brooklyn home since 1898. Our attorneys have represented them in connection with various contractual matters.

Hurricane Sandy Relief

Seward & Kissel has helped clients file claims and appeals with the Federal Emergency Management Agency (FEMA), other government agencies and insurers for damages sustained during Hurricane Sandy.
SEYFARTH SHAW LLP

131 S. Dearborn St.
Suite 2400
Chicago, IL 60603
Phone: (312) 460-5000
www.seyfarth.com

LOCATIONS
Atlanta, GA • Boston, MA • Chicago, IL • Houston, TX • Los Angeles, CA • New York, NY • Sacramento, CA • San Francisco, CA • Washington, DC • London • Melbourne • Shanghai • Sydney

MAJOR DEPARTMENTS & PRACTICES
Corporate • Employee Benefits • Labor & Employment • Litigation • Real Estate

THE STATS
No. of Attorneys: 804
No. of Offices: 14
Chairman: J. Stephen Poor

EMPLOYMENT CONTACT
Ronaldo Borger
Chief Human Resources Officer
Phone: (312) 460-6064
Email: rborger@seyfarth.com
Careers website: www.seyfarth.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Both the partner and the coordinator spend more than half of their time administering the pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Allegra Nethery
Pro Bono and Philanthropy Partner
Phone: (312) 460-5523
Email: anethery@seyfarth.com

Kimberly McClain
Pro Bono and Philanthropy Coordinator
Phone: (312) 460-6302
Email: kmcc lain@seyfarth.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Semi-annually in person and by e-mail as needed.

Please describe the composition of the committee.
The Committee is a mix of partners and associates.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The Pro Bono Partner and the Pro Bono Committee evaluate proposed matters based on the Firm's pro bono policy.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Plaintiff-side employment matters.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Atlanta Volunteer Lawyers Foundation
- Cabrini Green Legal Aid
- Tahirih Justice Center
- Lawyers Alliance for New York
- Bet Tzedek
- Kids in Need of Defense
- Voluntary Legal Services Program of Northern California
- DC Bar Pro Bono Program
- National Immigrant Justice Center
- Community Legal Services in East Palo Alto

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 16,847
Total number of pro bono hours in 2013: 19,790

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 773
Number of attorneys as of December 31, 2013: 804

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 22
Average number of hours per attorney in 2013: 25
What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
51–100

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Associates can earn pro bono credit by attending training sessions that are hosted by the Firm and led by local legal aid organizations. When accepting a new pro bono matter, associates are frequently linked with a supervising partner who has some familiarity with that particular area of law. Attorneys are also given access to online training programs and resources.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Seyfarth Shaw makes annual charitable grants to legal aid organizations. The Firm has also established the Sandra P. Zemm Labor Law Prize at Chicago-Kent College of Law.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Seyfarth Shaw offers a wide range of community service activities. Each office has a flagship charity and corresponding community service event in which the entire office is invited to participate. Examples include the American Heart Association HeartWalk in Chicago and Atlanta; the Best Buddies Challenge in Boston and California; Jumpstart for Young Children’s Read for the Record program in New York; the AIDS Walk in San Francisco; and the American Cancer Society Relay for Life in Chicago.

The Firm also participates in Habitat for Humanity builds in several offices, and mentoring programs for high school students. In addition, attorneys and staff are encouraged to join non-profit boards and committees and to use their time and talent to help non-profit organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• Legal Services For Children—2013 Pro Bono Attorney Honor
• Northern District of Illinois—2013 Excellence in Pro Bono Award
• Austin Peoples Action Center—2013 Certificate of Appreciation
• Family Defense Center—2013 Pro Bono Attorney Honor
• AIDS Legal Referral Panel—2013 James C. Hormel Philanthropist Award
• Law Technology News—2013 Most Innovative Use of Technology in a Pro Bono Project
• Northeast ARC—2013 Excellence in Pro Bono Award
• Open Arms Housing—2013 Guide Toward the Future Award

Please add any additional information about your firm’s pro bono program.
At Seyfarth, we take an integrated approach to pro bono, community service, charitable giving and sustainability. Our legal aid partners receive financial support, and our community service partners often receive pro bono legal, IT, Marketing, or other forms of in-kind assistance.

Our pro bono program is driven by individual attorneys’ interests; we do not prescribe any particular type of pro bono work. Any attorney may propose a new pro bono matter using our online form. The proposal is then circulated to our Firmwide Pro Bono Committee for approval. All attorneys are encouraged to do 60 hours of pro bono work, consistent with the Pro Bono Institute Law Firm Pro Bono Challenge, of which we are a signatory firm. Associates receive billable hour credit for up to 60 hours of pro bono work and contribution hour credit for pro bono hours over 60 and up to 200 (note: contribution hours are required for bonus and raise eligibility).
PRO BONO: MAKING A WORLD OF DIFFERENCE
THE STATS
No. of Attorneys: 850
No. of Offices: 18
Senior Partner: Creighton Condon
Hiring Partner(s): Robert Freedman
Doreen Lilienfeld

EMPLOYMENT CONTACT
Trisha Weiss
Director, Legal Recruiting
Phone: (212) 848-8977
Email: trisha.weiss@shearman.com

MAJOR DEPARTMENTS & PRACTICES
Africa • Antitrust/Competition • Argentine Sovereign Debt
Bankruptcy & Reorganization • Capital Markets • China
Corporate Governance • Derivatives & Structured Products
• Environmental • Executive Compensation & Employee
Benefits • Finance • Financial Institutions Advisory &
Financial Regulatory • Healthcare • India • Infrastructure/
Transportation Projects • Intellectual Property Transactions
• International Arbitration • International Trade & Investment
• Investment Funds • Latin America/Caribbean • Litigation
• Media & Entertainment • Mergers & Acquisitions • Metals
& Mining • Mongolia • Oil & Gas • Power • Private Client •
Private Equity & Hedge Funds • Privatization • Pro Bono •
Project Development & Finance • Public International Law •
Real Estate • REITs • Sports • State Controlled Companies/
Sovereign Wealth Funds • Structured Finance • Sustainable
Development • Tax • Transportation Finance
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Each coordinator spends all of their time on pro bono work and/or administering the firm’s pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Saralyn Cohen
Pro Bono Counsel and Director of Pro Bono
Phone: (212) 848-8772
Email: saralyn.cohen@shearman.com

Denise Karamian
Pro Bono Administrative Coordinator
Phone: (212) 848-4922
Email: denise.karamian@shearman.com

Julissa Saragoza
Pro Bono Specialist
Phone: (212) 848-7101
Email: julissa.saragoza-arroyo@shearman.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?
The pro bono counsel communicates daily with the members of the pro bono committee.

Please describe the composition of the committee.

Heather Lamberg Kafele, Partner
Henry Weisburg, Partner
Antonia Stolper, Partner
Patrick Robbins, Partner
Mark Soundy, Partner
Saralyn Cohen, Pro Bono Counsel and Director of Pro Bono

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Potential pro bono matters are considered pursuant to the firm’s standard new matter procedures. In addition, all new pro bono matters must be approved by the pro bono counsel and another member of the pro bono committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Advocates for International Development
- Bar Associations of DC, New York and San Francisco
- Her Justice (formerly inMotion)
- Immigration Equality
- Lawyers Alliance for New York
- Lawyers Committee for Civil Rights Under Law
- Lawyers Without Borders
- Legal Aid Society
- Sanctuary for Families
- Volunteer Lawyers for the Arts

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Shearman & Sterling has worked with the International Criminal Tribunal for Rwanda (ICTR) for the past 14 years, and over 128 lawyers have completed one-month externships at the ICTR during this time. We have covered legal issues such as the intersection of free speech and incitement to genocide, which have provided the opportunity for us to play a role in shaping new law. Our lawyers have participated as faculty in trial advocacy training programs at the ICTR, merging traditional trial advocacy techniques with the latest
trial support technology and the use of electronic media in the courtroom. Also, the firm’s lawyers provided pro bono assistance to prosecutors at the International Criminal Court (ICC) and to civil parties before the Extraordinary Chambers of the Courts of Cambodia (ECCC). In Cambodia, we represent more than 50 civil parties in the trial phase of a case involving the main leaders of the Khmer Rouge regime. Several of these civil parties testified in 2012 and 2013, and our lawyers took part in the pleadings before the Trial Chamber. A first judgment in this case is expected in 2014. At the ICC, our volunteers have conducted and participated in oral advocacy trainings to help prepare trial attorneys in the Office of the Prosecutor to develop skills and techniques to conduct trials at the ICC. In the past, volunteers from our firm have worked closely with members of the trial teams prosecuting crimes against humanity arising out of the 2007 and 2008 post-election violence in Kenya, and members of the team conducted the first trial at the ICC involving the enlistment of child soldiers.

- Shearman & Sterling, along with the Asian American Legal Defense and Education Fund & Latino Justice PRLDEF, is representing current & former employees of a well-known Manhattan restaurant in a lawsuit where the workers/former workers allege failure to pay the minimum wage, failure to pay overtime & illegal retention of gratuities, among other allegations. The team is awaiting a decision on a summary judgment motion. In addition, the firm co-counsels with The Legal Aid Society on a class action litigation first filed over three years ago on behalf of delivery workers at four locations of a Manhattan restaurant chain. The case has been settled and the workers will receive $1.282 million from the franchise for unpaid wages. The franchise’s has also committed to follow various requirements of federal and state labor law on an ongoing basis. Payments began on January 2014 and are divided among approximately 60 delivery workers. We also co-counsel with the Urban Justice Center on a similar matter and have completed the process of distributing settlement payments.

- Shearman & Sterling lawyers are helping low-income individuals in the community at legal clinics held on a monthly or quarterly basis. The firm partnered with Credit Suisse at SSI Legal Aid clinics, representing those who have alleged overpayments. A number of our lawyers and Viacom lawyers advised aspiring small business owners on business law issues at a clinic organized by Neighborhood Entrepreneur Law Project, a NYC Bar Justice Center initiative. Lawyers teamed with volunteers from Barclays to offer pro bono assistance at a legal clinic organized by Volunteer Lawyers for the Arts, providing brief advice to artists/art orgs on legal matters such as forming nonprofits, contracts and intellectual property issues. In New York City, lawyers staffed the walk-in Family Court clinic providing brief legal consultations to unrepresented litigants on matters involving child support, paternity and guardianship.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Shearman & Sterling and New York Civil Liberties Union are co-counsel in a federal class action litigation pending in the Eastern District of New York against Suffolk County, which challenges the unconstitutional conditions at the county’s correctional facilities in Riverhead and Yaphank, New York. Plaintiffs allege that inhumane living conditions have persisted for years in the dangerously overcrowded jails, where, among other issues, detainees are regularly exposed to other detainees’ bodily waste as a result of the facilities’ decrepit plumbing system, must shower in mold- and rust-encrusted stalls, are at risk of disease from exposure to vermin and insects, and are provided with contaminated and discolored drinking water and undercooked, unsafe food. Plaintiffs also allege that these conditions result in a variety of injuries to the detainees, including severe stomach and intestinal problems, skin infections and rashes. In March 2013, Judge Joanna Seybert of the Eastern District of New York denied Suffolk County’s motion to dismiss (but granted, without prejudice, the motions of three individual defendants) and certified both an injunctive and damages class. Full discovery began in the Fall of 2013 and depositions are under way.

- Since 2009, Shearman & Sterling has assisted the Transgender Legal Defense and Education Fund’s (TLDEF) Name Change Project, a program that provides pro bono assistance to transgender individuals undergoing the process of a legal name change. Helping such individuals obtain legal documents that match their lived sex goes a long way toward removing discriminatory barriers to obtaining basic needs like employment, housing, and public benefits. Our firm’s work with the Name Change Project reaffirms the firm’s strong commitment to pro bono work for the LGBT community and otherwise supporting the LGBT community.

- Shearman & Sterling helped secure an important milestone involving the New York Police Department’s controversial “stop-and-frisk” practices. Ligon v. City of New York, a federal class action, is 1 of 3 cases filed in the Southern District of New York challenging the constitutionality of aspects of these practices. Shearman & Sterling joined the New York Civil Liberties Union, The Bronx Defenders, and Latino Justice PRLDEF in representing residents and guests who allege that the NYPD officers stopped, searched or arrested them in violation of the Fourth Amendment and the Fair Housing Act in and around private apartment buildings enrolled in an NYPD crime-prevention program called the Trespass Affidavit Program (TAP). On January 30, 2014, the City of New York announced its intention to withdraw its then-pending appeal to the Second Circuit after working jointly with the Ligon plaintiffs and those in one of the other pending actions (Floyd v. City of New York) to reach a settlement. This effort will seek to implement remedial measures, including revisions to the NYPD’s training and policy materials and the development of a review system for stops, all under the supervision of a court-appointed monitor previously ordered by the District Court.
BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.
Total number of pro bono hours in 2012: 35,389
Total number of pro bono hours in 2013: 31,191

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 435
Number of attorneys as of December 31, 2013: 412

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 81.35
Average number of hours per attorney in 2013: 76

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 81–90%
Percentage of attorneys who did pro bono work in 2013: 81–90%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
The firm requires all U.S. based Shearman & Sterling attorneys to do at least 25 hours of pro bono work in each calendar year.

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Throughout the year, attorneys in all of the firm’s offices are offered a variety of training sessions on pro bono issues. In the past year, examples included: training on nonprofit formation and corporate governance, Violence Against Women Act and U-Visas petitions, bankruptcy, wills, political asylum, uncontested divorces and adoptions. Additionally, a current list of available external pro bono training sessions is posted on the pro bono section of the firm’s intranet.

The firm also hosted pro bono informational sessions in each U.S. office, as well as in London, which allowed staff to learn about various pro bono opportunities.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,156
2013: 1,530.6

Average hours per summer associate spent on pro bono work
2012: 36.13
2013: 37.33

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 100%
Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are strongly encouraged to take on a pro bono matter. This past summer, they were involved in a range of matters including researching various corporate governance issues for non-profit clients, conducting international law research projects for Lawyers Without Borders, representing low-income individuals on uncontested divorces, representing indigent immigrants on immigration matters (including political asylum administrative hearings, appeals to federal circuit courts, Violence Against Women Act petitions and U-Visas), providing assistance to Holocaust survivors on ghetto work payment projects, assisting veterans with disability benefits, representing transgender clients seeking name changes, and civil litigations involving employment violations and environmental issues. The firm’s pro bono program continues to be an important part of the summer associate program, and the Recruiting Department is working with the Pro Bono Group to come up with additional ways to involve our summer associates in this important work.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

For the past 14 years, the firm has sent one attorney each month to assist the Office of the Prosecutor of the International Criminal Tribunal for Rwanda in Arusha, Tanzania.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

The firm made charitable contributions to a number of legal organizations including, but not limited to: Advocates for International Development (AID), Asian American Legal Defense and Education Fund, Bet Tzedek, City Bar Justice Center, Cyrus Vance Center, District of Columbia Bar Pro Bono Program, Hong Kong Refugee, Human Rights First, Immigration Equality; Her Justice (formerly inMotion), Innocence Project, Law Foundation Silicon Valley, Lawyers Alliance for New York, Lawyers’ Committee for Civil Rights Under Law, LawWorks, Lawyers Without Borders, Legal Aid Societies in New York, Washington, DC and San Mateo County, Legal Services for New York City, MFY Legal Services, New York Lawyers for the Public Interest, The New York Legal Assistance Group, One Justice, Pro Bono Partnership, Public Advocates, Sanctuary for Families, Tahirih, Transgender Legal Defense & Education Fund, Urban Justice Center, Volunteers Lawyers for the Arts, VLSP/Bar Association of San Francisco and Washington Lawyers Committee.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The firm participates in a variety of community service and charitable-based project throughout the year, including: American Cancer Society’s Making Strides Against Breast Cancer Walk, City Harvest Food Drive, New York Cares Coat Drive, Dress for Success Clothing Drive, Operation Santa Claus and Jeans Day. In addition, employees contributed to the firm’s internal Hurricane Sandy fund to aid firm employees who were affected by the storm.

Each year, our firm takes part in the Legal Outreach program, hosting New York City public high school students for a one-week program designed for students who are interested in corporate law. The New York and London offices have been matched with local area high schools in relation to work-study and community services programs.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- The Legal Aid Society honored Shearman & Sterling for its outstanding pro bono contributions, acknowledging those attorneys who represented delivery workers in an ongoing, complex wage-and-hour lawsuit against a restaurant franchise and its owners, to successfully litigating the case of first impression in the Supreme Court involving a homeless family threatened with expulsion by New York’s Department of Homeless Services, and for volunteer efforts on a helpline for New Yorkers seeking assistance with benefits claims related to Hurricane Sandy.
- DC Circuit Judicial Conference Committee on Pro Bono Legal Services recognized the firm as one of a handful of firms in DC in which 40 percent or more lawyers dedicated at least 50 hours of pro bono work in a year.
- MFY Legal Services, Inc. has honored Shearman & Sterling attorneys at their Pro Bono Recognition and Awards Breakfast for contributing time to adoption and guardianship matters.
- Lawyers Alliance for New York has recognized a Shearman & Sterling lawyer at their “Cornerstone Awards” for his outstanding dedication to disaster relief matters and participation at their Hurricane Sandy clinic.
- A number of Shearman & Sterling lawyers earned recognition on the Capital Pro Bono Honor Roll for completing more than 50 or 100 hours to low-income people and certain nonprofit organizations in the community.
- The Northern California Innocence Project honored a Shearman & Sterling partner at the Sixth Annual Justice for All Awards Dinner for the “countless hours of work and an unwavering dedication to justice for the wrongfully accused.”
- Shearman & Sterling and a Washington, DC partner have been honored for providing outstanding international pro bono legal service for more than a decade to the International
Crisis Group, a high-profile, non-government organization committed to preventing and resolving deadly conflict.

- The Community Development Project at the Urban Justice Center presented Shearman & Sterling with the “Ally for Justice Award” at their 3rd annual celebration: Supporting Movements for Change, recognizing all of the hard work dedicated to the workers’ rights litigation cases.

- A London-based lawyer has received recognition at the LawWorks Pro Bono Awards, being on the shortlist for the “Best Contribution by an Individual” for his pro bono real estate work.

- A New York lawyer and a member of the Pro Bono Group earned a Commitment to Justice Award from Her Justice for their work on behalf of a Dominican immigrant to the United States.

Please add any additional information about your firm’s pro bono program.

For 141 years, Shearman & Sterling has provided legal assistance to individuals and organizations whose circumstances require pro bono representation. Our firm's pro bono efforts are truly global. Legal staff in all of our U.S. offices as well as in Canada, South America, Europe and Asia, devoted approximately 34,000 hours to pro bono matters in 2013. We are proud of our ability to leverage a global platform of attorneys to work on the most complex, cross-border pro bono matters, in addition to providing practical legal advice to low-income people in the jurisdictions where we practice. From United Nations tribunals and international human rights cases to family law matters, asylum petitions, environmental litigations and veterans disability appeals, we are making a difference in local communities and around the world.
SHEPPARD MULLIN RICHTER & HAMPTON LLP

333 S. Hope Street
43rd Floor
Los Angeles, CA 90071
Phone: (212) 653-8700
www.sheppardmullin.com

LOCATIONS
Century City, CA • Cherry Hill, NJ • Costa Mesa, CA • Los Angeles, CA • New York, NY • Palo Alto, CA • San Diego, CA • San Francisco, CA • Washington, DC • Beijing • Brussels • London • Seoul • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Business Trial • Corporate • Entertainment, Technology & Advertising • Finance & Bankruptcy • Government Contracts • Intellectual Property • Labor & Employment • Real Estate • Tax

THE STATS
No. of Attorneys: 668
No. of Offices: 15
Chairman: Guy N. Halgren
Hiring Partner(s): Robert Williams (Chief Talent Officer)
Gregory Barbee
Kevin Cloutier
Guylyn Cummins
Ronda Jamgotchian
Jason Kearnaaghan
David Lee
Christopher Loveland
Michael Orlando
Keith Szeliga
Mike Scarborough
Michael Stewart
Ed Tillinghast
Babak Yousefzadeh

EMPLOYMENT CONTACT
Ms. Sally Bucklin
Manager of Attorney Hiring & Lawyer Personnel
Phone: (213) 620-1780
Email: sbucklin@sheppardmullin.com
Careers website: http://www.sheppardmullin.com/careers.html
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

The pro bono coordinator spends less than half of his or her time on administering the firm's pro bono program.

Please provide the primary pro bono contact(s)'s information below.

Daniel L. Brown, Esq.
Partner/Pro Bono Chair
Phone: (212) 634-3095
Email: dbrown@sheppardmullin.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.

The Pro Bono committee at Sheppard Mullin is comprised of partners, associates, and staff, and we strive to include at least one partner and non-partner attorney member from each office and practice group.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?

The firm will consider a matter if it meets our pro bono guidelines and the ABA's definition. Associates are generally free to choose their own pro bono projects.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Adoptions, Asylum, Bankruptcy, Civil rights, Death penalty defense, Disability benefits, Domestic violence, Family law, First Amendment and constitutional issues, Immigration, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Public benefits, Real estate transactions, Social Security law, Veterans' benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

We do not handle overtly political or religious matters. We do perform non-controversial legal services for a variety of political and religious nonprofit organizations consistent with our policies.

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Public Counsel-Adoption Cases
• San Diego Volunteer Lawyer Program
• Legal Aid Foundation of Los Angeles
• GLAAD
• California First Amendment Coalition Assembly
• Lawyers Committee for Civil Rights
• Disability Rights Advocates
• Legal Aid Society of San Diego
• New York Lawyer for the Public Interest
• Lambda Legal

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Represented a class of 900,000 disabled residents of New York City in a federal lawsuit alleging that the City discriminated against people with disabilities under the Americans with Disabilities Act in its failure to plan for their needs in large scale disasters and emergencies such as Hurricane Sandy. After trial, a federal judge issued a 119-page ruling that New York City violated the Americans with Disabilities Act by failing to adequately plan for the needs of people with disabilities in large scale disasters and emergencies. The case is now in the remedy phase.

• Represented disability advocacy groups challenging the New York City taxicab fleet for not being wheelchair accessible. As a result of a historic settlement, New York City agreed to have the New York taxi fleet, which is currently only 1.8% accessible, become 50% accessible over the next six years. The case will transform the lives of tens of thousands of elderly and people with disabilities in New York City.
BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.
Total number of pro bono hours in 2012: 12,899
Total number of pro bono hours in 2013: 14,607

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 603
Number of attorneys as of December 31, 2013: 627

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 21
Average number of hours per attorney in 2013: 23

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 21–30%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
Unlimited in certain instances.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
We offer many in-house and outside training opportunities provided by local referral agencies on various subjects.

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 814
2013: 867

Average hours per summer associate spent on pro bono work
2012: 21
2013: 19

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 78%
2013: 59%

Please provide any additional information about pro bono opportunities available to summer associates.
All pro bono cases are available for assignment based on interest. In Los Angeles, summer associates can participate in Public Counsel’s CARES (Connecting Angelenos to Resources and Essential Services) Program. This is a one-day program designed to give summer associates a chance to learn the fundamentals of government benefits law and then advocate on behalf of impoverished persons struggling to obtain emergency food and shelter benefits through the General Relief (GR) and CalFresh (formerly known as Food Stamps) programs.
In Del Mar, summer associates volunteer with the Children at Risk Committee of the San Diego County Bar Association to present programs that teach inner-city students about the judicial system. They also have the opportunity to assist with pro bono asylum cases referred to Sheppard Mullin attorneys by Casa Cornelia Law Center. In New York, summer associates can spend a day at the Teen Family Learning Center which provides residential care for pregnant teens and expanded learning space for ongoing parenting, employment and education programming. In Orange County, summer associates are invited to participate in three legal clinics spearheaded by the Public Law Center. The office staffs a pro se litigants clinic at the Ronald Reagan Federal Courthouse one Thursday of each month. The office also staffs a reaffirmation clinic at the Santa Ana Bankruptcy Court one day per month. Finally, on the second Thursday of each month, the office sends two to four people to the PLC clinic at Children’s Hospital of Orange County which focuses on conservatorship and guardianship issues, ill children, their families and loved ones who need legal help.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

No

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Mock trial programs.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- The Recorder recognized the Firm’s pro bono efforts, listing Sheppard Mullin as one of the 10 leading Northern California pro bono practices: “Each of these firms has demonstrated a commitment to pro bono clients or causes through determined and creative advocacy. The scope of Sheppard Mullin’s pro bono work has traditionally been broad, involving asylum and immigration issues, education, criminal matters, as well as business representation.”

- Sheppard Mullin also received the New York Impact Litigation Award from Disability Rights Advocates in recognition of life-changing litigation on behalf of persons with disabilities.

Please add any additional information about your firm’s pro bono program.

Sheppard Mullin has a long tradition of providing legal services to people and community organizations who could otherwise not afford access to legal representation. Many attorneys feel a need to give back to the community in which they live, and the provisions of high-caliber legal services to people of limited means (as well as charitable and civic organizations) is one way to fulfill that need. We encourage our attorneys to contribute to their communities in many ways, including through the provision of pro bono legal services.

We endorse the goals of annual per attorney contributions of pro bono time promulgated by the bars of California, New York, and DC, various local bar associations, the Georgetown Pro Bono Institute and the ABA. Individual attorneys are encouraged by most of these organizations and the Firm to contribute 50 hours or more per year. Accordingly, for approved pro bono work performed by associates, we provide up to 100 hours of billable hour credit with exceptions in certain circumstances. Pro bono work and community involvement are also important considerations for associates in their evaluations.

Each year, the Pro Bono Committee chooses a recipient of the annual Sheppard Mullin Pro Bono Attorney of the Year Award. We are constantly looking to expand our pro bono referral agency relationships and seek a variety of pro bono opportunities that will appeal to the diverse practice areas of our attorneys throughout the world.
Sidley Austin LLP
One South Dearborn Street
Chicago, Illinois 60603
Phone: (312) 853-7000
www.sidley.com

LOCATIONS
Boston, MA • Chicago, IL • Dallas, TX • Houston, TX • Los Angeles, CA • New York, NY • Palo Alto, CA • San Francisco, CA • Washington, DC • Beijing • Brussels • Geneva • Hong Kong • London • Shanghai • Singapore • Sydney • Tokyo

MAJOR DEPARTMENTS & PRACTICES
Administrative/Regulatory • Antitrust • Bankruptcy/Creditors’ Rights • Energy • Corporate • Intellectual Property • International • Labor & Employment • Litigation (including Supreme Court and Other Appellate Litigation) • Real Estate • Tax • Technology • Healthcare • Life Sciences • Transportation

THE STATS
No. of Attorneys: 1,686
No. of Offices: 18
Chair, Executive Committee: Carter Phillips
Chair, Management Committee: Larry Barden
Hiring Partner(s): Anthony Aiello
Jennifer Hagle
John Kuster
Rebecca Wood

EMPLOYMENT CONTACT
Jennifer Connelly
National Recruiting Director
Phone: (312) 853-7495
Email: jconnelly@sidley.com
Careers website: www.sidleycareers.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Rebecca Troth is a full-time pro bono counsel. Kelly Huggins and Emily Wexler are attorneys who work less than full-time but their work is devoted exclusively to pro bono matters.

Please provide the primary pro bono contact(s)'s information below.

Rebecca K. Troth  
Pro Bono Counsel  
Phone: (202) 736-8339  
Email: rtroth@sidley.com

Kelly Huggins  
Capital Litigation Project and Political Asylum and Immigrants' Rights Project Manager  
Phone: (312) 853-3206  
Email: khuggins@sidley.com

Emily Wexler  
Veterans Benefits Project Manager  
Phone: (312) 853-7074  
Email: ewexler@sidley.com

Website: www.sidley.com/probono/

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

The firm-wide committee meets annually. Other committee meetings vary, with some offices holding monthly pro bono meetings and others meeting as needed.

Please describe the composition of the committee.

The committees in each office are comprised of the chair, who is a partner, and up to 10 partner and associate members.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm generates pro bono opportunities internally (through, for example, long-standing relationships with legal service providers, bar organizations and other nonprofits) and welcomes pro bono opportunities that firm lawyers wish to bring into the firm. Pro bono matters are screened for potential conflicts, appropriateness under the PBI and ABA definitions of pro bono, capacity, and our ability to do the work. In the last ten years, the firm has established four firm-wide initiatives: the Capital Litigation Project, the Political Asylum and Immigrants' Rights Project, the Veterans Benefits Project, and the Africa-Asia Agricultural Enterprise Program.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Consumer law and small claims court, Employment.

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Equal Justice Initiative
- National Veterans Legal Services Program
- Brady Center
- ACLU
- Her Justice
- National Association of Criminal Defense Lawyers
- National Immigrant Justice Center
- Public Counsel
- Bet Tzedek
- MALDEF
List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In the past two years, multiple Sidley offices have helped service members obtain Combat-Related Special Compensation (CRSC) awards as part of our Veterans Benefits Project. These clients have been medically retired by the Armed Forces and awarded service-connected disability benefits from the VA, yet due to the traditional ban on "concurrent receipt" of both benefits, their benefits are offset against each other another. However, proving that a disabling condition is "combat-related" makes the clients eligible for additional disability compensation. In 2013, we took 23 new CRSC cases and helped 19 veterans of Iraq and Afghanistan receive CRSC awards. Successes included obtaining CRSC benefits for a retired U.S. Army Staff Sergeant who served in Iraq and who suffers from PTSD, traumatic brain injury, and a knee injury. Thanks to the award, the veteran received $58,000 in a retroactive award and will receive approximately $800 per month in additional disability compensation going forward.

- Sidley was one of the first major firms to offer assistance to criminal defendants in the Supreme Court. Recently, The Des Moines Register noted Sidley's role in the pro bono representation of the petitioner in the high-profile case Barrage v. United States, in which we wrote the merits briefs and aided trial counsel. Sidley and co-counsel represented the petitioner in challenging his conviction under 21 U.S.C. for distributing heroin that resulted in death. The Court agreed with our client's arguments that he did not cause the death (because there was no "but-for" causation), and on January 27, 2014, unanimously reversed the conviction. The ruling likely will affect a significant number of prosecutions for drug crimes throughout the U.S.

- Sidley in New York has a long-standing pro bono relationship with Her Justice (formerly inMotion, Inc.), a leading provider of free legal services to indigent and low-income women and children in domestic crisis who need assistance with divorces, orders of protection and other family law matters. In total, Sidley lawyers, summer associates and other volunteers devoted 2,170 hours to Her Justice matters in 2013, securing orders of protection against abusive husbands and fathers, fair divorce judgments, legal residency without reliance on the sponsorship of an abusive husband and court orders granting custody to caring mothers and providing for safe visitation arrangements, child support and spousal support.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- In Hooper v. Ryan, the U.S. Court of Appeals for the Seventh Circuit vacated the district court's denial of our client's habeas petition, which challenged his 32-year-old convictions for murder, aggravated kidnapping, and armed robbery. The Seventh Circuit (Judge Easterbrook) held that the Illinois Supreme Court had unreasonably applied Batson in finding no prima facie case of race discrimination where the prosecutor struck all five eligible African Americans from the jury venire, thereby producing an all-white jury. The court held further that the defendant was entitled to an evidentiary hearing in which the state must articulate (and the district court must evaluate for credibility) non-discriminatory reasons for each of the prosecutor's peremptory challenges of African Americans in the original trial. The State declined the evidentiary hearing and the district court granted the writ, vacating our client's convictions and sentences. The State also declined to retry our client.

- Sidley secured significant victories in a case Sidley handles with the ACLU and the Stanford Immigrants' Rights Clinic. In April 2013, the 9th Circuit upheld a preliminary injunction ordering the government to provide individualized bond hearings to a class of detained noncitizens within 6 months of detention. Before the injunction, some had waited years for a hearing, regardless of the merits of their claims. As the 9th Circuit noted, the injunction did not require anyone's release but simply entitled detained persons to a hearing. “While ICE is entitled to carry out its duty to enforce the mandates of Congress, it must do so in a manner consistent with our constitutional values.” Rodriguez v. Robbins, 715 F.3d 1127, 1146 (9th Cir. 2013). On remand in August, the district court entered a permanent injunction on behalf of the entire class. These twin victories have resulted in thousands of persons receiving bond hearings and hundreds of persons being reunited with their families.

- Three years ago, Sidley filed suit in Beaty v. FDA in the U.S. District Court in DC against the Food and Drug Administration (FDA) on behalf of six state death-row prisoners seeking to prohibit FDA from allowing the importation or use of unapproved sodium thiopental for executions by lethal injection. In March 2012, the court permanently enjoined FDA from admitting future shipments of sodium thiopental into the U.S. after Sidley convinced the court that the FDA had violated the Food, Drug and Cosmetic Act by allowing state corrections agencies to import the drug. Sidley defended the judgment before the DC Circuit in March 2013, and in July 2013, the U.S. Court of Appeals for the DC Circuit, in Cook v. FDA, affirmed the district court's holding that the FDA's decision to allow state correctional departments to import an unapproved new drug from an unregistered foreign source for use in lethal injections violated the Administrative Procedure Act. The United States declined to seek certiorari in the case.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 83,873
Total number of pro bono hours in 2013: 99,828

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 1,359
Number of attorneys as of December 31, 2013: 1,421
Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 62
- Average number of hours per attorney in 2013: 70

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 41–50%
- Percentage of attorneys who did pro bono work in 2013: 41–50%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Sidley Austin LLP attorneys participate in training seminars offered by local and national bar organizations, legal service agencies and pro bono organizations throughout the year to learn about legal topics that interest them or for purposes of a particular pro bono case. For example, the firm has offered several trainings in its various offices relating to the Capital Litigation, Political Asylum and Immigrants’ Rights and Veterans Benefits Projects. The firm also provides training or hosts on-site training by legal services organization. In addition, the firm sponsors continuing legal education seminars outside the firm related to pro bono matters.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- Total hours summer associates spent on pro bono work
  - 2012: 3,801
  - 2013: 3,801
- Average hours per summer associate spent on pro bono work
  - 2012: 65
  - 2013: 35

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

- 2012: 61%
- 2013: 61%

Please provide any additional information about pro bono opportunities available to summer associates.

The firm encourages all summer associates to become involved in pro bono matters and they are able to take advantage of the same opportunities offered to associates.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

Sidley’s Fellowship/Externship program allows associates to work at non-profit organizations in the community either before they begin working at the firm or, in the case of the New York office, after they have been with the firm for some time.
Through the program, Sidley provides a fellowship stipend or pays the salary of the Fellows or Externs to allow them to work for a non-profit organization for about 10 weeks. In Washington, DC, Los Angeles and Chicago, they can choose among a variety of non-profit organizations, including those that provide direct services to indigent people, as well as those that engage in impact litigation and policy work. In New York, associates work for three to four months at Her Justice (f/k/a/ inMotion, Inc.), an organization that provides free legal services to indigent and low-income women and children in domestic crisis.

In April 2012, the DC office inaugurated a loaned associate program with the District of Columbia Legal Aid Society. Under the program, an associate spends approximately four months working with the Barbara McDowell Appellate Advocacy Project and is able to argue one of the cases on which he/she worked in the DC Court of Appeals either while at the Legal Aid Society or after returning to the firm. Since the program started, seven Sidley associates have completed a rotation with the Legal Aid Society.

Sidley also sponsors Equal Justice Works Fellows. In 2013, the firm sponsored an EJW Fellow with the Legal Aid Society in New York City, and another with Kids in Need of Defense (KIND) in Boston.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Since 2006, Sidley has sponsored the United States Supreme Court Clinic with Northwestern University School of Law. The students help brief cases on the merits and identify court of appeals and state supreme court decisions as candidates for petitions for writ of certiorari, all in partnership with the firm’s Supreme Court pro bono program. In 2013, the Clinic filed six petitions for a writ of certiorari and seven reply briefs. The Clinic wrote seven briefs on the merits, as well as several briefs as amicus curiae at both the petition and merit stages. The Clinic also hosted several speakers in 2013. In early March, Jeffrey Minear, Counselor to the Chief Justice of the United States, taught a class on cases falling under the Court’s original jurisdiction. Later in the Spring, the Honorable Judge Gary Feinerman of the U.S. District Court of the Northern District of Illinois (and former Sidley partner) spoke to students about Supreme Court advocacy. When the students visited Washington and attended arguments at the Supreme Court, Justice Thomas took time from his schedule to speak to them and offer his insights into Supreme Court practice. In the Fall of 2013, Donald Verrilli, the Solicitor General of the United States, taught the students about the role of the Solicitor General at the Supreme Court, while Dan Schweitzer of the National Association of Attorneys General taught a class on state attorneys general. Carter Phillips, Executive Committee Chair, and Jeff Green, Firmwide chair of Pro Bono, are the Clinic’s head instructors.

- In New York, Sidley participates in the Justice Resource Center’s MENTOR program, which pairs the firm with the High School for Leadership and Public Service, a New York high school where students are racially and ethnically diverse. Throughout the school year, Sidley lawyers mentor and coach students who compete in state-wide moot court and mock trial competitions.

- Sidley provides financial support to many legal services organizations throughout the country. For example, the firm provides monetary support to the Capital Area Immigrants’ Rights (CAIR) Coalition, American Bar Association Death Penalty Representation Project, the Domestic Violence Legal Clinic, the National Veterans Legal Services Program, the National Immigrant Justice Center, Lawyers for the Creative Arts, the Legal Aid Society, Equal Justice Initiative, Legal Counsel for the Elderly, the Lawyers’ Committee for Civil Rights, the National Law Center on Homelessness & Poverty, the DC Bar Pro Bono Program, and the Washington Legal Clinic for the Homeless. Sidley is a pro bono partner of the Mexican American Legal Defense and Educational Fund (MALDEF) and has supported the organization financially by serving as Legal Chair of its annual dinners. Sidley in Chicago also supports the Hispanic Lawyers Association of Illinois and its sister organization, the Hispanic Lawyers Scholarship Fund, and for many years has sponsored a scholarship for a local Latino law student.

- During an April 2013 reception in Washington, Sidley was among 36 law firms recognized for donating a total of more than $3.6 million to local legal service providers as part of the inaugural “Raising the Bar in DC” fundraiser. The Honorable David Tatel of the United States Court of Appeals for the DC Circuit and Washington, DC Mayor Vincent Gray spoke at the event honoring those firms responding to the DC Access to Justice Commission’s call for increased funding for legal services for vulnerable DC residents. This initiative reflects lawyers’ unique obligation to ensure equal access to justice for low-income individuals in their own communities. Sidley’s DC office, which was honored as a silver-level donor, was one of the eight original law firms that joined in the launch of the Campaign by pledging funds to local legal services providers and by joining the Commission in an appeal to the law firm community.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Thirty years ago, Sidley adopted the Gerald Delgado Kanoon Magnet School, a public elementary school, as part of a private-public initiative. Since then, Sidley contributions of time, funding and resources have helped the school in numerous ways and improved the educational experience of its students. Sidley lawyers and staff became involved in mentoring activities at Kanoon as well as book, winter-clothing, school-supply and food drives. During our annual back-to-school drive for Kanoon in 2013, 107 Sidley lawyers and staff contributed almost $10,000. Sidley also provided ad hoc in-kind donations to the school, including used computers, furniture and office supplies. Sidley sponsors Baile Follkoric and Suzuki Violin lessons for Kanoon students, and holds two Jeans Days per year, with proceeds benefitting the school’s literacy efforts. In 2013, we
collected $8,508 for Kanoon from the two Jeans Days. Chicago staff and lawyers also participated in the 2013 Book Chat with the Kanoon 5th graders. 52 lawyers and staff read a book that the school selected and exchanged questions and answers with the students by e-mail. This event culminated with the Sidley participants chatting with the students about the book.

Sidley has sponsored a partnership with Thomson Elementary School in Washington, DC for the last fourteen years. In 2013, Sidley sponsored two teams of Thomson Elementary School fourth and fifth graders in the annual Spring GeoPlunge Tournament, an initiative that teaches children U.S. political geography. Over 100 students from various DC public elementary schools competed. The tournament is an outgrowth of the DC Public Partnership Project of the Washington Lawyers’ Committee for Civil Rights and Urban Affairs. Our involvement came through our long-time partnership with Thomson Elementary School and our support for the Committee. Sidley DC also sponsored two teams for the 9th annual Fall GeoPlunge Tournament held at the National Portrait Gallery. Sidley coaches volunteered at the school twice a week to help students prepare for the competition. Sidley also runs a spring math program, Challenge24, with Thomson Elementary.

More than 20 years ago, Alan Raul, a partner in the Washington, DC office, helped establish the Lawyers Have Heart 10-K race, a fundraising event for the American Heart Association. About 100 people from the Washington, DC office participate in the race each year. The firm also contributes directly to the event, and pays for the registrations of all firm participants.

The DC office held its seventh annual Sidley Service week in July 2013, in which the entire office participated in a variety of pro bono and service-related projects organized by the Associate Relations Committee, the Diversity Committee, the Pro Bono Program, the Summer Associate Program, and the Women’s Committee. The week kicked off with the annual Vincent F. Prada Pro Bono Awards Ceremony, where DC attorneys, legal assistants, and litigation support staff were recognized for meeting the ABA Challenge of providing at least 60 hours of pro bono assistance in 2012. Activities during the week included: interviewing detained immigrants at a regional jail to help them find pro bono representation and seek relief from deportation; a panel discussion with the leaders of five local legal services organizations on how to be effective pro bono counsel; a blood drive; stuffing backpacks for disadvantaged children; making lunches for the Salvation Army; preparing dinner for Miriam’s Kitchen; and the screening of a documentary and panel discussion about the atrocities committed during the war in Sri Lanka and Sidley’s pro bono efforts to pursue charges against individuals involved in Sri Lanka’s war crimes. Throughout the week, the entire office donated over $1,000, along with hundreds of articles of men’s and women’s business clothing, to support two organizations committed to providing professional attire, a network of support, and career development training to low-income men and women in the DC community.

Sidley personnel in DC serve as reading partners and mentors to public school students at Ross Elementary through the Power Lunch program run by Everybody Wins! DC. The Power Lunch program pairs one adult with one student for the school year. The adult partner visits the school once a week during lunch to share books and the love of reading with the student. Partner Dick Belanger has been on the Board of Everybody Wins! DC for a number of years, serving at different times as its chairperson and general counsel.

Sidley’s pro bono work and our relationship with long-time client Public Counsel, the largest public interest law firm in Los Angeles, were highlighted in an interview that KTLA-TV in Los Angeles conducted with Thomas Powell a few days before Sidley runners participated in the Run for Justice, a 5K run/walk held in conjunction with the Los Angeles Marathon. For the second year in a row, Sidley raised more money for Public Counsel than any other firm or other business—$17,000.

For the ninth year, Sidley in LA participated in the Revlon Run/Walk for Women, which raises money for cancer research, counseling and outreach programs nationwide. Sidley raised over $11,000 this year, bringing our total contribution over the years to over $85,000.

On June 19, 2013, the New York office hosted its annual Sidley Service Day, which was presented in conjunction with New York Cares, New York City’s premier non-profit organization for bringing volunteer support services to non-profit agencies, public schools and other organizations. Continuing the firm’s ongoing relationship with the Brooklyn High School of the Arts, more than 50 Sidley lawyers and summer associates volunteered during this day-long event. The day’s projects included painting the school’s new dance studio as well as three other rooms and assembling bookshelves. This was Sidley’s third time volunteering at this public high school in Brooklyn.

In July 2013, the NY office hosted a volunteer event to benefit members of the U.S. military. The event was co-sponsored with Morgan Stanley Smith Barney’s Legal and Compliance Division and presented in association with New York Cares. Attendees included lawyers, compliance professionals and summer associates who assembled over 600 care kits for U.S. service members stationed overseas. The volunteers were welcomed by Nate Saint-Victor, an executive director of Morgan Stanley and chair of the Morgan Stanley Legal and Compliance Division’s Diversity and Inclusion Committee. In his opening remarks, he praised Sidley’s and Morgan Stanley’s shared commitment to the goals of inclusion, community involvement and philanthropy.

In November 2013, Sidley NY hosted a volunteer event to benefit mothers and infants living in homeless shelters. The event was co-sponsored with long-standing firm client KPMG LLP, and was presented in association with New York Cares. Attendees included both Sidley and KPMG lawyers, as well as KPMG consultants, auditors and accountants. The attendees assembled over 600 infant care kits, which eventually will be used by mothers in the shelters. The volunteers were welcomed by KPMG partner Marc Miller, who also acknowledged Sidley and KPMG’s shared commitment to the community.
For more than 20 years, the Chicago office has held an annual collection drive for the United Way. Sidley associates and staff donate approximately $20,000 and the Sidley Foundation contributes the balance, for an annual donation of $150,000. In 2013, Sidley associates and staff contributed $19,663.12.

Since 1995, the office has participated in the annual Chicago Cares event. This event involves staff and lawyers spending one day at a local Chicago school cleaning, painting and decorating the school and playground. On June 15, 2013, six Sidley personnel volunteered at Sherman School of Excellence, and we presented a $2,500 donation to Chicago Cares.

Since 2000, the Chicago office has participated in the annual Heart Walk to benefit the American Heart Association. Sidley staff raised $10,000 for the event in 2013.

The Chicago office participates in an annual clothing drive for the Cara Program, a non-profit organization that provides training and job placement services to individuals who are homeless. The office donated 30 boxes of clothing in 2013.

Since 2001, the Chicago office has collected used/ outdated cell phones and accessories for victims of domestic violence. In 2013, we collected almost 100 phones for the program.

In October 2013, for the fifth year in a row, the DC office participated in the DC Bar Foundation’s Go Casual for Justice fundraiser to support loan repayment assistance for legal services lawyers. Lawyers and staff contributed $5 to wear jeans and another $5 to wear sneakers on Go Casual for Justice Friday. Each office floor competed to raise the most money. The winning floor won the right to wear jeans and sneakers every Friday of the month for a year. Sidley’s efforts raised more than $15,000 for the Foundation.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In conjunction with National Pro Bono Week in October 2012, the District of Columbia Court of Appeals and the Superior Court of the District of Columbia launched the “Capital Pro Bono Honor Roll” to recognize DC Bar members who provide 50 hours or more of pro bono service per year. Those providing 100 hours of pro bono service are recognized on the “High Honor Roll.” 120 Sidley lawyers (up from 108 the year before) were listed on the Court’s honor roll posted in March 2013 for their pro bono work in 2012, and 69 of the 120 Sidley lawyers devoted more than 100 hours to pro bono service in 2012.

- The chief judges of the District of Columbia federal courts honored Sidley’s DC office at the 2013 “40 at 50” Judicial Pro Bono Recognition Breakfast. Established by the DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services, the “40 at 50” breakfast recognizes law firms reporting that at least 40 percent of their lawyers devoted 50 or more hours to pro bono work in the previous year. Judges Merrick Garland of the U.S. Court of Appeals and Royce C. Lamberth of the U.S. District Court hosted the event.

- On May 8, 2013, City Year of Washington presented Firmwide Pro Bono Chair Jeffrey Green with its Idealist of the Year Award at its Idealism in Action Gala. City Year is an education-focused nonprofit that partners with public schools to keep students in school and on track to succeed. In Washington, DC, City Year sends 264 young people between the ages of 17 and 24 to 16 high-need schools, where they serve full-time for a year. Jeff was honored for his leadership of the DC Pro Bono and Public Interest Law Committee for the last 11 years, where he has specialized in protecting the rights of poor individuals, and argued and won two cases in the Supreme Court on behalf of pro bono criminal defendants.

- Bet Tzedek, a non-profit in Los Angeles that provides free legal services to low-income people, presented its Elyse S. Kline Justice Award for Pro Bono Attorney of the Year to LA lawyers Andy Dunbar and Thomas Powell at an awards ceremony in July 9, 2013. They received the award for their work successfully representing a couple who sought permanent guardianship of their four-year-old granddaughter.

- Sidley received a Washington Lawyers’ Committee Outstanding Achievement Award on June 10, 2013, for our pro bono efforts on behalf of the Committee. This award was presented in recognition of Sidley’s work with the Fair Housing Project on Johnson v. Wingate, in which we collected a judgment on behalf of a pro bono client with a visual disability who was denied an upper floor apartment because of her disability. The defendant management company went into bankruptcy, significantly complicating efforts to collect on the judgment. The Lawyers’ Committee recognized the Sidley team of David Kuney, Kurt Jacobs and Jeff Morrow.

- In June 2013, Chicago associate Marjorie Baltazar was awarded the Rising Star Award by the National Immigrant Justice Center. She received the award at NJIC’s 14th Annual Human Rights Awards luncheon, where U.S. Senator Dick Durbin also was recognized for his legislative commitment to immigrant and human rights. Ms. Baltazar was recognized for her work on behalf of a gay man from Indonesia who obtained U.S. asylum following a three-year effort. Our pro bono representation included filing an affirmative asylum claim with U.S. Citizenship and Immigration Services (USCIS), obtaining employment authorization for our client and subsequently defending against an order of removal before the Executive Office of Immigration Review (EOIR).

- Richard (Dick) O’Malley, Jr., Chicago Chair of Sidley’s Pro Bono Committee, accepted the Cabrini Green Legal Aid’s (CGLA) Dr. Kenneth and Margaret Taylor 2013 “Spirit of Generosity” Award on behalf of the Chicago office. CGLA honored Sidley as a long-time supporter of CGLA and leader in the legal community. CGLA noted that the firm has maintained a constant engagement with CGLA through Board service on CGLA’s Board of Directors, Advisory Board and Young Professionals Board. Sidley attorneys and staff also have provided hundreds of hours of direct service to CGLA clients over the years.

- On June 3, 2013, the Los Angeles Center for Law and Justice (LACLJ) honored Sidley with its Pro Bono Partner of the Year Award for the Year 2012 in recognition of Sidley’s support of the Los Angeles Center for Law and Justice’s (LACLJ) Pro Bono Program and the Law Student Pro Bono Program. The award was presented in recognition of 36 Sidley associates and staff who logged more than 1,200 hours of pro bono work in 2012. The award again was presented in recognition of Sidley’s leadership in the Los Angeles Bar Association’s (LABA) Pro Bono Project. The LABA Pro Bono Project awarded Sidley a “Pro Bono Project of the Year” award for its successful representation of several women who were拒绝 rental housing because of their disabilities.

- On June 2, 2013, the Heartland Industrial Group Karin Durbin was awarded the Elyse S. Kline Justice Award for Pro Bono Attorney of the Year on behalf of the Heartland Medical Group. Durbin also was recognized for his legislative commitment to immigrant and human rights. Ms. Baltazar was recognized for her work on behalf of a gay man from Indonesia who obtained U.S. asylum following a three-year effort. Our pro bono representation included filing an affirmative asylum claim with U.S. Citizenship and Immigration Services (USCIS), obtaining employment authorization for our client and subsequently defending against an order of removal before the Executive Office of Immigration Review (EOIR).

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Award in recognition of Sidley’s widespread participation in its programs to combat domestic violence. The award recognized the pro bono service of Frank Broccolo, Andy Dunbar, Bridget Johnsen, Amy Lally, Jennifer Zargarof, Stuart Edmiston, Francis Lam, Chris Munsey, Brent Nichols, Lillian Park, Clarence Rowland, Mirna Thompson and Claudia Espinoza, as well as the service of Ellyce Cooper and Jodi Lopez on LACLJ’s board of directors.

- Sidley’s LA office received two awards from the ACLU in 2013, in addition to the award received in 2012. Sidley received the ACLU’s 2013 Community Service Pro Bono Award for the work performed for the Citizens’ Commission on Jail Violence by Kim Dunne, Doug Axel, Brent Wilner, Pat Kennell, Yolanda Ochoa, and KK O’Connell. The ACLU also awarded Sidley its 2013 Pro Bono Service Award in appreciation of the real estate work performed by Mitchell Poole, Erin Natter and Drew Norman. Frank Broccolo serves on the Board of the ACLU Foundation of Southern California.

- Sidley was honored to receive the 2013 Pro Bono Publico Award at LatinoJustice PRLDEF’s Annual Awards Gala on October 23 in New York City. The letter announcing the award cited the ways in which Sidley has supported LatinoJustice over the years, including preparing the Supreme Court amicus brief in *Shelby County v. Holder*. Sidley partners Maria Melendez, who serves on LatinoJustice’s Board, and Tom Cole accepted the award on the firm’s behalf.

Please add any additional information about your firm’s pro bono program.

Sidley Austin LLP has signed on to the Pro Bono Challenge, and for the last five years, has exceeded the goal of devoting at least 3% of its billable time to pro bono service. Sidley lawyers acknowledge their profound responsibility to use their training, skills and experience to provide legal services to the poor and to charitable, religious, civic, community, governmental, or educational organizations that otherwise would be unable to afford legal representation. Sidley lawyers also have a responsibility to the legal system to protect civil and human rights in this country and throughout the world. Sidley believes that all of its clients, pro bono and billable, deserve the same high level of service, which means that staffing and resources are commensurate with the requirements of each matter. In 2013, Sidley lawyers in our U.S. offices devoted almost 100,000 hours to pro bono service, averaging more than 70 pro bono hours per lawyer.

As Sidley has grown internationally, so has its commitment to global pro bono work. Building on a project with the TransFarm Africa initiative (described in Sidley’s 2010 Pro Bono Report), Sidley lawyers in Brussels and Geneva have continued to advise on trade and regulatory issues for supplying seed to smallholder farmers in Tanzania. Based on this experience, Sidley developed a new firm-wide pro bono program for trade, investment and finance-related legal assistance in Asia and Africa. The Africa & Asia Agricultural Enterprise Program harnesses the expertise of Sidley’s team of lawyers around the world by using their strategic and technical know-how for the benefit of the poorest people in rural communities in sub-Saharan Africa and less developed countries in Asia. The core focus of the program is to empower farmers and businesses to expand their operations to improve the livelihoods of the world’s poorest farmers and their communities. Sidley’s program supports the growth and success of agricultural producers and businesses all along the agribusiness supply chain from seeds to production and ancillary services such as microfinance and insurance. Since the Program’s inception in 2012, Sidley has undertaken 45 projects in 19 countries under the Program, involving 170 lawyers from 16 Sidley offices worldwide.
SIMPSON THACHER & BARTLETT LLP

425 Lexington Avenue
New York, NY 10017-3954
Phone: (212) 455-3890
www.SimpsonThacher.com

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THE STATS
No. of Attorneys: 882
No. of Offices: 11
Chairman of the Executive Committee: William Dougherty
Hiring Partner(s): Greg Grogan
    Elizabeth Cooper
    Lori Lesser

EMPLOYMENT CONTACT
Amy Claydon
Director of Legal Employment
Phone: (212) 455-3255
Email: aclaydon@stblaw.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

100 percent.

Please provide the primary pro bono contact(s)’s information below.

Harlene Katzman
Pro Bono Counsel and Director
Phone: (212) 455-3890
Email: hkatzman@stblaw.com

Carola Beeney
Pro Bono Coordinator
Phone: (212) 455-3625
Email: carola.beeney@stblaw.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Every six months in person, but daily by e-mail to discuss and approve pro bono project proposals.

Please describe the composition of the committee.

The committee includes ten partners of varying levels of seniority and in different practice areas.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm considers a number of factors in deciding whether to take on a particular pro bono matter. These factors include the nature of the prospective client’s needs, the prospective client’s ability to obtain counsel on a non-pro bono basis, the complexity of the matter, and the availability of resources and knowledge at the firm to address the client’s problems.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Robin Hood Foundation
• Natural Resources Defense Council
• Doctors Without Borders
• Sanctuary for Families
• Human Rights First
• Lawyers Alliance for New York
• Public Counsel (LA)
• Kids in Need of Defense
• Lawyers Committee for Civil Rights Under Law
• Lawyers Committee for Civil Rights of San Francisco

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Representing Immigrants: In 2013, we represented 34 asylum seekers from 25 different countries; 14 undocumented children with a variety of immigration remedies; 40 undocumented low income women in domestic violence and family law matters; and through our legal clinic at a high school in Bushwick, Brooklyn, we advised 53 families, assisting many of them with immigration issues ranging from adjustment of status to obtaining proof of entry.
• Representing Small Businesses and Micro-entrepreneurs: Simpson Thacher attorneys participate in small business clinics advising on issues of entity selection, contract and lease negotiations, IP, tax, and assisting in incorporating small nonprofit corporations in its offices in New York, Los
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

a. **Death Penalty**

Since 1995, STB has represented Reginald Clemons in his appeal from a 1993 first-degree murder conviction. STB argued that Clemons was denied effective assistance of counsel at critical stages of the proceedings and is the victim of misconduct by a prosecutor with a history of improper behavior. In 2009, STB won a stay of execution for Clemons, and the Missouri Supreme Court invoked a rarely used procedure to appoint a special master to assess the proportionality of his sentence and take evidence never before considered by a court. In 2013, STB concluded a trial demonstrating that Clemons' conviction was improperly obtained and should be overturned or, at the very least, his sentence should be reduced.

b. **Compliance With California Education Law**

In 2012, Simpson Thacher partnered with the ACLU of Northern California to file a complaint against California’s Clovis Unified School District for failure to comply with the California Comprehensive Sexual Health and HIV/AIDS Prevention Education Act, a part of California’s Education Code. The complaint challenged the district’s failure to provide comprehensive, medically accurate, bias-free HIV/AIDS and sex education to its high school students, as required by the Education Code, and comes after over a year of failed demands on the district to change its noncompliant abstinence-only sex education programs without litigation. After litigating for more than a year, in 2014, our clients dismissed the law suit as the result of the district making dramatic improvements to sex education, including removing wrong and biased materials, adding information about contraception, and training teachers.

c. **Campaign for Fiscal Equity Case**

For 12 years, Simpson Thacher represented the Campaign for Fiscal Equity in efforts to remedy the gross inadequacies in the New York City public schools and to ensure that all New York City children receive a constitutionally adequate education. The Firm—which devoted more than $20 million in time and disbursements to this matter—obtained a landmark ruling from the state’s highest court affirming the trial court’s ruling that the New York City school system did not provide students with the opportunity to obtain a sound basic education as required by the State constitution. As a result of the efforts on this case, significant funding was allocated to support the education of New York City public school children.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 53,368
- Total number of pro bono hours in 2013: 44,565

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 743
- Number of attorneys as of December 31, 2013: 684

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 72
- Average number of hours per attorney in 2013: 66

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 44.7%
- Percentage of attorneys who did pro bono work in 2013: 46.2%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

N/A - Salary and bonuses are determined by seniority.
Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
The training opportunities generally available to Simpson Thacher lawyers are, in many instances, as applicable to pro bono work as they are to billable work. The firm also offers in-house training that is specifically designed for various areas of pro bono practice. For example, the Firm regularly offers training on representing tenants in eviction proceedings; representing women seeking orders of protection and U-visas; preparing an asylum application and effective representation in Immigration Court; advising small businesses and micro entrepreneurs; and on forming and qualifying charitable organizations. Associates are also encouraged to attend pro bono training programs outside the firm.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 4,480
- 2013: 2,076

**Average hours per summer associate spent on pro bono work**
- 2012: 55
- 2013: 38

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
- 2012: 100%
- 2013: 100%

**Please provide any additional information about pro bono opportunities available to summer associates.**
The Firm encourages all summer associates to work on pro bono matters, and the same opportunities available to our full-time lawyers are also available to our summer associates. Since most summer associates are here for a limited period, they often work on existing pro bono matters with our full-time lawyers. In addition, many of our summer associates work under the supervision of more experienced lawyers on U-visa matters referred by Sanctuary for Families and family law matters referred by Her Justice, most of which can be concluded during the summer. Summer associates working on these matters attend training sessions held at the firm and taught by lawyers from those organizations. Summer associates also participate in city-wide programs designed for them, including the Courtroom Advocates Program where summer associates provide assistance to victims of domestic violence seeking orders of protection against abusive partners. Our summer class also takes an active role in the Legal Outreach summer internship program. The Firm hosts tenth-grade students for an intensive four-day internship during which they handle a mock litigation case that requires them to conduct negotiations and depositions, write client memos, and ultimately try the case before a judge. Summer associates will act as witnesses, coaches, and mentors throughout the mock trial.

In addition, the firm offers a number of public interest fellowships to summer associates. These summer associates work at Simpson Thacher for eight weeks and then work exclusively on public interest law projects for the remainder of the summer while still receiving their full salary from Simpson Thacher. Public interest fellows have worked on a wide variety of pro bono projects which have ranged from a challenge to New York City’s shelter allowance to homeless families with the Legal Aid Society’s Civil Law Reform Unit, to working with Lawyers Committee for Civil Rights Under Law to find housing solutions for the poorest victims of Hurricane Katrina who are still displaced, to an effort to promote sustainable development through alternative fuels in Brazil with the Brazilian NGO Vitae Civilis.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

**Please describe the established program(s) and their duration, if applicable.**
The Firm offers externships which allow associates to spend 4 months working full time with legal services organizations while remaining a fully paid employee of the Firm. In 2012, associates worked at Brooklyn Legal Services’ Community
Economic Development Unit and San Francisco District Attorney's Office.

The Firm also offers Public Service Fellowships, which allow eligible associates to spend one year on a public service project of their choice supported by a stipend and benefits from the Firm.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Simpson Thacher and its attorneys devote significant resources to law-related public interest and community service organizations and programs. In addition to the Firm's public interest summer fellowships, allowing students to devote part of their summer to a public interest law project full time while still receiving full salary, the Firm's Cyrus Vance Fellowship—established in conjunction with the Orville H. Schell, Jr. Center for International Human Rights at Yale Law School—awards a fellowship to a Yale law student to spend part of the summer working in the area of international human rights, while still receiving full salary.

- Many attorneys at the Firm serve on the boards of law-related non-profits such as the Legal Aid Society, inMotion, the Natural Resources Defense Council, Legal Services NYC, Legal Momentum, the Law Foundation of Silicon Valley, the Lawyers Alliance for New York, the City Bar Justice Center, Volunteers of Legal Services, Sanctuary for Families, Public Counsel, the National Center for Law and Economic Justice, the Legal Action Center, and the Lawyers' Committee for Civil Rights Under Law. Simpson Thacher lawyers have also held leadership positions on bar association committees, including the New York City Bar's Committee on Pro Bono and Legal Services; the Federal Bar Council’s Public Service Committee, the New York City Bar's Committee on Product Liability; and the Advisory Committee to the Cyrus R. Vance Center for International Justice. The Firm was one of the inaugural signatories to the New York City Bar’s Statement of Pro Bono Principles. The Firm also provided the cornerstone gifts to establish the New York City Bar’s Cyrus R. Vance Center of International Justice, an organization dedicated to working on international justice issues, principally in Latin America and South Africa.

- Many Simpson Thacher attorneys are actively involved with their law school alma maters. Indeed, in order to encourage associates to give back to their law schools, the Firm matches associates’ contributions to their law schools including contributions to law school public interest foundations.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The Firm offers many opportunities for attorneys and other employees to volunteer in their communities. In particular, Simpson Thacher is committed to helping New York City's students through a variety of programs. For example, the Firm sponsors a program through Legal Outreach, Inc., which brings students from a variety of New York City high schools to the firm for a one-week legal advocacy training program. It also sponsors a program through the Legacy School for Integrated Studies, in which attorneys and paralegals work with the school on various educational, extra-curricular, and advisory programs.

In 2010, a number of the Firm's female partners, counsel and associates partnered with the Sadie Nash Leadership Project (SNLP), an organization which supports and fosters the leadership and self-empowerment of low-income high school-age women in New York City. Simpson Thacher lawyers mentor a class of 25 young women who are interested in legal careers and create and teach a curriculum on the law.

Simpson Thacher attorneys also work with The Urban Assembly, a consortium of NYC public schools committed to educating and shepherding students from under-resourced neighborhoods through high school and into college by providing them with a high quality educational experience typified by real-world connections, rigorous academics, and personalized attention. Attorneys are matched as mentors with students, and develop a curriculum to teach students from The School for Criminal Justice, including a mock trial.

To celebrate the Firm's 125th Anniversary, Simpson Thacher launched our Urban Education Initiative in October 2009. The goal of the Initiative is to work with a series of public schools on college readiness programs and to involve each of the Firm's offices in this educational "pipeline" effort. Working with our longstanding education partner, New Visions for Public Schools, and other partners in New York and California, the Firm develops and provides enrichment programs for public middle school and high school students. More than 250 Simpson Thacher employees—from junior staff to senior partners—have participated in this program.

The Firm also participates in 12 different employment programs to provide minority and disadvantaged youth with summer and academic year jobs.

Simpson Thacher's commitment to public service is a deeply engrained part of the Firm's culture. Many Simpson Thacher attorneys hold leadership and board positions at educational, arts, medical, and human rights charities. Simpson Thacher attorneys often serve as poll monitors during elections, and during the November 2008, 2010 and 2012 elections, Simpson Thacher was one of a few New York City Election Protection call centers supporting the 1-866-OUR-VOTE initiative. Simpson Thacher volunteers participate in New York Cares Projects by beautifying a public park, and by working with schools, shelters, and community organizations throughout New York City to collect holiday gift requests from disadvantaged children, teens, and families; join in the Firm’s semi-annual blood drives; and contribute to Firm fundraisers for a variety of charities. The Firm also is involved in the “Chow for Charity” program, through which it donates funds to pro bono organizations each time summer associates and lawyers choose to eat a “summer lunch” at a moderately priced restaurant.
Simpson Thacher has been recognized with awards for its pro bono work in the past two years by, among others:

- In 2013, Simpson Thacher received the Champions of Democracy Award for its work on Election Protection by Common Cause/New York. Common Cause is dedicated to restoring the core values of American democracy, reinventing an open, honest and accountable government that empowers ordinary people to make their voices heard.

- In 2013, the former Chairman of the Firm's Executive Committee was honored with the Servant of Justice Award by the Legal Aid Society.

- In 2013, Simpson Thacher's Washington, DC office accepted the DC Bar's Pro Bono Law Firm of the Year Award in the small firm category for offices with fewer than 50 attorneys. The award, given by the DC Bar, honors one small law firm annually that has excelled in its provision of legal services to the poor and disadvantaged in the District through a DC legal service provider.

- In 2013, Simpson Thacher's Washington office was honored at The 40 at 50: Judicial Pro Bono Recognition Breakfast. This event honors the firms in Washington, DC that have at least 40% of the lawyers contributing at least 50 hours of pro bono legal services.

- In 2013, Simpson Thacher’s Los Angeles office received the 2013 William O. Douglas Dinner Law Firm Pro Bono Award from Public Counsel Law Center. The Douglas Award is named for the late Supreme Court justice noted for his support for civil rights and freedom of speech.

- In 2013, Simpson Thacher received the Allegiance Award from Kids in Need of Defense (KIND). KIND serves as the leading organization for the protection of unaccompanied children who enter the U.S. immigration system alone and strives to ensure that no such child appears in immigration court without representation.

- In 2013, Simpson Thacher received the 2013 Social Impact Award from Urban Justice Center (UJC). This award recognizes firms that have dedicated themselves to helping UJC carry out its mission of effectively representing indigent persons through outreach legal services.

- In 2013, a Los Angeles litigation partner was awarded a 2013 Public Counsel Pro Bono Award for launching a pro bono program at the Stephen S. Wise synagogue.

- In 2013, a Simpson Thacher litigation partner was honored as a recipient of Manhattan Legal Services’ (MLS) Visionary Leadership Award.

- In 2013, ten Simpson Thacher associates were honored by The Legal Aid Society as recipients of the Society’s 2013 Pro Bono Publico Awards for outstanding service to The Legal Aid Society and its clients.

- In 2012, the Firm’s Pro Bono Counsel/Director was awarded the Abely Pro Bono Achievement Award by Sanctuary for Families for her advocacy of women in situations of gender violence and advancing pro bono initiatives to serve these clients.

- In 2012, a Simpson Thacher associate was recognized for Pro Bono Achievement by Public Counsel for her efforts in helping establish the first ever Public Counsel Small Business Clinic.

- In 2012, a Simpson Thacher associate was awarded The Klepper Prize for Volunteer Excellence by the Legal Aid Society of the District of Columbia.

- In 2012, a Simpson Thacher associate was selected to receive Boston College’s Ignatian Award for his outstanding pro bono work.

- In 2012, several Simpson Thacher associates were individually recognized for their work representing low income taxpayers. Individual lawyers have won pro bono awards from the Legal Aid Society in 2011, 2010, 2009, 2007, and 2006.

Please add any additional information about your firm's pro bono program.

Our commitment to community service is deep and abiding. In the recent past, our firm has devoted as many as 73,000 hours per year to pro bono projects, and our efforts have been recognized with awards from several distinguished organizations. Commitment to public service and pro bono legal work is a defining characteristic of Simpson Thacher. The Firm takes seriously its ethical obligation to support organizations that provide legal services to the poor. Lawyers in the Firm at every level make significant contributions to legal service programs, government and not-for-profit groups throughout the year. We approach our pro bono projects with the same commitment to excellence as we do all our work and credit our lawyers’ contributions on these matters equally with other engagements.

In addition to the long relationships with a number of organizations for whom we regularly do pro bono work, we represent a wide variety of individuals and organizations both in the United States and abroad on special or one-time pro bono matters, including those relating to civil and human rights, the environment, education and the arts. We have handled matters as diverse as representing a tribe of indigenous peoples in Nicaragua in proceedings before the Inter-American Court of Justice and representing civil rights organizations and others appearing as amici curiae before the United States Supreme Court.

Beyond our high-profile projects and work for major community service organizations, many of our pro bono efforts are on behalf of indigent individuals, assisting them in obtaining the basic necessities of life, including housing, public benefits, immigration status, and freedom from abusive spouses. Pro bono projects are regularly handled directly by associates, and summer associates have played significant roles in many of our most important efforts.
Simpson Thacher attorneys have worked on an extraordinary range of pro bono matters, including:

- Representing battered women in seeking orders of protection, in obtaining child support payments and in divorce proceedings.
- Representing low-income tenants in housing court to preclude evictions and to obtain basic building services such as heat and hot water.
- Providing corporate and tax counsel to a wide range of non-profit organizations, including organizations devoted to reforming schools, providing health care to impoverished areas and improving legal services for the poor.
- Representing victims of political oppression abroad in seeking political asylum.
- Representing defendants in appeals of criminal convictions.
- Representing immigrants facing removal proceedings.
- Representing Guantanamo detainees in connection with petitions for writs of habeas corpus and other litigation.
- Providing corporate counsel to community development organizations undertaking the economic revitalization of some of New York City’s poorest neighborhoods.
- Representing plaintiffs in environmental actions seeking to protect endangered species and to protect the nation’s wilderness areas.
- Providing counsel to struggling micro-entrepreneurs in New York City.
- Filing amicus briefs on behalf of several organizations in a variety of cases both in domestic and international courts involving constitutional, civil, and human rights issues.
- Representing the victims of discrimination and prejudice in numerous forums throughout the country.

The Firm’s Pro Bono Counsel and its Pro Bono Committee ensure that all our lawyers are kept apprised of the many opportunities for pro bono work, offer support and guidance, and solicit proposals for new pro bono projects.
SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP AND AFFILIATES

4 Times Square
New York, NY 10036
Phone: (212) 735-3000
www.skadden.com

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MAJOR DEPARTMENTS & PRACTICES
Alternative Dispute Resolution • Antitrust • Appellate Litigation & Legal Issues • Asia • Australia & New Zealand • Banking & Institutional Investing • Brazil • Canada • China • Communications • Complex Mass Torts/Insurance Litigation • Corporate • Corporate Compliance Programs • Corporate Finance • Corporate Governance • Corporate Restructuring • Derivative Financial Products, Commodities & Futures • Employee Benefits & Executive Compensation • Energy Regulatory • Environmental • Environmental (International) • Environmental Litigation • Europe • European Union/International Competition • Financial Institutions Practice • Gaming • Health Care • Hong Kong Law • India • Information Technology & E-Commerce • Insurance • Intellectual Property & Technology • International Arbitration • International Law & Policy • International Tax • International Trade • Investment Management Group • Israel • Italy • Japan • Labor & Employment Law • Latin America • Lease Financing • Litigation • Mergers & Acquisitions • Outsourcing • Patent and Technology Litigation & Counseling • Political Law • Private Equity • Private Investment Funds • Pro Bono • Project Finance • Real Estate • Real Estate Investment Trusts • Russia & CIS • Securities Enforcement & Compliance • Securities Litigation • Sports • Structured Finance • Tax • Tax Controversy & Litigation • Trademark, Copyright, Advertising and Internet Litigation & Counseling • Trusts & Estates • UCC & Secured Transactions • Utilities Mergers & Acquisitions • White Collar Crime

THE STATS
No. of Attorneys: Approximately 1,700
No. of Offices: 23
Executive Partner: Eric J. Friedman
Hiring Partner(s): Howard N. Ellin

EMPLOYMENT CONTACT
Carol Lee H. Sprague
Director of Associate/Alumni Relations and Attorney Recruiting
Phone: (212) 735-3815
Email: Carol.Sprague@Skadden.com
**WHO’S WHO**

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of their time is spent on pro bono matters or other non-billable work.

Please provide the primary pro bono contact(s)’s information below.

Robert C. Sheehan  
Of Counsel  
Phone: (212) 735-3350  
Email: Robert.Sheehan@Skadden.com

Ronald J. Tabak  
Pro Bono Special Counsel  
Phone: (212) 735-2226  
Email: Ronald.Tabak@Skadden.com

Brenna K. DeVaney  
Pro Bono Counsel  
Phone: (212) 735-2325  
Email: Brenna.DeVaney@Skadden.com

**Does the firm have a pro bono committee?**  
Yes

**How often does the committee meet?**  
As needed.

**Please describe the composition of the committee.**  
The Pro Bono Committee is comprised of representatives from every domestic office, including both Partners and Counsel.

**THE SCOOP**

**Does your firm have a pro bono policy?**  
Yes

**Can associates bring pro bono matters of interest to the firm?**  
Yes

**How does the firm decide whether to take on a pro bono matter?**  
The decision to consider taking on a prospective pro bono matter is made by individual lawyers, who either hear of the matter from one of the firm’s pro bono coordinators or learn about it from their own sources. In a growing number of instances, the prospective matters are part of an ongoing “impact” project within a particular office of the firm. The decision whether to permit interested lawyers to take on a pro bono matter is based on whether the attorney(s) wishing to take on the matter have sufficient experience or can secure sufficient training and mentoring, whether there is a conflict of interest—either direct or positional, and whether the number of attorney(s) interested and available is sufficient for the matter to be handled properly. On a very large matter, the relevant practice group leader and office leader, as well as the firm’s Executive Partner, will determine whether the necessary number of lawyers can be committed to the matter.

**Has the firm signed on to the Law Firm Pro Bono Challenge?**  
Yes

**What are some of the areas of law in which your firm has performed pro bono legal work since 2012?**

- Asylum
- Bankruptcy
- Civil rights
- Community economic development
- Consumer law and small claims court
- Death penalty defense
- Disability benefits
- Domestic violence
- Education
- Elder law
- Employment
- Environment
- Fair housing/tenants rights
- Family law
- First Amendment and constitutional issues
- HIV/AIDS advocacy
- Homeless advocacy
- Immigration
- Indigent criminal defense
- International human rights
- Juvenile justice reform/children’s rights
- Nonprofit corporate law
- Nonprofit incorporation/tax exemptions
- Nonprofit intellectual property
- Parole hearings
- Police misconduct
- Prisoners’ rights
- Probate law
- Public benefits
- Real estate transactions
- Social Security law
- The arts and historic preservation
- Veterans’ benefits/appeals
- Voting rights

**Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?**  
None

**List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.**

- Bet Tzedek
- Human Rights First
- Immigration Equality
- Lawyers Alliance for New York
- Lawyers’ Committee for Civil Rights Under Law and its affiliates in various locations
- Legal Aid Societies of various cities
- New York Legal Assistance Group
- New York Lawyers for the Public Interest
- Public Counsel
- Sanctuary for Families
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

**Ms. M**

Ms. M is a Nepalese woman whom Skadden attorneys assisted in seeking asylum in the U.S. She was a member of the democratic Nepalese Congress Party and a political and human rights activist. For these reasons, Maoists and members of Nepal’s Young Communist League persecuted her for years, raping her brutally (stealing her virginity within earshot of her mother), beating her to the point of hospitalization, and threatening her with death if she did not join the Maoists. She fled Nepal after receiving no help from the police, but her persecutors assaulted her aged father (who had to be hospitalized) in an attempt to find and punish her further. Ms. M’s fiancé left her. Moreover, she developed PTSD following the ordeal. On advice from her parents (who no longer left their Nepal home alone), she sought asylum in the U.S. In September 2013, she secured asylum with the help of Skadden lawyers. This enabled her to find work in tech services and engage in community service without fearing for her life.

**Mr. S**

At a 2011 town finance committee meeting in Shirley, MA, committee member Mr. S made this facetious, offhanded jest about the town’s board of selectmen concerning an open budget issue: “Don’t tell me they haven’t done anything with it, or I’m going to pull my gun out and start shooting or something. It drives me nuts!” The board dealt with the aside as if it were a real threat and permanently banished Mr. S—a longtime resident who has held several civic positions and has no criminal or violent history—from all town property and issued a notice of banishment to effectuate the ban. In 2013, there being no prospect of settlement, Skadden lawyers (along with the ACLU of MA) filed on Mr. S’s behalf a complaint in United States District Court alleging that the contested statement was protected political hyperbole and that the permanent ban constituted unlawful retaliation for Mr. S’s criticism of the selectmen. Following initial discovery, Skadden lawyers filed a summary judgment motion seeking a declaration that the ban was unlawful. Eventually, the Skadden lawyers and opposing counsel arrived at a settlement in which the Town of Shirley withdrew the notice of trespass.

**Mr. R**

Mr. R was arrested in 2010 and charged with being a felon in possession of a firearm. A Skadden lawyer met Mr. R during a Chicago Federal Defender duty day. That attorney defended Mr. R at trial in 2012. After 2 days of deliberations, the jury returned a guilty verdict. In April 2013, the 7th Circuit, after oral argument by a Skadden associate, reversed due to an error in the reading of the jury instructions, and remanded the case for a new trial. At the second trial, in 2014, a Chicago office team secured a not guilty verdict. In doing so, they overcame testimony by 3 Chicago police officers who said that Mr. R had admitted owning the gun found in his grandmother’s apartment. The jury was troubled by inconsistencies in the officers’ testimony and by the police’s having moved the gun and other evidence in the apartment before photographing it. After being acquitted, Mr. R rejoined his family after 3+ years apart.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

**Signal Int’l**

More than 30 lawyers from all 9 domestic offices, with help from summer associates, are representing 28 Indian workers who allegedly were defrauded by a Gulf Coast company and labor recruiters during Hurricane Katrina cleanup. In a pending federal court action, the plaintiffs claim that they and other Indian workers were induced to pay up to $10,000 in “recruitment fees,” having been promised long-term work and green cards by Signal International and other defendants. The workers allegedly that instead of what had been promised, the were forced to work under dangerous conditions and were charged exorbitant fees for prison-like food and housing. Many plaintiffs used up their life savings, sold property and/or took on life-altering debt to pay the fees. Plaintiffs claim that the defendants did not secure green cards for workers or refund any recruitment fees. The case, originally filed in federal court in Mississippi, was recently transferred to the Eastern District of Louisiana, where related cases were pending, and is in pretrial proceedings.

**U-Visa Cases**

Skadden attorneys took on a total of 56 new U-Visa clients in 2013, and more in 2014. In each of these matters, Skadden lawyers have helped immigrant victims of unlawful conduct in their efforts to stay in the U.S. for a specified time, and potentially to apply for permanent residency, in exchange for helping law enforcement investigate and prosecute crime. Among those still being helped as of the summer of 2014 are more than 25 employees of a Mississippi poultry processing plant who allegedly endured outrageous sexual harassment, sexual assault, extortion, and/or felonious assault. Others were helped in September 2013, when a group of lawyers and support personnel from Skadden’s Houston office teamed with lawyers from Exxon to conduct a two-day clinic for the Tahirih Justice Center. The teams assisted victims of domestic violence to prepare their applications for U-Visas. Each team worked with each client individually and prepared each client’s declaration. Thanks to the teams’ work, all of the victims who came to the clinic submitted their applications before the rapidly-approaching deadline.

**Political Asylum**

For more than two decades, asylum cases have been an important part of Skadden’s pro bono program. In 2013, firm lawyers represented over 83 refugees, helping many successfully achieve asylum. The refugees represented have come from around the world, and have included LGBT individuals seeking protection from religious and political persecution, torture, and gang violence. Paris Partner Pierre Servan-Schreiber secured 2 victories in political asylum cases, obtaining subsidiary protection status for both clients. In June 2014, two associates whom Pierre supervised secured refugee status for a third
client. Lawyers in the Hong Kong office have assisted numerous clients in applying for refugee status, through the Hong Kong Refugee Assistance Center.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 131,866
- Total number of pro bono hours in 2013: 114,542

**What was the attorney headcount in your firm’s U.S. offices?**

- Number of attorneys as of December 31, 2012: 1,371
- Number of attorneys as of December 31, 2013: 1,387

**Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?**

- Average number of hours per attorney in 2012: 96
- Average number of hours per attorney in 2013: 83

**What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?**

- Percentage of attorneys who did pro bono work in 2012: 51–60%
- Percentage of attorneys who did pro bono work in 2013: 51–60%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

- No

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

- Yes

Are those evaluations taken into account in determining salary or bonuses?

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

- Yes

Is there a pro bono requirement at your firm?

- No

**Does the firm give billable hour credit for pro bono work?**

- Yes

**Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?**

- No maximum on what is counted, although there is no billable hour target.

**Does the firm consider pro bono hours when determining bonuses?**

- Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

There are numerous training programs held about pro bono. Many of the trainings are also videotaped. There is also mentoring from most of the source groups, and often from other lawyers at the firm. The firm’s intranet includes training manuals and other training materials, including answers to frequently asked questions.

Does the firm offer the use of support staff in handling pro bono matters?

- Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- Total hours summer associates spent on pro bono work 2012: 5,980
- 2013: 6,668

- Average hours per summer associate spent on pro bono work 2012: 37
- 2013: 33

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

- 2012: 86%
- 2013: 92%

Please provide any additional information about pro bono opportunities available to summer associates.

A sampling of the types of matters that were made available to summer associates include: Handling administrative hearings; preparing political asylum applications; preparing Violence Against Women Act self-petitions and U-visa papers; preparing applications for nonprofit incorporations and tax-exemption;
working with the Innocence Project; preparing research memoranda for public interest groups; drafting and executing wills; assisting transgender people seeking name changes; corporate matters (including compliance with New York’s new corporate governance-related statute, death penalty matters and assisting attorneys on other pre-existing pro bono matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? Yes

Please describe the established program(s) and their duration, if applicable.

The Firm has had externships since 1998 with both the Legal Aid Society (in New York) and with the Lawyers Alliance for New York. Each provides an associate at least four months of full-time work. The Firm has had since 1996 a six-month full-time externship with the Legal Aid Society in Washington, DC.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, internships at law schools, monetary support, or fellowships.

- The Skadden Fellowship Program, funded completely by the firm, offers at least 25 two-year fellowships in civil public interest matters each year. Thus, there are always at least 50 Skadden Fellows in the field around the country and, on occasion, in other countries. The firm’s pro bono program assists both present and former Fellows. In addition, the firm financially supports several law school public interest fellowship programs.
- The Skadden, Arps Honors Program in Legal Studies is a partnership between the firm and the City College of New York that seeks to provide talented college students from underrepresented and low-income groups with the education and experience needed for admission to the nation’s most competitive law schools. The program offers: a $1,000 grant per program year for every student (those with financial need may get additional grants); a summer internship with stipend at the firm or other participating legal organizations; a four-week summer institute designed to strengthen basic and critical thinking skills and to introduce students to the legal profession; a legal studies curriculum designed to complement a wide range of majors and to provide students with an advanced understanding of the legal system and its role in U.S. society; academic and law school application advice; and Law School Admission Test preparation and tutoring. The program will feature a Center on the City College campus where students can gather and can meet with tutors and advisors. Dormitory space will be provided for students from outside New York in order to attract the most promising individuals from across the country. The firm has committed $9.6 million over ten years to the Honors Program.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- On June 13, 2014, Los Angeles litigation counsel Stacy Horth-Neubert and New York antitrust associate Jane Klinger received the Freedom of Information Award at the ACLU Foundation of Southern California’s 20th Annual Law Luncheon. Together with their ACLU of Southern California co-counsel, Stacy and Jane obtained summary judgment in a Freedom of Information Act case seeking a fee waiver and production of documents on behalf of their pro bono client, the ACLU of Southern California.
- Skadden Banking Counsel Rene Ghadimi and his team—corporate associate Lance Phillips, tax partner Sarah Ralph and real estate associate Christine Szafranski—were honored with the Resolution Systems Institute (RSI) Appreciation Award on May 28th, 2014. The Award recognizes those who have provided an exceptional service to RSI, enabling it to accomplish its mission. The Skadden pro bono team was
honored for its work transforming RSI into a free-standing, incorporated, federally recognized nonprofit organization.

- On May 13, the U.S. Department of State issued a certificate of appreciation to Houston litigation and international arbitration counsel Celso Gonzalez-Falla. Celso was presented with the certificate in view of his representation, relying on the Hague Convention, of parents left behind when their children were abducted.

- On May 12, 2014, Boston litigation partner Dave Clancy and associate Chris Clark, along with former summer associate Emily Jennings, were among more than 60 recipients of the Boston Bar Association's President's Award for providing critical assistance to victims and small businesses affected by the Boston Marathon bombings in connection with the association's Marathon Assistance Project.

- On April 7, Boston associate Angela Gomes received an award for her “commitment to pro bono and public service” at Boston University School of Law’s Year-End Pro Bono Celebration. Angela has committed more than 1,200 hours to pro bono work during her eight-year tenure at Skadden.

- Chicago Litigation Partner Mike Scudder received an “Award for Excellence in Pro Bono Service” from the U.S. District Court for the Northern District of Illinois and the Chicago Chapter of the Federal Bar Association on May 8th, 2014. The recipients of the award are recognized for “their contributions in helping people most in need of assistance” before the court.

- The Firm and New York special counsel Steve Kolleeny were honored at the New York State Bar Association Empire State Counsel awards luncheon on Jan. 30, 2014. Skadden was one of only two firms to be given the highest honor—at the Platinum level—for pro bono work in 2013 by Firm lawyers who are members of the state bar association. Ninety-three Skadden attorneys earned the distinction of being “Empire State Counsel” for each providing at least 50 hours of free legal services in 2013. Their total of 21,481 hours was the highest of any law firm. Steve was one of two recipients of a Distinguished 2013 Empire State Counsel Award. He was honored for leading Skadden's pro bono asylum program for more than 25 years, providing representation to individuals who have fled persecution as well as supervising cases taken on by other Skadden attorneys.

- Immigration Equality honored Skadden with its 2013 Safe Haven Award in recognition of the firm's commitment to LGBT asylum work. This marks the third time Skadden has received this award since 2008.

- On February 7, 2014, New York special counsel Ron Tabak received the 2014 Robert F. Drinan Award for Distinguished Service, presented by the American Bar Association’s Section of Individual Rights and Responsibilities (IRR). The award recognizes work that protects and advances human rights, civil liberties and social justice. IRR Chair Myles Link cited Mr. Tabak’s three decades of leading IRR’s work in death penalty representation and policy development. ABA President James Silkenat and President-elect William Hubbard also spoke at the awards event. In a subsequent e-mail to Mr. Tabak, Mr. Hubbard said he was “grateful for your courage and leadership. Our profession and the public owe you so much for your selfless devotion to the cause of those whose lives hang in the balance and have “you to ensure that the system affords the appropriate due process and fundamental fairness.”

- DC office Pro Bono Counsel Don Salzman received in 2014 the Legal Aid Society of the District of Columbia's Servant of Justice Award. The award honors the District's most dedicated pro bono advocates who have committed their careers to ensuring that the District's most at risk residents have fair and equal access to justice.

- On September 26, 2013, at a reception in Skadden’s New York office, President and CEO Elisa Massimino of Human Rights First presented New York special counsel Steve Kolleeny with the organization’s Frankel Award “in recognition of his extraordinary commitment over many years to providing pro bono legal representation to individuals who have fled persecution and seek asylum in the United States.”

- New York Legal Assistance Group (NYLAG) recognized Skadden in October 2013 for the firm’s central role in organizing and developing relief efforts for victims of Superstorm Sandy.

- Skadden associate Adam Tubbs was presented with a Jeremy G. Epstein Award for Outstanding Pro Bono Service by the City Bar Justice Center on October 22, 2013. The award honors the most outstanding volunteer attorney in each project of the City Bar Justice Center. Adam was selected by the Immigrant Women and Children Project, with which he has been a “powerhouse volunteer” since 2009.

- On October 23, 2013, Skadden attorneys Stephen Dargitz, Emma Glazer, and James Mayne were honored at Sanctuary for Families’ 11th Annual Above & Beyond Pro Bono Achievement Awards and Benefit, which recognized those who have provided outstanding pro bono representation and advocacy on behalf of victims of domestic violence and sex trafficking.

- In January 2013, New York special counsel Steve Kolleeny, associates Tanisha Creed and Kemi Fashakin, and former associate Benjamin Edwards received the 2012 Sanctuary for Families Award for Excellence in Pro Bono Advocacy. They were honored for their pro bono assistance to survivors of domestic violence and sex trafficking through Sanctuary.

- In March 2013, Skadden was one of eight firms to receive the Common Cause New York’s Champion of Democracy Award for Election Protection. Skadden’s efforts included extensive volunteer work by many of lawyers, legal assistants and administrative staff, plus its hosting of the national Spanish-language hotline and the Asian American Legal Defense Fund’s post-election day interviews.

- Skadden was one of 20 firms to receive the “2013 Social Justice Award” at the Urban Justice Center’s 9th Annual Community Justice Awards Luncheon on April 9, 2013.

- On December 6, 2013, the Hong Kong office received the Law Society of Hong Kong Pro Bono Law Firm Gold Award, given to law firms that devoted an average of 20 or more hours per legal and non-legal staff member in a year to the provision
of Pro Bono legal services. In addition, Hong Kong associate Richard Hawkins received a “Distinguished Pro Bono Service Award”—the society’s highest individual pro bono honor—for making “an outstanding contribution in the provision of pro bono services.” A total of 11 additional Skadden attorneys received awards for their individual commitments to pro bono and community work: partner Alan Schiffman and associates Alvin Cheung and Sheena Winter received Gold Awards for each devoting more than 100 hours to pro bono work in a year; counsel Haiping Li and associates Cindy Shammall, Alexander Toth and Yin Lin Ma received Silver Awards; and associates Kam Nijar, Vincent Sze and Andrew Tam and trainee solicitor Jeffrey Kwok received Bronze Awards.

- On November 6, 2013, New York associate Jonathan Hillel Ashtor was one of 10 lawyers to receive a Cornerstone Award from Lawyers Alliance for New York, in honor of his work helping nonprofits “navigate contracts and grow.” Jonathan was recognized for developing licensing and marketing agreements for NPowerNY, a provider of technology support and consulting services to non-profits; negotiating and drafting publishing and employee author contracts for NPowerNY with special emphasis on risk management and maintaining quality of work; drafting agreements for NPowerNY and other non-profits; and finalizing a fiscal sponsorship arrangement, analyzing IP issues for an incorporating the Art and Music Alliance (TAMA), which supports music and arts for kids in inner-city, after-school and ailing educational programs.

- The Legal Aid Society recognized our attorneys and Skadden with Pro Bono Publico Awards on October 29, 2013. Recipients included New York partner Stu Finkenstein and associate Trevor Allen and Los Angeles counsel Albert Stemp and associate Jason Kupper. The Firm was recognized for providing externs for more than 14 years to the society’s Harlem Community Law Office. Skadden also was honored for its assistance with the Legal Aid Society’s Superstorm Sandy recovery efforts, which included direct outreach to survivors in affected communities, staffing the Disaster Relief Helpline, executing the rapid outreach to assist potential disaster food stamp recipients, and providing office space and resources to displaced society staff.

- An article in the Legal Aid Society’s Pro Bono Bulletin outlined the work of summer associates at Skadden and other law firms on behalf of the low-income New Yorkers the organization serves (“Law Firm Summer Associates Continue a Long-Standing Tradition,” July 2013). The article noted that Skadden summer associate Daniel Dobies successfully advocated for disability benefits on behalf of an immigrant injured while at work.

- On June 6, 2013, The Washington Business Journal presented Skadden with a Corporate Philanthropy Award for being among the Washington, DC area’s top contributors of pro bono legal work hours. The Corporate Philanthropy Awards recognize “the region’s most active and inspirational companies and nonprofits who have made a difference in their communities through both financial and volunteer philanthropic work.”

- Boston litigation partner Eben Colby received the Women’s Bar Foundation 2013 Pro Bono award, which is awarded to one individual and one firm each year. The Foundation honored Eben in for his “dedicated and steadfast assistance in abuse prevention cases for clients who are in crisis due to domestic violence.”

Please add any additional information about your firm’s pro bono program.

The firm’s philosophy is to make it as easy as possible for its attorneys, summer associates and legal assistants to undertake effectively pro bono matters of interest to them. Towards this end, we survey people regarding their areas of interest and try to find matters fitting those interests; we send frequent announcements of available pro bono matters and pro bono trainings; and we encourage people to come up with pro bono matters that they locate themselves. In addition, we provide training materials and ensure there is mentoring on pro bono matters, because the single greatest disincentive to doing pro bono work is the belief that one lacks substantive knowledge regarding unfamiliar areas of law. We regularly check with those working on each pro bono matter to make sure that if problems arise, we can deal with them, such as by finding additional staff or asking the source group to ask the client to be more responsive.

Due to our usually not using the firm name on pro bono matters (although the pro bono work “counts” and is evaluated, and our malpractice coverage covers it), we permit attorneys to handle controversial matters. Our relationships with present and former Skadden Fellows provide our attorneys with interesting pro bono opportunities and able mentors. We make great efforts to evaluate the quality of pro bono work and to give constructive criticism, particularly since pro bono is often the arena in which our lawyers handle particular types of matters for the first time.

The firm’s overall pro bono coordinator approves each pro bono matter’s intake in any of our domestic or international offices. Through a computerized tracking system for pro bono matters, the overall coordinator and the coordinators in particular offices can advise attorneys about others at the firm who have handled similar matters. Lawyers who have completed our externships are valuable sources of insight and mentoring with regard to various kinds of pro bono work. The firm’s overall pro bono coordinator has regular conference calls with those responsible for coordinating pro bono work in the firm’s various offices.

The firm’s Pro Bono Of Counsel, who is the firm’s immediate past Executive Partner, provides each office leader and each practice leader in each office with data regarding the extent to which lawyers in their office or practice group have been undertaking pro bono work. The firm’s Executive Partner includes pro bono as one of the topics he discusses when he meets periodically with office and practice group leaders.

Finally, we stress and re-stress the fact that pro bono is not only litigation and not only for litigators. We make extraordinary efforts to find matters that non-litigators will find interesting and can handle effectively.
THE STATS
No. of Attorneys: 407
No. of Offices: 9
Chairman: John J. Bouma

EMPLOYMENT CONTACT
Natalie Steimel
Director of Attorney Recruiting & Diversity
Phone: (602) 382-6276
WHO’S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide the primary pro bono contact(s)’s information below.
Joshua Grabel
Partner, Chair of Pro Bono Committee
Phone: (602) 382-6280

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The committee is comprised of over 20 attorneys representing our nine offices. The firm’s chairman is a member of the committee. The committee’s membership is equally divided between partners and associates.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
All matters proposed to be undertaken by the firm or an individual attorney on a pro bono basis must be reviewed and approved by the chair of the pro bono committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Volunteer Lawyers Program
• Volunteer Income Tax Assistance Program (VITA)
• Arizona StandDown and the Veterans Court
• National Veterans Legal Service Program
• The Public Law Center of Orange County
• Arizona Foundation for Legal Services & Education
• Legal Aid Center of Southern Nevada

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.
• Todd Weeks was incarcerated at Saguaro Correctional Center (SCC) where he participated in an inmate grievance system (protected under the First Amendment) to express concerns of SCC’s conditions and staff behavior. The staff was upset about his grievance frequency and issued a disciplinary report. He was found guilty of violating prison rules and sentenced to 60-days confinement. Upon his release, he continued to grievance his treatment. Todd received another disciplinary report and was again sentenced to 60-days confinement. Based on the disciplinary reports, the state rescinded Todd’s parole and he spent an extra 10 months in jail. Representing Todd in his civil rights action against his jailers, we found an expert witness on incarceration and prison grievance procedures that shifted litigation in Todd’s favor - a former inmate who completed law school but was denied the ability to practice due to prior conviction. The parties successfully negotiated a confidential settlement.
• We filed a brief on behalf of ARTICLE 19: Global Campaign for Free Expression, a human rights group in London, urging the U.S. Supreme Court (SC) to grant review in Moloney v. United States. Moloney concerns the right of journalists and researchers whose materials are located in the U.S. to object under First Amendment and procedural law to a foreign law enforcement request for confidential source material. Working with Boston College, the researchers had compiled an oral history of the Troubles in Northern Ireland, promising their subjects confidentiality to avoid retaliation. UK authorities sought production under a Mutual Legal Assistance Treaty (“MLAT”) and the First Circuit ruled that the researchers had no right to object. Our brief paints the SC as an international outlier in its failure to set a clear standard for source protection and the right to be heard on related objections, especially for newsgathering in conflict areas.
• Consistent with our dedication to working with veterans, Snell & Wilmer is pursuing civil conspiracy and racketeering claims for a wounded Vietnam veteran defrauded in a “hold hostage” scheme by a moving company. The Knouses hired
the company in MA to store their items in a conditioned facility and to deliver everything once they settled in AZ. Their items were not stored properly, and the moving company charged thousands of dollars in storage and moving fees over and above the original agreement to ship them to AZ. Upon arrival, the belongings had been subject to substantial water damage, even ruining some of Mr. Knouse’s Marine Corps honors. Although state and federal agencies found the “hold hostage” scheme egregious, they chose not to prosecute, waiting for a larger case. Snell filed an action on their behalf on November 2012, trial is preliminarily set for Fall 2014.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.
Total number of pro bono hours in 2012: 19,297
Total number of pro bono hours in 2013: 23,383

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 51–60%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
The firm believes in supporting the pro bono efforts of its attorneys through training and also believes that pro bono service is an excellent opportunity for attorneys to grow their practice. The firm closely supervises pro bono matters and offers in house trial advocacy programs and other training to attorneys preparing for their trials and appellate arguments. The firm also has a comprehensive in house CLE program for first and second year attorneys, which extends to every facet of litigation skills. This training supports the pro bono litigation work the firm’s attorneys perform.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to assisting with the wide variety of pro bono matters on which the firm works. This is reflected in the high percentage of summer associates working on pro bono matters, which range from appeals on behalf of indigents, to landlord-tenant matters, to helping incorporate not-for-profit groups. For example, each summer the director of the Maricopa County Volunteer Lawyers Programs lunches with our summer associates. Summer associates are then not only permitted but encouraged to accompany firm attorneys staffing the project.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Part of Snell & Wilmer’s ongoing commitment to diversity is to award scholarships to diverse undergrad students with an interest in law. These scholarships pay for an LSAT preparation class and test registration.
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Our goal is to encourage and promote the involvement of attorneys and staff in each of our offices in community and civic organizations. Snell & Wilmer employees volunteer with the following:

- Boys & Girls Clubs of Metro Denver
- Salvation Army
- S.A.F.E. House, Inc.
- Las Vegas Fat Boy 5K Race
- Variety
- The Children's Charity
- Aid for AIDS of Nevada
- Marty Hennessy Jr. Tennis Foundation
- Communities in Schools
- Utah Shakespeare Festival
- Three Square Food Bank
- American Cancer Society & American Liver Foundation
- Rotary Club of Reno Sunrise Charitable Foundation
- The Shade Tree
- Nevada Art Museum
- Puerte Learning
- Orange County Youth Sports Foundation
- Project Shortstop
- OC Bar Foundation's Project Self
- Suits for a Cause
- Women Helping Women
- Second Harvest
- Boys and Girls Club of Garden Grove
- Orange County Justice Center Child Abuse Prevention Center
- St. Mary's Food Bank Alliance's 31st Avenue Facility
- American Heart Association
- Arizona Humane Society
- HLAP/UMOM
- Shaw Elementary
- Working Poor Tax Credit
- Salt Lake City
- The House of Hope
- Head Start
- Better Business Bureau Good Neighbor Award
- Special Olympics
- Primavera Men's Shelter Lunches
- Flowing Wells School District
- Tu Nidito
- Casa de Los Ninos
- Box Tops for Education
- Ronald McDonald House
- Patronato San Xavier

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Snell & Wilmer Nominated for Law Firm of the Year by Colorado Lawyers Committee
- Arizona Foundation for Legal Services & Education Names Three Snell & Wilmer Attorneys as 2014 Top Pro Bono Attorneys
- The American Jewish Committee Honors Snell & Wilmer Partner Matthew Feeney with Judge Learned Hand Community Service Award
- Snell & Wilmer Selected as Finalist for Phoenix Chamber’s 2014 Impact Awards
- Don Bivens Inducted Into Maricopa County Bar Association Hall of Fame
- Phoenix Business Journal Names Snell & Wilmer Attorney Manuel Cairo as 2013 Diversity Champion
- Arizona Foundation for Legal Services & Education Names Two Snell & Wilmer Associates as 2013 Top Pro Bono Attorneys
- Better Business Bureau of Southern Arizona Honors Snell & Wilmer with the 2013 Good Neighbor Award
- Snell & Wilmer's Denver Office Meets Pro Bono Goal For Second Consecutive Year
- Lindsey Martinez Obtains Recovery For Clients in Pro Bono Human Trafficking Case

Please add any additional information about your firm’s pro bono program.

Snell & Wilmer attorneys also consider Pro Bono activities an important professional responsibility. Snell & Wilmer strongly encourages all attorneys and paralegals to commit at least 50 hours per year to some type of Pro Bono activity. Snell & Wilmer recognizes that efforts devoted to Pro Bono legal services, and the cause in question, may vary greatly from attorney to attorney. The time spent on approved Pro Bono work is credited toward each attorney’s or each paralegal’s annual performance goals and, therefore, it is considered, along with time devoted to client matters, for purposes of evaluation and compensation.

Snell & Wilmer, with some amplification, has adopted the ABA definition of “Public Interest Law.” This definition includes
only traditional legal services; it does not include the time that attorneys devote to civic and professional activities of a service or business development nature. Snell & Wilmer defines Pro Bono activities as legal services provided to the poor, or legal services provided to those organizations who provide services to the poor.

These Pro Bono legal services include:

- Poverty Law: Legal services in civil or criminal matters of importance to a client who does not have the financial resources to pay a customary legal fee.

- Civil Rights and Public Rights Law: Legal services concerning rights of individuals, or a significant segment of the public as a whole, where it is inappropriate to charge the client a customary legal fee.

- Representation of Charitable Organizations: Legal services to charitable, religious, civic, governmental, educational, or similar organizations that provide services to the poor.
Effective June 1, 2014, Squire Sanders and Patton Boggs merged to create Squire Patton Boggs. The combined firm consists of over 1,500 lawyers spanning 44 offices in 21 countries. The bulk of this profile refers to Patton Boggs prior to its combination with Squire Sanders. All demographic data is representative of Patton Boggs as of the date of the Vault survey. Data does not reflect Squire Sanders.

2550 M Street, NW
Washington, DC 20037
Phone: (202) 457-6000
www.squirepattonboggs.com

THE STATS
No. of Attorneys: 371
No. of Offices: 10
Managing Partner: Edward Newberry
Hiring Partner(s): Aubrey Rothrock

EMPLOYMENT CONTACT
Quinn Anderson
Manager, Legal Recruiting
Phone: (202) 457-6000
Email: qanderson@squirepb.com

LOCATIONS
Anchorage, AK • Dallas, TX • Denver, CO • New York, NY • Newark, NJ • Washington, DC • Abu Dhabi • Doha • Dubai • Riyadh

MAJOR DEPARTMENTS & PRACTICES
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WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono counsel and Pro Bono coordinator—All of their time.

Full-time billable partners—Less than half of their time.

Please provide the primary pro bono contact(s)’s information below.

Melanie Gerber
Pro Bono Counsel
Phone: (202) 457-6000
Email: mgerber@squirepb.com

Nasreem Glover
Pro Bono Coordinator
Phone: (202) 457-6000
Email: nglover@squirepb.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
Partners, of counsel, associates and staff from all offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
If the matter does not come to us through an approved legal service provider, it is vetted by the Pro Bono Committee Co-Chairs and screened by the appropriate practice group, as well as by the Conflicts Department.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Legal Counsel for the Elderly
• Dallas Volunteer Attorney Program (DVAP)
• Partners for Women & Justice
• Colorado Lawyers Committee
• Autism One
• Children’s Law Center
• Alliance for Middle East Peace
• The Veterans Consortium
• Washington Lawyers’ Committee for Civil Rights
• Kids in Need of Defense

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• A team of Patton Boggs lawyers advises the Alliance for Middle East Peace (ALLMEP), a coalition of over 80 non-governmental organizations working in the Middle East to promote peace. With public policy support from Patton Boggs, ALLMEP has educated policymakers in Washington about the essential role of people-to-people efforts in resolving this conflict, and has successfully lobbied for critical funding of Israeli-Palestinian cooperative projects in the region.
• A Patton Boggs team researched and analyzed the application of the plain view doctrine to digital evidence, such as computer hard drives, external drives, cellular phones and information in the cloud. The report in progress will
summarize the current state of the law as well as proposing a variety of recommendations for applying the plain view doctrine in the digital world in a way that protects privacy interests and safeguards Fourth Amendment rights. The report will be submitted to the Liberty and Security and Criminal Justice Advisory Committees for discussion and adoption.

- Patton Boggs successfully represented a Virginia single mother in a long-running and contentious international suit against her son’s father seeking reimbursement of medical expenses and a modification of child support. Patton Boggs obtained a favorable settlement that reimbursed the mother for significant medical expenses that she incurred on behalf of her son and provided additional resources to her son after years of limited support from the father.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- The Presidential Commission on Election Administration was established to identify best practices in election administration and to make recommendations to improve the voting experience of Americans. Patton Boggs attorneys and policy specialists aided the Commission’s fact gathering and production of the report. The Commission’s report was presented to the President in January 2013, but the work continues in advocating for the adoption of its recommendations and supporting those who will work to implement them.

- Patton Boggs provided pro bono assistance to the U.N. Special Rapporteur on Counter-Terrorism and Human Rights in performing legal analyses of the current international and domestic law issues surrounding the use of drones and targeted attacks.

- Patton Boggs volunteer lawyers and the Washington Lawyers Committee for Civil Rights represented a woman who alleged that she had been sexually abused by two senior employees of a DC-sponsored rehabilitation clinic, after voluntarily enrolling in the program seeking treatment for substance abuse. A complaint was filed, alleging a variety of claims against the District of Columbia, the organization that managed the rehabilitation facility, and the two individuals charged with the improper sexual conduct. After engaging in significant discovery, Patton Boggs obtained a favorable settlement for its client, and both men accused of inappropriate behavior are no longer employed at the rehabilitation facility.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 44,773
Total number of pro bono hours in 2013: 41,305

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 512
Number of attorneys as of December 31, 2013: 422

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 87
Average number of hours per attorney in 2013: 98

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 61–70%
Percentage of attorneys who did pro bono work in 2013: 61–70%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
100 hours annually for all associates and salaried of counsel. Partners are challenged to complete 50 hours of pro bono each year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No
Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
We host legal service provider trainings in-house, and the firm covers costs of useful outside training opportunities.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Hours</th>
<th>Average Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>888</td>
<td>40</td>
</tr>
<tr>
<td>2013</td>
<td>522</td>
<td>41</td>
</tr>
</tbody>
</table>

Average hours per summer associate spent on pro bono work

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>40</td>
</tr>
<tr>
<td>2013</td>
<td>41</td>
</tr>
</tbody>
</table>

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>86%</td>
</tr>
<tr>
<td>2013</td>
<td>82%</td>
</tr>
</tbody>
</table>

Please provide any additional information about pro bono opportunities available to summer associates.
Our full-time Summer Pro Bono Extern helps the Pro Bono Counsel develop meaningful opportunities for summer associates, which is a challenge during the accelerated summer session.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

**Summer Pro Bono Externs**

Patton Boggs Foundation annually grants a Public Policy Fellowship to exceptional law students who spend their summers working on public policy matters for either a non-profit institution or a government agency.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

See prior response.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

We offer non-law related volunteer opportunities through our Community Service Initiative.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- DC Circuit Judicial Conference “40 at 50” Honoree for 2012
- The W. Frank Newton Pro Bono Award The W. Frank Newton Award presented to the Dallas office of Patton Boggs LLP for its outstanding pro bono efforts.
- Tom Boggs honored as 2012 Champion of Democracy by DC Vote.
- Stuart Pape received the prestigious Learned Hand Award from the American Jewish Committee for his dedication to the law and community service values that Judge Hand represented throughout his distinguished career.
- Human Rights Initiative 2012 Outstanding Associate Award
- DC Access for Justice Honor Roll for Attorneys who have over 100 hours of pro bono.
- Patton Boggs honored by DC Appleseed for “spectacular work” on the environmental Anacostia Restoration Project.
- Partners for Women and Justice Award for exceptional work for pro bono clients.
- Children’s Law Center Pro Bono Award
- Justice Sonia Sotomayor recognized Patton Boggs & Tom Downs for pro bono work with the Congressional Club assisting the client in obtaining National Historic Landmark status for its historic building.
- Special recognition from the U.S. District Court of New Jersey for pro bono.
- Catholic Charities Immigration Legal Services Award
- Appalachian Trail Conservancy Keystone Award
- Colorado Lawyers Committee Pro Bono Law Firm of the Year Nominee 2012
- National Organization on Fetal Alcohol Syndrome: Pro Bono Service Honoree
- Partners for Women and Justice: Partner in Justice Award
- The Coalition for Peace: Peacemaker Award
- Sanctuary for Families Honoree
• Dallas Bar Association 2013 Firm Gold Award for Pro Bono Service
• Colorado Supreme Court Firm Pro Bono Recognition
• Colorado Lawyers Committee 2013 Law Firm of the Year Award

Please add any additional information about your firm’s pro bono program.

An additional 1,525 pro bono hours performed in 2013 by attorneys in the Middle East office locations.
STEPTOE & JOHNSON LLP

1330 Connecticut Avenue, NW
Washington, DC 20036
Phone: (202) 429-3000
www.steptoe.com

LOCATIONS
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THE STATS
No. of Attorneys: 475
No. of Offices: 10
Chairman: Philip R. West
Hiring Partner(s): James Moorhead
Meredith Rathbone

EMPLOYMENT CONTACT
Rosemary Morgan
Senior Director Attorney Services & Recruiting
Phone: (202) 429-8036
Email: rmorgan@steptoe.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

3

Please provide the primary pro bono contact(s)'s information below.

Barbara K. Kagan
Public Service Counsel
Phone: (202) 429-6258
Email: bkagan@steptoe.com

Larry Katzman
Deputy Public Service Counsel
Phone: (202) 327-6956
Email: lkatzman@steptoe.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
On an as-needed basis.

Please describe the composition of the committee.
The committee is composed of a partner and associate from each practice group and each office.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Very simply, the guiding principle is whether the matter advances access to justice.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Bankruptcy

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Legal Aid Society of DC
- Legal Aid Foundation of Los Angeles
- Washington Lawyers' Committee for Civil Rights
- Washington Legal Clinic for the Homeless
- Public Counsel
- Children's Law Center
- Tahirih Justice Center
- Volunteer Lawyers' Project
- Legal Counsel for the Elderly
- AYUDA

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Steptoe obtained a favorable placement of a 16-year-old special needs student in the Chicago Public Schools (CPS). The student suffers from ADHD, depression, and mood disorders, and was having serious trouble in mainstream classes in school. Steptoe filed a due process action against CPS for refusing to provide the student with appropriate educational services. With the help of a partnership between Steptoe and the Legal Aid Foundation (a nonprofit civil legal services provider in Chicago), CPS determined that the student was eligible for special education under Federal and state law. As a result of these efforts, CPS agreed to transfer the boy to a therapeutic day school where he now receives the assistance and attention he needs.

- The firm helped a schoolteacher adopt a 1-year-old-girl. The child had a tough start in the world: she was born with developmental delays, her mother was an incarcerated drug addict, and her father's whereabouts were unknown. Adopted once, her first foster parents returned her to state care after only a very short time, when they moved out of the United States. The girl was then placed with our client at about age eight months and it was love at first sight. With the help of physical therapy, the girl has made tremendous strides developmentally and is now an active and talkative toddler.
• Steptoe successfully represented a young man from the Republic of Congo in winning asylum. He had become a member of a political party that engaged in peaceful activities to bring about democratic reforms against a dictatorship that had been in power for three decades. During a public rally, government forces rounded up party activists (who were identifiable from their wearing of clothes that contained their party’s colors), including the client, and imprisoned them. During his detention, our client was interrogated and beaten badly. After being released with a warning to cease his activities, he was hospitalized due to his injuries. Soon after, the client fled to the U.S., leaving his child in the care of family members. His grant of asylum was based on a well-founded fear of political persecution were he forced to return to his home country.

• Steptoe was successful in litigation in Washington, DC Superior Court against a DC landlord in a source of income discrimination case. The landlord placed a Craigslist advertisement for the rental of an apartment in Washington, DC that included the phrases, “Sorry, not accepting vouchers” and “Professional working need only apply.” Both phrases violate the DC Human Rights Act, which bans housing discrimination on the basis of source of income, because they discourage Section VIII voucher holders from obtaining much-needed rental housing and perpetuate the false idea that landlords legally can reject vouchers as payment and only rent to “working professionals.” Steptoe’s litigation was on behalf of the Equal Rights Center (ERC), an organization that fights for fair housing. The ERC has group standing to sue landlords who place discriminatory classified ads. Steptoe’s lawsuit sought damages and injunctive relief under the DC Human Rights Act and the Fair Housing Act.

• Steptoe and co-counsel, the Legal Aid Foundation of Los Angeles, obtained a $1.5 million settlement in a case against the owner of an old apartment building. He had purportedly purchased the property with the intent of increasing its value by evicting criminal elements among the tenants. However, since most of the criminal element had left prior to his buying the building, he proceeded to evict the poor, elderly, and disabled residents who remained in order to rent the units to higher-income people at increased rates. The owner was successful in getting several tenants to leave by offering them relocation fees that were, in reality, a fraction of the $18,000 that they were legally entitled to. He illegally evicted other residents who refused his cash offer by obtaining default judgments on eviction actions that he filed in court but never served on them. He merely changed the locks on other tenants. Steptoe’s complaint on behalf of four wrongfully-evicted tenants and a non-profit organization, was based on the illegal evictions and discriminatory conduct against the elderly and disabled tenants. The firm was successful in obtaining two preliminary injunctions prohibiting rent increases, and securing a third preliminary injunction reinstating the tenancy of one of the tenants.

• Steptoe is working together with the Southern Poverty Law Center and Advocates for Informed Choice as pro bono counsel on a first-of-its-kind lawsuit. The client is an 8-year-old boy who had female sex assignment surgery performed on him when he was only 18 months old and in foster care. The boy is the plaintiff in a section 1983 lawsuit in South Carolina federal court against the doctors who performed the surgery and the state social workers and supervisor responsible for the child’s care. The defendants’ motion was denied with the judge finding that the plaintiff had made out a claim that he had been deprived of “a clearly established constitutional right of which a reasonable person would have known”—specifically, the right of procreative choice. This has been treated as a landmark decision in the community of intersex persons, those who are born with ambiguous genitalia.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 30,398
Total number of pro bono hours in 2013: 33,991

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 396
Number of attorneys as of December 31, 2013: 388

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 77
Average number of hours per attorney in 2013: 88

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 71–80%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes
Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
The firm offers numerous training programs in-house that teach skills important to pro bono representations, and our attorneys also participate in trainings offered by the local bar and legal services providers in substantive areas of law pertinent to our pro bono work. In addition, we provide a great deal of mentoring by Steptoe attorneys as well as by outside experts.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 490
2013: 774

Average hours per summer associate spent on pro bono work
2012: 45
2013: 43

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 100%
2013: 78%

Please provide any additional information about pro bono opportunities available to summer associates.
All summer associates have the opportunity to choose the assignments on which they would like to work: Pro Bono matters are included in the catalog of work assignments available to them, and summer associates are welcome to select pro bono assignments during their time at the firm. In addition, the firm sponsors a Summer Public Service Program, through which a number of the firm’s summer associates spend a portion of their summer working at public interest or public service organizations.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
The firm has a loaned associate program with the Legal Aid Society of the District of Columbia, where our attorneys handle a variety of family law matters. The rotation lasts six months, and each attorney starting the rotation takes over the “Steptoe” caseload from the previous loaned associate.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
We support scholarship programs, make annual financial contributions to more than 30 legal services organizations and law schools, and make in-kind contributions to several as well.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Steptoe has a longstanding partnership with an elementary school where we provide tutoring, mentoring, financial support, in-kind support, and enrichment activities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
- Children’s Law Center
- District of Columbia Bar
- Animal Legal Defense Fund
- State Bar of California
Please add any additional information about your firm’s pro bono program.

Steptoe takes a very basic and direct approach to pro bono service. The guiding principle is whether the legal assistance will increase access to justice. Many types of cases fit within the principle, such as the representation of low-income individuals in family law, housing, public benefits, consumer, immigration, etc. matters; assistance in cases involving significant civil rights and civil liberties issues; and helping nonprofit organizations with missions devoted to making a positive contribution in social, cultural, economic, education, health, conflict resolution, and other areas.

The firm accepts cases referred by a wide range of public interest and public service organizations, and we also encourage our attorneys to bring pro bono matters to the firm. Pro bono matters are afforded the same attention, staff support, and resources as the firm’s commercial matters.

- California Women Lawyers
- Washington Legal Clinic for the Homeless
- Legal Aid Foundation of Los Angeles
- Los Angeles County Bar Association Domestic Violence Project
- Tahirih Justice Center
- Lex Mundi Foundation
THE STATS
No. of Attorneys: 362
No. of Offices: 12
Firm Managing Partner: Robert Van Brocklin
Hiring Partner(s): Kristen Castaños
    Tim Conde
    Brad Dixon
    Tim Snider

EMPLOYMENT CONTACT
Robyn Syran
Chief Human Resources Officer
Phone: (503) 294-9416
Email: rcsyran@stoel.com

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Benefits • Tax • Private Client • Construction & Design • Real
Estate • Corporate • Energy Development • Litigation • Labor &
Employment • Technology & Intellectual Property
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All seven of our pro bono coordinators spend less than half of their time on pro bono work and administering the Firm’s pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Andrew Guy
Partner; Seattle Office Pro Bono Coordinator
Phone: (206) 386-7620
Email: aaguy@stoel.com

Amy Joseph Pedersen
Partner; Portland Office Pro Bono Coordinator
Phone: (503) 294-9408
Email: ajpedersen@stoel.com

D.J. Williams
Partner; Salt Lake City Office Pro Bono Coordinator
Phone: (801) 578-6963
Email: dwilliams@stoel.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
The Committee meets periodically as needed.

Please describe the composition of the committee.
The committee is comprised of seven members (called pro bono coordinators), with one attorney representing each of the seven largest Stoel Rives offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The firm reviews specific matters or programs on a case-by-case basis, considering both the merits of the particular case or program and the interest of one or more of our lawyers in being involved with the case or program.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Bankruptcy, Civil rights, Consumer law and small claims court, Death penalty defense, Disability benefits, Domestic violence, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Immigration, Indigent criminal defense, International human rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Police misconduct, Prisoners’ rights, Protection of rights in real estate, Real estate transactions, The arts and historic preservation

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Employment

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Mercy Corps
- King County (Washington) Bar Association’s Pro Bono Services Program
- Federal Indigent Defense Program
- Basic Rights Oregon
- Food Alliance
- Northwest Immigrant Rights Project
- Children’s Law Center of Minnesota
- Rocky Mountain Innocence Project
- American Civil Liberties Union
- Habitat for Humanity

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• In 2012 and 2013, lawyers from our Seattle office represented a 69-year-old, retired woman who had put a down payment on a residence to be shared with her fiancé and paid half of the mortgage payments, only to have her fiancé take title to the house in his own name and later attempt to evict her, claiming she was a tenant. Although the client was weak and recovering from heart surgery, the fiancé filed a domestic violence protection petition, claiming that she was a threat to him, causing the police to remove her from the home.
Through a series of court hearings, the Stoel lawyers obtained dismissal of the domestic violence petition and injunctive relief allowing the client to return home. They also filed an action seeking to quiet title to the property, to impose an equitable lien on the property, and to recover damages for emotional distress. When the fiancé filed a bankruptcy petition, the Firm filed a complaint to prevent discharge of the client’s names, which led to a stipulation that completely protected the client’s interests.

- Since 2012, lawyers in the Firm’s Salt Lake City office have partnered in the post-conviction case of a client wrongfully convicted of murder.
- A team of lawyers in the Firm’s Portland office concluded an 8-year project that enabled a nonprofit private school to acquire over 13 acres of land to construct new school facilities. Because the land had originally been deeded by the federal government for use as a cemetery, with a right of reversion if the land was used for any other purpose, it was necessary to obtain approval from the United States Congress, in addition to amending the local master plan, rezoning the property, and obtaining approval of a lot subdivision.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Stoel Rives appellate lawyers scored a significant victory for constitutional rights when the Ninth Circuit Court of Appeals upheld a jury verdict finding that an off-duty Seattle police officer violated the Fourth Amendment of the U.S. Constitution by detaining a vehicle occupant at gunpoint following a traffic stop. Rutherford v. McKissack, No. 11-25740, 2013 WL 226992 (9th Cir. Jan. 22, 2013). A subsequent petition by the City for en banc review was denied by the Ninth Circuit, but the City has filed a petition for writ of certiorari to the U.S. Supreme Court, and the Stoel lawyers filed an opposition to the petition.
- In 2012, a team of lawyers in multiple offices successfully appealed a death-row inmate’s death sentence. After a week-long trial, the court held that the client’s original trial counsel was ineffective in both the guilt and penalty phases of his trial and that the ineffectiveness was prejudicial at the penalty phase. As a result, the court vacated the death sentence and ordered a new trial on sentencing. The case involved hundreds of hours of time spent over multiple years interviewing witnesses, engaging in lengthy and complex briefing and ultimately presenting the case at trial.
- In 2012, an associate in Stoel Rives’ San Diego office, working with lawyers from three other firms, commenced an action in federal court on behalf of a small family-run oyster farm that has been in business for 80 years. Despite its small size, the company grows approximately ⅓ of California’s oysters, is California’s last oyster cannery, and has been lauded by environmentalists as good stewards of the environment. In 2012, the former Secretary of the Interior declined to issue a new permit to the company and ordered the National Park Service to terminate the company’s operations. In making this decision, the former Secretary relied on discredited scientific studies that mistakenly concluded the company was harming the environment. When the federal district court denied the company’s motion for a preliminary injunction, the company appealed. Three days before the company would have been forced to close, the Ninth Circuit granted an emergency injunction. The case has obtained media and congressional attention.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 11,428
Total number of pro bono hours in 2013: 9,086

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 386
Number of attorneys as of December 31, 2013: 375

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 30
Average number of hours per attorney in 2013: 24

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
No

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes
Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
50

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

All new associates receive training regarding the importance of pro bono work and procedures for bringing in and working with pro bono clients. Associates working on pro bono matters are free to utilize all training opportunities and firm resources otherwise available to them in completion of their non-pro bono work.

Various legal service organizations with which the firm works and from which we receive referrals provide training relating to their programs, and new associates are welcome to attend the training if they wish to accept a pro bono referral or handle a pro bono matter referred by the organization. In addition, the pro bono coordinators in the various offices provide opportunities for training and consultation regarding particular cases.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 170
2013: 166

Average hours per summer associate spent on pro bono work
2012: 6
2013: 10

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 45%
2013: 29%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates receive training regarding the importance of pro bono work during their time at the firm. Summer associates are encouraged to become involved in ongoing pro bono matters. Summer associates who are allowed to appear in court under special law student admission-to-practice rules are eligible to handle pro bono cases under the direct supervision of a partner. Summer associates in our Portland office are encouraged to participate in the pro bono night clinic that the firm staffs.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.

The firm supports, on a case-by-case basis, associate participation in American Trial Lawyers’ College Jury Trial Experience Project, which places attorneys into the public defender’s office or the District Attorney’s Office. Participants generally work 4 days per week for 4 weeks or the equivalent number of days spread over a longer period of time.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• Fellowships. Stoel Rives’ First-Year Student Diversity Fellowship Program supports diverse law students in their first year of legal study by providing full-time summer associate positions in the firm and a stipend to offset educational expenses.

• Minority Job Fairs. Stoel Rives participates in minority job fairs and outreach programs such as the annual Northwest Minority Job Fair in Seattle.

• Pipeline Programs. Stoel Rives participates in the De La Salle North Catholic High School Corporate Internship program in Portland, the YouthForce program in Seattle, and the Cristo Rey Jesuit High School-Twin Cities Hire4Ed Program in Minneapolis. These programs provide primarily ethnically diverse students with valuable work experience and help subsidize their educations. Many of the students who
participate in these programs would not be able to attend a college preparatory school without our firm’s support.

- Lawyers in all our offices are active in organizations focused on the talent pipeline. As one example, our Portland office supports Opportunities for Law in Oregon (OLIO), which encourages minority students to attend Oregon law schools and provides academic and social support to those students. Every year, we provide faculty for the OLIO retreat for incoming law students, as well as sponsor and participate in OLIO’s employment workshops, mock interviews, legal writing summer lunches, bar exam workshops, and annual bowling tournament fundraiser.

- Sponsorships and Affiliations. Through the years, our lawyers have won numerous awards for their contributions to diversity in our communities and defense of civil rights of diverse groups in our society. The following is a sampling of organizations, programs, and events Stoel Rives and our attorneys have supported through volunteer time and sponsorship dollars over the years:
  - ACLU of Oregon
  - Alaska Law Girls
  - Anchorage Association of Women Lawyers
  - Asian Bar Association
  - Sacramento, Seattle
  - Association of Legal Administrators
  - Puget Sound
  - Barristers’ Club of Sacramento
  - Basic Rights Oregon
  - Black United Fund of Oregon
  - Campaign for Equal Justice
  - Cascade AIDS Walk Lawyer Challenge
  - Central District Forum for Arts and Ideas
  - Chehelam Cultural Center
  - Filipino Lawyers of Washington
  - German American School of Portland
  - Girls Inc. of Northwest Oregon
  - Hamline University School of Law’s Black Law Students Association
  - Hamline University School of Law’s Latino Law Student Association
  - I Have a Dream Foundation
  - Idaho State Bar Diversity Section
  - Idaho Women Lawyers
  - Initiative for Diversity
  - King County Bar Association MLK Luncheon
  - King County Washington Women Lawyers
  - Kinship House
  - Korean American Bar Association of Washington
  - Lambda Legal
  - Lan Su Chinese Gardens
  - Latina/Latino Bar Association of Washington
  - Loren Miller Bar Association
  - Macdonald Center
  - Minnesota Black Women Lawyers Network
  - Minnesota Women Lawyers
  - Mother Attorneys Mentoring Association
  - Sacramento, Seattle
  - Multnomah Bar Association
  - Navajo Nation Supreme Court Oral Argument at the University of Idaho College of Law
  - Northwest Indian Bar Association
  - OGALLA (GLBT Bar Association of Oregon)
  - Opportunities for Law in Oregon
  - Oregon Area Jewish Committee
  - Oregon Asian Pacific American Bar Association
  - Oregon Disability Sports
  - Oregon Hispanic Bar Association
  - Oregon League of Minority Voters
  - Oregon Minority Lawyers Association
  - Oregon Women Lawyers
  - Partners in Diversity
  - Q Center
  - QLaw (GLBT Bar Association of Washington)
  - Stanford University School of Law’s Black Law Students Association
  - Twin Cities Diversity in Practice
  - Unity Bar Association of Sacramento
  - Urban League of Portland
  - Utah Minority Bar Association
  - Washington Women Lawyers
  - Wiley W. Manuel Bar Association of Sacramento County
  - Women Lawyers of Sacramento
  - Women Lawyers of Utah
  - Women’s Funding Alliance
  - YWCA of Greater Portland
What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

In addition to volunteering with many of the organizations listed above, Stoel Rives offers several non-law related volunteer opportunities. For example:

- A group of Stoel Rives attorneys and staff from our Minneapolis office partnered with Great River Greening and the City of Mahtomedi, Minnesota in an ecological restoration project in 2014. The team, along with other volunteers, removed several acres of buckthorn, a non-native invasive shrub from city-administered Katherine Abbot Park. Originally the property of the Girl Scouts, the park encompasses 76 acres of forest, prairie, wetland and oak savannah. The buckthorn removal will allow restoration of native shrubs, forest flowers, and grasses to the area. The harvested buckthorn is scheduled to be delivered as fuel to the District Energy St. Paul cogeneration plant, a combined heat and power renewable energy facility.

- Attorneys in our Seattle office participate in Social Venture Partners, which facilitates involvement by our attorneys in various community organizations.

- Attorneys and staff in our Portland office participated in the Forest Park Earth Day 2015 Day of Stewardship Work Party. The Day of Stewardship brought over 200 volunteers to Forest Park to work on trail maintenance, tree and shrub planting, invasive weed removal and split-rail fencing to protect fragile riparian areas.

- In our Salt Lake City office, our attorneys annually collect, sort and stock food for the Utah Food Bank. Recently, attorneys and staff in that office made donations to the Road Home, a homeless shelter in the Salt Lake City area. Attorneys in that office also participate in programs providing holiday gifts for needy families and a local grade school.

- In addition, Stoel Rives attorneys in all our offices provide innumerable hours serving on boards and advisory committees for community organizations.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In May 2012, the Firm's Boise office was honored with a Law Day 2012 6.1 Challenge Award for Excellence in Pro Bono

Please add any additional information about your firm's pro bono program.

The Firm recognizes that the legal profession has a special obligation to assist persons who cannot afford the services of a lawyer. The Firm expects that successful attorneys at all levels will participate in professional activities, including pro bono activities, appropriate to their level of experience. Consequently, the pro bono provision of legal services is regarded positively in the evaluation, compensation and promotion processes, especially when other general billable hours guidelines are met.

After a lawyer has reached his or her established billable hour goal, up to 50 hours of time spent on pro bono legal work is added to the attorney's billable hour total for evaluation and compensation purposes. In addition, pro bono service is considered for merit bonuses that are not tied to billable hour goals.

For an attorney to be considered for partnership admission, the candidate must have demonstrated a concern for the reputation and well-being of the Firm, which should be evidenced in part by participation in pro bono service.

The Firm issues pro bono awards at firm-wide retreats to lawyers in each office who have demonstrated a special commitment to pro bono service.

The Firm recognizes attorneys who performed 50 or more hours of pro bono legal services in a year with a certificate of recognition.

Several attorneys at the Firm volunteer their time at pro bono legal advice clinics, including the Community Action Partnership of Suburban Hennepin County in our Minneapolis office and the Stoel Rives Pro Bono Night Clinic in our Portland office, as well as act as Court Appointed Special Advocates (CASA) for children in association with local CASA programs.
At Sullivan & Cromwell, we have a long tradition of encouraging pro bono involvement by our lawyers and staff by providing the support and resources necessary to offer quality advice and counsel to individuals and organizations in need of legal representation and to engage with the community through public service activities.

Our pro bono involvement spans individual initiatives and signature projects that address such critical social issues as asylum, domestic violence, housing, civil rights, estate planning for the poor and corporate advice to non-profits, all of which utilize the expertise of our lawyers across our global practice. We are honored to be able to serve our profession and the community by helping those who otherwise would go unserved.

“The value of a man resides in what he gives and not in what he is capable of receiving.”

Albert Einstein
SULLIVAN & CROMWELL LLP

Sullivan & Cromwell LLP
125 Broad Street
New York, New York 10004-2498
Phone: (212) 558-3884
www.sullcrom.com

LOCATIONS
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THE STATS
No. of Attorneys: 845
No. of Offices: 12
Chairman: Joseph C. Shenker
Hiring Partner(s): Sergio Galvis

EMPLOYMENT CONTACT
Milana Hogan
Director of Legal Recruiting & Professional Development
Phone: (212) 558-7944
Email: hoganm@sullcrom.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

All of their time.

Please provide the primary pro bono contact(s)’s information below.

Jessica M. Klein
Special Counsel and Head of Pro Bono Practice
Phone: (212) 558-3153
Email: kleinj@sullcrom.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
Six litigation partners and three transactional partners.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Lawyers are encouraged to take on any matter of interest to them, subject to standard conflict clearance and approval in accordance with the firm’s general procedures for approval of new matters. That includes the following:

• individual representation
• participation in poverty and civil rights programs
• bar matters

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Bankruptcy

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• The American Civil Liberties Union
• Bronx Defenders
• Her Justice
• Human Rights First
• Immigration Equality
• Lawyers’ Committee for Civil Rights Under Law
• Legal Services NYC
• New York Lawyers for the Public Interest
• Sanctuary for Families
• Transgender Legal Defense and Education Fund

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• Staffing a legal clinic at New York Presbyterian Hospital and its Chelsea Center to provide estate planning for indigent AIDS patients.
• Appearing as of counsel to the Neighborhood Defenders Service of Harlem in misdemeanor cases in Manhattan Criminal Court, handling matters from initial arraignment through final disposition.
• Representing transgendered individuals with their legal name change process through the Transgender Legal Defense and Education Fund’s Name Change Clinic.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Together with the ACLU, Public Counsel and other pro bono organizations, S&C is actively litigating a class
action on behalf of individuals, suffering from serious mental disabilities, who are detained by the Department of Homeland Security as part of their immigration proceedings, but are being compelled to represent themselves in their immigration proceedings, even after immigration court findings that these individuals are mentally incompetent.

• Together with the ACLU, a team of S&C attorneys has filed a complaint in the federal Middle District of North Carolina challenging the constitutionality of North Carolina’s ban on second parent adoption, which is the only mechanism in North Carolina for both members of a same-sex couple to become the legal parents of the child or children they are raising together. The complaint challenges the ban as a violation of plaintiffs’ federal equal protection and substantive due process rights.

• South Carolina brought an action against the United States seeking preclearance of its voter ID bill under the Voting Rights Act. S&C’s client, the League of Women Voters, intervened as a defendant along with several other individuals and organizations. A trial and oral argument were held during August and September 2012 before a three-judge panel in the District Court for the District of Columbia. The panel denied preclearance for the 2012 elections and granted preclearance beginning in 2013 only on condition that the State interpret and apply key provisions in the Act in ways that minimize the likelihood that minority voters would be disenfranchised by the Act.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 45,084
Total number of pro bono hours in 2013: 40,574

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 679
Number of attorneys as of December 31, 2013: 689

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 67
Average number of hours per attorney in 2013: 59

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Partners are expected to perform 20 hours of pro bono or public service work each year.

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Training opportunities are distributed to associates as they are referred to the Firm by pro bono referral organizations, including Her Justice, Sanctuary for Families, New York Lawyers for the Public Interest, Volunteer Lawyers for the Arts and Lawyers Alliance for New York.

In addition, the firm hosts in-house training sessions to support associates in particular pro bono practice areas, such as:

• New York Presbyterian Hospital AIDS Clinic
• Transgender Legal Defense & Education Fund Name Change Clinic
• asylum representation
• Neighborhood Defender Service of Harlem Misdemeanor Project
• Sanctuary for Families U Visa Project
• election protection hotline training
• housing
• Sanctuary for Families Bronx Family Justice Center Screening
• Volunteer Lawyer for the Day Housing Project
• VOLS Unemployment Insurance Project

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 5,163
2013: 3,283

Average hours per summer associate spent on pro bono work
2012: 40
2013: 26

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 68%
2013: 69%

Please provide any additional information about pro bono opportunities available to summer associates.
• NYLPI Summer Associate Program (two-week externships at various legal services providers)
• The Courtroom Advocates Project (helping survivors of domestic violence file petitions for protective orders)
• Her Justice Summer Associate Program (representing survivors of domestic violence in uncontested divorces)
• Anti-Defamation League research projects
• The Fortune Society’s Summer Associate Volunteer Day

Please describe the established program(s) and their duration, if applicable.
We currently have an associate working at the Federal Defenders of New York for six months.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
• Lawyers at the firm act as attorney-advisors/mentors to students from Midwood High School in preparation for statewide high school mock trial and moot court competitions.
• In partnership with AIG, S&C sponsors an Equal Justice Works fellow.
• S&C lawyers participated in providing legal and non-legal information for an Internet website, funded by a grant from Johns Hopkins University and the City of New York, designed to assist people who have been diagnosed with a life-challenging condition (e.g., HIV/AIDS, cancer).
• The firm supports pro bono and public service related organizations through donations and support of their gala events, including Her Justice, Sanctuary for Families, Legal Aid and Legal Services NYC, to name a few.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
The firm has partnered with The Charles Hamilton Houston Institute for Race & Justice at Harvard Law School and Goldman Sachs to sponsor a forum on “The Pipeline Crisis: Winning Strategies for Young Black Men” and to address the rising rates of school drop-outs, unemployment and incarceration that have significantly reduced the number of young black men in the pipeline to higher education and professional endeavors.

Employees at the firm also participate in the Everybody Wins! reading program, assisting local public school children on a weekly basis. Several legal assistants have taught an Unlearning Stereotypes class at New York City high schools and junior high schools once a week for a semester in conjunction with the New York Civil Rights Coalition’s project. Through the firm’s partnership with the Frederick Douglass Academy and other New York City public schools, employees also have supported a wide range of educational programs, including grant writing and curriculum projects.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• In June 2014, S&C received the Jack Wasserman Memorial Award for Excellence in Litigation from the American Immigration Lawyers Association for S&C’s work on Franco-Gonzalez, et al. v. Holder, et al., a class action aimed
At remedying the mistreatment of immigrants with severe mental disabilities who are obligated to defend themselves, pro se, in their immigration proceedings, including objecting to their prolonged detention. For this work, S&C was also honored in April 2012 by Public Counsel with its law Firm Pro Bono Award and will also be honored in June 2014 by the National Legal Aid & Defender Association with its Beacon of Justice Award.

- In May 2014, S&C received Immigration Equality’s Safe Haven Award for successfully representing LGBT asylum seekers from countries where LGBT individuals are not safe.
- In January 2014, the Firm received the 2013 Empire State Counsel Platinum Supporter Award in recognition of S&C’s pro bono commitment, recognizing lawyers who provided 50 hours or more of pro bono service in 2012.
- In December 2013, Michael Cooper received the Judge Harold R. Tyler Award at the Annual Partnership Awards Benefit, sponsored by Brooklyn Legal Services Corporation A, a public service firm based in Brooklyn. Mr. Cooper was recognized for his dedication to public service throughout his career, particularly as former president of the Association of the Bar of the City of New York, former co-chair of the Lawyers’ Committee for Civil Rights Under Law and former president of the Legal Aid Society.
- In October 2013, the Legal Aid Society presented S&C with a Pro Bono Publico Award. S&C lawyers were recognized for providing exceptional pro bono service on behalf of a client of the Society’s Immigration Unit. The team prepared and filed a motion to vacate prior court findings which would support the client’s application for cancellation of removal.
- In October 2013, Mr. H. Rodgin Cohen was awarded the Pro Bono Partnership Champion Award in recognition of his service to the community and outstanding commitment to the provision of pro bono legal services.
- In February 2013, S&C associates received a Commitment to Justice Award for Outstanding Legal Team from Her Justice for their work successfully obtaining an order of child support from the father of their client’s three children.
- In January 2013, the Firm received the Empire State Counsel Platinum Supporter Award from the New York State Bar Association in recognition of S&C’s pro bono commitment.
- In November 2012, The Legal Aid Society presented S&C with a Pro Bono Publico Award. S&C associates were recognized for providing exceptional pro bono service in the category of protecting the rights of immigrant adults and children.
- In June 2012, S&C was awarded the 2012 Daniel M. Gribbon Pro Bono Advocacy Award at the biennial District of Columbia Circuit Judicial Conference. The award, granted once every two years, recognized S&C’s “extraordinary pro bono work” on the case ACLU v. U.S. Department of Homeland Security. In that action, S&C represented the American Civil Liberties Union in obtaining the release under the Freedom of Information Act of thousands of pages of documents detailing deaths while in detention of persons held by the U.S. Immigration and Customs Enforcement Service (ICE). The action sparked an internal investigation and policy changes at ICE.

- In June 2012, S&C was honored at The National Law Journal’s Annual Awards Gala for its pro bono work on the Cole v. Arkansas case challenging Act 1 which banned any unmarried person who lived with a partner in a sexual relationship, including those in same-sex relationships, from serving as an adoptive or foster parent in Arkansas, and was also featured on The National Law Journal’s 2011 Pro Bono Hot List.

Please add any additional information about your firm’s pro bono program.

Sullivan & Cromwell’s public service activities are coordinated by Jessica Klein, Special Counsel & Head of Pro Bono Practice, along with the firm’s nine-partner pro bono committee. S&C created the position of Special Counsel & Head of Pro Bono Practice to enhance the firm’s deep commitment to pro bono work and broaden the opportunities and types of pro bono matters available. In addition, the firm has designated a day-to-day administrative coordinator of pro bono activities.

The firm seeks out challenging and rewarding public service opportunities. The firm creates numerous opportunities for all lawyers and summer associates to participate in public service activities.

The firm actively encourages lawyers to participate in pro bono and other public service activities, and makes the firm’s facilities and personnel fully available to assist in these efforts. In recognition of the varying interests of its lawyers, the firm recognizes as “public service” work participation in such diverse activities as civil rights programs, bar association and related professional work, and other governmental, legal, educational and charitable endeavors.

Lawyers in the firm’s offices outside the United States also perform pro bono work. The special counsel for pro bono engages with international organizations to make sure that pro bono matters are available to lawyers outside the United States. Lawyers at the firm work on a variety of international matters, including work with the Public International Law & Policy Group and the International Senior Lawyers, researching various issues of international law.

All resources of the firm are available for pro bono work.
1722 Routh Street
Suite 1500
Dallas, TX 75201
Phone: (214) 969-1700
www.tklaw.com

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Bankruptcy and Restructuring • Corporate and Securities
• Employment and Labor • Environmental • Finance • Government/Regulatory • Healthcare • Intellectual Property • Oil, Gas, and Energy • Real Estate and Real Estate Finance • Tax Law • Trial

THE STATS
No. of Attorneys: 325
No. of Offices: 12
Managing Partner: Emily A. Parker
Hiring Partner(s): David C. Schulte

EMPLOYMENT CONTACT
Lauren Shipley
Recruiting Manager
Phone: (214) 969-1180
Email: Lauren.Shipley@tklaw.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

More than 3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of their time.

Please provide the primary pro bono contact(s)’s information below.

John R. Cohn
Partner
Phone: (214) 969-1420
Email: John.Cohn@tklaw.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

The Firm’s Committee meets on an as needed basis.

Please describe the composition of the committee.

The Firm’s Pro Bono Committee is made up of partners in various offices.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

Under general business intake principles and on whether the matter meets the definition of pro bono activity under state or ABA definitions.

Has the firm signed on to the Law Firm Pro Bono Challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Asylum, Bankruptcy, Employment, Fair housing/tenants rights, Family law, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Probate law, Real estate transactions

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Dallas Volunteer Attorney Program
- Legal Aid of Northwest Texas
- Housing Crisis Center
- Houston Bar Association Legal Line
- Texas C-BAR
- Volunteer Legal Services of Central Texas
- East Dallas Legal Clinic
- South Dallas Legal Clinic
- Texas Lawyers for Texas Veterans Clinic
- New York City Bankruptcy Assistance Project

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- South Dallas Legal Clinic: The Firm’s secretaries and legal assistants assist low-income individuals by performing interviews and checking paperwork to ensure that the persons requesting assistance fall within the SDLC’s guidelines. Once eligibility is established, our attorneys provide legal expertise to help address problems.
- Volunteer Legal Services of Central Texas: The Firm assists low-income individuals by providing volunteer attorneys to handle matters and by supporting and training attorneys for participation.
- Criminal Law Appointments: We actively pursue pro bono appointments representing prisoners at trial regarding alleged violations of their constitutional rights.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- New York Bankruptcy and Restructuring Partner Ira Herman, with assistance from Houston Bankruptcy and Restructuring Associate Evelyn Breithaupt, authored an amicus brief for the New York City Bankruptcy Assistance Project (NYCBAP). NYCBAP filed the brief in the U.S. Court of Appeals for the Second Circuit to urge the Court to reverse the District Court’s order in Mary Veronica Santiago-Monteverde v. John S. Pereira that granted the Chapter 7 Trustee’s application to strike the Debtor’s claimed exemption for the value of a New York City rent-stabilized lease. The brief submitted that allowing a trustee to assign
a rent-stabilized tenant’s right to be free from a coerced eviction would eviscerate the protections of the New York rent stabilization statutes for Chapter 7 debtors. According to the brief, Mary Santiago-Monteverde has lived in her apartment in the Alphabet City section of lower Manhattan for over forty years. During that time, she dutifully paid her rent. When her husband died in June 2011, Ms. Santiago was unable to pay her debts and filed for Chapter 7 bankruptcy. Instead of receiving a fresh start, Ms. Santiago was confronted by an agreement between a bankruptcy trustee and her landlord to cause the involuntary surrender of her apartment. Herman argued that such an attempt is prohibited under applicable non-bankruptcy law, as any coerced agreement to surrender a rent-stabilized apartment is void. The lower courts erred in implicitly allowing the Trustee to assist the landlord’s ultra vires attempt to coercively evict Ms. Santiago. Under New York City statutes, Ms. Santiago’s rights under the rent-stabilization regime are not property rights that can be sold; they are personal rights. Moreover, even if the rent-stabilization rights were property rights, they are exempt, and the Trustee is not authorized to administer them. The NYCBAP provides free bankruptcy assistance to low-income residents of NYC, holding weekly workshops and helping debtors prepare and file Chapter 7 petitions. Herman serves as the Chair of the NYCBAP Steering Committee.

• We participate in a program offered by the United States District Court for the Northern District of Texas that appoints lawyers to represent civil litigants pro bono. We were appointed as pro bono counsel for the respondent in a Hague Convention case. Our representation involved a four-day bench trial in federal court. The case is currently on appeal.

• Gardens 4 Veterans (“G4V”) exists to work with low-income Austin-area military veterans and their families to help install, maintain, and harvest chemical-free, organic vegetable and herb gardens. G4V feels that gardening results in an increased sense of self-reliance, self-sufficiency, and enhanced well-being. Volunteers help build and plant a vegetable herb garden, which may need to be raised above ground level to facilitate the physical needs of the gardeners. G4V also will support the gardeners for up to four growing seasons to help each gardener develop their “green thumb.” Thompson & Knight helped G4V obtain its charitable tax status with the IRS.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 3,066
Total number of pro bono hours in 2013: 4,030

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 263
Number of attorneys as of December 31, 2013: 274

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 12
Average number of hours per attorney in 2013: 15

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 11–20%
Percentage of attorneys who did pro bono work in 2013: 21–30%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

• Yes, they are taken into account when determining salary.

• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No

Does the firm consider pro bono hours when determining bonuses?

Yes
PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

On occasion, the Firm hosts pro bono training, such as a lunch-time session on landlord-tenant law provided by the in-house counsel of the Housing Crisis Center. The Firm also presents an annual session to new attorneys on community involvement, which includes a discussion of the firm's pro bono policy and examples of different pro bono experiences of our attorneys. In addition, the Firm keeps attorneys apprised of training opportunities offered by the Dallas Volunteer Attorney Program and similar programs.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 38
2013: 23

Average hours per summer associate spent on pro bono work
2012: 13
2013: 12

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 17%
2013: 11%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are invited to participate in all Firm related pro bono matters but do not record their pro bono time.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

The Firm has an internship program with the Dallas County District Attorney's office. Up to two associates each year spend three months working as a prosecutor. The associate's billable hour requirement for the year is prorated to account for the three-month leave.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

• Through the years, the Firm has engaged in a number of activities reflecting our commitment to community. We have built houses for Habitat for Humanity, organized clothing drives for victims of natural disasters, and participated in various fundraising activities for organizations such as Court Appointed Special Advocate Association (CASA), the March of Dimes, Mothers Against Drunk Driving (MADD), the YMCA, and Susan G. Komen for the Cure.

• Through the Thompson & Knight Foundation, we lend financial support each year to hundreds of civic and charitable organizations promoting diversity, the arts, education, the elderly, health care, youth mentoring, and other similarly focused programs. The success of the Foundation, formed more than 20 years ago, is immeasurable.

• In 2013, the Firm, through its foundation, provided $738,733 in support of charitable, educational, and cultural activities. Thompson & Knight’s support includes funding academic scholarships of four graduating students from Booker T. Washington School for the Visual and Performing Arts, the nationally renowned arts magnet school for the Dallas Independent School District, and further supporting the school by displaying student art in Thompson & Knight’s Dallas office.

• The Firm also encourages and supports involvement with organizations that focus on the advancement and inclusion of ethnically diverse individuals and women in the legal community.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

An example of our commitment to the community is our involvement with Habitat for Humanity. In coordination with the Dallas Bar Association’s Habitat House build efforts, the Firm sponsors a build day annually.

The Firm is committed to contributing to programs that benefit women and children of all ages and aid them in the fulfillment of their full potential. Thompson & Knight’s Women’s Initiative Group organized a Holiday Service Project to benefit Texas Scottish Rite Hospital for Children (TSRHC), a world leader in the treatment of pediatric conditions. TSRHC treats Texas children with orthopedic conditions, such as scoliosis, clubfoot, hand disorders, hip disorders, and limb length differences, as well as certain related neurological disorders and learning disorders. The Firm gathered toys and personally delivered gifts to TSRHC and raised more than $1,200 in donations for TSRHC.

Thompson & Knight has contributed to March of Dimes Walk America in Dallas for more than 15 years. The Firm’s attorneys
and other employees lead the initiative, organize a team, and raise pledges and awareness on behalf of the organization. In 2013, our Firm raised more than $6,000 for the March of Dimes. Our Firm is also an active supporter of the Leukemia & Lymphoma Society’s Light The Night Walk, which funds therapies and treatments for blood cancer patients. In 2013 alone, we raised more than $35,000 for this campaign and won the Light the Night Walk Law Firm Challenge, raising the most overall funds out of seventeen participating Dallas Women’s Foundation (DWF) law firms.

The Firm is a Guild Member of Dress for Success Houston, a non-profit organization dedicated to promoting the economic independence of disadvantaged women by supplying career development tools and helping women find a job and remain employed. In addition to financial support, our staff organizes suit drives to collect professional interview attire for women and assists with staffing and coordination of various fundraising activities throughout the year.

Thompson & Knight is a repeat sponsor of DWF’s Annual Luncheon, their single largest fundraising event, ensuring that the Foundation is able to continue delivering services in concert with their mission for the advancement of women. DWF, a grant-making organization, raises funds to promote women’s philanthropy and invest in community programs that address the unique needs of women and girls. The DWF provides the Firm a unique opportunity to support a multitude of grass-roots organizations similarly focused on positively impacting females.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Thompson & Knight is honored to be selected as the 2013 Texas C-BAR Pro Bono Leader. Texas C-BAR provides free legal assistance to Texas nonprofits working to improve the quality of life in low-income neighborhoods. We were recognized for our service to nonprofit clients needing assistance with incorporation, obtaining tax-exempt status, trademark and copyright issues, and independent contractor agreements, as well as HIPPA compliance issues and urban farmland use issues.

- In 2012, Thompson & Knight was selected as the Corporate Citizen of the Year by the Rotary Club of Dallas and D-CEO magazine. This award is given to a Dallas organization that best exhibits the Rotary motto “Service Above Self.” To be considered for this award, corporations must demonstrate an outstanding commitment to charitable and volunteer efforts throughout the Dallas community.

- Thompson & Knight has received numerous accolades and awards over the years from Volunteer Legal Services of Central Texas (VLS). VLS is dedicated to helping the overfl ow of low-income individuals seeking help from the local legal aid office. Its mission is to help low-income clients access the civil justice system by providing volunteer attorneys who donate free legal service and representation and by supporting and training those attorneys. Two Thompson & Knight attorneys were honored for their work in several cases, including a last minute case where our attorneys invested a significant amount of time for a client who was about to lose his home.

- Thompson & Knight has been recognized by the Dallas Volunteer Attorney Program (DVAP) and the Volunteer Center of Dallas Country for its contributions to pro bono. In July 2014, Partner John Cohn was recognized as one of “DVAP’s Finest” for his involvement with the program for more than a decade.

Please add any additional information about your firm’s pro bono program.

Pro bono and other community service activities are an important professional responsibility. Thompson & Knight’s pro bono program benefits the public, the individuals we serve, and the development of our lawyers’ skills and sense of professional and public service. Our pro bono program provides assistance to those in our community who cannot otherwise afford legal services.

The Dallas Volunteer Attorney Program has awarded the Firm five pro bono awards for the significant hours we spend in support of the South Dallas Legal Clinic (SDLC). The SDLC is a clinic for people who fall below the poverty guidelines. Thompson & Knight secretaries and legal assistants perform interviews and check paperwork to ensure that the persons requesting assistance fall within the SDLC’s guidelines. Once eligibility is established, our attorneys visit with the individuals, providing legal expertise to help address problems.

The Volunteer Center of Dallas County has honored the Firm for its work with the Housing Crisis Center (HCC) in Dallas. The HCC is dedicated to preventing homelessness and stabilizing families, the elderly, and the disabled in decent, affordable, and permanent housing. Clients who attend HCC’s workshops require legal assistance to avoid wrongful evictions and address other tenant needs. Our attorneys have staffed this clinic once a month for more than 20 years.

The New York City Bankruptcy Assistance Project (NYCBAP) was launched by the Legal Services of New York (LSNY) in response to the passage of the Bankruptcy Abuse Prevention and Consumer Protection Act of 2005, which made it more difficult for consumers to obtain relief from debts through bankruptcy. Through NYCBAP, firms throughout New York City help low-wage workers file bankruptcy petitions in order to stabilize their lives and help them remain in the workforce. Through the years, the Firm has handled one or more contested matters for The New York City Bankruptcy Assistance Program and a Thompson & Knight attorney has received a Pro Bono Service Award from LSNY for his work on the NYCBAP Steering Committee.

In addition to the few examples mentioned above, our pro bono legal work ranges from staffing legal clinics to the handling of adoption cases and from representing nonprofit organizations to handling death penalty cases. Because we believe that we have a professional responsibility to assure that the disadvantaged have access to our legal system, a substantial portion of our pro bono work is for the poor and underprivileged. We approach pro bono clients with the same service commitment that we give to our other clients.
THOMPSON COBURN LLP

One US Bank Plaza
St. Louis, Missouri 63101
Phone: (314) 552-6059
www.thompsoncoburn.com

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THE STATS
No. of Attorneys: 374
No. of Offices: 5
Chairman: Thomas J. Minogue
Hiring Partner(s): Steve Sherman

EMPLOYMENT CONTACT
Andrea L. Conley, J.D.
Director of Professional Recruiting, Development & Diversity
Phone: (314) 552-6339
Email: aconley@thompsoncoburn.com
Careers website: www.thompsoncoburn.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half their time.

Please provide the primary pro bono contact(s)’s information below.

Mark Kaltenrieder
Partner
Phone: (314) 552-6059
Email: mkaltenrieder@thompsoncoburn.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

The committee is comprised of partners who have a strong dedication to pro bono work.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The guiding principle is that the matter must be for a civic or charitable purpose. If that is the case, there are also some administrative requirements. The attorney who is requesting that we accept the matter pro bono must assess whether the person or organization has the ability to pay the fees or a reduced fee. If they do not have the ability to pay, the firm will consider taking the matter pro bono. The matter must be in an area of practice that we normally handle. The attorneys who perform the work must have the capacity to complete it.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Family law

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Boys and Girls Clubs of Greater St. Louis
- Mid America Dance Company (MADCO)
- Great Circle
- Legal Services of Eastern Missouri
- Chicago Lawyer’s Committee for Civil Rights Under Law, Inc.
- Legal Advocates for Abused Women (LAAW)
- Lawyers and Accountants for the Arts

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Thompson Coburn attorneys assisted Mid America Dance Company (MADCO) with penalties and interest assessed against it by the IRS for failure to timely file certain tax filings over a 6 year period. The IRS served MADCO with a notice of intent to levy for thousands of dollars, which the Executive Director told us would cause significant operational and payroll issues. MADCO’s founder died suddenly, and because the founder had exclusively overseen the financial records, MADCO was left with little knowledge about tax matters. TC attorneys felt that MADCO had an argument under the tax code that its failure to timely file the tax returns was due to reasonable causation and not willful neglect. We submitted multiple letters to the IRS to request abatement of the penalties and interest. As a result, the IRS abated a significant amount of the penalties and interest. We assisted MADCO with establishing a reasonable payment plan for outstanding penalties and interest.
- TC assisted a tenant in a landlord-tenant case, wherein our client was being sued for rent and possession of her premises in St. Louis. Our client had not paid rent for six months because the premises was contaminated with lead. Our client’s four-year-old son had very high lead levels. Once our client learned of her son’s lead levels, she contacted the landlord. The landlord was largely non-responsive to this notice and sued our client for back-rent after six-months of non-payment. Our client contended that she should not have
to pay the rent due to the high lead levels, and also due to our client’s discovery that the landlord had not been paying taxes on the rental property for over two years. However, our client had not set aside the rent money she owed in an escrow account, and the chances that she would not be ejected from the home and not owe back-rent were slim. TC was able to settle the matter out of court, and the parties dismissed the rent and possession action with prejudice.

- Thompson Coburn attorneys assisted on a guardianship case through Great Circle, an organization that serves children and families from Missouri, the Midwest and across America. In this case, Thompson Coburn is representing the maternal grandmother of a minor child, who has been abandoned by his biological parents. Based on the recommendation by the Guardian Ad Litem and social service worker, we are assisting the grandmother in obtaining guardianship over the minor child, so that the minor child can be placed in a safe and secure home. In another case for Great Circle, TC attorneys helped secure a permanent home for an infant who had been permanently disabled after suffering abuse by caregivers.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Thompson Coburn was awarded a National Award of Merit for our work to negotiate a $30 million settlement with the EPA that will clean up a highly contaminated Superfund site for the benefit of The Boys & Girls Clubs of Greater St. Louis. The settlement requires the two responsible entities to pay for the cleanup. The former site of the Carter Carburetor plant, the lot is immediately adjacent to the Boys & Girls Club location. The site has been vacant since 1984 and is contaminated with poly-chlorinated biphenyls (PCBs) and trichloroethylene (TCE). TC attorneys represented the Boys & Girls Club pro bono and worked with the City of St. Louis and EPA Region 7 to negotiate the complex transactions behind the deal. Most significantly, the agreement gives the Boys & Girls Club the option to acquire much of the Carter Carburetor site after the cleanup, for no significant cost. The Boys & Girls Club honored TC for its pro bono service on the project at an awards ceremony in June 2013.

- TC attorneys were instrumental in the creation of a citywide pro bono program that targets abandoned properties throughout the St. Louis metro area. Volunteer attorneys bring lawsuits against property owners that threaten the safety and stability of local neighborhood. In 2013, our attorneys resolved several cases that had stalled in municipal court; our involvement spurred property owners to take action through dramatic cleanups and finished constructions. Thompson Coburn also helped draft legislation to revise a city ordinance and a state statute to help empower neighborhood organizations in combatting problem properties and nuisance behaviors.

- Thompson Coburn attorneys successfully represented a Chicago Public School student in an expulsion hearing, allowing the student to remain in school to matriculate. We facilitated a settlement for a client through the Federal Settlement Assistance program for the Chicago Lawyer’s Committee Under Civil Rights, Inc.

**BY THE NUMBERS**

**What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.**

- Total number of pro bono hours in 2012: 9,899
- Total number of pro bono hours in 2013: 8,960

**What was the attorney headcount in your firm’s U.S. offices?**

- Number of attorneys as of December 31, 2012: 330
- Number of attorneys as of December 31, 2013: 361

**Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?**

- Average number of hours per attorney in 2012: 38
- Average number of hours per attorney in 2013: 25

**What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?**

- Percentage of attorneys who did pro bono work in 2012: 31–40%
- Percentage of attorneys who did pro bono work in 2013: 41–50%

**SUPERVISION AND EVALUATIONS**

**Is there partner supervision on all pro bono matters?**

- Yes

**Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?**

- Yes

**Are those evaluations taken into account in determining salary or bonuses?**

- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

**Are those evaluations taken into account in determining advancement within the firm?**

- Yes

**Is there a pro bono requirement at your firm?**

- No
Does the firm give billable hour credit for pro bono work? 
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target? 
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target? 
1–50

Does the firm consider pro bono hours when determining bonuses? 
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters? 
Legal Services of Eastern Missouri provides training for landlord/tenant and other matters they refer; Legal Advocates for Abused Women provides training for protection order matters they refer to the firm.

Does the firm offer the use of support staff in handling pro bono matters? 
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>173</td>
</tr>
<tr>
<td>2013</td>
<td>365</td>
</tr>
</tbody>
</table>

**Average hours per summer associate spent on pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>5.6</td>
</tr>
<tr>
<td>2013</td>
<td>12.16</td>
</tr>
</tbody>
</table>

**Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>23%</td>
</tr>
<tr>
<td>2013</td>
<td>21%</td>
</tr>
</tbody>
</table>

Please provide any additional information about pro bono opportunities available to summer associates.

Pro Bono opportunities are made available the same as any other assignments during our summer program.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? 
No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Thompson Coburn LLP donates annually to Legal Services of Eastern Missouri (LSEM) to fund the William C. Guerri Chair. Guerri, a longtime partner and former managing partner of the firm, is widely recognized as a leader in the St. Louis legal community.
- Thompson Coburn sponsors the St. Louis Chapter of the Association of Corporate Counsel’s Street Law Program. The program provides outreach to diverse high school students and offers positive contacts with corporate lawyers, as well as role models and careers in the legal profession.
- The firm participates in the St. Louis Internship Program to provide summer internships to underprivileged high school students interested in a career in law. The program provides outreach to diverse high school students and offers an opportunity to connect with corporate lawyers.
- Our attorneys volunteer and serve as mock trial coaches and judges.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Each year the firm selects a local charity to support. Each office raises funds throughout the year and present the charity with the contributions during the holiday season.

Firm personnel participate in Mentor St. Louis. Each mentor is assigned to students at Farragut Middle School and visit throughout the school year.

Firm attorneys and staff participate in Read Across America through the Bar Association of Metropolitan St. Louis. Volunteers visit local school classrooms to read to children and promote literacy.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Thompson Coburn was awarded a National Award of Merit for our work to negotiate a $30 million settlement with the EPA that will clean up a highly contaminated Superfund site for the benefit of The Boys & Girls Clubs of Greater St. Louis.
THE STATS
No. of Attorneys: 376
No. of Offices: 7
Managing Partner: Deborah Z. Read

EMPLOYMENT CONTACT
Andrea D. Carlson
Associate Director of Legal Recruiting
Phone: (216) 566-7521
Email: Andreaa.Carlson@ThompsonHine.com

MAJOR DEPARTMENTS & PRACTICES
Business Litigation • Business Restructuring • Commercial and Public Finance • Construction • Corporate • Employee Benefits and Executive Compensation • Environmental • Intellectual Property • International Trade and Customs • Labor and Employment • Personal and Succession Planning • Product Liability Litigation • Real Estate • Tax • Transportation

LOCATIONS
Atlanta, GA • Cincinnati, OH • Cleveland, OH • Columbus, OH • Dayton, OH • New York, NY • Washington, DC

THE STATS
No. of Attorneys: 376
No. of Offices: 7
Managing Partner: Deborah Z. Read

EMPLOYMENT CONTACT
Andrea D. Carlson
Associate Director of Legal Recruiting
Phone: (216) 566-7521
Email: Andreaa.Carlson@ThompsonHine.com

MAJOR DEPARTMENTS & PRACTICES
Business Litigation • Business Restructuring • Commercial and Public Finance • Construction • Corporate • Employee Benefits and Executive Compensation • Environmental • Intellectual Property • International Trade and Customs • Labor and Employment • Personal and Succession Planning • Product Liability Litigation • Real Estate • Tax • Transportation
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
10

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Less than half.

Please provide the primary pro bono contact(s)’s information below.
Stacey A. Greenwell
Associate
Phone: (216) 566-5543
Email: Stacey.Greenwell@ThompsonHine.com

Scott A. Campbell
Partner
Phone: (614) 469-3311
Email: Scott.Campbell@ThompsonHine.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Monthly

Please describe the composition of the committee.
The committee is comprised of at least one attorney from each of our offices.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The committee member in each office must approve the matter, which then must be approved by one of the Vice Chairs of the Pro Bono Committee.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Community economic development, Consumer law and small claims court, Disability benefits, Domestic violence, Employment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Homeless advocacy, Immigration, Indigent criminal defense, International human rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Probate law, Public benefits, Real estate transactions, The arts and historic preservation, Veterans' benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Bankruptcy, Death penalty defense

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
• Legal Aid Society of Cleveland
• ABA Military Pro Bono Project
• Cleveland Metropolitan Bar Association Volunteer Lawyers for the Arts Committee
• Nueva Luz Urban Resource Center
• Pro Bono Partnership of Atlanta
• Lambda Legal
• Campaign for the Fair Sentencing for Youth
• Washington Legal Clinic for the Homeless
• Tahirih Justice Center
• The Legal Aid Society of Columbus-VRC Housing Project
• the VRC Consumer Project

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• Thompson Hine lawyers represented a woman who was an active duty member of the U.S. Navy stationed in Illinois. The woman was going through a hostile divorce with her husband who lived in Ohio. While home on temporary leave, the woman's husband threatened and chased her with a weapon, and he was arrested later that day. After his release, he filed a temporary protection order (TPO) against the client in retaliation for her pressing charges against him. The client was served with the TPO just prior to returning to active duty service in Illinois but was unable to return to Ohio for the hearing, and the Court entered a default judgment against her and issued a permanent protection order (PPO). In entering default judgment, the Court failed to provide the client with the protections required under the Servicemembers Civil Relief Act. Ultimately, the Judge granted a motion to vacate the PPO and dismissed the complaint for a TPO.
• Thompson Hine lawyers represented a homeless woman who complained that the staff at a homeless shelter threw out a suitcase containing her belongings in retaliation for her complaints against the shelter and its staff for failing to adhere to written policies and procedures subject to federal and DC government regulations. Working with the Washington Legal Clinic for the Homeless, the lawyers prepared draft complaints on the client’s behalf for filing with the DC government’s Office of Shelter Monitoring and Quality Assurance and Office of Administrative Hearings. The drafts were shared with a DC government official who interviewed the client and conducted an investigation. As a result of the investigation, the shelter agreed to replace the client’s clothing, retrain all shelter staff to ensure compliance with written policies and procedures, and provide all shelter residents with a copy of the program rules. To reduce potential conflict between shelter staff and residents, the DC government instituted the following systematic changes recommended by the client: (1) shelter residents will receive an abridged version of a shelter’s written policies and procedures; and (2) the DC government will provide complaint boxes and forms at the shelters that will remain under DC government control such that the shelters and their staff will no longer be involved in the complaint process and will not have access to the complaints.

• Thompson Hine lawyers successfully negotiated agreements on behalf of aspiring film writers and directors with various independent film production companies. They have advised a graphic novelist on various aspects of self-publishing, including copyright issues involving the work-for-hire doctrine, and counseled a musician and songwriter through a dubious copyright infringement claim.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• Diversity Pro Bono Externship—diverse DC area law students work year round with DC office attorneys on pro bono matters.

• In Wilkins v. Sha’te Inc., 2013-Ohio-3527 (8th Dist.), an Ohio Court of Appeals held that a pro bono client was not entitled to an award of attorney fees as a sanction for a discovery violation under Ohio Rule of Civil Procedure 37. Thompson Hine joined in an amicus brief to the Supreme Court of Ohio requesting discretionary review of the Court of Appeals’ decision. The Supreme Court of Ohio accepted review.

• Through several programs, Thompson Hine participates in “brief advice” clinics whereby Thompson Hine attorneys provide brief legal advice to those who cannot otherwise afford legal services on a regular basis.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 4,754
Total number of pro bono hours in 2013: 5,797

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 368
Number of attorneys as of December 31, 2013: 381

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 13
Average number of hours per attorney in 2013: 15

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 11–20%
Percentage of attorneys who did pro bono work in 2013: 11–20%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

No
Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Primary training sessions on specific areas of law we encounter in handling typical referrals (e.g., landlord-tenant, custody disputes, etc.).

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
No

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Thompson Hine provides several public interest and community service volunteer opportunities throughout the year in each of its offices. For example, Thompson Hine has quarterly community service events in the Cleveland office for all employees. Thompson Hine has been involved with Habitat for Humanity, and similar local programs. Thompson Hine has yearly campaigns to raise money for entities such as United Way and the Legal Aid Society of Cleveland.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• 2012 ABA Military Pro Bono Project Outstanding Services Award—John Allerding, Diane Leung, and Andrew Turscak.
• 2012 Capital Pro Bono Honor Roll recipients—Kirsten Keefe, David Schwarts, C. Dennis Southard IV, Rachel Talay, David Townsend, Jason Turtrone, Samir Varma, and David Wilson.
• Michele Noble recognized by the Legal Aid Society of Columbus as Outstanding Pro Bono Attorney in 2012.
TROUTMAN SANDERS LLP

600 Peachtree Street, NE
Suite 5200
 Atlanta, GA 30308-2216
Phone: (404) 885-3000
www.troutmansanders.com

LOCATIONS
Atlanta, GA • Charlotte, NC • Chicago, IL • New York, NY • Orange County, CA • Portland, OR • Raleigh, NC • Richmond, VA • San Diego, CA • Tysons Corner, VA • Virginia Beach, VA • Washington, DC • Beijing • Hong Kong • Shanghai

MAJOR DEPARTMENTS & PRACTICES
Overview
Troutman Sanders LLP is an international law firm with more than 600 lawyers and 15 offices located throughout the United States and China. Founded in 1897, the firm’s heritage of substantive legal experience, demonstrated industry knowledge, and an unwavering commitment to service has resulted in strong, long-standing relationships with clients across the globe. These clients range from multinational corporations to individual entrepreneurs, federal and state agencies to foreign governments, as well as non-profit organizations and businesses representing virtually every sector and industry. The firm has helped to solve challenging and precedent-setting legal issues for some of the most dynamic companies in the world.

Practice Groups:
Corporate • Employee Benefits and Executive Compensation • Environmental and Natural Resources • Finance • Government and Regulatory • Intellectual Property • Labor and Employment • Litigation • Multifamily Housing Finance • Private Wealth Management • Tax

Industries:
Construction • Consumer Financial Services • Energy • Financial Institutions • Government Procurement and Contracting • Health Care • Insurance • Life Sciences • Maritime • Real Estate • Telecommunications • Tobacco

THE STATS
No. of Attorneys: 610
No. of Offices: 15
Chairman: Robert W. Webb, Jr.
Managing Partner: Stephen E. Lewis
Hiring Partner(s): Stephen W. Riddell

EMPLOYMENT CONTACT
Clare Roath
Director of Recruiting & Professional Development
Phone: (404) 885-3800
Email: clare.roath@troutmansanders.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
Chair, Pro Bono Committee—less than half his time.
Pro Bono Manager—all of her time.

Please provide the primary pro bono contact(s)'s information below.
David M. Gische
Chair, Pro Bono Committee
Phone: (202) 662-2015
Email: david.gische@troutmansanders.com

Terri A. Hendley
Pro Bono Manager
Phone: (404) 885-3176
Email: terri.hendley@troutmansanders.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
Each office in the United States has a local pro bono committee. The chairs of those committees sit on the firmwide Pro Bono Committee.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Each pro bono matter is approved by the office pro bono committee chair, based on a determination that the matter qualifies as pro bono and constitutes an appropriate expenditure of the firm's resources.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Atlanta Legal Aid Society
- Atlanta Volunteer Lawyers Foundation
- Public Law Center
- Kids in Need of Defense
- ABA Military Pro Bono Project
- Human Rights Watch
- Volunteer Lawyers for the Arts
- Greater Richmond Bar Foundation
- Legal Counsel for the Elderly
- Tahirih Justice Center

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Working with Kids in Need of Defense (KIND), our volunteer lawyers in Atlanta, New York, Orange County, Tysons Corner and Washington, DC offices represent unaccompanied children in immigration proceedings. These children are typically victims of trafficking or are fleeing severe abuse, abandonment, forced marriage, exploitation, or other human rights abuses. In addition to providing pro bono representation to the children, Troutman Sanders worked with KIND to sponsor the 4th Annual Advocacy Day where dozens of volunteers from around the country spent an afternoon talking to members of Congress about the urgent need for more funding to address the overwhelming increase in the numbers of children crossing our borders alone.
- Another example of a pro bono effort to assist children involves responding to subpoenas that target the records and
files of therapists who represent child abuse/neglect victims. Working with several local non-profit organizations, our volunteer lawyers help prevent confidential information between therapists and abused children from being disclosed.

- Volunteer lawyers in multiple offices worked on amici briefs filed in the United States Supreme Court, including supporting a birth parent in a custody/adoption suit involving the Indian Child Welfare Act of 1978; seeking review of Environmental Protection Agency regulations relating to greenhouse gases as air pollutants under the Clean Air Act; and representing local government officials in a suit filed by a convicted rapist who challenged state DNA arrest laws. Additionally, we assisted the Washington Lawyer’s Committee for Civil Rights and Urban Affairs on two amici briefs filed in the United States Court of Appeals for the Second Circuit on behalf of WLC’s Fair Housing Project. Both cases addressed important issues regarding equal access to housing for individuals with disabilities.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- We represent a Georgia Death Row inmate in a Habeas Corpus action currently pending in Butts County, Georgia. Our client’s claims include constitutional challenges to his conviction and sentencing, as well as a broad ineffective assistance of counsel (“IAC”) claim. The IAC claim asserts that trial counsel failed to adequately investigate or prepare his case or present his defense at trial, including a failure to present an adequate showing of mitigation during the sentencing phase. Particularly, the client’s significant trauma history was inadequately addressed by trial counsel. A three-day evidentiary hearing took place in early 2012 and the matter is currently under consideration by the Court.

- Two sisters from Guatemala who were apprehended entering the United States are being assisted by our attorneys to obtain both Special Immigrant Juvenile Status and permanent residency. The children (ages 10 and 12) are staying with their mother and stepfather while the case is pending. The mother came here to escape a domestic violence situation and left the children with a family member who subsequently neglected them. Earlier this year, the Immigration Court terminated the removal proceedings against the girls in order that they may pursue applications for SIJS and permanent residency with U.S. Customs and Immigration Services. If all goes well, the girls will be able to apply for U.S. citizenship 4 years after obtaining permanent residency.

- We assisted a local nonprofit needing assistance with negotiating a ground lease to open a day camp for disabled children, wounded warriors and families of fallen soldiers. We also represented the client before the local planning commission and were able to obtain the conditional use permit needed to allow them to proceed with their plans.

**Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.**

- **Total number of pro bono hours in 2012:** 18,759
- **Total number of pro bono hours in 2013:** 18,548

**What was the attorney headcount in your firm’s U.S. offices?**

- **Number of attorneys as of December 31, 2012:** 596
- **Number of attorneys as of December 31, 2013:** 595

**Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?**

- **Average number of hours per attorney in 2012:** 31
- **Average number of hours per attorney in 2013:** 31

**What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?**

- **Percentage of attorneys who did pro bono work in 2012:** 31–40%
- **Percentage of attorneys who did pro bono work in 2013:** 31–40%

### SUPERVISION AND EVALUATIONS

**Is there partner supervision on all pro bono matters?**

- **No**

**Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?**

- **Yes**

**Are those evaluations taken into account in determining salary or bonuses?**

- **Yes, they are taken into account when determining salary.**
- **Yes, they are taken into account when determining bonuses.**

**Are those evaluations taken into account in determining advancement within the firm?**

- **Yes**

**Is there a pro bono requirement at your firm?**

- **No**

**Does the firm give billable hour credit for pro bono work?**

- **Yes**

**Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?**

- **Yes**
What is the maximum number of pro bono hours that can be applied toward the billable hour target?
1–50 (More if prior approval is granted.)

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Associates have access to a wide variety of legal service trainings offered by the local bar associations in the various cities in which the firm has offices. In addition, the firm hosts training opportunities by legal services providers and others at the firm’s offices throughout the year.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 84
2013: 115

Average hours per summer associate spent on pro bono work
2012: 3
2013: 6

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 25%
2013: 50%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates can work on any pro bono matter. There are typically a large number of pro bono matters on which summer associates can work, including the Eviction Defense Project in Atlanta and research projects for the Anti-Defamation League in multiple cities.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Associates in the Atlanta office may participate in the Atlanta Legal Aid Society’s Fellowship program, where law firm attorneys serve as legal services lawyers for a three-month period.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
Troutman Sanders supports numerous law related public interest and community service programs, including the following: University of Georgia Equal Justice Foundation; Emory LAWS Charity Night; Emory Public Interest Committee; Vanderbilt Public Interest Stipend Fund; National Black Law Student Association; ServiceJuris; and Human Options’ Fun Run.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Troutman Sanders participates in many community efforts and causes. Examples of large efforts include the American Heart Association and United Way. The firm also organizes a Heart Walk campaign in which employees are encouraged to participate in the walk, make donations and attend seminars to learn more about heart health. The United Way Annual Campaign engages staff and attorneys with many different non-profit organizations. We serve meals for women in domestic violence shelters, volunteer for the Empty Stocking Fund, collect books and back to school items, and participate in walks, runs and various other volunteer efforts around the United States.

In addition, we participate in the Georgia State Bar Diversity Pipeline Program for high school students, the Princeton Prize for Race Relations program for high school students and the Y-Apply program that supports public high school students with college applications and financial aid.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
• Troutman Sanders was honored by the American Bar Association’s Business Law Section with a 2013 National Public Service Award which recognizes law firms, corporate law departments and business law individuals that demonstrate a significant commitment to providing pro bono legal services.
• Troutman Sanders was recognized by the American Civil Liberties Union of Georgia and awarded its 2013 Pro Bono Award for its efforts in helping a United States citizen recover damages after he was illegally deported to Mexico.
• The Atlanta Volunteer Lawyers Foundation recognized a Troutman Sanders research librarian with its "Excellence in Pro Bono Service Award" for her assistance with real estate issues.

• The Atlanta Fire Rescue Department and Atlanta Fire Foundation's "Fire Chief's Award of Distinction" was presented to Troutman Sanders in recognition of support provided over the years.

• Tahirih Justice Center nominated a Troutman Sanders partner in the Washington, DC office as a 2013 American Immigration Lawyers Association Summer Pro Bono Hero for the Southeast for his generous work representing survivors of domestic violence seeking asylum in immigration court.

• An Atlanta partner was recognized by the Atlanta Intellectual Property American Inn of Court with the 2013 Pro Bono Award for his consistent pro bono work for a variety of persons and organizations.

• Troutman Sanders has been awarded an Outstanding Achievement Award from the Washington Lawyers’ Committee for Civil Rights and Urban Affairs for the firm’s work in preparing two amici briefs in partnership with WLC’s Fair Housing Project.

Please add any additional information about your firm’s pro bono program.

Each year, our lawyers and paralegals devote thousands of hours to pro bono legal services. They serve the legal needs of a wide range of clients from individuals faced with eviction from their homes, to families seeking educational services for their special needs children, to non-profits trying to get organized. Helping clients who cannot afford to pay for legal services is not only in the finest tradition of our profession, it is the right thing to do.

We encourage each lawyer to do pro bono legal work. Pro bono hours are viewed favorably in performance reviews and all attorneys are required to report their pro bono hours, just as they are required to report their billable hours.

Each office has a pro bono committee that includes partners and associates. While we believe that each lawyer should make his or her own personal decision for public service, the committee searches for appropriate pro bono legal work and other public service opportunities and tries to match them to our lawyers and staff. Each committee chair approves pro bono matters in his or her office. With the assistance of the firm’s pro bono manager, the firmwide chair oversees the firm’s pro bono program, and provides information and coordination to each office pro bono committee.

Pro bono legal services are considered for purposes of lawyer evaluation. The firm expects each lawyer to devote a minimum of 50 hours per year to pro bono legal services. Hours charged to pro bono files (up to a maximum of 50 hours per year) are included as a credit toward the minimum billable hours expected of attorneys. Hours in excess of 50 are allowable with prior approval by the Pro Bono and Associate Review Committees.

We are proud of all of our professionals who devote their time and talents to serving our fellow citizens.
THE STATS
No. of Attorneys: 603
No. of Offices: 9
Chairman: James L. Shea
Hiring Partner(s): Robert J. Bolger, Jr.

EMPLOYMENT CONTACT
Grace Cunningham
Vice President, Professional Development & Recruitment
Phone: (410) 244-7653
Email: gcunningham@venable.com
Careers website: www.venable.com/careers
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide the primary pro bono contact(s)'s information below.

Seth Rosenthal
Partner
Phone: (202) 344-4741
Email: sarosenthal@venable.com
Website: www.venable.com/probono

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed

Please describe the composition of the committee.
Each office and timekeeper category is represented.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Feasibility and conflict clearance.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Bankruptcy, Civil rights, Community economic development, Consumer law and small claims court, Death penalty defense, Disability benefits, Domestic violence, Education, Elder law, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Immigration, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Police misconduct, Prisoners' rights, Probate law, Public benefits, Real estate transactions, Social Security law, The arts and historic preservation, Veterans' benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- ACLU of Maryland
- Bread for the City, Washington, DC
- Children's Law Center
- Legal Aid of DC, Maryland, and Virginia
- Legal Counsel for the Elderly
- Pro Bono Resource Center
- Public Interest Intellectual Property Advisors
- Tahirih Justice Center
- Washington Lawyers Committee for Civil Rights and Urban Affairs
- Whitman-Walker Legal Program

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Our Baltimore office is doing great things for victims of domestic violence referred from House of Ruth. Ably led by Mitch Mirviss, Darek Bushnaq and associates Heather Foley, Christine Carey, Megan Davis, Diana Krevor, and Matt Reinhart have obtained relief and protection in Maryland courts for a number of battered women in both contested and uncontested proceedings. The clients are ecstatic about the results. One example: members of the team negotiated a no contact order, $750/month support, car and health insurance and, yes, bingo nights at the church for a tremendously grateful client.

- Thanks to the hard work of Kristen Strain of our Baltimore office, her client, a severely abused women forced to flee her home country of Honduras, obtained asylum and is permitted to remain lawfully in the United States.

- We serve as pro bono counsel to DC Central Kitchen, a widely-lauded, path-breaking organization that furnishes both daily meals and food industry job training and placement to thousands of impoverished District of Columbia-area residents. We also represent DCCK's affiliate, the Campus Kitchens Project, which helps college campuses across the country establish student-run centers to feed local, impoverished populations. Leading up to and during 2013, our attorneys assisted both organizations with a complete overhaul of their governance documents. For DCCK, we also successfully completed, on an expedited basis, complicated lease negotiations for a large kitchen expansion needed to facilitate a sudden but sustained surge in food contributions; assisted the Board in navigating ongoing governance transition matters; and helped negotiate key government and private grants that will support, among other things, the organization’s job training and placement
program and its distribution of meals to needy DC Public School students. Additionally, we helped CKP develop a complex, comprehensive legal structure that to support the organization’s aggressive plan to quickly expand its network of affiliated college campus organizations from 30 to 200.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Representing Falls Church Healthcare Center (FCHC), Venable challenged administratively, and is now challenging in Virginia state court, the Virginia State Board of Health’s adoption of a set of widely-publicized, controversial regulations that impose new construction standards on facilities that perform first trimester abortions. The standards treat these facilities as a class of hospitals, yet impose requirements that are more onerous than those applicable to inpatient hospitals. While FCHC supports the new regulations that address, among other things, infection control and medical emergency procedures, it objects on state law grounds to regulations that impose physical and administrative standards that are not grounded in medical need or sound medical science. The matter is set for trial in the spring of 2014.

- DeWolfe v. Richmond: For several years, Venable has litigated the issue of whether criminal defendants in Maryland enjoy the right to counsel at initial bail hearings, which ordinarily take place in jail within 24 hours of arrest. In 2012, Maryland’s highest court, the Court of Appeals, recognized that, as a matter of statutory law, defendants enjoyed such a right. Soon after, however, the Maryland General Assembly diminished the victory. While formally providing for counsel at bail review hearings held in court within 72 hours of arrest—still a significant step forward, achieved through Venable’s litigation efforts—it revised the bail statute’s language to make clear that defendants had no right to counsel at the initial bail hearings in jail. Undeterred, Venable attorneys continued to press the argument that, regardless of what any statute says, the Maryland Constitution furnishes criminal defendants the right to counsel at initial bail hearing. In September 2013, the Court of Appeals agreed. The decision instantly changes the way justice is dispensed throughout the State of Maryland. If a person charged with a crime has legitimate arguments for pretrial release, arguments that he almost certainly lacks the knowledge and training to make on his own, he will have a lawyer to marshal them for him almost immediately, rather than days after his arrest.

- Maryland State Conference of NAACP Branches v. Maryland State Police / David Martin v. Christopher Conner and Jeremiah Gussoni: In this pair of cases, each resolved in 2013, Venable continued its years-long effort to eradicate the practice of racial profiling by Maryland state troopers. In the NAACP case, the Maryland Court of Appeals (Maryland’s highest court) unanimously held that, under Maryland’s Public Information Act, the State Police must disclose, with state troopers’ names redacted, the records of its internal investigations of complaints of racial profiling, and may not withhold them under the law’s “personnel records” exemption. The case establishes an important precedent

not only because it permits the public to verify whether the State Police are meaningfully investigating and resolving complaints of racial profiling, but also because it requires state agencies, for the first time, to produce records shedding light on the performance of their duties, so long as the records are redacted to protect the identities of state workers. In the Martin case, the State Police, on behalf of two state troopers, agreed to pay a substantial sum to resolve claims that the troopers stopped and searched Mr. Martin without justification because of his race and then, when he submitted a public records request seeking information about the two stops, retaliated against him by re-filing previously dismissed gun possession charges against him and adding another unfounded but more serious charge of gun trafficking that resulted in his arrest and detention for 20 days. (Mr. Martin, who had never before been arrested, was acquitted.)

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 18,642
- **Total number of pro bono hours in 2013:** 22,985

What was the attorney headcount in your firm’s U.S. offices?

- **Number of attorneys as of December 31, 2012:** 574
- **Number of attorneys as of December 31, 2013:** 600

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012:** 34
- **Average number of hours per attorney in 2013:** 38

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- **Percentage of attorneys who did pro bono work in 2012:** 21–30%
- **Percentage of attorneys who did pro bono work in 2013:** 51–60%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

- Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

- Yes
Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?
Associates regularly participate in training programs offered by the firm, various public interest organizations, and bar associations.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
- 2012: 953
- 2013: 1,305

**Average hours per summer associate spent on pro bono work**
- 2012: 41
- 2013: 50

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
- 2012: 76%
- 2013: 87%

Please provide any additional information about pro bono opportunities available to summer associates.
Summer associates are encouraged to participate in legal clinics along side of the firm’s attorneys

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Beginning this Fall, the firm will place one associate every 6 months at the offices of a legal services provider in either DC or Baltimore.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
- Annually we help conduct a mock trial program at a public high school in the District of Columbia.
- Additionally, each year the Firm hosts 25 students participating in the National Youth Leadership Forum in the Law and CSI program, and ten students from Thurgood Marshall Charter School.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Firm personnel participate in a variety of volunteer projects—meal delivery, tutoring, and the like. On a weekly basis, a number of employees read with elementary school children during their lunch hours.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.
*Individual attorneys were honored during this time period:*
- Public Interest Project honors Venable partner Michael Gollin with Innovators Award
- Tahirih Justice Center, which provides legal assistance to women fleeing violence and abuse in their countries of origin, honored our very own Kristen Strain as its Maryland pro bono lawyer of the year
- John Stierhoff honored as unsung hero for performing hundreds of hours of pro bono service for Providence
Center, a nonprofit organization that serves adults with developmental disabilities

- Ed O’Toole receives Jeremy G. Epstein Award for Pro Bono Service
- DC Central Kitchen featured Venable partner George Constantine in a “Volunteer Spotlight” article, praising the firm for its committed pro bono work on behalf of their organization since 2008
- Michael Schatzow, Meredith Boylan and Kristen Strain honored with the 2013 Benjamin R. Civiletti Pro Bono Lawyer of the Year Award
- Michael Bracken, Kendall Camuti, George Chadwick, Melissa Gomez, and Edward O’Toole were honored with the 2012 Benjamin R. Civiletti Pro Bono Lawyer of the Year Award
- Venable partner Ralph Tyler receives J. Joseph Curran Public Service Award from Maryland Bar Foundation
- Suzanne St. Pierre honored by pro bono client Brooklyn Community Pride Center at annual gala

The firm was honored during this time period:

- Venable honored for its philanthropic and pro bono efforts at the Washington Business Journal Corporate Philanthropy Awards Breakfast
- Tahirih Justice Center honors Venable with 2013 Maryland Firm of the Year Award for pro bono efforts to prevent violence against women

Please add any additional information about your firm’s pro bono program.

Further to the question: “Does the Firm give billable hour credit for pro bono work?”—whereas the billable hour requirement for associates is set at 1,900 hours, the bonus eligibility requirement is set at 1,950 hours, and associates can make up the entire 50 hour difference and become bonus-eligible through pro bono work.
1001 Fannin
Suite 2500
Houston, Texas 77002
Phone: (713) 758-2091
www.velaw.com

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THE STATS
No. of Attorneys: 621
No. of Offices: 15
Chairman: T. Mark Kelly
Managing Partner: Scott Wulfe
Hiring Partner(s): Doug Bland

EMPLOYMENT CONTACT
Patty Harris
Chief Talent Officer
Phone: (713) 758-2222
Email: pharris@velaw.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Ellyn Josef is V&E’s full-time Pro Bono Counsel. She spends all of her time managing the firm’s robust pro bono program.

Please provide the primary pro bono contact(s)’s information below.

Ellyn Haikin Josef  
Pro Bono Counsel  
Phone: (713) 758-2091  
Email: ejosef@velaw.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

V&E’s pro bono committee is made up of approximately 50 lawyers, both associates and partners, representing both the domestic and international offices.

THE SCOOP
Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

V&E maintains a list of pre-approved Pro Bono Providers. Attorneys are welcome to take matters from these providers, without having to receive specific approval from the Firm’s Pro Bono Committee. These pre-approved providers include legal service providers in all of our office communities that provide pro bono opportunities in typical pro bono subject areas. In order for an attorney to take on a pro bono matter that is not from a pre-approved provider, the attorney must complete a form memorandum seeking approval from the Pro Bono Committee. Additionally, the Firm’s Pro Bono Committee and Pro Bono Counsel consistently look for innovative and impactful pro bono opportunities in our communities to provide to our lawyers.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Houston Volunteer Lawyers
• Volunteer Legal Services of Central Texas
• Dallas Volunteer Attorney Program
• Human Rights First
• Human Rights Initiative
• Legal Aid Society of DC
• Tahirih Justice Center
• Catholic Charities
• Texas Civil Rights Project
• Texas Appleseed

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• V&E donates considerable pro bono time to providing legal assistance to non-profit corporations, to assist them with a variety of legal matters. A team of V&E lawyers recently donated time to assist Connecting Park Cities, an organization dedicated to helping families with special needs children, in obtaining their 501(c)(3) status. The assistance went beyond the initial tax advice, and helped the group put together a plan for a post-secondary “school-type” learning environment for handicapped young adults. The legal assistance donated allowed the organization the foundation required to begin to help these youth and families in the Park Cities area.

• Following more than two years of litigation, V&E succeeded in convincing the U.S. Immigration Court to grant asylum status to our client, an immigrant from China. The V&E team was able to demonstrate that our client faces a well-founded fear of persecution if he were to return to China, based on the client’s religious and political activities in the
U.S. These activities included providing seed money and organizational support for an unregistered (and therefore illegal) “house church” in China for the last twelve years, and participating in a human rights advocacy organization in the U.S. The Department of Homeland Security vigorously contested every element of our client’s case, proof of which involved presentation of testimony of multiple witnesses over the course of many hearings. This matter was referred to V&E by Human Rights First.

- V&E lawyers negotiated a settlement agreement with a Texas college of nursing on behalf of their client BN. After experiencing complications with a pregnancy and being hospitalized, BN was denied excused absences and was forced to withdraw from the college of nursing. The forced withdrawal came on the heels of derogatory comments from one of BN’s professors regarding her pregnancy. Under the settlement agreement, BN was admitted back into the college of nursing and will be able to take her final two semesters at the nursing school free of charge. The agreement also put measures in place to prevent retaliation against BN. In the agreement, the university acknowledges the requirements of Title IX and its regulations’ application to pregnant students, and states that the university will continue its efforts to make its faculty members aware of these legal obligations.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- V&E, together with the University of Virginia Law School Supreme Court Litigation Clinic, was retained by the Nevada Commission on Ethics, the small independent state agency charged with enforcing the state’s ethics laws governing public officials, to seek review of a Nevada Supreme Court ruling striking down on First Amendment grounds a provision of the state ethics law requiring government officials to abstain from voting on matters in which they have a personal interest. In this case, a member of a city council failed to recuse himself from voting on a casino development project although the casino was represented by the manager of the official’s ongoing reelection campaign, was the campaign’s largest outside vendor, and also was his close friend. The Nevada Supreme Court held that elected official to cast legislative votes and thus recusal statutes were subject to strict scrutiny. V&E attorneys and the Clinic persuaded the Supreme Court to grant certiorari.

After full briefing and argument, the Supreme Court unanimously reversed. Although most federal courts of appeals had held that a legislator’s vote was protected speech under the First Amendment, the Supreme Court agreed with V&E and the Clinic that a legislator’s authority to cast a vote “is not personal to the legislator but belongs to the people; the legislator has no personal right to it.” Accordingly, rules requiring legislators to abstain from matters in which they had a potential conflict of interest did not implicate any personal First Amendment right to free speech.

This case presented the Supreme Court of the United States with its first opportunity to determine whether a legislator’s authority to cast a vote is protected by the First Amendment. The case has direct implications for numerous federal, state, and local laws requiring public officials to disqualify themselves from acting on matters in which they, a relative, an employer, or a business associate have an interest.

- V&E produced a report for a women’s legal aid NGO in China, the Beijing Zhongze Women’s Legal Counseling and Service (“the Centre”). The report compared the legislative approaches to compensation relating to mental suffering of rape victims and the rape and prostitution laws relating to minors in the following eight countries: Canada; England and Wales; Germany; Hong Kong; the People’s Republic of China; Singapore; Taiwan; and the United States of America (in the states of California, Florida, Illinois, New York and Texas). The report was used by the Centre to prepare its proposal to the National People’s Congress 2013 annual conference regarding compensation for the mental suffering of rape victims and rape laws relating to minors in China. The Centre hopes that its proposal to the National People’s Congress will help to strengthen protections for women and girls, and improve access to compensation for rape victims, across China.

- V&E attorneys recently won asylum for their client, Mr. X, a native and citizen of the Republic of Maldives, an archipelago of about 1,000 islands in the Indian Ocean. The application, which was several hundred pages and included more than 70 exhibits, sought asylum for Mr. X, who, beginning in 1995 and lasting until 2010, was systematically confined, persecuted, and tortured at the hands of the Maldivian government because of his political beliefs and association with a democratic political party organized by his brother, Mr. Y. Throughout his confinement, Mr. X was assaulted almost daily and regularly deprived of food and sleep. His torture and persecution also included waterboarding, brutal beatings, long periods in forced stress positions, and physical and sexual abuse of his family members within viewing and hearing distance. Mr. X had no opportunity to speak to legal counsel during his confinement, never saw the inside of a courtroom, and was never even charged with a crime. His persecutors still hold positions of power in the Maldivian government and have continued to subject his family members to arrest, physical abuse, and murder.

Mr. X is married to Mrs. X, who also received asylum through the application prepared by the V&E team. The two have four children together, all of whom escaped persecution in the Maldives and are now naturalized citizens of the United States. One of their sons is a United States Marine, who has served combat duties in Afghanistan and Iraq. Now that Mr. X has obtained asylum in the United States, he can similarly establish a life safe from his persecutors, free from fear that they will harm him again.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 31,034
Total number of pro bono hours in 2013: 29,799
What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 628
Number of attorneys as of December 31, 2013: 621

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 49
Average number of hours per attorney in 2013: 48

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 41–50%
Percentage of attorneys who did pro bono work in 2013: 41–50%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
At V&E, pro bono matters are treated the same as any other client matter, and associates working on these matters have available to them a full range of training opportunities. V&E has its own significant in-house professional education department, and pro bono subject matters are a regular part of the curriculum of V&E’s training program. New associates receive information and training about the Firm’s pro bono program shortly after their arrival at the Firm. For particular substantive areas of pro bono work, such as political asylum, guardianship and family law matters, specialized training is available either through in-house training from V&E staff or through external speakers hosted by V&E. Additionally, V&E supports its lawyers attending outside training opportunities as it relates to their pro bono matters or areas of interest.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,544
2013: 1,680

Average hours per summer associate spent on pro bono work
2012: 25
2013: 19

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 72%
2013: 57%

Please provide any additional information about pro bono opportunities available to summer associates.
Over the last several years, V&E has developed its own Summer Associate Research Program, in which Summer Associates are given the opportunity to draft research memos for a variety of V&E’s pro bono partner organizations. These memos are then used by the organizations to conduct trainings, propose legislation and engage in impact litigation. Our commitment to our summer associates’ involvement in pro bono is also demonstrated by our Public Interest Split Summer Program. Summer associates may apply to work half of the summer at V&E and the other half at a public service organization while being paid by V&E.
Finally, V&E has also provided the opportunity for our summer associates to complete pro bono requirements of their respective law schools, by completing additional weeks in their summer program and focusing solely on pro bono work during those particular weeks.

**Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?**

No

**What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.**

Parallel to its commitment to pro bono work, V&E has always had deep involvement in the communities in which its lawyers live and work. V&E has partnered with law school clinics to provide pro bono work in those communities, and has partnered with law schools to assist in their fundraising efforts and other community-related programming. V&E has always been and continues to be incredibly supportive of law-related community organizations and law schools, helping to provide the support and pipeline for law students into the legal community.

**What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.**

In addition to all of V&E’s law-related community activities, V&E supports and offers opportunities to its lawyers and staff to participate in other volunteer activities in the community. Some examples of this work include: building houses with Habitat for Humanity, staffing holiday parties and other events at the HAY Center for foster youth, volunteering at local food banks and participating in apprenticeship and mentoring programs in local low-income middle and high schools.

**Please list any special recognition or awards your firm has won since 2012 for its pro bono work.**

- February 2012: V&E received the Houston Bar Foundation award for Outstanding Law Firm Contribution to the Houston Volunteer Lawyers Program for 2011
- April 2012: V&E was awarded the Harris County Bench Bar Pro Bono Award for outstanding contributions to pro bono legal services during 2011
- October 2012: V&E lawyers received an award from the Texas Civil Rights Project for their tireless and dedicated work on behalf of a wronged Texas prisoner
- October 2012: V&E lawyers received an award from the Dallas Volunteer Attorney Program for V&E’s commitment to pro bono work on behalf of clients in need in the Dallas community
- November 2012: V&E was awarded the Angel of Freedom Award from the Human Rights Initiative for the work they have done in the area of political asylum
- May 2013: For the second year in a row, V&E was awarded the Harris County Bench Bar Pro Bono Award for outstanding contributions to pro bono legal services during 2011
- May 2013: V&E received the Alpha Award from Alpha Workshops in New York for the pro bono contribution made to their organization
- July 2013: The Texas Civil Rights Project awarded four Vinson & Elkins lawyers the 2013 Kristi Couvillon Pro Bono Award for dedicated work on a civil rights matter
- November 2013: Who’s Who Legal recognized Vinson & Elkins as one of 10 “Leading Law Firms for Pro Bono”
- May 2014: V&E was awarded the Access to Justice Award for Best Pro Bono Firm of 2014 by American Gateways

**Please add any additional information about your firm’s pro bono program.**

V&E lawyers are guided by the principle that pro bono clients, like all of our clients, should be fully and effectively represented. As a result, we devote significant time and financial resources to the legal needs of persons and organizations who cannot afford to pay for representation. V&E’s pro bono initiatives provide our lawyers an opportunity to connect with the human side of the practice of law. From senior partners to first-year associates, in both our domestic and international offices, our lawyers apply their skills to personal passions and gaps in service and make lasting impacts in the communities in which they live and work.

Each year, V&E lawyers provide nearly 30,000 hours of free legal services to those in need. Our pro bono work comes from many sources from attorneys interested in specific legal issues to legal services providers who work each day to improve the lives of those in need to partnering with clients to assist the underserved. Whether we are helping to reunite mothers and children, assisting Holocaust survivors in the U.S. with obtaining restitution from the German government, or representing veterans and active duty military personnel with legal problems, V&E’s long tradition of pro bono work has grown over the years to become a broad and diverse practice area. The strength of V&E’s pro bono program is deeply rooted in the Firm’s core principles and is sustained by our lawyers’ personal dedication to service.

In 2008, V&E added a full-time Pro Bono Counsel, Ellyn Haiken Josef, to assist the Firm’s Pro Bono Committee with both program development and management. In January of 2012, V&E named Harry Reasoner, former Managing Partner of V&E, as the Firm’s Pro Bono Chairman. Throughout Harry’s nearly 50-year legal career, he has devoted several thousand hours of legal services to some of the most high-profile and important pro bono cases. As V&E’s most notable pro bono champion, Harry Reasoner, continues to encourage lawyers to do their part to make a difference in the lives of individuals and communities.
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New York, New York 10019
Phone: (212) 403-1000
www.wlrk.com

LOCATION
New York, NY

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THE STATS
No. of Attorneys: 252
No. of Offices: 1
Executive Partner: Meyer G. Koplow
Hiring Partner(s): Steven A. Rosenblum

EMPLOYMENT CONTACT
Elizabeth F. Breslow
Director of Recruiting & Legal Personnel
Phone: (212) 403-1334
Email: efbreslow@wlrk.com
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide the primary pro bono contact(s)’s information below.
Marc Wolinsky
Partner
Phone: (212) 403-1226
Email: mwolinsky@wlrk.com

Does the firm have a pro bono committee?
No

THE SCOOP

Does your firm have a pro bono policy?
No

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The Firm supports attorneys in whatever pro bono matter they wish to work on.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Bankruptcy, Civil rights, Domestic violence, Family law, First Amendment and constitutional issues, HIV/AIDS advocacy, Immigration, Indigent criminal defense, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Probate law, Real estate transactions, The arts and historic preservation

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Office of the Appellate Defender
- Partnership for New York Defender
- Vera Institute of Justice
- Immigration Equality
- Planning and Estates Law Project at the City Bar Justice Center
- The Legal Aid Society

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

CJA Panel
Partner David Anders is a member of the CJA Panel for the Southern District of New York. He, with the assistance of various litigation associates, serves as appointed counsel for indigent federal criminal defendants. In one case, after successfully negotiating the individual’s eligibility for safety valve relief from a five-year statutory minimum sentence, the client received a sentence much lower than the 57 to 71 month guideline range. The Firm also represented a woman with a history of physical and emotional abuse and drug addiction, who was accused of distributing oxycodone and other prescription drugs. The Firm successfully negotiated an agreement whereby she pled guilty to a lesser crime with a statutory maximum of 48 months. Finally, the Firm represented an individual accused of conspiring with others to distribute crack cocaine. After pleading to a lesser offense with a guidelines range of 51 to 63 months, the client received a below-guidelines sentence of time served.

Partnership for New York City
Wachtell Lipton represented the Partnership for New York City, a collection of business leaders in the city, as amicus in United States v. Windsor, a landmark case in which the Supreme Court held unconstitutional Section 2 of the Defense of Marriage Act (DOMA). The case concerned a surviving spouse who was denied the marital exemption under the federal estate tax rule, because DOMA precluded the federal government from recognizing her same-sex marriage. The Partnership argued in briefs filed with the Second Circuit and the Supreme Court that DOMA is inconsistent with federalism and fails to advance its own purported ends even as it imposes substantial burdens on the business community. Arguments the Firm advanced were relied upon by the Second Circuit and the Supreme Court in their rulings invalidating Section 3 of DOMA.

Immigration Equality
Through a partnership with Immigration Equality, the Firm successfully represented a gay Jamaican man who sought asylum in the United States under the Convention Against Torture after years of persecution in his home country. After preparing an affirmative application extensively documenting the Firm’s client’s fear for his life if forced to return to Jamaica after a long history of attacks and death threats because of his sexuality, the Firm obtained an indefinite grant of asylum from the Department of Homeland Security.

Visit www.vault.com for company rankings, ratings and reviews to learn what it’s really like to work in an industry or company—and how to position yourself to land that job.
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

**People v. Anthony Oddone**

The Firm represented Anthony Oddone, a young man who was wrongfully convicted of first degree manslaughter resulting from the death of an off-duty correction officer moonlighting as a bouncer at a Southampton, New York bar. Through the Firm’s efforts, the New York Court of Appeals granted leave to appeal and, on December 12, 2013, reversed Mr. Oddone’s conviction. The Suffolk County District Attorney’s Office agreed that it would not seek a retrial, and Mr. Oddone was freed from prison in time to celebrate Christmas with his family after serving over five years in prison. The Court of Appeals decision addressed a number of important issues on New York law, including issues relating to New York’s party witness rule and the admissibility of expert psychological testimony regarding the accuracy of witness estimates of duration in criminal cases.

**Planning and Estates Law Project at the City Bar Justice Center**

Pamela Ehrenkranz, head of the Firm’s Trusts & Estates Practice Group, founded and chairs the Planning and Estates Law Project (“PELP”) at the City Bar Justice Center. PELP provides pro bono assistance to low-income New Yorkers in the areas of personal planning and probate and administration proceedings. PELP consists of a panel of trust and estate lawyers who respond to questions about planning and estate matters. PELP is able to provide fast and accurate legal guidance as to what happens to assets after someone dies and give guidance to those who have little if any idea of how to deal with an individual’s assets, including life insurance policies, bank accounts, and real estate. PELP holds legal clinics to meet and help clients complete administration and probate forms. The clinics are staffed with volunteers from Wachtell Lipton and other lawyers, as well as law students from NYU, Columbia and other schools. Since January 30, 2013, PELP has handled over 173 cases. The Firm was honored for its work on this and other pro bono projects by the Association of the Bar of the City of New York.

**Her Justice**

Through a partnership with Her Justice, Wachtell Lipton attorneys have represented low-income women living in New York City in family law matters, including child custody and visitation, child support and divorce proceedings. The Firm’s representation includes the drafting and filing of divorce documents and appearances in family court for child support proceedings and custody and visitation proceedings. One of the Firm’s recent representations in a child support matter resulted in a final order of child support that was ten times higher than the temporary order entered prior to the Firm’s involvement in the matter.

**SUPervision and evaluations**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

No

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?

N/A

**Pro Bono points**

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please provide information about pro bono opportunities available to summer associates.

Summer Associates routinely participate in the Firm’s pro bono practice and may be assigned to any pro bono matter.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

For the eighth consecutive summer, the Firm was involved with the Legal Outreach program. Attorneys at the Firm volunteered to teach, mentor and judge four high school students in mock negotiation and oral argument exercises. In addition, the Firm was a pilot participant in the NALP/Street Law Program and we are now in our seventh consecutive year of participation. Attorneys volunteer to teach law-related lessons in high school history and civics classes in New York City public high schools, work with the students on mock cases, and host a one-day conference at the Firm at the end of the program.

**By the numbers**

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 249

Number of attorneys as of December 31, 2013: 267
Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Her Justice (formerly known as inMotion, Inc.) 2013 Commitment to Justice Award.

Please add any additional information about your firm’s pro bono program.

We are committed to supporting attorneys who undertake pro bono projects. Pro bono clients are clients of the Firm, and no distinction is made between hours spent on pro bono or other client matters. We are also proud of the considerable contributions the Firm has made to the legal profession and the positive impact we have had on our community, both through financial support and through leadership of numerous philanthropic and public policy causes. In addition, the Firm’s attorneys have taught courses at Columbia, Fordham, Harvard, New York University, the University of Pennsylvania, Stanford and Yale, among others, in fields such as constitutional law, ethics, advanced criminal procedure, deal litigation, legal writing, and corporations.
THE STATS
No. of Attorneys: 1,162
No. of Offices: 20
Executive Partner: Barry Wolf

EMPLOYMENT CONTACT
Lisa Cuevas
Chief Talent Officer
Phone: (212) 310-8000
Email: lisa.cuevas@weil.com

MAJOR DEPARTMENTS & PRACTICES
Antitrust/Competition • Appellate • Banking & Finance
• Business Finance & Restructuring • Capital Markets •
Complex Commercial Litigation • Employment Litigation •
Environmental • Financial Institutions Regulatory • Intellectual
Property/Media • International Arbitration & Trade • Mass
Tort • Mergers & Acquisitions • Not-for-Profit Group • Private
Equity • Private Funds • Pro Bono • Product Liability • Public
Company Advisory Group • Real Estate • Securities Litigation •
Structured Finance & Derivatives • Tax, Benefits, and Executive
Compensation • Technology & IP Transactions • White Collar
Defense & Investigations
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Pro Bono Coordinator/Partner 1
All of his/her time

Pro Bono Coordinator/Partner 2
All of his/her time

Pro Bono Coordinator/Partner 3
All of his/her time

Please provide the primary pro bono contact(s)’s information below.

Miriam Buhl
Pro Bono Counsel
Phone: (212) 310-8000
Email: miriam.buhl@weil.com

Barbara Nichols
Pro Bono Administrator
Phone: (212) 310-8000
Email: barbara.nichols@weil.com

Johanna Markson
Pro Bono Administrator
Phone: (212) 310-8000
Email: johanna.markson@weil.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
bi-monthly

Please describe the composition of the committee.

Weil’s Pro Bono Committee is firmwide and includes partners from every office and department.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
In deciding which matters to accept on a pro bono basis, Weil considers all proposed matters, regardless of size or manner of referral. Moreover, absent a conflict situation, the firm encourages its attorneys to pursue their individual pro bono interests. The firm believes that, because of its size and resources, it should undertake some substantial matters that may have a significant impact on the community.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Probate law

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Iraqi Refugee Assistance Project
- Innocence Project
- Center for Constitutional Rights
- Human Rights First
- Human Rights Watch
- Lawyers’ Committee for Civil Rights Under Law
- Public International Law & Policy Group
- HIV Law Project
- Asian American Legal Defense & Educational Fund
- Center for Reproductive Rights
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

**Community & Economic Development:**
- Responding to the needs of malnourished children in developing countries, Valid Nutrition developed an emergency, nutrient-packed brown paste called Ready-to-Use Therapeutic Food (RUTF). Eaten straight out of the packet, RUTF supplies micronutrients to keep children from severe health risks. Weil advised on the corporate structuring in various regions of the world and on trademarks to ensure it could protect the ethical identity and quality of its product.
- In partnership with Start Small Think Big, Weil assists low-income micro-entrepreneurs with legal advice to start, maintain and expand sustainable businesses, creating financial stability and jobs in underserved communities.
- Weil represented consumers who alleged that a Florida pet store purchased genetically defective puppies, misrepresented their health and origins, and refused to reimburse consumers for veterinary expenses. In 2009 and again in 2013, Weil brought legal action against the store and finally negotiated a favorable settlement requiring changes in the store’s business practices and imposed stringent requirements for disclosure to the Attorney General’s Office and consumers.

**Environmental:**
- Working alongside the Legal Response Initiative, Weil provides legal advice to the world’s least developed countries to support their negotiation of a fair deal in the hugely complex United Nations climate treaty talks. This program also coordinates training events and materials to help make an impact on environmental issues at the highest strategic and international level.
- Weil advised the philanthropic foundation of a leading global private equity fund on its recent innovative investment in SunnyMoney. The mission of SunnyMoney is to increase access to solar lights and eradicate the hazardous kerosene lamp from Africa by the end of this decade.
- Weil is assisting social enterprise EcoZoom on the financing, manufacturing, and contractual arrangements for the supply of clean, safe, and energy-efficient cookstoves to 700,000 families in Rwanda. Replacing traditional unhealthy cookstoves will improve lives and benefit the environment.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- Total number of pro bono hours in 2012: 61,209
- Total number of pro bono hours in 2013: 69,550

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 861
- Number of attorneys as of December 31, 2013: 802

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- Average number of hours per attorney in 2012: 71
- Average number of hours per attorney in 2013: 87

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- Percentage of attorneys who did pro bono work in 2012: 61–70%
- Percentage of attorneys who did pro bono work in 2013: 61–70%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes
Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
- Yes, they are taken into account when determining salary.
- Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
Yes

What is the requirement and to whom does it apply?
Weil’s pro bono requirement is that every entering lawyer from first-year associate to lateral partner take at least one pro bono matter during his or her first two years at the firm. All attorneys are encouraged to perform 50 hours of pro bono service each year.

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
N/A

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
- Anti-Human Trafficking
- Corporate Law and Governance
- Not-for-profit incorporation and tax-exemption filings
- Political asylum
- Housing
- Adoption
- Prisoners’ rights
- Elder law
- VAWA, domestic violence and trafficking
- Election protection
- Assistance for small businesses

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 1,244
2013: 2,709

Average hours per summer associate spent on pro bono work
2012: 12
2013: 27

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 26%
2013: 77%

Please provide any additional information about pro bono opportunities available to summer associates.
All summer associates are encouraged and expected to engage in pro bono work at Weil. Summer associates are invited to participate in a two-week extern program at the offices of leading public service providers, such as Dallas Volunteer Attorney Program, Human Rights Watch, New York Lawyers for the Public Interest, Lawyers Alliance for New York, Legal Aid Society, and Legal Services for New York City. They also participate in the Sanctuary for Families Courtroom Advocacy Program and volunteer at the Dallas Volunteer Summer Associate Program and the Bronx Defenders Office. In addition, summer associates work on a number of pro bono matters when rotating through the firm’s departments.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
- Legal Services for New York City: Four-month full-time Rotations
- Lawyers Alliance for NY: four-month full-time rotations
- Lend-A-Lawyer joint program with Dallas Bar Association
What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Justice Resource MENTOR Program
- Moot Court Program
- Mock Trial Program
- Martin Luther King High School Individual Mentor Program
- Legal Outreach Program

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- Big Brothers Big Sisters
- Boys and Girls Harbor
- New York Cares
- NY AIDS Walk

Please list any special recognition or awards your firm has won for its pro bono work.

Weil has received notable recognition from numerous charitable and pro bono organizations, including:

- Legal Aid Society’s Pro Bono Publico Award
- National Law Journal’s Pro Bono Hot List—Honored for Work with Hurricane Sandy Victims
- Lawyers for Children America—Recognition for Outstanding Pro Bono Work
- "Help & Hope Award" for Pro Bono Services to CancerCare
- GOAL’s Community Service Award
- Massachusetts Lawyers Weekly Excellence in The Law Awards (Boston office)
- Her Justice Commitment to Justice Awards “Legal Team Award” which recognizes pro bono assistance to mothers and their children who are facing poverty and abuse
- New York State Bar Association President’s Pro Bono Award
- Sanctuary for Families Award for Excellence in Pro Bono
- State Bar of Texas Pro Bono Award
- Washington Lawyers’ Committee for Civil Rights & Urban Affairs outstanding Achievement Award

Please add any additional information about your firm’s pro bono program.

Weil’s commitment to pro bono work is deeply ingrained in our culture. We believe that it is our obligation to volunteer our skills to those who would otherwise face severe challenges as victims of injustice or abuse without legal representation.

As economic difficulties exacerbate the problem of unequal access to quality legal representation, the need is as great as ever, and we continue to respond to it. Along with helping individual clients, Weil considers it essential to assist groups that work on behalf of the public to address issues of economic and social justice.

The importance Weil places on providing these services to the community is demonstrated by our goal of having all lawyers at the Firm perform 50 hours of pro bono work each year. Toward that end, every partner is expected to work on a pro bono matter every year, and every new attorney—including lateral partners—is required to take on a pro bono matter. During the past decade, Weil has performed more than 800,000 hours of pro bono work and has had a meaningful effect on thousands of lives.

We are privileged to have institutional clients that share our commitment and actively work with us on initiatives in a number of areas, including criminal justice reform, human rights, community and economic development, children’s welfare, civil and constitutional rights, health and environmental issues, and asylum and immigration. This past year, our combined efforts and the skill, dedication, energy, and empathy of Weil attorneys again led to outcomes that transformed lives. These included winning asylum for those persecuted in their home countries; protecting the rights of thousands of tenants on the brink of homelessness; pressing for the release of those wrongfully convicted of crimes; protecting the right to vote from unwarranted state interference; and supporting the search for solutions to the world’s ecological problems. It is for good reason that we call the time we spend on pro bono work “our finest hours.”
WHITE & CASE LLP

1155 Avenue of the Americas
New York, New York 10036
Phone: (212) 819-8200
www.whitecase.com

LOCATIONS
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MAJOR DEPARTMENTS & PRACTICES
Global Practice Areas:
- Antitrust
- Asset Finance
- Banking
- Capital Markets
- Commercial Litigation
- Financial Restructuring and Insolvency
- Intellectual Property
- International Arbitration
- Mergers & Acquisitions
- Pro Bono
- Project Finance
- Tax
- Trade
- White Collar

Global Industry Groups:
- Communications and Media
- Funds
- Mining and Metals
- Oil & Gas
- Pharmaceuticals and Healthcare
- Power
- Real Estate

THE STATS
No. of Attorneys: 1,895
No. of Offices: 41
Chairman: Hugh Verrier
Hiring Partner(s): Aalok Sharma (Los Angeles)
               Steven Vainder (Miami)
               Heather McDevitt (New York)
               Brady Mickelsen (Silicon Valley)
               George Paul (Washington, DC)
               Matthew Kautz (United States)
               Owen Pell (United States)

EMPLOYMENT CONTACT
Jane P. Stein
Americas Director of Attorney Recruiting
Phone: (212) 819-8273
Email: jstein@whitecase.com
Careers website: http://uslawcareers.whitecase.com/
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

5

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Patrick Rickerfor
Global Pro Bono Manager
Full time position spent on pro bono.

Louis O'Neill
Pro Bono Counsel
Full time position spent on pro bono.

Sophie Orr
Social Responsibility Manager
50% of time spent on pro bono.

Jo Maitland Weiss
Head of Social Responsibility
50% of time spent on pro bono.

Ian Forrester
Global Pro Bono Practice Group Leader
Practicing EU law litigator; 20% of time in Global Pro Bono Practice Group Leader role.

Please provide the primary pro bono contact(s)'s information below.

Patrick Rickerfor
Global Pro Bono Manager
Phone: (212) 819-7805
Email: prickerfor@whitecase.com

Louis O'Neill
Pro Bono Counsel
Phone: (212) 819-8345
Email: loneill@whitecase.com

Sophie Orr
Social Responsibility Manager
Phone: +44 20 7532 2953
Email: sophie.orr@whitecase.com

Website: www.whitecase.com/about/probono-1/

Does the firm have a pro bono committee?
No

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
New pro bono matters must be approved by the Conflicts and New Business Department and the Global Pro Bono Practice, which will consult as needed with partners whose location, practice or area of expertise is relevant to the proposed matter.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• Acumen
• Advocates for International Development
• Child Rights International Network
• Conservation International
• Legal Aid Society of New York
• Médecins Sans Frontières
• PLNet: The Global Network For Public Interest Law
• SOS Children's Villages
• TrustLaw
• Women's World Banking
List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In 2013, 46 lawyers and legal staff in our Washington, DC office worked 1,500 hours on behalf of veterans injured in combat during their service in Iraq or Afghanistan. Maury Mechanick, counsel and an experienced advocate for veterans in claims before the Veterans Administration, Norm Fry, counsel and former U.S. navy member and former National Veterans Legal Services Program lawyer Matt Frutig arranged for our lawyers to represent an initial group of 26 veterans applying for Combat Related Special Compensation (CRSC). More than 25 lawyers signed up to participate. Matt, Maury and Norm trained our lawyers in military procedures and resources, assigned cases and mentored our team. Since 2012, our lawyers have submitted twenty CRSC applications on behalf of our clients, sixteen of which were adjudicated by the CRSC boards. Of those, fifteen of our clients have received full or partial CRSC approval, guaranteeing each of them additional monthly disability compensation and a one-time payment of retroactive CRSC pay.

- In New York, we won a series of cases for a developmentally disabled child denied access to education. Our client, a 6-year-old with severe speech apraxia, could say less than ten words by the time he was to enter kindergarten in 2012. The NY Department of Education failed to offer him placement at an appropriate school and left him unplaced at home well into the start of the school year. His disability was time-sensitive: neurologists told his family that if he did not begin speaking by age seven, he would never speak. We helped to immediately place the child at a private school specializing in speech and language disabilities, and sued the DOE for tuition reimbursement claiming that the DOE denied him free, appropriate public education under the Federal IDEA Act. After two hearings and extensive briefing, we won tuition reimbursement for his 2012–2013 year at the new school. In 2013, the DOE again failed to offer a school placement. We sued again and settled the case with the DOE paying full tuition for the 2013–14 school year. Our client is thriving, has begun to speak, and has said, among other things, the word “mama” for the first time.

- White & Case has been working with Acumen, a nonprofit global venture fund that invests in social entrepreneurs working in developing countries, since 2006. We have worked on more than 20 deals, ranging from shareholder and subscription agreements to technology licenses and investment closings, as well as dispute resolution, fund formation and fund administration. Our lawyers are helping Acumen structure its first social investment in Ethiopia, in a poultry farm, a project that is intended to enhance the productivity of small-hold farmers and improve meat quality. In Tanzania, also for Acumen, a team has reviewed transaction and project documents for an equity investment in small-scale biomass powerplants, which are interceded to provide renewal and reliable energy to poor communities throughout the country.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Institutional pro bono client Child Rights International Network called on White & Case to create a global database profiling the legal framework for children’s rights in every country in the world and its relationship to the Convention on the Rights of the Child. More than 200 lawyers & legal staff across 29 offices researched the legal regimes in 172 countries. As the first comprehensive collection of its kind, the database focuses on access to justice for children and looks at different ways in which national legal systems have used international instruments to enforce rights. Each country profile examines whether the CRC can be enforced directly in that system’s courts, and provides information on a child’s access to venues, legal aid, representatives, evidence, resolutions, appeals and more. The global database also houses a tool that individuals and NGOs can use to bring more countries into alignment with CRC principles.

- On behalf of parents of children in New York City’s public schools, White & Case brought a lawsuit against the NYC Department of Education to rid the schools of aging light fixtures containing toxic polychlorinated biphenyls, or PCBs, which are highly dangerous man-made compounds that damage the nervous, immune and endocrine systems and cause cancer. In some NYC public schools, these poisonous PCBs were literally dripping directly on children’s heads and City officials had admitted that nearly 800 of 1,400 school buildings could have PCB-containing light fixtures. After nearly two years of litigation, our team, in partnership with New York Lawyers for the Public Interest, convinced NYC to accelerate its timeline for removing the PCBs by more than half. Under the terms of the settlement, the Department of Education agreed to replace all PCB light fixtures by 2016, five years earlier than the previous deadline of 2021.

- On behalf of Save the Children International and an umbrella organization for NGOs, InterAction, a cross-office White & Case team is helping challenge certain problematic aspects of a United States government proposal to vet all recipients of USAID and Department of State foreign assistance grants for links to terrorism. While NGOs support the need for such measures, we argue that the proposed system conflicts with data protection and privacy laws of the EU and other similar regimes. It is important to limit or restructure these programs because, as proposed, they seriously endanger staff in the field by compromising perceptions of independence from the United States over 200 aid workers in the field have been killed in recent years because of perceived links to the United States government and its intelligence agencies. In November 2013, the White & Case team presented on this matter at the annual conference of Harvard Law School’s Counterterrorism and Humanitarian Engagement (CHE) Project, and our team’s white paper on this work was published in March 2014 by the CHE Project.
BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 61,391
Total number of pro bono hours in 2013: 43,960

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 657
Number of attorneys as of December 31, 2013: 626

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 93
Average number of hours per attorney in 2013: 70

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 51–60%
Percentage of attorneys who did pro bono work in 2013: 61–70%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

Yes

What is the requirement and to whom does it apply?

All summer and first-year associates must do pro bono work.

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

More than 150

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?

Pro bono training is available through the legal service providers from which we accept cases and a training calendar is maintained on the Firm’s intranet page. The Firm also hosts several of these training sessions each year. In addition, senior lawyers with experience in relevant pro bono fields provide formal and informal trainings to our junior lawyers.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 2,254
2013: 2,975

Average hours per summer associate spent on pro bono work
2012: 42
2013: 53

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2012: 81%
2013: 89%
Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are assigned pro bono matters based on their interests. In addition, the New York office participates in domestic violence and nonprofit externship projects specifically designed for summer associates.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?  
Yes

Please describe the established program(s) and their duration, if applicable.

**Acumen Fund**
White & Case offers an 8 to 10 week secondment to pro bono client Acumen Fund, a nonprofit global venture fund that uses entrepreneurial approaches to solve the problems of global poverty.

**Her Justice**
Lawyers can spend three months at Her Justice, a nonprofit that serves low-income women who need free legal services in matrimonial, family and immigration law.

**Legal Aid Society**
White & Case provides lawyers an opportunity to participate in a criminal aid externship and a rotation in the Legal Aid Society’s General Counsel office.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- Many of our legal education programs focus on preparing future lawyers and teaching secondary students about the law.
- White & Case is the International Rounds sponsor and a global partner of the Philip C. Jessup International Law Moot Court Competition. With more than 2,000 law students representing 85 countries, the Jessup Competition is the world’s largest moot court competition. In addition to the International Rounds, White & Case sponsors Jessup competitions in Brazil, Canada, China, Czech Republic, Georgia, Hong Kong, Poland, Russia, Slovakia, South Africa and the United Kingdom. The Firm also helped underwrite participation in the 2013 International Rounds of teams from Romania and the United Arab Emirates. Lawyers and staff in our New York and Washington, DC offices also advised and supported the first participating team from Iran.
- More than 70 lawyers and staff in our New York office participated in the Law Firm Legal Diversity Program run by Street Law, a nonprofit organization that provides education about law, democracy and human rights. For the third consecutive year, our lawyers taught lessons about the law to 95 students at Cristo Rey High School followed by a day at the White & Case New York office where they participated in mock trials and depositions, and took a tour of the Firm.
- Lawyers from New York also coached high school and middle school students in moot court and mock trial competitions throughout the year. The students learned basic trial skills, how to analyze legal issues and apply the law to the facts of the case.
- The New York Office Women’s Network hosted more than 30 girls, ages 11 through 15, from public schools throughout New York City, who were attending the Young Women’s Leadership Summer Explorer’s Camp. The girls learned about constitutional rights and U.S. First Amendment law through mock depositions and took a tour of the office, where they spoke with lawyers and staff about career opportunities.
- The Washington, DC Women’s Network, in conjunction with the National Association of Women Judges, hosted a Color of Justice Program for seventh and eighth grade students from the Washington Middle School for Girls (WMSG). The event featured judges, lawyers and law clerks with the purpose of educating and exposing the WMSG students to different opportunities in the legal profession. A team of 23 White & Case lawyers and staff participated in the event and discussed their experiences and careers.
- The White & Case Orison Marden Fellowship funds summer programs for 15 first-year New York University law students who choose to work in a public interest capacity in Europe and developing nations. The Fellowship was established in 1978 at New York University in honor of Orison Marden, a former Chair of the Management Committee at White & Case who served as longtime director and chairman of the board of The Legal Aid Society.
- We are also proud to support scholarships for minority students at the University of Miami.

In 2013, we continued to provide financial support to our pro bono partner organizations, legal education programs around the world, organizations that foster diversity in the legal profession, and a select number of charitable, cultural and civic organizations in the cities where we have offices.

White & Case is a major donor and is represented on the board of directors or advisory board of the following organizations:

- Cyrus R. Vance Center for International Justice of the New York City Bar
- Her Justice
- Lawyers Alliance for New York
- The Legal Aid Society of New York
- New York Lawyers for the Public Interest
- PILnet: The Global Network for Public Interest Law
- TrustLaw (A Thomson Reuters Foundation Service)
- Volunteer Lawyers for the Arts
Other pro bono, legal services and legal education organizations that received funding from White & Case include:

- American Society of International Law
- Appellate Advocates
- Asian American Legal Defense and Education Fund
- Asian Law Alliance
- Center for Appellate Litigation
- The DC Bar Foundation
- Equal Justice Initiative
- Florida Immigrant Advocacy Center
- Immigration Equality
- Institute for Law and Finance
- International Senior Lawyers Project
- Lawyers Without Borders
- LawWorks
- Legal Aid Society of San Mateo
- Legal Services of Greater Miami, Inc.
- National Veterans Legal Service Program
- National Women’s Law Center
- NYC Bankruptcy Assistance Project
- Pro Bono Institute
- Pro Bono Net
- Public Counsel Law Center
- Silicon Valley Campaign for Legal Services
- Stanford Law School, Science & Technology Affiliates Program for general Support
- Volunteer Lawyers for Justice
- Volunteers of Legal Services
- Women’s World Banking

We are proud to support the following organizations and scholarship programs that promote diversity in the legal profession:

- Asian American Law Fund of New York, Inc.
- Catalyst, Inc.
- Center for Talent Innovation
- International Association of Women Judges
- Mexican American Bar Foundation in Los Angeles
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association Law Foundation
- National Association of Women Lawyers
- National Association of Women Judges
- Street Law

We support a select number of charitable, cultural and civic organizations serving communities around the world. We regret that we are not able to consider unsolicited requests for donations. Our grantees include:

- The American Museum of Natural History
- Bread for the City (DC)
- The British Library
- Brooklyn Museum
- Clinton Global Initiative
- Committee to Encourage Corporate Philanthropy
- Everybody Wins! DC
- GrowNYC
- International Center of Photography
- The Library of Congress
- The Metropolitan Museum of Art
- The Metropolitan Opera
- The Museum of Modern Art
- The National Gallery
- The New York Women’s Foundation
- South Florida National Parks Trust
- Solomon R. Guggenheim Museum
- United Way of Miami-Dade
- Washington Middle School for Girls
- The Whitney Museum of American Art
- WNET
- New York Lawyers for the Public Interest
- PILnet: The Global Network for Public Interest Law
- TrustLaw (A Thomson Reuters Foundation Service)
- Volunteer Lawyers for the Arts

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Many of our volunteer partnerships and programs involve helping youth and children:

- The Los Angeles office adopted a family for the holidays through the Children’s Hospital of Los Angeles’ Holidays from the Heart Program. Donations of money and gifts helped a low-income family with a child who was diagnosed with a life-threatening illness.
• For the third consecutive year, the Miami office sponsored the Kozyak Minority Mentoring Foundation’s Annual Picnic that approximately 3,000 people attended, including minority law school students, mentors (practicing lawyers, judges and teachers), bar association representatives, corporate sponsors and invited guests.

• Lawyers and staff in New York and Washington, DC provided homeless children with the school supplies they need by partnering with Operation Backpack. The New York office also participated in the work-study program at Cristo Rey New York High School in East Harlem and organized an annual holiday toy drive for children at St. Barnabas Hospital.

• Our lawyers and staff in Silicon Valley volunteered for Resource Area for Teaching (RAFT), a nonprofit that educates children by providing hands-on classroom materials.

• The Washington, DC office continued its partnership with Everybody Wins! DC, an organization that promotes children’s literacy, by reading to children each week, sponsoring the annual gala and participating in a charity trivia quiz.

• The Firm partnered with the Foundation for Hospital Art and our new associates across the U.S. and in São Paulo painted more than 30 canvases that were donated to local children’s hospitals.

Our offices are involved with many programs that support those in need:

• Our Los Angeles office participated in the five kilometer “Run for Justice” to raise money for Public Counsel. Public Counsel is a pro bono law firm that partners with commercial law firms to assist vulnerable members of society.

• Lawyers and staff in Miami participated in the 17th Annual Strike Against Child Abuse Bowling Tournament benefiting the Family Resource Center, a nonprofit helping vulnerable children in the Miami community.

• The New York office joined StreetWise Partners to host training to help low-income individuals overcome employability obstacles. The workshop included those looking for employment opportunities as well as those actively employed. Our volunteers participated in several panel discussions on job search barriers, resumes, pay increases, tailoring experience, social networking and more.

• A team from the New York office participated in Story by Story—Climbing to End Domestic Violence, a fundraising event to help victims of domestic violence. Participants climbed to the top of a 42-story skyscraper in the heart of Manhattan’s Fashion District. The event was sponsored by inMotion, a nonprofit organization that provides free legal services to victims of domestic violence and is a major source of pro bono referrals for the Firm.

• The New York office partnered with GrowNYC to participate in its Open Space Greening Program that builds and sustains community and school gardens throughout New York City. One team of 20 volunteers renovated two community gardens, moving more than seven tons of topsoil and planting more than 300 plants in one afternoon. Another team of 36 renovated a community garden located in East Harlem.

• A White & Case team from New York joined a financial services client for its annual community service day, renovating a public school in Central Harlem. Volunteers from White & Case and other organizations and firms spent the day painting murals and playground equipment, creating graphics for the playground and landscaping the area around the school.

• Our Washington, DC office strengthened its partnerships with Gifts for the Homeless and Bread for the City by participating in several events throughout the year. Volunteers donated used clothing for both organizations and supported the Bread for the City Holiday Drive.

• In Washington, DC, a White & Case team participated in the Susan G. Komen Global Race for the Cure, raising money for the fight against breast cancer. A White & Case team of lawyers and their families also participated in the inaugural Run Rogue 5K race to raise money for cancer research and provide support for patients with cancer and their families as well as Lawyers Have Heart which raises money for the American Heart Association.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

2012 Pro Bono Awards

• White & Case received the Thomson Reuters Foundation TrustLaw Awards Pro Bono Leaders Award for Best International Law Firm 2012 for our work on 12 pro bono projects referred by TrustLaw, many of which involve multiple White & Case offices including Berlin, Helsinki, Hong Kong, Istanbul, London, Mexico City, Miami, New York, Paris, Singapore and Stockholm.

• London partner Melissa Butler and associate Tim Wood received the Thomson Reuters Foundation Trust Law Awards Innovation Award for their work advising Nexii, a global impact investment advisory firm, with the drafting of template documents for social entrepreneurs to use when applying to list debt and equity offerings on the iX, the world’s first publicly regulated social stock exchange board.

• White & Case was ranked a top pro bono law firm by Law360. The publication ranked law firms based on the number of pro bono attorney hours and major victories in high-profile matters.

• Our Mexico City office was honored with the International Corporate Partner Award 2011/2012 by Make-A-Wish International for our pro bono work in Mexico. Partner Iker Arriola, local partner Enrique Espejel Caso, associate Anna Cristina Altamirano Collado and legal intern Yuri Galicia were specifically mentioned for their full range of legal work to redefine the organization’s strategy and corporate structure in Mexico.

• The Paris Bar Association recognized the White & Case Arbitration Workshop in Haiti at its program promoting pro bono activities. Partner Ank Santens and associate Damien
White & Case was named a Top Ten Pro Bono Firm by The Legal Aid Society since the firm was founded in 1901. Today we are one of the largest providers of pro bono legal services in the world. Under the leadership of Brussels partner and EU-law litigator Ian Forrester, QC, our Global Pro Bono Practice focuses on three areas providing access to justice, promoting good governance and the rule of law and serving the world’s leading non-governmental organizations. More than 110 partners worldwide serve as Pro Bono Leaders who help guide and develop the practice.

Pro bono is the centerpiece of our social responsibility initiative. Our social responsibility programs also encompass our legal education work such as our sponsorship of the Philip C. Jessup International Law Moot Court Competition our volunteer programs, charitable contributions and Firmwide Green Initiative.

White & Case's integrated global footprint is distinctive and gives shape to our pro bono work. We offer many cross-border projects that provide all our lawyers the opportunity to work on international issues regardless of where they sit. All our offices and more than half of our lawyers worldwide (including many in countries where pro bono is a relatively new concept) worked on a pro bono matter in 2013, dedicating 73,000 hours to pro bono legal services. Our largest project in 2013 was researching the rights of children in every country in the world for Child Rights International Network. More than 200 lawyers and legal staff across 30 offices participated in this global pro bono matter. Among other cross-office projects, we have also:

- Provided an analysis of best practices for truth commissions in five Latin American countries.
- Surveyed laws and regulations in eight countries relating to domestic workers’ rights and enforcement of standards to assess compliance with the ILO Convention 189: Decent Work for Domestic Workers.
- Researched legislation and case law concerning human trafficking and criminal, employment and immigration law in nine countries to aid in the creation of a global human trafficking victim assistance hotline.
- Represented human trafficking victims in various civil and criminal matters out of our German and U.S. offices.
- Helped Acumen structure its first social investment in Ethiopia—in a poultry farm—a project that is intended to enhance the productivity of small-hold farmers and improve meat quality.

In the United States, we increased our work on criminal appeals matters, expanding our practice from 16 matters in 2012 to 22 in 2013 and nearly doubling the number of participating lawyers. We also took on criminal matters around the world and addressed important policy issues in the criminal-justice system.

We believe that pro bono work is an excellent way to accelerate a young lawyer’s training and development. All first-year and summer associates are assigned at least one pro bono matter. We encourage all of our lawyers to propose pro bono matters to the Firm and to work at least 20 pro bono hours a year.

To read more about our pro bono work and social responsibility initiatives please visit http://srreview.whitecase.com.

Please add any additional information about your firm’s pro bono program.

White & Case has been taking on important pro bono work since the firm was founded in 1901. Today we are one of the largest providers of pro bono legal services in the world. Under the leadership of Brussels partner and EU-law litigator Ian Forrester, QC, our Global Pro Bono Practice focuses on three areas providing access to justice, promoting good governance and the rule of law and serving the world’s leading non-governmental organizations. More than 110 partners worldwide serve as Pro Bono Leaders who help guide and develop the practice.
1776 K Street NW
Washington, DC 20006
Phone: (202) 719-7000
www.wileyrein.com

THE STATS
No. of Attorneys: 276
No. of Offices: 2
Managing Partner: Peter Shields
Hiring Partner(s): Dorthula Powell-Woodson
Megan Brown

LOCATIONS
McLean, VA • Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Aviation • Bankruptcy • Communications • Corporate • Election Law • Employment & Labor Environmenta l • Food & Drug • Franchise • Government Contracts • Insurance • International Trade • Intellectual Property • Litigation • Public Policy • White Collar Defense.

EMPLOYMENT CONTACT
Kay Nash
Chief Professional Development & Attorney Recruiting Officer
Phone: (202) 719-3295
Email: knash@wileyrein.com
Careers website: www.wileyrein.com/careers.cfm
WHO’S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
1

Please provide the primary pro bono contact(s)’s information below.

Theodore Howard
Partner
Phone: (202) 719-7120
Email: thoward@wileyrein.com

Katherine Schmidt
Sr. Manager of Attorney Recruiting
Phone: (202) 719-4204
Email: kschmidt@wileyrein.com

Website: www.wileyrein.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
1 Chair
2 Co-Chairs
9 Partners (12 total partners)
9 Associates
2 Advisors
2 Staff Liaisons

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Like all new matters, after a conflicts review, pro bono matters are reviewed by the Pro Bono Partner and then forwarded to the Administrative Committee for formal approval. In addition to matters the legal services providers with which the Firm partners bring to us, all attorneys are encouraged to bring new matters of interest to them assuming there are no conflicts and the matters are consistent with the overall vision and policies for the Firm.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
Probate law, Reproductive Rights

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• DC Bar Pro Bono Program
• Legal Aid Society of DC
• Washington Lawyers’ Committee for Civil Rights & Urban Affairs
• Whitman-Walker Health
• Children’s Law Center
• Hispanic Bar Association
• N Street Village
• The Tahirih Justice Center
• Washington Legal Clinic for the Homeless
• CAIR Coalition

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

Class Action against Fluvanna Correctional Center for Women
Following a multiple-year factual investigation, in which its attorneys were active participants, Wiley Rein, in collaboration with the Legal Aid Justice Center in Charlottesville, VA and Prisoners’ Project of the Washington Lawyers’ Committee for Civil Rights and Urban Affairs, filed a federal civil rights class action in the U.S. District Court for the Western District of Virginia in Charlottesville on July 23, 2012, on behalf of the entire population of the Fluvanna Correctional Center for Women, located in Troy, VA. The lawsuit, which named numerous officials and employees of the Virginia Department

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of Corrections as well as Armor Correctional Health Services, Inc., a private for-profit medical care contractor as defendants, seeks broad declaratory and injunctive relief premised upon allegations that the medical care provided to the residents of the Fluvanna facility on a systemic basis is so deficient in quality and quantity that it amounts to cruel and unusual punishment in violation of the Eighth Amendment to the U.S. Constitution. The complaint seeks significant improvements in basic medical care and correctional services for nearly 1,200 women serving sentences at FCCW. Substandard treatment and conditions have led to numerous life-threatening complications for the clients, significant pain and suffering, and even death. In December 2012, the court denied a motion to dismiss the action filed by the Virginia Department of Corrections and, in November 2013, the court granted Wiley Rein’s motion to compel discovery, directing the Virginia Department of Corrections to produce documents that it had withheld, and awarding attorneys’ fees to the plaintiffs. The defendants “did not remotely satisfy their burden” to demonstrate why the documents sought by the plaintiffs are not the pro rata subject of discovery, the judge said. Subsequently, the court awarded the plaintiffs more than $15,000 with respect to the discovery dispute.

**Maryland ACLU, Christopher Sharp**

A group of Wiley Rein attorneys and staff members, along with the American Civil Liberties Union (ACLU) of Maryland, filed a First Amendment civil rights case in 2011 in federal court against the Baltimore Police Department (BPD) on behalf of Christopher Sharp for confiscating his mobile phone and deleting personal videos. Mr. Sharp had filmed BPD officers forcibly arresting an individual at the 2010 Preakness Stakes. The team defeated a motion to dismiss and won monetary sanctions against the BPD for its abusive discovery practices.

In March 2014, a landmark settlement was reached in the case, pursuant to which the BPD issued a formal apology to Mr. Sharp for its conduct, agreed to compensate Mr. Sharp in the amount of $25,000, and agreed to pay Mr. Sharp’s legal team $225,000 in attorneys’ fees and legal costs; Wiley Rein’s portion of the fees has been donated to the ACLU. The BPD also adopted and issued new written policy guidelines recognizing the rights of citizens to video record, audio record and photograph BPD officers in the performance of their official duties in public and other places where people have the right to be present, and is instituting formal training of its officers in accordance with these new guidelines. The Sharp case also had a significant role in prompting the U.S. Department of Justice to issue an unprecedented Policy Statement in May 2012 to law enforcement agencies across the country, addressing the law governing the rights of citizens to record public police activities.

**Whitman-Walker Health, Social Security Benefits**

In a matter referred to the Firm by Whitman-Walker Health, Social Security Benefits (SSB), a DC based medical and legal services provider serving the HIV/AIDS-affected community, with which Wiley Rein has frequently partnered, the Firm successfully concluded the representation of a disabled client in January 2014. As a result of the health problems, the client originally applied to the Social Security Administration (SSA) for disability benefits in 2005. While awaiting SSA’s action on the application for nearly one year, the client, acting on SSA’s advice, obtained a part-time job through a disabled persons’ employment agency. However, mere months after benefits were finally granted, they were revoked by SSA on the grounds that the client’s part-time job established that he was insufficiently disabled. Before seeking the Firm’s assistance, the client filed his own request for reconsideration, to which SSA did not respond. However, it did obtain an ALJ hearing on the motion on an ex parte basis and the Judge denied reconsideration. Wiley Rein became involved at this point, and initiated an appeal on the client’s behalf, but SSA misplaced the appeal papers for nearly two years, and then denied the appeal as “filed late” once the papers were found in 2012. The Firm appealed both the original hearing decision and the denial of the appeal as untimely to the SSA Appeals Council, which ordered a new hearing. In December 2013, the client finally had his day in court, and the ALJ agreed with Wiley Rein’s arguments. In January, the ALJ issued a favorable opinion and order granting complete reinstatement of the client’s disability benefits retroactive to 2005.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- On behalf of the Equal Rights Center, in collaboration with the Washington Lawyers’ Committee for Civil Rights and Urban Affairs (WLC), Wiley Rein brought a class action on behalf of disabled riders of the Washington Metropolitan Area Transportation Authority’s Metro system, known as Metro Access, asserting claims under the Americans with Disabilities Act and the Rehabilitation Act based on a systemic failure to provide disabled citizens with appropriate, timely and reliable service. The case resulted in a multimillion-dollar settlement in favor of the plaintiffs, including the adoption of guidelines assuring significantly improved services subject to ongoing court monitoring. Wiley Rein was recognized by the WLC with its Outstanding Achievement in Disability Rights Award for the Firm’s work on this case.

- In a mandamus proceeding brought by Wiley Rein on behalf of inmates residing in the DC Central Detention Facility (DC Jail), the DC Superior Court entered summary judgment for the plaintiffs, requiring the DC Department of Corrections to impose and enforce a 2,164-inmate cap on the population of the Jail in order to alleviate dangerous conditions of confinement determined by the DC City Council to result from overcrowding of the Facility when it enacted the DC Jail Improvement Act of 2003. In lieu of an appeal of the trial court’s order, the Department of Corrections agreed to implement the statutory population cap, subject to ongoing court supervision.

- Wiley Rein undertook the representation of a Roman Catholic priest, Fr. Brian Jordan, after he was named a defendant in a First Amendment Establishment Clause lawsuit filed by American Atheists, Inc. based on the inclusion in the 9/11 Museum of a cross, which had been found in the wreckage of the World Trade Center two days after the September 11, 2001 terrorist attacks and was blessed by Fr. Jordan at Ground Zero “as a symbol of hope, faith and healing.” At an interfaith ceremony conducted just before the cross was placed in the 9/11 Museum, in commemoration of people of all faiths...
who died in the attacks, Fr. Jordan again blessed the cross. Two days later, the lawsuit was filed, against Fr. Jordan and numerous other defendants, alleging that inclusion of the cross in the government funded museum violates the First Amendment. In 2012, American Atheists agreed to voluntarily dismiss its claims against Fr. Jordan, represented by Wiley Rein. The federal district court subsequently dismissed the lawsuit, which had continued against the governmental defendants, as without merit. Wiley Rein filed an amicus curiae brief on Fr. Jordan’s behalf in American Atheists’ appeal to the Second Circuit in December 2013.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

- **Total number of pro bono hours in 2012:** 12,984
- **Total number of pro bono hours in 2013:** 10,703

What was the attorney headcount in your firm’s U.S. offices?

- Number of attorneys as of December 31, 2012: 269
- Number of attorneys as of December 31, 2013: 245

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

- **Average number of hours per attorney in 2012:** 48
- **Average number of hours per attorney in 2013:** 51

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

- **Percentage of attorneys who did pro bono work in 2012:** 31–40%
- **Percentage of attorneys who did pro bono work in 2013:** 31–40%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?

1–50

Does the firm consider pro bono hours when determining bonuses?

Yes

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Specialized substantive training provided by the outside legal services organizations from which matters are obtained, separately or in collaboration with the Firm.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

- **Total hours summer associates spent on pro bono work in 2012:** 494
- **Total hours summer associates spent on pro bono work in 2013:** 431

- **Average hours per summer associate spent on pro bono work in 2012:** 35
- **Average hours per summer associate spent on pro bono work in 2013:** 23

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

- **2012:** 86%
- **2013:** 63%
Please provide any additional information about pro bono opportunities available to summer associates.

Summer Associates have the opportunity to participate in work on all new and on-going pro bono matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Wiley Rein Cares Activities.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Street Law; Wiley Rein Cares

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

Craig Smith, Idealist of the Year
Like the other assignments Williams & Connolly LLP lawyers take on, pro bono matters at Williams & Connolly are diverse, challenging, and help young lawyers make a difference.

"Williams & Connolly attorneys provide an invaluable service to the Pro Bono Project in the Office of the Public Defender for Montgomery County, Maryland. The office assigns attorneys from the firm to felony criminal cases, in teams of two attorneys. Williams & Connolly's record of successful resolution of cases has been remarkable. This unique collaborative effort is viewed by the legal community as a model in indigent defense."

Paul B. DeWolfe
Public Defender of Maryland
LOCATION
Washington, DC

MAJOR DEPARTMENTS & PRACTICES
Antitrust • Corporate • Criminal Defense • Intellectual Property
• International • Labor and Employment • Litigation • Product
Liability and Mass Torts • Professional Liability Defense • Real
Estate • Supreme Court and Appellate Litigation • Tax

THE STATS
No. of Attorneys: 263
No. of Offices: 1
The firm is led by a six-member Executive Committee.
Hiring Partner(s): Daniel P. Shanahan, Chair of Hiring
Committee

EMPLOYMENT CONTACT
Natasha M. Zech
Director of Attorney Recruiting & Development
Phone: (202) 434-5605
Email: nzech@wc.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

1

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm’s pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half his time.

Please provide the primary pro bono contact(s)’s information below.

Thomas G. Hentoff
Partner; Chair of Pro Bono Committee
Phone: (202) 434-5804
Email: thentoff@wc.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
As needed.

Please describe the composition of the committee.
A mix of partners and associates.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
The Firm actively seeks out pro bono opportunities for its lawyers and also encourages lawyers to bring in potential pro bono matters. The Firm has special relationships with certain entities, like the Montgomery County, Maryland Public Defender’s Office, which results in the intake of a large number of cases. The Firm’s pro bono committee reviews potential matters based on a number of factors, including whether the matter qualifies as traditional pro bono legal services to indigent individuals or to organizations that could otherwise not afford the representation, service to the local DC-area community, and professional opportunities for young lawyers. The pro bono committee has approved a wide variety of matters, many reflecting unique factual and legal scenarios, reflecting the broad range of litigation and corporate matters in which Williams & Connolly attorneys are involved.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?
Asylum, Civil rights, Consumer law and small claims court, Death penalty defense, Disability benefits, Domestic violence, Education, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, Immigration, Indigent criminal defense, Juvenile justice reform/children’s rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Parole hearings, Prisoners’ rights, Public benefits, The arts and historic preservation, Veterans’ benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

- Montgomery County Public Defender’s Office
- Maryland Public Defender’s Office
- DC Public Defender Service
- Washington Lawyers’ Committee for Civil Rights and Urban Affairs
- ABA Death Penalty Representation Project
- DC Bar Pro Bono Program
- Legal Counsel for the Elderly
- Legal Aid Society of the District of Columbia
- Children’s Law Center
- DC Volunteer Lawyers Project

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- Trial-level criminal representation undertaken via the Firm’s partnership with the Public Defenders’ Office in Montgomery County, Maryland. This partnership, characterized by the Public Defenders’ Office as an “amazing success,” has encompassed a wide range of criminal matters, most involving felonies and other serious offenses.
- Criminal appellate representation undertaken via the Firm’s partnership with the Maryland Public Defender’s Office.
- Political asylum representation.
List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- In June 2008, the U.S. District Court in Boston appointed the firm as Section 2255 counsel challenging the imposition of the first death sentence in decades in a federal court in New England. The firm's habeas petition, submitted the next year and then amended, raised eight distinct claims for relief, including a claim of deprivation of an impartial jury due to juror misconduct. The court required hundreds of pages of briefing and held three evidentiary hearings. On May 10, 2012, the district court vacated the death penalty sentence based on a finding of juror misconduct. The government appealed, and on July 25, 2013 the First Circuit issued an opinion unanimously affirming the district court's ruling. The firm is now handling the retrial of the sentencing phase of the case.

- Maryland v. King. The firm represented the respondent criminal defendant in the U.S. Supreme Court in Maryland v. King. The case concerned the constitutionality of DNA testing of arrestees. During the argument, Justice Alito described the case as “perhaps the most important criminal procedure case that this Court has heard in decades.” The firm argued on behalf of our client that such testing was an unreasonable search and seizure under the Fourth Amendment. On June 3, 2013, the Court issued a ruling deciding the case against our client’s position. The Court decided the case by a 5–4 vote, with Justice Scalia writing a dissent for the four-justice minority.

- Rameker v. Jones. In this U.S. Supreme Court case the firm was asked to prepare a cert petition challenging a Seventh Circuit decision that held that although an IRA retirement account is exempt by statute from attachment by bankruptcy creditors, that exemption is lost when the IRA account passes to an heir. This is an issue that potentially could affect millions of Americans. The case was argued on March 24, 2014.

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 24,211
Total number of pro bono hours in 2013: 21,556

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 262
Number of attorneys as of December 31, 2013: 263

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 92
Average number of hours per attorney in 2013: 82

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 41-50%
Percentage of attorneys who did pro bono work in 2013: 41-50%

**SUPERVISION AND EVALUATIONS**

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

No

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?

N/A

**PRO BONO POINTS**

What training opportunities are open to associates working on pro bono matters?

Special training is offered in some substantive areas (e.g., criminal cases in Montgomery County program; political asylum cases), plus supervision by a partner for all pro bono matters.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates are welcomed and encouraged to participate in pro bono matters, suitable to their skills and abilities, that are available during their time at the Firm. We do not keep separate records of summer associate pro bono hours.
Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

No

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

Both lawyers and staff have been actively involved in the DC public schools. The Firm was selected by the Washington Lawyers’ Committee for Civil Rights and Urban Affairs to be a recipient of the Committee’s Outstanding Achievement Award, in recognition of the Firm’s commitment and success in building a pro bono partnership with Dunbar Senior High School. Attorneys and staff have maintained their partnership with Dunbar, including teaching law classes at the school, and also have volunteered their time at Thurgood Marshall Academy, a law-oriented public charter high school mentoring students, organizing fundraising activities and serving on the school’s governing body.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

In addition to pro bono cases undertaken by the Firm, Williams & Connolly attorneys are involved in a wide variety of charitable and community service activities. The Firm contributes financially to a large number of charitable endeavors.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- In 2014, the Firm received an Outstanding Achievement Award from the Washington Lawyers’ Committee for Civil Rights and Urban Affairs for its work with the WLC’s Immigrant and Refugee Rights Project.
- In 2014 and 2012, Legal Counsel for the Elderly recognized the Firm for its pro bono assistance to low-income senior citizens.
- In 2013, Law360 named Williams & Connolly to its annual list of the nation’s top 20 pro bono firms. Law360 profiles firms that had the biggest wins for clients in pro bono matters and showed a strong firm-wide commitment to pro bono work.
- In 2012, the Firm was honored by the Maryland Office of the Public Defender in recognition of its years of trial level and appellate work on behalf of indigent Maryland defendants.
- In 2012, the Center for Gender & Refugee Studies recognized W&C for its longstanding appellate advocacy to advance asylum law.

Please add any additional information about your firm’s pro bono program.

Williams & Connolly encourages its attorneys to undertake pro bono matters that serve the public interest, that are matched to the talents of our attorneys, and that provide good experiences for our young lawyers. Pro bono work at the Firm covers a broad array of criminal and civil issues, and has ranged from criminal defense, death penalty, race discrimination, and political asylum cases, to representation of media and mental health organizations, and preparation of amicus briefs on constitutional issues. Pro bono representation must be approved by the Firm’s pro bono committee. Once approved, pro bono cases are treated as professional commitments of equal importance to paying work (including dedication of Firm resources, treatment as billable time, partner supervision, and so on).
Willkie’s commitment to a wide array of pro bono and public service projects continues to have a real and measurable impact on innumerable lives.

MICHAEL SCHACHTER
LITIGATION PARTNER AND
CHAIR OF THE PRO BONO COMMITTEE

In addition to giving back to our community, Willkie attorneys recognize that pro bono work provides junior associates the opportunity to work on important, interesting, and diverse matters.

LITIGATION ASSOCIATE

We take great pride in our pro bono program. It has earned us numerous awards, including:

Sanctuary for Families’ 2013 Pro Bono Achievement Award for Outstanding Representation of Victims of Domestic Violence

Her Justice’s 2013 Commitment to Justice Award

The Legal Aid Society’s 2013 and 2014 Pro Bono Publico Award for Exceptional Service

The Sylvia Rivera Law Project honored Willkie with a 2014 Attorneys and Advocate Award for its “unparalleled leadership” as a partner in SRLP’s campaign to provide healthcare to low income, transgender New Yorkers

In 2014, Willkie Partner Richard Mancino was named by the New York Law Journal as an honoree for “Lawyers Who Lead by Example” in the area of Pro Bono

We strongly encourage our attorneys to meet their pro bono responsibilities by providing essential legal services for the indigent and disadvantaged. We regularly advise our attorneys with respect to new pro bono opportunities as they arise.
WILLKIE FARR & GALLAGHER LLP

787 7th Avenue
New York, NY 10019
Phone: (212) 728-8405
www.willkie.com

LOCATIONS
New York, NY • Washington, DC • Brussels • Frankfurt •
London • Milan • Paris • Rome

MAJOR DEPARTMENTS & PRACTICES
Asset Management • Business Reorganization & Restructuring
• Corporate & Financial Services • Communications, Media
& Privacy • Executive Compensation & Employee Benefits •
Government Relations • Intellectual Property • Litigation •
Private Clients • Real Estate • Tax

THE STATS
No. of Attorneys: 546
No. of Offices: 8
Co-Chairman: Thomas M. Cerabino
Co-Chairman: Steven J. Gartner
Hiring Partner(s): Sameer Advani
David Drewes
Mark Getachew
Matthew Guercio
Deirdre Hykal
Shaunna Jones
Rosalind Fahey Kruse

EMPLOYMENT CONTACT
Bonnie Hurry
Chief Legal Personnel Officer
Phone: (212) 728-8495
Email: bhurry@willkie.com
WHO'S WHO
Does the firm have one or more pro bono coordinators and/or partners? If so, how many?
3

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).
1: Less than half of his time
2: More than half of her time
3. Less than half of her time

Please provide the primary pro bono contact(s)'s information below.
Michael Shachter
Litigation Partner; Pro Bono Committee Chair
Phone: (212) 728-8102
Email: mschachter@willkie.com

Stacey Paradise
Director of Attorney Training & Pro Bono
Phone: (212) 728-8621
Email: sparadise@willkie.com

Christine Cottrell
Manager, Attorney Programs
Phone: (212) 728-8405
Email: ccottrell@willkie.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
12 partners, 1 of counsel, 8 associates, 3 administrators.

THE SCOOP
Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Subject to approval by the Pro Bono Committee and the Business Committee, as well as a standard conflicts check.

Has the firm signed on to the Law Firm Pro Bono Challenge?
No

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?
None

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Criminal Justice Act Panel
- Her Justice (f/k/a inMotion, Inc.)
- MFY Legal Services
- Sanctuary for Families
- Legal Aid Society
- The Innocence Project
- City Bar Justice Center/ Refugee Assistance Program
- Women in Need
- Washington Lawyers Committee For Civil Rights
- Greater DC Community Foundation

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
• In connection with Human Rights First, NY City Bar Justice Center's Refugee Assistance Program and Immigration Equality, among others, Willkie attorneys devoted a significant amount of time to asylum matters in 2013. This year alone, we have successfully represented individuals from Ecuador, Jamaica and Republic of the Congo. Our representation of a 20-year old gay man from Jamaica in an extremely expeditious manner earned us praise from the City Bar Justice Center for taking on a case with an imminent interview date calling Willkie's efforts "a model for pro bonos on efficient, strategic and smart representation." We
are currently in the process of seeking asylum for individuals from El Salvador and Jamaica among other places.

- In 2008, the firm established an externship with Her Justice. The Willkie extern is given a full case load in Family and Supreme Courts in all five boroughs, including hearings and trials on matrimonial and family law issues. In addition to the externship, lawyers at Willkie take on numerous Her Justice cases representing indigent women with contested divorces, uncontested divorces, VAWA petitions and U Visa applications. Our hard work and dedication supporting Her Justice was recognized with the 2013 Commitment to Justice Award for outstanding pro bono work in representing a woman in a highly contested matrimonial action with issues of child custody, spousal support and equitable distribution. In other 2013 Her Justice matters, Willkie obtained a pendente lite award of spousal support and modification of child support and, in a contested divorce matter, worked out a stipulation that granted our client full custody and child support in excess of the statutorily required amount.

- The EDNY pro se office asked Willkie to step in as pro bono counsel to Ms. A, a single mother embroiled in trademark and patent litigation. Ms. A had a small business selling bath products. She developed recognition in the marketplace from her trademark and owned a patent. She then discovered a company selling similar products with a similar name and asked them to cease and desist. That company filed for declaratory judgment of non-infringement and sought damages from Ms. A. The burden and expense of federal litigation led to Ms. A losing her original counsel. Since the EDNY does not permit pro se representation in civil cases, Ms. A faced a possible default judgment. After Ms. A could not find counsel, the EDNY pro se office reached out to Thomas Meloro, then-president of the NY Intellectual Property Law Association, who agreed that Willkie would take the case pro bono. Willkie took the case through discovery, depositions, numerous motions and ultimately to a satisfactory settlement.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- Serving on the Criminal Justice Act (CJA) Panel in the Southern District of NY, Willkie is regularly appointed to represent indigent defendants charged with federal crimes. The firm handled over 20 separate CJA matters in 2013. In one significant case, Willkie represented Mr. D, who was charged with conspiracy and passing fictitious obligations in the Southern District of New York. The government alleged that Mr. D and a co-defendant tried to open an investment account using forged United States Federal Reserve bonds worth hundreds of millions of dollars. Instead of taking the case to trial or negotiating a guilty plea, Willkie convinced the U.S. Attorney’s Office to enter into a deferred prosecution agreement with Mr. D, essentially an agreement to dismiss the charges if Mr. D satisfactorily completes a one-year period of pre-trial probation.

- We represent a Yemeni citizen, Mr. H., in a prisoner’s rights case. Mr. H was arrested in Pakistan at the age of 17 and has been detained at Guantanamo Bay since 2002. Since 2005, we have been engaged in litigation seeking a writ of habeas corpus on the grounds that his detention is unlawful under the Authorization for Use of Military Force. This case is currently before the United States Supreme Court on Mr. H’s petition for writ of certiorari seeking reversal of the decision of the Court of Appeals for the District of Columbia affirming the District Court’s denial of Mr. H’s habeas petition. In addition to representing Mr. H in habeas corpus litigation, we have engaged in diplomatic negotiations with the U.S. and Yemeni governments to obtain Mr. H’s transfer to Yemen or another suitable nation. We also have actively participated in legislative, executive agency, and diplomatic advocacy concerning the issue of indefinite detention at Guantanamo Bay more generally.

- In February 2013, Willkie joined an amicus curiae brief filed by 278 businesses, cities, and other employers, along with organizations that represent employers, advising the U.S. Supreme Court of the impact of the Federal Defense of Marriage Act (DOMA) upon the American employer. Oral arguments were heard on March 27th and in a 5–4 decision issued on June 26, 2013, the Supreme Court found Section 3 of DOMA to be unconstitutional “as a deprivation of the liberty of the person protected by the Fifth Amendment.” The Court held that the Constitution prevents the federal government from treating state-sanctioned heterosexual marriages differently than state-sanctioned same-sex marriages, and that such differentiation “demean[ed] the couple, whose moral and sexual choices the Constitution protects.”

**BY THE NUMBERS**

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 31,004
Total number of pro bono hours in 2013: 20,986

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2012: 444
Number of attorneys as of December 31, 2013: 441

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2012: 70
Average number of hours per attorney in 2013: 48

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%
SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target.

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
N/A - The firm does not have a billable hours target.

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
Training seminars are provided by several major pro bono partner organizations, and Willkie hosts a number of these seminars both for Willkie attorneys and for attorneys from other firms. In addition, Willkie senior associates, counsel and partners with substantial pro bono experience in a particular area prepare and teach internal training seminars. We also maintain a library of training DVDs, manuals and sample materials for various types of pro bono matters. Informal training is provided by partners and senior associates to the same extent for individual pro bono assignments as it is for billable matters.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

Total hours summer associates spent on pro bono work
2012: 910
2013: 1,463

Average hours per summer associate spent on pro bono work
2012: 20
2013: 32

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work
2012: 62%
2013: 83%

Please provide any additional information about pro bono opportunities available to summer associates.
For a number of years the firm has incorporated one-week public interest externships into our Summer Associate program, as well as offering numerous opportunities to work on pro bono matters in-house throughout the course of the summer. Willkie participates in the Her Justice Summer Associate Program and also the Sanctuary for Families Courtroom Advocacy Program. Summer associates are assigned to current pro bono matters in the same way as they are to firm client matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
Willkie maintains two externships. Our associates act as full-time attorneys for roughly a four-month period, during which they are relieved of all Willkie responsibilities with no interruption of their salary or benefits. When they return to Willkie, another extern takes their place and picks up their ongoing case load. Commencing in 1989, Willkie’s original externship is with MFY, a Legal Aid-like provider of legal services for the disadvantaged. The work at MFY is principally in the area of housing and litigation. In 2008, Willkie commenced a second externship at Her Justice. Her Justice is a comprehensive provider of services to women referred by the Domestic Violence section of the Queens and Manhattan District Attorney’s Offices, as well as to women who find their way to the Family Justice Center by word of mouth or referral from other pro bono organizations. Both externships provide outstanding client interaction, case management and hands-on lawyering experience for its participants.
What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

- For several years, we have served as one of the principal outside counsel to Lincoln Center for the Performing Arts. We have handled a variety of legal matters for constituent organizations such as the New York Philharmonic, the Metropolitan Opera, the New York City Ballet and the Julliard School, as well as matters relating to the redevelopment of Lincoln Center, including its recent bond financing.

- In 2005, the Washington, DC office founded the Willkie Farr & Gallagher LLP Greater DC Community Foundation (also known as the “Willkie Foundation”), a unique philanthropic organization that pools contributions from the Firm’s attorneys and staff to make grants and provide volunteer and other resources to local nonprofits. The Foundation has raised over 1.5 million dollars to support educational initiatives and after-school enrichment programs for thousands of underprivileged youth in the DC metropolitan area. Martin Weinstein, a Litigation partner in the Firm’s DC office, is Chairman of the Board of Directors of The Community Foundation for the National Capital Region.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

- A Build-a-Bike event to benefit underserved children via Legal Aid’s Education Advocacy Project. The event was designed to foster interaction in an informal setting among our diverse associates and counsel (NY and DC) and partners in leadership positions at the Firm. The attorneys participated in team-building exercises, resulting in the assembly of 12 bicycles. The attorneys then escorted 12 boys and girls (many of whom are foster children) into our offices and, much to the children’s surprise and joy, presented them with their bicycles. The event was well-attended, particularly by members of the Firm’s Executive Committee, and succeeded in its goals.

- Mentoring of Eagle Academy for Young Men students. The Firm participates in a mentoring program with the Eagle Academy for Young Men, a public school located in the Bronx whose mission is to empower at-risk, inner-city young men. Willkie attorneys helped prepare the students for state-wide moot court and mock trial competitions held in November 2013 and March 2014, respectively. The Firm will hire one or two students as summer interns and present scholarships at the Academy’s graduation ceremonies to be held in June.

- In recent years Willkie has participated in programs such as Prep for Prep and the Inner-City Scholarship Fund. Prep for Prep identifies talented students of diverse backgrounds and helps to prepare them for placement in independent schools while also providing a wide range of leadership development opportunities. The Inner-City Scholarship Fund seeks to provide tuition assistance to students from low-income families who wish to attend inner-city Catholic schools within the Archdiocese of New York, making values-based Catholic education a viable choice for children of all faiths. ICSF also supplements education received with a variety of enrichment programs to benefit the children and the schools they attend. Willkie has employed dozens of Prep and ICSF interns over the years to assist with administrative roles across the Firm. Jack Nusbaum, former Chairman of the Firm and a partner in the Corporate & Financial Services department, serves as a trustee of Prep for Prep. Also, a number of our attorneys work with students from the Eagle Academy for Young Men in the Bronx. In addition to assisting the students with mock trial and moot court competitions, Willkie offers a scholarship to 1 or 2 graduating seniors and regularly hires them for summer internship positions.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- Willkie has a tradition of obtaining exceptional results on behalf of its pro bono clients in a range of matters, some of which have recently been followed closely by the press. The Firm has also received several major honors in recognition of its longstanding commitment to providing high quality pro bono legal service. In June 2013, Willkie assisted pro bono client Family Residences and Essential Enterprises (FREE) in convincing the New York State Office of the Medicaid Inspector General (OMIG) to withdraw its demand seeking to recoup Medicaid payments for support services that FREE provides to individuals with intellectual disabilities, mental illness, and traumatic brain injury. For this representation, Willkie was recognized by FREE for its significant pro bono contributions over the past year. Partner Christopher St. Jeanos received the Pioneer Award at FREE’s 36th Annual Celebration of Life Gala.

- In October 2013, the Firm and five Willkie attorneys individually will be honored by The Legal Aid Society with 2013 Pro Bono Publico Awards for exceptional service to the Society and its clients. Every year, the Society recognizes the “outstanding work of volunteer lawyers, law firms, corporations and other professionals who participate in the Society’s Pro Bono Program by providing exceptional services to low-income New Yorkers.”

- In January 2013, at its 10th Annual “Above & Beyond” Pro Bono Achievement Benefit, Sanctuary for Families honored a group of Willkie attorneys for their outstanding pro bono representation of victims of domestic violence. Sanctuary for Families is one of the largest nonprofit agencies in the nation dedicated exclusively to serving domestic violence victims and their children.

- Also in January, The Washington Post’s “Capital Business” section profiled the success of Willkie’s Greater DC Community Foundation. The interview focused on Willkie’s unique use of a foundation as a charitable giving model and the Foundation’s ongoing support of organizations providing educational opportunities for underserved youth in the Washington, DC area.
In February 2013, the Firm and five attorneys were honored by Her Justice at its annual Commitment to Justice Awards Ceremony for their outstanding pro bono work representing an indigent woman, Catherine Panagopoulos, in a highly contested matrimonial action involving issues of child custody, spousal support and equitable distribution of marital assets.

Please add any additional information about your firm’s pro bono program.

Willkie Farr & Gallagher LLP strongly encourages attorneys, both individually and collectively, to devote a significant portion of their professional time to legal matters of public interest, especially on behalf of individuals and organizations who otherwise would have limited access to legal services. The Firm supports this commitment as a firm through the individual activities of attorneys in leadership positions and through policies and procedures intended to foster a commitment to pro bono work. To that end, we have a dedicated Director of Attorney Training & Pro Bono who not only strives to provide a wide variety of pro bono opportunities to our attorneys but also ensures that our attorneys are properly trained and supervised on all pro bono matters. In 2014, we will hold the Firm’s biennial Pro Bono Informational Fair at which representatives from over a dozen different pro bono organizations set up tables in a conference room at the Firm and provide associates and partners of all levels and from all departments with information about their particular organization.

To encourage pro bono work and to help ensure that all attorneys are free to pursue their individual pro bono interests, Willkie treats pro bono matters as equivalent in all respects to fee-paying matters, including no cap on time devoted to pro bono matters, and the commitment of the same level of support services and disbursements to pro bono matters as to fee-paying matters. All Willkie attorneys, including new associates, are encouraged to introduce their own pro bono matters which, if accepted, are supported fully by the firm.

As a firm, Willkie has long-term partnerships with established pro bono organizations such as The Legal Aid Society and Her Justice, an organization devoted to the legal rights of indigent women. These partnerships allow Willkie attorneys to volunteer legal services on a recurring basis in areas with which the firm has an established familiarity. Willkie also serves as counsel to a number of pro bono organizations, including Women In Need and City Harvest.

Numerous individual Willkie attorneys have commitments of long standing to specific organizations or causes, including Habitat for Humanity, the Puerto Rican Legal Defense and Education Fund, Lincoln Center, the Criminal Justice Act Panel, the United Nations Food and Agriculture Organization, and many others. These commitments involve significant contributions of time and other resources to pro bono matters and create models for all attorneys for making pro bono activity an integral part of one’s professional life.

Finally, Willkie has maintained an externship at MFY Legal Services for more than 20 years through which, on a rotating basis, the firm maintains a full-time attorney permanently on assignment at MFY. This highly popular externship is one of the oldest and most successful of its kind among large New York firms. In 2008 the firm established a similar externship with inMotion, Inc. Like the MFY externship, the inMotion externship is a rotating position for a period of four months during which the extern maintains all Willkie benefits, and is given a full case load in Family Court and Supreme Court, including hearings and trials on family law issues. In addition, in recent years the firm has incorporated one and two-week public interest externships into our Summer Associate program, as well as offering numerous opportunities to work on pro bono matters in-house throughout the course of the summer.
MAJOR DEPARTMENTS & PRACTICES

Intellectual Property:
Copyright • Due Diligence and Opinions • Licensing and Technology Transfer • Litigation • Litigation Alternatives • Patent • Proprietary Information and Trade Secrets • Protecting Intellectual Property in International Markets • Trademark, Trade Dress and Domain Names

Litigation/Controversy:
Antitrust Litigation • Appellate and Supreme Court Litigation • Bankruptcy and Creditor Rights Litigation • Business Trial Group • Foreign Corrupt Practices Act and Anti-Corruption Government and Regulatory Litigation • Government Contracts Litigation • Intellectual Property Litigation • International Arbitration • International Litigation • Investigations and Criminal Litigation • Securities Litigation • UK Investigations and Criminal Litigation

Regulatory and Government Affairs:
Antitrust and Competition • Aviation • Communications, Privacy and Internet Law • Defense, National Security and Government Contracts • Environmental • European Regulatory Group • Financial Institutions • International Trade, Investment and Market Access • Strategic Response and Counseling

Securities:
Broker-Dealer Compliance and Regulation • Consumer Financial Protection Bureau Working Group • Futures and Derivatives • Investment Management • Litigation and Enforcement

Transactional:
Bankruptcy and Financial Restructuring • China Corporate • Corporate • Executive Compensation and Employee Benefits • Fund Formation • German Corporate • Labor and Employment • Real Estate • Tax • Technology Transactions and Licensing • UK Corporate
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Christopher Herrling: All of his time

Anne Bowie: 50% of her time

Please provide the primary pro bono contact(s)'s information below.

Christopher Herrling
Pro Bono Counsel
Phone: (202) 663-6780
Email: Christopher.Herrling@wilmerhale.com

Anne Bowie
Public Service Manager
Phone: (617) 526-5526
Email: Anne.Bowie@wilmerhale.com

Website: www.wilmerhale.com/probono/

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

The Pro Bono and Community Service Committee is co-chaired by two litigation partners and is composed of associates, counsel, partners and staff representing a diversity of offices and a cross-section of departments. Members of the Committee are also dedicated to the success of the Firm’s pro bono and community service programs, including the Firm’s philanthropy model, Boston’s Youth and Education Initiative and other Firm-sponsored volunteer endeavors. In addition to the quarterly Committee meetings, the co-chairs, Pro Bono Counsel and Public Service Manager meet monthly.

THE SCOOP

Does your firm have a pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

There are no areas in which the Firm categorically refuses pro bono work. We define pro bono as consisting of:

• the delivery of legal services to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters that are designed primarily to address the needs of persons of limited means;

• the provision of legal assistance to individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties or public rights;

• the provision of legal assistance to charitable, religious, civic, community, governmental or educational organizations in matters in furtherance of their organizational purposes, where the payment of standard legal fees would significantly deplete the organization’s economic resources or would be otherwise inappropriate.

A simple procedure is in place for any lawyer to make a request to the pro bono and community service committee for intake of a case. Almost all such requests are approved after determining partner supervision, appropriate staffing and clearance for conflicts by the new business committee. In addition to lawyers proposing cases, the pro bono coordinators conduct outreach to legal services organizations to bring in cases for Firm lawyers to pursue.

Has the firm signed on to the Law Firm Pro Bono Challenge?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

None

List up to 10 of your firm’s pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• City Year (National)
• Greater Boston Legal Services
WilmerHale

- Innocence Project
- Tahirih Justice Center
- Lawyers’ Committee for Civil Rights (National and local cities)
- Bay Area Legal Aid
- Sanctuary for Families
- National Veterans Legal Services Program
- Legal Counsel for the Elderly
- City Bar Justice Center Clinic for the Homeless

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

- In June 2013, the firm finalized a far-reaching settlement in a pro bono suit in Mobile, Alabama, in which we and our co-counsel from the Southern Poverty Law Center (“SPLC”) represented a group of students challenging the process by which the public school system imposes long-term suspensions. The suit was filed two years ago as part of SPLC’s long-term work to help reform the Mobile school system. During the case, we highlighted that our clients and hundreds of other students were suspended for as long as several months without constitutionally-required procedural due process protections, i.e., formal notice and an opportunity to be heard. Some students were suspended long-term for such minor infractions as untucked shirts. We argued that the defendant School Board had allowed the widespread practice of imposing such unlawful suspensions by its failure to adequately train and supervise school administrators. Ultimately the parties agreed to a settlement that provides not only specific relief measures for each of our clients, but also imposes system-wide reforms. The reforms are intended to reinforce due process protections; emphasize alternatives to suspension and mitigation where suspension is necessary; simplify and improve the district’s written policies; and greatly increase the degree of oversight over and training of district personnel. This settlement should not only improve the disciplinary system in Mobile, but may also serve as a model for other school systems across the country.

- WilmerHale represents a survivor of labor trafficking in civil litigation against her traffickers. Our client was brought to the United States with promises that she would be able to earn money to send to her children in the Philippines. Instead she was forced to work as a domestic servant for 10 years, during which her activity and phone calls were monitored and she was forced into two marriages to secure her immigration status. The traffickers were prosecuted by the U.S. Attorney’s Office for the District of Maryland; we seek civil damages pursuant to federal and state causes of action.

- In July 2013, WilmerHale achieved an important victory for our client, Mr. P., when the U.S. Department of Homeland Security granted Mr. P’s application for asylum. Mr. P. applied for asylum based on his fear of persecution by a powerful gang in Central America on account of his sexual orientation. Under extensive and aggressive questioning of an asylum officer, he courageously testified about the abuse he faced in his home country of El Salvador. His story was corroborated by an array of evidence including letters of support from his family and friends from El Salvador, various documentary evidence, and two expert witnesses—an expert on Central American gangs, and a psychiatric expert.

- List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- In June 2013, the Firm secured a significant victory when the Supreme Court issued a decision reaffirming the First Amendment rights of organizations that receive federal funding to carry out government programs. In *Agency for International Development v. Alliance for Open Society International, Inc.*, et al., the Court considered the validity of a provision of the United States Leadership Against HIV/AIDS, Tuberculosis, and Malaria Act of 2003 (“Leadership Act”) that required any recipient of Leadership Act funds to adopt a policy explicitly opposing prostitution and to refrain from any speech the Government deemed inconsistent with that policy, even when speaking with private funds. In a 6–2 opinion by Chief Justice Roberts in favor of our clients, the Court held that this condition, known as the Policy Requirement, “violates the First Amendment and cannot be sustained.” As a result of this victory, our clients will be able to continue their longstanding efforts to work alongside the Government in the fight against HIV/AIDS without sacrificing their freedom to maintain their own beliefs and to choose for themselves whether and how to express those beliefs.

- In 2014, WilmerHale won a major victory for its client Freddie Lee Hall, a death-row inmate, in a U.S. Supreme Court case challenging Florida’s definition of intellectual disability in capital cases. In 2010, a Florida trial court held that Mr. Hall, who has been consistently diagnosed with intellectual disability since childhood, did not qualify as a person with intellectual disability. The Florida Supreme Court affirmed in 2012, holding that defendants without an IQ test score of 70 or below could not demonstrate intellectual disability as a matter of law, and precluding consideration of the statistical standard error of measurement (SEM) inherent in the test. In a 5–4 decision, the U.S. Supreme Court agreed with Mr. Hall that Florida’s rigid IQ test score cutoff ran afoul of the Court’s holding in *Atkins v. Virginia* that the Eighth Amendment prohibits the execution of persons with intellectual disability. The Court recognized that “[i]ntellectual disability is a condition, not a number”, and held that “when a defendant’s IQ test score falls within the test’s acknowledged and inherent margin of error, the defendant must be able to present additional evidence of intellectual disability, including testimony regarding adaptive deficits.” More broadly, the Court recognized that a state’s departure from the uniform professional consensus regarding how to identify intellectual disability raises serious constitutional problems, since persons facing the death penalty “must have a fair opportunity to show that the Constitution prohibits their execution.”
• In August 2013, WilmerHale, along with co-counsel NAACP Legal Defense and Education Fund (LDF), intervened on behalf of undergraduate students at Prairie View A&M and Texas Southern University and a non-profit voter advocacy organization in a lawsuit filed by the U.S. Department of Justice challenging Texas’s newly implemented Voter ID Law, SB-14. Plaintiffs assert that SB-14 was enacted with a racially discriminatory purpose and will deny or abridge the right to vote of minority citizens in violation of Section 2 of the Voting Rights Act and the Fourteenth and Fifteenth Amendments to the U.S. Constitution. Specifically, our clients contend that the restrictive voter ID law, passed in 2011, imposes significant burdens on their ability and the ability of other people of color to vote because they do not possess one of the forms of ID required under the law. The lawsuit is scheduled for trial in the Southern District of Texas in September 2014.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2012: 112,525
Total number of pro bono hours in 2013: 162,420

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 1,137
Number of attorneys as of December 31, 2013: 1,061

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?
Average number of hours per attorney in 2012: 99
Average number of hours per attorney in 2013: 153

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?
Percentage of attorneys who did pro bono work in 2012: 61–70%
Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or bonuses?
• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
The Firm provides in-house formal training programs, hands-on supervisory training and training offered by local bar and legal service providers with whom we partner on pro bono matters, with respect to litigation and transactional cases.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 6,078
2013: 8,354

Average hours per summer associate spent on pro bono work
2012: 64
2013: 67
Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work

2012: 87%
2013: 86%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer associates at WilmerHale work on the full range of pro bono matters underway at the firm. Those matters most often allow summer associates to work as members of small teams and, therefore, gain the benefits of working closely with partner supervisors.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?

Yes

Please describe the established program(s) and their duration, if applicable.

In the Firm’s Pickering Fellowship program, associates are selected for six-month fully paid rotations at legal service providers. The Firm has had Fellows serve at the Legal Counsel for the Elderly, Medical Legal Partnership for Children, NAACP Legal Defense Fund, Political Asylum/Immigration Representation Project, The Washington Lawyers’ Committee for Civil Rights and Urban Affairs, and the Urban Justice Center in New York. In our Boston office, we also send two associates on six-month rotations to the Middlesex County District Attorney’s office.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

In addition, for nearly 25 years, the Firm has supported a Fellow at Greater Boston Legal Services as part of the Law Firm Resources Project of the Boston Bar Association.

• The Firm also participates in the Boston Bar Association Public Interest Leadership Program, whose goal is to advance the leadership role of young lawyers in service to their community, the legal profession and the Commonwealth.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

The Firm offers a wide range of volunteer opportunities through its philanthropy partnerships with selected nonprofit partner organizations in our Boston, Dayton, New York, Palo Alto and Washington, DC offices. Examples of these opportunities include college essay workshops in which attorneys and staff assist urban high school students with their college essays, weekly tutoring programs in DC, high school-wide career days, and mock trial programs that allow middle school students to learn the basics of litigating a trial and appear before sitting judges in Boston, Palo Alto and New York. In addition, the Firm conducts food and clothing drives, holiday gift drives, and an extensive high school summer internship program directed at students in communities of color.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

July 23, 2014

Alan Schoenfeld, a counsel in the New York Office was selected as the recipient of the Federal Bar Council’s inaugural Thurgood Marshall Award for Exceptional Pro Bono Service. In particular, Schoenfeld has shown a deep commitment to the LGBT community, serving as co-counsel to the Attorney General of Massachusetts for the Commonwealth’s successful challenge to DOMA, and litigating numerous other important cases concerning LGBT rights around the country. In addition, Schoenfeld played a key role in representing Planned Parenthood when the State of North Carolina threatened to terminate funding, and regularly represents individuals and organizations in special education and immigration matters.

June 12, 2014

Partner David Bowker was honored with InterAction’s Julia Vadala Taft Outstanding Leadership Award, identifying him as a critical partner in the community who works to advance human dignity and well-being and specifically for his leadership and dedication in the USAID vs. AOSI case.

April 10, 2014

The District of Columbia Circuit Judicial Conference Standing Committee on Pro Bono Legal Services has recognized WilmerHale for providing outstanding pro bono legal service to individuals and organizations within the Washington, DC metropolitan area.
January 17, 2014

WilmerHale was honored for outstanding pro bono dedication and efforts at the Healing & Hope reception, an annual awards ceremony and fundraiser for the Campaign for the Fair Sentencing of Youth.

November 13, 2013

The Center for Fair Sentencing honored WilmerHale for exceptional representation on behalf of prisoners, from visits to every single prisoner eligible for relief under Miller in Virginia, to leadership in writing and filing briefs and bringing together lawyers from leading area firms on behalf of prisoners’ rights.

November 8, 2013

Who’s Who Legal selected WilmerHale to its 2013 “Pro Bono Leading Firm” list, honoring the firm for committing significant time and resources to strengthen local communities.

October 23, 2013

Sanctuary for Families, the leading provider of services, both legal and non-legal, to survivors of domestic violence, sex trafficking and their children in New York honored WilmerHale attorneys with the Above & Beyond Award for Excellence in Pro Bono Advocacy.

September 23, 2013

For the second consecutive year, Law360 selected WilmerHale to its “Pro Bono Firms of the Year” list for notable successes ranging from issues affecting the nation to life-altering representations of individual clients.

September 12, 2013

WilmerHale was again named as one of the “Top Charitable Contributors in Massachusetts” by Boston Business Journal at the publication’s annual Corporate Citizenship Summit. The firm was the highest overall contributor among area law firms.

July 1, 2013

The firm is recognized in the annual American Lawyer “A-List”, a compilation that lists the leading U.S. firms and honors overall excellence, including financial success, commitment to pro bono work, workforce diversity, and the training and development of younger lawyers.

June 19, 2013

The Political Asylum/Immigration Representation Project (PAIR) honored counsel Daniel Esrick with the 2013 Outstanding Service Award.

June 19, 2013

WilmerHale Counsel Kevin Prussia was honored as the recipient of the Civil Rights Pro Bono Recognition Award from the Lawyers’ Committee for Civil Rights and Economic Justice, an award given to those who dedicate an impressive amount of time and energy to pro bono work.

May 14, 2013

The Women’s Bar Foundation of Boston selected WilmerHale as a 2013 Pro Bono Honoree. This award is presented for longstanding dedication to representing survivors of domestic violence and assisting seniors in need of end-of-life documents.

January 31, 2013

Lawyers Committee for Civil Rights of the San Francisco Bay Area honored Keith Slenkovich with the Robert G. Sproul, Jr. Award. The award is presented to an exemplary partner who has provided outstanding legal representation for under-represented communities and marshaled the resources of his/her Firm to defend the rights of the disenfranchised. By way of this honor, LCCR is recognizing Keith Slenkovich for the tremendous legal advocacy and support he has provided over many years through the Asylum Program and on behalf of immigrant communities.

January 18, 2013

Shelter Legal Services Honors John J. Regan (“Jack”) with the Distinguished Service Award in recognition of his contributions to achieving Shelter Legal Services’ mission of promoting self-sufficiency, financial security, and stability for veterans and the homeless. The award recognizes Jack’s dedication of time, expertise and resources to making a difference in the lives of Shelter Legal Services’ clients.

January 6, 2013

Legal Aid of Western Ohio (LAWO) presented WilmerHale with the Signature Sponsor Award for Access to Justice. WilmerHale was the top financial sponsor to Legal Aid of Western Ohio’s operation budget last year—$15,000, which accounted for 10% of its operating funds. Specifically, the Firm underwrote the entirety of their annual fundraising gala dinner, which enabled all other donated monies to go directly to legal services for those in need.

November, 2012

Epilepsy Foundation New England honored WilmerHale for its years of pro bono representation at its annual November event at the Charles Hotel.

November 19, 2012

WilmerHale was among 43 law firms to receive the 2012 Pro Bono Publico Award for outstanding service to the Legal Aid Society and its clients. Each year, the Legal Aid Society recognizes the work of volunteer lawyers, law firms, corporations and other professionals who support the organization and participate in its pro bono program by providing exceptional legal services to low-income New York residents. Chief Judge of the State of New York Jonathan Lippman presided over this year’s event, held at the Liberty Theater, and presented the awards.

October 24, 2012

The Massachusetts Supreme Judicial Court’s Standing Committee on Pro Bono Legal Services honors law firms whose attorneys provide at least 50 pro bono hours in a given year.
WilmerHale once again made this Pro Bono Honor Roll, as it did in 2011.

October 24, 2012
WilmerHale was given special commemoration from Appleseed due to the Firm’s pro bono legal work for and support of Appleseed’s mission to bring fairness, justice and opportunity to all.

September 17, 2012
WilmerHale was named one of Law360 Pro Bono Firms of the Year. Among this year’s pro bono wins, WilmerHale was recognized for its partnership with the Massachusetts Attorney General in overturning the Defense of Marriage Act (DOMA) in the First Circuit. The Firm was also recognized for its work in advancing the Kate Puzey Peace Corps Volunteer Protection Act of 2011.

September 12, 2012
WilmerHale was honored as part of Boston Business Journal’s “Largest Corporate Charitable Contributors in Massachusetts” 2012 list at the publication’s annual Corporate Citizenship Summit. The Firm was the second highest overall contributor among area law firms and the third largest overall giver of in-kind donations, credited with giving more than $20.5 million in combined cash and in-kind donations to legal services in 2011.

June 13, 2012
Senior Associate Peter Osborn was honored with the Civil Rights Pro Bono Recognition Award from the Lawyers’ Committee for Civil Rights and Economic Justice at its annual reception held at the Boston College Club in Boston. The annual reception honors civil rights leaders as well as its member firms’ associates who dedicate an impressive amount of time and energy to pro bono work.

May 1, 2012
The Washington Business Journal honored WilmerHale as part of its 2012 Corporate Philanthropy Awards, recognizing the Firm as one of the area’s Top 10 Law Firms based on annual pro bono hours of service in the DC metro region.

April 12, 2012
The Federal Circuit Bar Association honored senior associate Omar Khan for his Pro Bono services. He was honored with a Pro Bono Leadership Award in front of his peers at the 2012 Bench & Bar Conference.

April 4, 2012
Mark Fleming was awarded the Jack Wasserman Memorial Award for Excellence in Litigation in the Field of Immigration Law by the American Immigration Lawyers Association. The award is a recognition of Fleming’s pro bono work in Judulang v. Holder, a Supreme Court case that Mark argued and won and that has been recognized as one of the most significant decisions in the field in 2011.

March 30, 2012
WilmerHale was honored by Massachusetts Lawyers Weekly and the Massachusetts Bar Association for Excellence in Pro Bono. The Firm received the award during Massachusetts Lawyers Weekly’s Excellence in the Law event, which recognized WilmerHale for its outstanding pro bono service throughout Boston.

Please add any additional information about your firm’s pro bono program.

For decades, WilmerHale has been known for its record of pro bono representation and community service, a record based on the belief that there is more to our professional mandate than advocacy for the most powerful and successful members of society. Our commitment to providing a voice for the least powerful is demonstrated by pro bono contributions that range from cases of national importance before the U.S. Supreme Court to litigation on behalf of individuals who lack the means to secure necessities as fundamental as housing, adequate medical care, and a safe home environment. Through these efforts, and through community service initiatives that have grown into thriving partnerships, we work to enhance the quality of life for many in our local neighborhoods and around the globe.

Our pro bono clients are given the same high quality legal services as our paying clients, and their cases are staffed and supervised accordingly. Pro bono participation spans all of our offices and departments and is increasingly international in scope. All WilmerHale attorneys are encouraged to bring in pro bono clients. We will approve any matter for which there is adequate staffing and supervision, so long as it presents no conflict of interest.
THE STATS
No. of Attorneys: 650
No. of Offices: 14
Chairman: Larry Sonsini
 Hiring Partner(s): Jon Avina
               Michael Rubin
               Michael Russell

EMPLOYMENT CONTACT
Andrea Shaheen
Law School Recruiting Manager
Phone: (650) 493-9300
Email: lawstudents@wsgr.com
WHO'S WHO

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Less than half of their time.

Please provide the primary pro bono contact(s)'s information below.

Mark G. Parnes
Assistant General Counsel
Phone: (650) 493-9300
Email: probono@wsgr.com

Candida Malferrari
Senior Paralegal
Phone: (650) 493-9300
Email: probono@wsgr.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.

Chaired by David J. Berger, a litigation partner, and coordinated by Mark G. Parnes, current Assistant General Counsel and former litigation partner at Wilson Sonsini Goodrich & Rosati, the committee is composed of partners, associates, and legal staff.

THE SCOOP

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?

The Pro Bono Committee determines whether a matter qualifies for pro bono treatment under the firm's Pro Bono Policy and the Law Firm Pro Bono Challenge of the American Bar Association.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?


Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work?

Bankruptcy, Death penalty defense, Juvenile justice reform/children's rights, Police misconduct, Probate law

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.

• The Lawyers' Committee for Civil Rights (SF Bay Area)
• The U.S. District Court for the Eastern District of New York
• American Civil Liberties Union Fund of Michigan
• Bay Area Legal Aid
• Community Legal Services in East Palo Alto
• Criminal Justice Act Panel (San Francisco and San Jose)
• Legal Aid Society of the District of Columbia
• Algae Biomass Organization
• Northwest Immigrant Rights Project
• Equal Justice Society

List up to three representative examples of your firm's pro bono matters since 2012. Please limit your answer to a short paragraph per matter.

• IMMIGRATION. The firm partners with various nonprofit firms to assist clients to: 1) file and obtain asylum; 2) file and obtain visas under the Violence Against Women Act; 3) file and obtain U-visas; and 4) file and obtain visa under the Deferred Action for Childhood Arrivals (DACA), thereby allowing them to remain in the United States and to eventually apply for lawful permanent residence. In 2013, the firm assisted in obtaining asylum for a Salvadoran woman persecuted by gangs, asylum for a decorated police officer from Peru, asylum for a Russian woman persecuted for racial reasons, asylum for a Salvadoran woman who was a victim of domestic abuse, a U-visa for a Mexican woman who suffered domestic abuse, a U-visa for a Mongolian man who was a
victim of several armed robberies, asylum for a Nepalese woman and a Nepalese man who were both persecuted by Maoist guerillas, and deferred action under DACA for a Mexican woman, among others.

- CORPORATE. The firm provided pro bono legal representation to nonprofit organizations in their respective mergers. The firm was legal counsel to pro bono client International Museum of Women in its merger with the Global Fund for Women in an effort to more effectively promote women’s rights worldwide. In addition, the firm assisted in the merger of East Meets West and Blue Planet Network with the goal of accelerating innovation and to deliver improved clean-water and sanitation solutions to more people around the globe. Lastly, the firm provided assistance to the Santa Clara County Boy Scout Council in its merger with the Monterey Bay Area Council.

- COPYRIGHT LITIGATION. The firm secured a victory in the U.S. Circuit Court of Appeals for the Ninth Circuit when the appellate court affirmed the district court’s dismissal of a copyright infringement case filed by a well-known copyright troll. The district court ruled that plaintiff lacked standing to sue. The Ninth Circuit agreed that plaintiff lacked standing and affirmed the district court’s dismissal of the case. In another case, the firm obtained a voluntary dismissal with prejudice of a copyright infringement lawsuit brought by a pornographic film company against a pro bono client of the firm. In this case, the firm’s pro bono attorneys representing Jane Doe 106 convinced the magistrate judge to issue a report and recommendation to sever the claims against the Doe defendants, potentially frustrating the plaintiff’s scheme and compelling the plaintiff to voluntarily dismiss Jane Doe 106 from the action with prejudice before the magistrate judge’s report and recommendation could be adopted by the district court.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

- HISTORIC SETTLEMENT. A historic settlement was reached in a class action lawsuit between immigration authorities and immigrants who are held in custody during their civil immigration proceedings in San Francisco. The settlement ends the federal government’s practice of forcing detained immigrants to go through their civil immigration hearings in handcuffs, leg irons, and chains. WSGR, the American Civil Liberties Union of Northern California, and the Lawyers’ Committee for Civil Rights of the San Francisco Bay Area filed the case in 2011 against the Department of Homeland Security, U.S. Immigration and Customs Enforcement, and the Executive Office for Immigration Review on behalf of adult immigration detainees. The detainees, prior to the litigation, had been unnecessarily and painfully shackled at the waist, wrists, and ankles in every hearing before the immigration court, regardless of individual circumstances. Under the settlement agreement, individuals appearing for bond or merits hearings will no longer be shackled, absent an emergency situation. Only those appearing for mass hearings, known as “master calendar” hearings, on the court’s detained docket will have to wear restraints. Even in these hearings, individuals will be given the opportunity to request that their restraints be removed or at least reduced if they are suffering from a physical, psychological, or medical condition that would prevent the application of restraints in a safe and humane manner. The settlement applies to all current and future adult immigration detainees who have or will have proceedings in San Francisco’s immigration court, which serves over 2,000 immigration detainees a year. The case is also a model for litigation and policy across the United States that sets a new standard for government treatment of individuals held in custody pending their immigration cases.

- HISTORIC SETTLEMENT. Another historic settlement was reached in the class action lawsuit, Jimmo v. Sebelius, brought on behalf of a nationwide class of Medicare beneficiaries by six individual beneficiaries and seven national organizations representing people with chronic conditions. The settlement is to prevent any future utilization of the “improvement standard,” and its impact is described by observers such as the editorial board of The New York Times as making “it easier for tens of thousands of disabled and chronically ill people to qualify for Medicare coverage. It is clearly the humane thing to do for desperately sick people with little hope of recovery.”

WSGR’s involvement in the Jimmo case did not end with the settlement. Though the parties agreed that plaintiffs’ counsel was entitled to reimbursement of fees and expenses under the Equal Access to Justice Act, there was substantial disagreement as to what the proper level of reimbursement should be. While the firm’s co-counsel focused on (and continues to focus on) implementation of the substantive terms of the settlement, the firm took the lead on negotiations with the Department of Justice (DOJ) regarding plaintiffs’ fees. After several months of back-and-forth negotiations, the firm ultimately obtained an agreement by the DOJ to reimburse plaintiffs $350,000 for their work leading up to the approval of the settlement. Upon the conclusion of the negotiations, the firm also waived its portion of those fees in order to maximize the amounts received by the Center of Medicare Advocacy and Vermont Legal Aid.

- HISTORIC SETTLEMENT. A settlement agreement was reached with the Dinuba Unified School District, in California’s Central Valley, to ensure that young English language learners have an equal chance to succeed. The agreement resulted from a lawsuit filed in May 2012 with WSGR providing pro bono representation to the plaintiffs in the matter, along with the ACLU of Southern California, the ACLU of Northern California, the ACLU of San Diego and Imperial Counties, California Rural Legal Assistance, and the Asian Pacific American Legal Center. The lawsuit asked the school district to cease its use of a program called Second Language Acquisition Development Instruction (SLADI) to teach reading to first- and second-grade English learners, alleging that SLADI was fundamentally flawed and unproven method of teaching English. Under the settlement agreement, the district will stop using SLADI and implement a new program for young English learners. The district also will create two programs—an after-school program and an additional summer school program, both of which will
be available at no cost to the families of students who were
denied ready instruction under SLADI.

BY THE NUMBERS
What is the total number of hours that lawyers at your U.S. office(s)
spent performing pro bono legal services, as defined by the Law
Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer
associate or non-lawyer pro bono hours in your answers.
Total number of pro bono hours in 2012: 34,071
Total number of pro bono hours in 2013: 29,720

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2012: 650
Number of attorneys as of December 31, 2013: 642

Using the number of attorneys listed above, what is the average
number of pro bono hours per attorney in your firm’s U.S. office(s)
during the following years?
Average number of hours per attorney in 2012: 53
Average number of hours per attorney in 2013: 46

What percentage of attorneys employed during 2012 and 2013 in
your firm’s U.S. office(s) did at least 20 hours of pro bono during
that calendar year?
Percentage of attorneys who did pro bono work in 2012: 31–40%
Percentage of attorneys who did pro bono work in 2013: 31–40%

SUPERVISION AND EVALUATIONS
Is there partner supervision on all pro bono matters?
Yes

Do partner supervisors or, if applicable, senior associates provide
written evaluations of associates’ work on pro bono matters?
Yes

Are those evaluations taken into account in determining salary or
bonuses?
Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining
advancement within the firm?
Yes

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
Yes

Does the firm have a maximum number of pro bono hours that can
be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining
bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on
pro bono matters?
Training is provided to associates in matters involving asylum,
Violence Against Women Act (VAWA), and Deferred Action for
Childhood Arrivals (DACA).

Does the firm offer the use of support staff in handling pro bono
matters?
Yes

Please indicate how many total hours and average hours per
person your summer associates spent performing pro bono in
2012 and 2013.
Total hours summer associates spent on pro bono work
2012: 1,074
2013: 648

Average hours per summer associate spent on pro bono work
2012: 17
2013: 15

Percentage of summer associates in your firm’s U.S. office(s)
engaged in pro bono work
2012: 59%
2013: 51%

Please provide any additional information about pro bono
opportunities available to summer associates.
All pro bono matters are made available to summer associates.

Does the firm have established programs, such as externships,
that enable its associates to work in a public interest setting?
No
What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.

The WSGR Foundation provides a vehicle for the firm’s members to make financial contributions to the community. Since 1990, the foundation has donated over $12.5 million to nonprofit legal service organizations that provide direct legal aid to low-income people, provided funding for a variety of pro bono clients, and given support to a number of community organizations. Since 2008, the foundation has supported the California State Bar Foundation’s Diversity Scholarship Program, which assists incoming first-year law students from groups historically underrepresented in the legal profession who have committed to attend a California law school, have a financial need, and have a desire to make an impact in the community.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

WSGR’s community outreach program is another way our employees make a significant contribution to society. The firm, through its Community Service Committee, organizes numerous events throughout the year, helping to identify and support a variety of interesting and meaningful opportunities. Projects have included nationwide restoration and habitat restoration with Austin Habitat for Humanity, Rebuilding Together New York, Rebuilding Together Palo Alto, Save The Bay, Rebuilding Together Seattle, Discovery Park cleanup, Rebuilding Together Alexandria; food and fundraising drives and food sorts to benefit Capital Area Food Bank of Texas, Meals on Wheels, Second Harvest Food Bank of Santa Clara and San Mateo Counties, SF-Marin Food Bank, Capital Area Food Bank (Washington, DC); back-to-school drives; support our troops supplies drives; holiday drives and adopt-a-family drives in partnership with a number of nonprofits; activities to raise awareness and funds for health-related causes; and, other activities for pets in need.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- 2013 Educational Equity Award (ACLU Foundation of Southern California) to a WSGR pro bono team in recognition of litigation efforts to ensure that California state officials do not neglect their obligation to English learners who should receive an adequate and equal education
- 2013 “Outstanding Business” Tall Tree Award (Palo Alto Chamber of Commerce) for the firm’s extensive pro bono legal representation, its provision of financial support through the WSGR Foundation, and its employees’ community service efforts
- 2013 Jack W. Londen Award (Lawyers’ Committee for Civil Rights (SF Bay Area)) to a WSGR pro bono team in recognition of exemplary litigation efforts that protect and advance the civil rights of marginalized communities
- 2012 Robert G. Sproul, Jr. Award (Lawyers’ Committee for Civil Rights (SF Bay Area)) to Mark G. Parnes for his demonstrated commitment to providing pro bono services and advocating within the private bar for continued pro bono representation of disadvantaged communities
- 2012 Law Firm Pro Bono Leadership 2011: Sustained Partner of the Year award from Bay Area Legal Aid for the firm’s pro bono work in connection with domestic violence matters
- 2012 Corporation Partner Award from InnVision Shelter Network for the firm’s pro bono work
- 2012 Partner in Justice Award from The Center for Justice & Accountability for the firm’s demonstrated commitment to human rights

Please add any additional information about your firm’s pro bono program.

Staffing of Pro Bono Cases: All of the firm’s human resources are available to staff pro bono cases, including partners, associates, paralegals, executive assistants, practice group assistants, scientific or government relations advisors, patent agents, and reference librarians.

General Volunteering Opportunities: The firm’s Community Affairs Manager, along with the firm’s Community Service Committee (comprising of representatives from all firm offices), organizes various volunteer opportunities.
WINSTON & STRAWN LLP

LOCATIONS
Charlotte, NC • Chicago, IL • Houston, TX • Los Angeles, CA • Menlo Park, CA • New York, NY • Newark, NJ • San Francisco, CA • Washington, DC • Beijing • Brussels • Geneva • Hong Kong • London • Moscow • Paris • Shanghai • Taipei

MAJOR DEPARTMENTS & PRACTICES
Corporate and Financial • Employee Benefits and Executive Compensation • Energy • Environmental • Government Relations and Regulatory Affairs • Healthcare • Intellectual Property • Litigation • Maritime • Real Estate • Tax • Trusts and Estates

THE STATS
No. of Attorneys: 898
No. of Offices: 18
Chairman: Dan K. Webb
Managing Partner: Thomas P. Fitzgerald
Hiring Partner(s): Joseph J. Torres

EMPLOYMENT CONTACT
Joseph J. Torres
Hiring Committee Chair
Email: jtorres@winston.com
**WHO'S WHO**

Does the firm have one or more pro bono coordinators and/or partners? If so, how many?

2

Please provide a general description of how much of their time each of your pro bono coordinators and/or partners spends on pro bono work and/or administering the firm's pro bono program (e.g., less than half of their time, more than half of their time, all of their time).

Both pro bono attorneys devote 100% of their time to managing, coordinating and administering the firm’s pro bono practice.

Please provide the primary pro bono contact(s)’s information below.

Greg McConnell
Pro Bono Counsel
Phone: (312) 558-8068
Email: gmcconnell@winston.com

Maria Kutnick
Pro Bono Coordinator
Phone: (312) 558-6908
Email: mkutnick@winston.com

Does the firm have a pro bono committee?
Yes

How often does the committee meet?
Quarterly

Please describe the composition of the committee.
The firm's Pro Bono Committee is comprised of 15–20 persons, typically including a partner and associate from each office. The chair is partner Amanda Groves.

**THE SCOOP**

Does your firm have a pro bono policy?
Yes

Can associates bring pro bono matters of interest to the firm?
Yes

How does the firm decide whether to take on a pro bono matter?
Any matter may be accepted if it meets the firm's definitional criteria and interested volunteers are willing to staff it. Pro Bono Counsel approves all new matters.

Has the firm signed on to the Law Firm Pro Bono Challenge?
Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2012?

List up to 10 of your firm's pro bono clients or partners since 2012, including legal service providers or clearinghouses.
- Archdiocesan Legal Network (Washington, DC)
- DC Bar Pro Bono Program
- Disability Rights Legal Center (LA)
- Her Justice (NY)
- Justice and Diversity Center of the Bar Assn of San Francisco
- Legal Services of Southern Piedmont (Charlotte)
- National Immigrant Justice Center (Chicago)
- Public Counsel (LA)
- Tahirih Justice Center (Houston and Washington)
- Lawyers Alliance of New York

List up to three representative examples of your firm’s pro bono matters since 2012. Please limit your answer to a short paragraph per matter.
- Winston & Strawn recently secured asylum for citizens of Chad, Guinea, Guatemala, Jamaica, Kenya, Rwanda, in proceedings before the United States Citizenship and Immigration Service.
- Winston & Strawn handles several prisoner civil rights cases annually. These cases are typically fact specific and entail extensive written and deposition discovery. In one recent case, a New York-based team won a substantial settlement for our client, an inmate at Rikers Island, who was viciously beaten in retaliation for complaining about the conditions of his confinement.
- Winston & Strawn attorneys argued appellate matters before various federal circuit courts of appeal, including the 3d Circuit, 6th Circuit, 7th Circuit and 9th Circuit. These cases typically involve prisoner habeas petitions or immigration/asylum issues. In one recent case, a Chicago-based team secured a unanimous decision from the 7th Cir.
that confirmed our client and other inmates' lack of access to a law library in prison may toll the one-year statute of limitations for filing a federal habeas.

List up to three pro bono matters that are highlights (e.g., a Supreme Court case). Please limit your answer to a short paragraph per matter.

• In a classic David-versus-Goliath battle, Winston & Strawn represented ChapterHouse Studios LLC on a pro bono basis in a cutting-edge federal trademark and copyright dispute in the Northern District of Illinois. The verdict in this jury trial confirms that copyright and trademark law should not be used to block add-on products.

Games Workshop manufactures Warhammer 40,000, a tabletop battle game that works with armies of miniature figures and vehicles, while ChapterHouse sells customized add-on parts for the figures and vehicles used in the game. The United Kingdom-based Games Workshop, a company with $200 million per year in revenue, alleged more than 200 claims of copyright and trademark infringement against our client, a small business run out of an individual's garage in Texas. Games Workshop argued that it was seeking a complete shutdown of ChapterHouse's entire business and more than $400,000 in damages.

The jury deliberated for more than two days and found that ChapterHouse could continue to make and sell more than a hundred products without fear of copyright infringement and continue to use most of Games Workshop's asserted trademarks when selling compatible parts, including all nine of Games Workshop's registered trademarks. Our victory at trial allowed ChapterHouse to remain in business.

• Winston & Strawn is a lead firm in OutServe-SLDN’s veteran discharge upgrade project, which helps veterans who were discharged under Don’t Ask Don’t Tell make changes to their discharge paperwork. Hal Faulkner, 79 with terminal cancer, was discharged from the Marines in 1956 with an “other than honorable” classification for being gay. His last wish, made possible by the repeal of DADT, was to have his military discharge upgraded. However, a correction of military records usually takes at least six months, time he didn’t have. Winston & Strawn took on his discharge appeal, and worked with the military to expedite the case. The Marines acted on his request in just two weeks, and presented Mr. Faulkner with his honorable discharge only weeks before he succumbed to cancer.

• Charlotte attorneys represented the Urban League of the Central Carolinas in its merger with a nonprofit job training organization. The combined entity will continue as the Urban League and emerges as the leading nonprofit workforce development and empowerment organization in the Charlotte region. The merger presented several unusual legal challenges, including the preservation of existing funding arrangements with diverse government, charitable, and corporate sources, and the negotiation of a combined governance/operational plan for nonprofits with overlapping but distinct missions. The Winston team negotiated the merger agreement, prepared the necessary consents and resolutions, and counseled the Urban League board at length concerning the various steps needed to complete the transaction. The merger strengthens the job training and empowerment resources available to underserved communities in Charlotte.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2012 and 2013? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2013: 64,833

What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2013: 811

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm’s U.S. office(s) during the following years?

Average number of hours per attorney in 2013: 80

What percentage of attorneys employed during 2012 and 2013 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2013: 71–80%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates’ work on pro bono matters?

Yes

Are those evaluations taken into account in determining salary or bonuses?

• Yes, they are taken into account when determining salary.
• Yes, they are taken into account when determining bonuses.

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes
Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
Yes

What is the maximum number of pro bono hours that can be applied toward the billable hour target?
50 hours apply to bonus eligibility threshold; once threshold is met, all pro bono hours are credited toward bonus amounts.

Does the firm consider pro bono hours when determining bonuses?
Yes

**PRO BONO POINTS**

**What training opportunities are open to associates working on pro bono matters?**
In addition to the extensive practice-related training offered, associates also receive training opportunities relating to specific pro bono practice areas and skills. Most of these pro bono trainings are developed in conjunction with local pro bono agencies. Many of these training events are sponsored by the firm and conducted in our offices. Associates are also encouraged to attend other training events that may be conducted offsite.

Does the firm offer the use of support staff in handling pro bono matters?
Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2012 and 2013.

**Total hours summer associates spent on pro bono work**
2012: 3,115
2013: 2,376

**Average hours per summer associate spent on pro bono work**
2012: 51
2013: 61

**Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work**
2012: 95%
2013: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
First and foremost, summer associates are regularly asked to participate on existing teams of attorneys staffing pro bono cases. In addition, Winston & Strawn has developed specific pro bono programming for summer associates that allows them to work with local agencies and meet with clients on an individual basis. Typically, this programming varies from office to office, depending on the work of the local agencies.

By way of example, in the New York Office, summer associates worked at the CAP project assisting victims of domestic violence. In the Los Angeles offices, summer associates participated in Public Counsel’s Homeless Benefits Project. In San Francisco, summer associates participated in OneJustice’s Summer Pro Bono Project. In Chicago, summer associates volunteered at programs hosted by Cabrini Green Legal Aid Clinic.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting?
Yes

Please describe the established program(s) and their duration, if applicable.
The firm created the Winston & Strawn Fellowship Program in 2011 through which incoming associates work at public interest law agencies prior to joining the firm. Participating associates receive a stipend in addition to the traditional summer stipend.

What other law-related public interest and community service programs (that are not “pro bono” as defined by the Law Firm Pro Bono Challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships.
- Through the Winston & Strawn Foundation, the firm provides financial support to many civic and charitable. In 2013, the foundation gave more than $1.4 million to a variety of social services, arts, education, legal advocacy, and civic and community organizations.
- Through its foundation, the firm has developed lasting relationships with many civic and nonprofit organizations. As an example, the firm provides ongoing support to the Dodge Academy, a public elementary school on Chicago’s west side. Since 2004, firm attorneys and staff have worked with Dodge administrators and teachers in a program that provides Winston attorneys and staff opportunities to serve as academic mentors to young students; provide financial support for school uniforms, field trips, and school supplies; and lead discussions on the Constitution, Bill of Rights, and the United States’ government, including the court system.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.
Through Volunteer@Winston firm attorneys and staff volunteer their time, talent, and energy by partnering with a variety of organizations to help enhance the lives of others. In giving back to the community, the program develops a stronger “Winston Family” that is united and enriched by common experiences
and meaningful efforts. Recent efforts include volunteering at food pantries in several firm communities.

Please list any special recognition or awards your firm has won since 2012 for its pro bono work.

- San Francisco Associates Yelitza Dunham, Noelle Formosa, Matt Narensky, and Alvina Wong, and paralegal David Rosenthal were recognized at the annual Federal Pro Bono Project awards ceremony hosted by the United States District Court for the Northern District of California and the BASF Justice & Diversity Center. The team secured a victory for our client, an infirm 80-year-old woman, and her family in a unique case filed under the federal Comprehensive Environmental Response, Compensation, and Liability Act.

- Partner Linda Coberly was chosen by the National Immigrant Justice Center (NIJC) to receive its Human Rights Practitioner Award. The award honors Linda for her exceptional commitment to pro bono service with NIJC.

- The Animal Legal Defense Fund (ALDF) awarded Winston with the 2012 Advancement in Animal Law Pro Bono Achievement Award. The award recognized the team’s dedication, expertise, and commitment of pro bono hours in helping ALDF achieve their mission to protect the lives and advance the interests of animals through the legal system.

Please add any additional information about your firm’s pro bono program.

Winston & Strawn strongly supports and encourages all of its lawyers, regardless of their practice area or experience, to pursue pro bono work. As a core value, the firm believes lawyers have a responsibility to use their skills and talents on behalf of the many deserving persons and organizations that are unable to afford legal counsel. The firm also recognizes that pro bono work provides lawyers at all stages of their careers the opportunity for personal and professional development that makes them better lawyers and better citizens of the communities where they live and practice. Recognizing that lawyers face extensive time demands, Winston & Strawn has taken steps to make sure that lawyers can quickly and easily find a wide variety of matters that appeal to their own personal interests and are compatible with their work schedules.
About the Editor

Nicole S. Weber, Esq. is Vault's Law Editor, and covers news and career advice relating to the legal industry on Vault's Law Blog. Nicole has a JD from Georgetown Law and a BA from Williams College. Prior to joining Vault, she worked as an employment law associate at a large New York law firm.