

THE INSIDE SCOOP ON PRO BONO WORK AT THE NATION'S TOP LAW FIRMS



VAULT GUIDE TO LAW FIRM PRO BONO PROGRAMS

2017 EDITION

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VAULT GUIDE TO

LAW FIRM PRO BONO PROGRAMS



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Firm provided underwriting support of Vault Guide to Law Firm Pro Bono Programs, 2017 Edition.

How to Use this Guide

Welcome to the 2017 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 more than 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

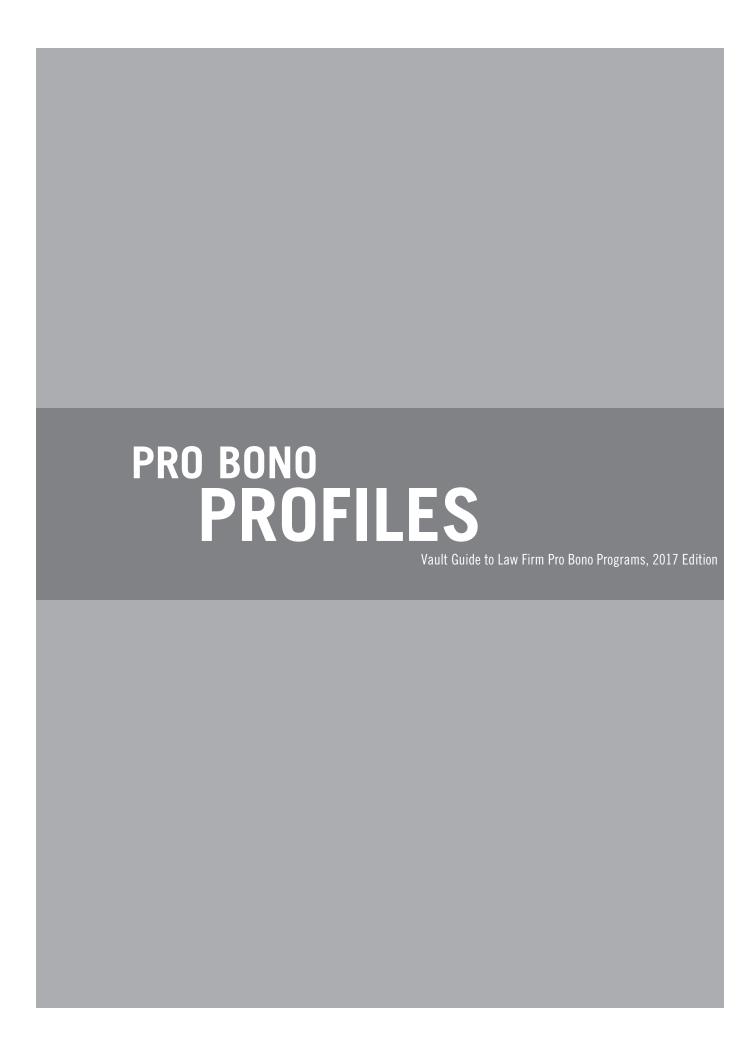
While pro bono work is meant to serve the public good and should be engaged in for altruistic rather than self-interested reasons, many associates have legitimate concerns about whether or not time spent on pro bono matters will negatively impact their compensation and advancement within the firm. The 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* and Vault.com, which includes quotes from associates regarding their firms' commitment to pro bono, as a cross-reference to this guide.

Above all, in perusing 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!





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.

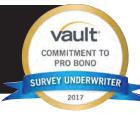
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Akin Gump

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akingump.com

AKIN GUMP STRAUSS HAUER & FELD



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THE STATS

No. of Attorneys: 934 No. of Offices: 20

Chairperson: Kim Koopersmith

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Steven H. Schulman
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Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

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Pro Bono Counsel
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Brooke Padgett
Pro Bono Coordinator
(202) 416-5072
bpadgett@akingump.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Pro Bono website (if different from main site):

Steven Schulman Twitter: @ProBonoDude

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet? Monthly

Please describe the composition of the committee (500 character limit):

Akin Gump has several pro bono committees, including a firmwide pro bono committee, a pro bono committee in each office, and a pro bono committee for each practice group that incorporates attorneys from various offices within the same practice group.

THE SCOOP

Does the firm have a written 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 carefully review each proposed matter to determine whether it meets our firm's requirements for pro bono representation and whether an appropriate team of attorneys is available to work on 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights;



Akin Gump Strauss Hauer & Feld LLP

Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Plaintiff's-side employment work

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Her Justice
- Refugee and Immigrant Center for Education and Legal Services
- · Human Rights First
- Lawyers Without Borders
- Washington Legal Clinic for the Homeless
- Legal Aid Foundation of Los Angeles
- Human Rights Initiative
- KIPP Charter Schools
- · Appleseed
- Tahirih Justice Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Zemedagegehu v. Arlington County Board et al.

In January 2015, a team of Akin Gump lawyers filed a complaint under the Americans With Disabilities Act and the Rehabilitation Act against the Arlington County Sheriff on behalf of Abreham Zemedagegehu, a deaf U.S. citizen and immigrant from Ethiopia. Abreham was arrested for allegedly stealing an iPad, which was later found by its owner. He was held by the Arlington Sheriff in an Arlington County, Virginia jail for six weeks without access to a sign language interpreter or any other accommodations for his disability. Abreham did not know why he was arrested and was unable to communicate with detention center authorities. His disability led to him regularly missing meals and recreation times since he could not hear the relevant sound-only alerts. After the Akin Gump team filed the complaint, the Justice Department launched an investigation into conditions in the Arlington County jail. The parties ultimately negotiated a favorable and significant settlement for Abraham that, when finalized, will help protect the rights and needs of deaf inmates. As part of the settlement, the accuser recanted his allegations

• Policy Advocacy for the Smashing Walnuts Foundation

In 2014, just 4% of the National Cancer Institute's budget was allocated to research for childhood cancers. When nine year old Gabrielle Miller was diagnosed with a rare form of brain cancer, Gabrielle and her parents created the Smashing Walnuts Foundation to increase funding for rare childhood cancer research. A team of Akin Gump public law

and policy attorneys is representing the Smashing Walnuts Foundation in congressional lobbying efforts to help secure \$12.6 million annually in House and Senate Labor Health and Human Services Appropriations Subcommittee support for research conducted under the Gabriella Miller Kids First Pediatric Research Program. For the past two fiscal years, Akin Gump has successfully secured the \$12.6 million appropriation. The Akin Gump team also advocates for the Subcommittee co-chairs to form a Senate Childhood Cancer Caucus and helps to keep the Foundation appraised of federal developments in childhood cancer research.

• Lawyers Without Borders

Akin Gump recently started a partnership with Lawyers Without Borders (LWOB) to promote the global rule of law through capacity building and access to justice initiatives in countries throughout Africa. Akin Gump not only participates in litigation trainings in Africa on criminal defense, wildlife prosecution and human trafficking, but initiated, developed and implemented a monitoring and evaluation (M&E) program for LWOB projects.

Akin Gump's M&E work started with a gap analysis of existing training materials developed by LWOB to combat human trafficking in Liberia. We expanded on those materials to form a full picture of the legal issues surrounding Trafficking in Persons (TIP) from a rule of law perspective to provide to Liberian officials and lawyers prosecuting these cases. In a similar project, our attorneys created a generic monitoring and reporting framework for LWOB projects. We then applied that framework to the LWOB Wildlife PROTECT project, which engages community members living in close proximity to wildlife in Kenya by providing educational tools on how to combat wildlife crime. Our attorneys then conducted an on-site trial and advocacy training with members of Kenya's anti-wildlife trafficking community on the enforcement of wildlife protection laws.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 68,704 2015: 64,876

What was the attorney headcount in your firm's US office(s)?

2014: 793 2015: 770

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

2014: 87 2015: 84

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 61%

2015: 58%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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?

Akin Gump provides in-house trainings and encourages attorneys to attend trainings provided by legal services providers and bar associations. In addition, cross-office teams of attorneys specializing in certain core pro bono practice areas offer in-house mentoring in areas such as asylum, Social Security/Disability, eviction defense, criminal defense, Nonprofit Governance and Exempt Organizations law, Veterans' rights and Human Trafficking.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 3,403

2015: 4,293

Average hours per summer associate spent on pro bono work

2014: 94

2015: 93

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

2014: 100% 2015: 100%

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

- Akin Gump summer associates have an opportunity to work on any firm pro bono matter. In addition, our offices design certain pro bono projects specifically for summer associates to represent clients in petitions for the Violence Against Women Act (VAWA) and Victims of Criminal Activity (U-Visa) through summer partnerships with Tahirih Justice Center, Her Justice, Catholic Charities and Public Counsel Law Center.
- In 2008, Akin Gump launched the Pro Bono Scholars Program. The program currently operates out of the Washington D.C., Dallas, New York, Los Angeles and Houston offices. Pro Bono Scholars are high-achieving first year law students who want to make pro bono work a significant part of their law firm career. Scholars work on pro bono projects at the firm for three weeks following their 1L year, then spend the remainder of the summer at a legal services organization of their choosing. Scholars are then part of the regular summer associate class following their 2L year. Pro Bono Scholar alumni return to the firm after law school graduation prepared to be leaders in the firm's pro bono practice.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

 Akin Gump has externships at Her Justice in New York, the Dallas County District Attorney's Office and the San Francisco District Attorney's Office.

- In 2012, Akin Gump started an externship program with Her Justice, a New York City-based legal services organization serving women seeking protection from domestic violence. For a four-month period, associates work at Her Justice offices, exclusively handling Her Justice matters. So far, Akin Gump has sent 11 attorneys to work at Her Justice through our externship program.
- Since 2015, attorneys in Akin Gump's Dallas office have been participating in a "Lawyers on Loan" program through the Dallas County District Attorney's office. Akin Gump attorneys spend a ten-week period prosecuting cases for the District Attorney's office and gain valuable courtroom and trial experience.
- Since 2016, attorneys in Akin Gump's San Francisco office have been participating in a three-month externship at the San Francisco District Attorney's office, where they work under the supervision of the District Attorney to prosecute and try misdemeanor criminal cases in the San Francisco Superior Court.

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 applicable.

- For the past two years, Akin Gump has collaborated with the Washington Legal Clinic for the Homeless to establish and create an undergraduate internship program with the University of Maryland for students interested in attending law school. Each week the students attend lectures at Akin Gump, taught by our attorneys, and spend the semester completing SSI disability benefits applications for pro bono clients. The program provides the students with a hands-on approach for understanding social security disability law and building client-relationship skills, and provides our attorneys with the opportunity to lead lectures and supervise cases.
- Akin Gump is a longtime supporter of Equal Justice Works.
 Akin Gump sponsors two Equal Justice Works fellows each year to work at public interest organizations. Our firm Chair, Kim Koopersmith, serves as Chair of the Equal Justice Works Board of Directors. The firm also makes significant financial contributions to other partnering legal services organizations, both firm wide and organizations specific to certain offices, and makes financial contributions to charitable 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.

• In Washington, D.C., Akin Gump has partnerships with elementary schools across the city. At Tyler Elementary School, through the Washington Lawyers' Committee for Civil Rights and Urban Affairs' school partnership program, firm employees engage with funding school trips and events, supporting the school's arts curriculum,

- assisting with funding and constructing a hands-on outdoor classroom, providing guidance to the school's PTA, and helping to fund a major library renovation. The firm also hosts luncheon meetings throughout the year on behalf of the Washington Lawyers' Committee for Civil Rights and Urban Affairs to recruit new firms and schools to the WLC's school partnership program, now numbering over 50 school partnerships citywide. At Ross Elementary School, through a relationship with Everybody Wins! DC, staff and attorneys are matched with a student and meet for a one-hour Power Lunch every week to read books, promote children's literacy and build positive relationships.
- In Washington, Akin Gump participates in Buildable Hours, a summer program with Habitat for Humanity. In New York, our lawyers coach a Bronx High School moot court team. Our Los Angeles lawyers and staff regularly volunteer to provide meals to the homeless. Members of our Dallas office volunteer with Jonathan's Place, a nonprofit organization that provides a safe, loving home and specialized services to children who have been victims of abuse, abandonment or neglect.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2013-2016: Law360 Pro Bono Firm of the Year
- 2016: Her Justice, Firm Commitment Award
- 2016: Washington Lawyers' Committee, Outstanding Achievement Award
- 2016: California Innocence Project, XONR8R Award (Robert Humphreys, Partner, LA)
- 2016: Support Center for Child Advocates, Distinguished Advocate for Children (Katherine Katchen, Partner, Philadelphia)
- 2015: Human Rights First, Marvin Frankel Award
- 2015: National Legal Aid Defender Association (NLADA) Beacon of Justice Award
- 2015: Washington Lawyers' Committee, Vincent Reed Award
- 2015: State Bar of Texas, W. Frank Newton Award
- 2014: American Bar Association's Death Penalty Representation Project Justice John Paul Stephens
- Guiding Hand of Counsel Award (Mark MacDougall, Partner, DC)
- 2014: Equality Texas Vanguard Award
- 2014: American Bar Association Award for Outstanding Pro Bono Advocacy in Medical-Legal Partnership
- 2014: Her Justice Commitment to Justice Award
- 2014: National Legal Aid Defender Association (NLADA) Beacon of Justice Award
- 2014: Equality Texas Vanguard Award

ALLEN & OVERY LLP

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THE STATS

No. of Attorneys: 2,700 No. of Offices: 44

Managing Partner, Americas: David Krischer

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

David Flechner
Partner - NY
David.Flechner@allenovery.com

William White Partner – DC (202) 683-3800 William.White@allenovery.com

Patricia Bencivenga Senior Officer – Training & Development (646) 344-6760 Patricia.Bencivenga@allenovery.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

Our U.S. pro bono committee was chaired by Ken Rivlin (Partner) from 2014-16. In the fall of 2016 David Flechner (Partner) has taken over as the Chair. Our global pro bono committee is headed by Mark Mansell and Annelies Vanderpauw, co-heads of the firm's Global Corporate Responsibility, based in our London office.

This committee works to develop and support our international pro bono program and ensure that our global expertise serves vulnerable and disadvantaged people.

THE SCOOP

Does the firm have a written 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 circulate suitable 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 2014?

Asylum; Bankruptcy; Civil rights; Domestic violence; Asylum; Civil rights; Community economic development; Domestic violence; Environment; Family law; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Police misconduct; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Allen & Overy LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Her Justice
- Innocence Project
- Immigration Equality
- · Agudath Israel
- Waterkeeper Alliance
- Minority Rights Group
- Asian American Legal Defense & Education Fund
- Human Rights First
- Cyrus R. Vance Center for International Justice
- · Amref Health Africa

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Allen & Overy works with the Her Justice foundation providing legal services in family, divorce and immigration law to low-income women living in New York City. Our attorneys stand side-by-side with women who cannot afford to pay for a lawyer, giving them a real chance to obtain legal protections that transform their lives. We believe that all women with urgent safety and financial needs deserve legal representation. In the past year alone, we have worked on cases ranging from litigated divorces, custody/visitation rights, orders of protection, violence against woman and immigration matters.
- Allen & Overy works with Immigration Equality, the nation's leading LGBTQ immigrant rights organization. We represent and advocate for people from around the world fleeing violence, abuse, and persecution because of their sexual orientation, gender identity, or HIV status. We work with LGBTQ and HIV-positive immigrants and provide free legal services to binational couples and families separated from their loved ones.
- Allen & Overy supports many charities at a local level, but our global charity partnership allows us to bring together the skills and resources of the entire firm so that we can have a significant, lasting impact on the work of one charity. In 2014, Amref Health Africa was chosen by Allen & Overy staff to be our global charity partner. 2,500 people from 42 A&O offices voted to select our charity partner. Amref is Africa's leading health development organization. The charity works with the most marginalized and vulnerable communities across sub-Saharan Africa to bring good quality health care closer to those who need it most. Over the past two years, Allen & Overy has supported the 'Good Health for Youth' project in Meatu, one of the poorest regions in Tanzania. The project will work with 32,600 young boys and girls to increase access to sex education. Access to education is a universal right in Tanzania, but in many areas girls are still expelled from school if they become pregnant. As a result, 5,000 girls a year are illegally denied their right to education. By introducing sex education in primary schools and working to influence cultural practices in communities, young girls can avoid

pregnancy and complete their education. While being our Global Charity, members of the NY and DC offices provided legal assistance to Amref from the U.S.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 3,040

2015: 2,738

What was the attorney headcount in your firm's US office(s)?

2014: 149

2015: 151

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

2014: 20

2015: 18

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 24%

2015: 25%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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?

N/A

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 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 843

2015: 434

Average hours per summer associate spent on pro bono work

2014: 47

2015: 24

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

2014: 67%

2015: 56%

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

Summer associates are encouraged to participate in all probono matters taking place while they are with Allen & Overy.

Practice area preferences, including pro bono, as a category are requested at the start of the summer and are monitored via work allocation attorneys, who make up 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? $\rm No$

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 applicable.

- Allen & Overy has chosen for our 2014-2016 Global Charity
 Partner, Amref Health Africa, Africa's leading health
 development organization. The firm is developing a legal
 advocacy toolkit for Amref on sexual health and reproductive
 rights and education. Elaine Johnston, a partner in the
 New York Office, is assisting on this project. For more
 information, please visit our website.
- Allen & Overy works with the Urban Renewal Corp, a 501(c) (3) 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.

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 Amref 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. Along with our past Global Charity Partner, we have held some office events including "Wear Jeans on Fridays" with a donation, a bake sale, and office auction to raise money.
- The New York and Washington, DC offices participated in "Wear Jeans to Work" Day with donations going to various charities, 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 and Valentines for Veterans, providing cards and gifts to veterans on Valentine's Day.
- 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

Allen & Overy LLP

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.

 Allen & Overy is partnered with Big Brothers Big Sisters of New York and were sponsors of the 2015 Gridiron Games.
 BBBS of NYC is the founding agency of the nation's youth mentoring movement which gives all children in New York City who face adversity an opportunity to experience a strong, enduring professionally supported one-to-one mentoring relationship with adults that will help change their lives for the better.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Evening Standard Award 2016 Corporate Citizen
- Managing Partners' Forum 2015 Best Social Mobility
- Our work with AfriKids has been "Highly Commended" in the Business Charity Awards in the Financial Times Innovative Lawyers Awards and also in the Business Chart Awards 2014.
- Business Charity Awards 2014 David Morley, Worldwide Senior Partner won the Business Charity Champion award
- 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

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Overall, Allen & Overy's pro bono and community affairs
 programs have continued to grow and expand at a steady
 pace. Currently, there are between 40-50 pro bono matters
 active in the New York and Washington, D.C. 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.
- In 2015 and 2016 we added other organizations to the list of pro bono partnerships including Asia Catalyst in 2015 and Immigration Equality in 2016. However, 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 the firm's pro bono philosophy as well as integrating efforts with those of the firm worldwide to further office initiatives.

ALSTON & BIRD LLP

MAIN US OFFICE LOCATION:

1201 West Peachtree Street NW Atlanta, GA 30309 www.alston.com (404) 881-7000

THE STATS

No. of Attorneys: 752 No. of Offices: 10

Managing Partner: Richard R. Hays

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Mary Benton
Pro Bono Partner
(404) 881-7255
mary.benton@alston.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Cheryl Naja
Director of Pro Bono & Community Service
(404) 881-7106
cheryl.naja@alston.com
Approximate percentage of his/her time spent on pro bono

work/administering pro bono program: 100%

Jarvarus Gresham
Pro Bono/Community Service Coordinator
(404) 881-4839
jarvarus.gresham@alston.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 25%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The 93 member committee consists of partners, associates, paralegals, executive and administrative staff members from

all offices and reflects the firm's age, gender, racial, ethnic, and practice area diversity.

THE SCOOP

Does the firm have a written 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 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 2014?

Asylum; Civil rights; Consumer law and small claims court; Domestic violence; Education; Elder law; Fair housing/tenants rights; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy



Alston & Bird LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Legal Aid Society
- CAIR Coalition
- · Innocence Project
- · Public Counsel
- Dallas Volunteer Attorney Program
- · Legal Services of Southern Piedmont
- Atlanta Volunteer Lawyer Foundation
- Pro Bono Partnership
- Truancy Intervention Project
- Transgender Legal Defense and Education Fund

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Assisting immigrants—assisting with asylum seekers,
 victims of domestic violence and trafficking and representing
 unaccompanied minors continues to be a priority. In the
 past year the firm has focused efforts on some of the most
 underserved regions such as Atlanta and Charlotte. The firm
 regularly provides trainings and mentoring to help respond to
 some of the most critical issues and ensure access to justice for
 the most vulnerable facing immigration proceedings.
- Alston & Bird signed on as one of the firms to help with the Clemency Project which is being managed by the Lawyers Committee for Civil Rights Under the Law. This project has connected pro bono lawyers with federal prisons who were sentenced for nonviolent crimes and have been in prison for 10 years or more. These individuals were sentenced under harsh guidelines but would have been given shorter sentences were they sentenced today.
- In partnership with the Georgia Innocence Project, Alston & Bird is handling an appeal of murder conviction. In 1996, Mr. De La Cruz was convicted of murder. The trial at which he was convicted of the murder of Brenda Gibbs was riddled with errors, inconsistencies, omissions, and apparent fabrications. Mr. De La Cruz's conviction was largely based on the inconsistent and unreliable testimony of the prosecution's key witness, and he was prohibited from offering any evidence to support his defense theory that the crime was committed by an alternative suspect. He has been in prison for over 20 years for a crime that he says he did not commit and he has never had an appeal. Alston & Bird is pursuing DNA testing of certain pieces of evidence that are still available, and is now vigorously pursuing the appeal to which Mr. De La Cruz is entitled, and recently filed a Third Amended Motion for New Trial arguing that Mr. De La Cruz should be granted a new trial and his conviction reversed.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 55,527

2015: 5,643

What was the attorney headcount in your firm's US office(s)?

2014: 756

2015: 752

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

2014: 73

2015: 66

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 58%

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

However, the firm has established a policy that all attorneys and paralegals should contribute at least 25 hours of pro bono a 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

If so, 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?

The firm conducts an extensive array of trainings which covers a wide-range of topics and volunteer opportunities. These trainings focus on skills as well as professional development and are focused to 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 914

2015: 682

Average hours per summer associate spent on pro bono work

2014: 320

2015: 145

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

2014: 100% 2015: 60%

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

Pro Bono and Community Service Week is held in June providing Summer Associates the opportunity to attend multiple trainings, recognition events, legal clinics and other pro bono presentations as a part of the firm's week-long

celebration. Summer Associates are 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

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 applicable.

Atlanta Legal Aid Society Fellowship Program. Alston & Bird founded the program and provided the first fellow in 1996. The firm helps support public interest work in partnership with the Equal Justice Works Fellowship 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.

Habitat for Humanity, school reading and mentoring programs, Hands On Network, Junior Achievement, food banks, school partnerships, AIDS Walk, MLK Day of Service, veterans causes and more.

Please list special recognition or awards your firm has won in the last three years 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 the 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 Philip Heiner Award
- Awarded the Outstanding Service Award by the New York City Family Court

ARNOLD & PORTER LLP

MAIN US OFFICE LOCATION:

601 Massachusetts Avenue N.W. Washington, DC 20001 www.arnoldporter.com (202) 942-5000

THE STATS

No. of Attorneys: 719
No. of Offices: 9

Chairman: Richard M. Alexander

Please note that as of January 1, 2017, Arnold & Porter, LLP and Kaye Scholer LLP have merged. The firm's new name is Arnold & Porter Kaye Scholer LLP; the new website is www.apks.com. The information contained in this survey is based on each firm's individual pro bono program and reflects pre-merger information.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Marsha Tucker Social Worker (202) 942-5315 Marsha.Tucker@aporter.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Lucy McMillan
Senior Attorney
(212) 715-1053
Lucy.McMillan@aporter.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 70%

Pro Bono website (if different from main site):

www.arnoldporter.com/en/about/pro-bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The committee is composed of 23 members consisting of partners, associates, a full-time professional social worker, who

coordinates the program firm-wide, and a part-time attorney who coordinates pro bono activities in the New York office.

THE SCOOP

Does the firm have a written 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:

- the financial means of the client
- the public policy issues involved
- the significance and potential impact of the matter
- whether the matter is a court appointment
- whether the matter is for a nonprofit organization
- whether the matter makes special use of the firm'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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- ACLU
- Americans United for Separation of Church and State
- Brady Center to Prevent Gun Violence
- Lawyers' Committee for Civil Rights
- · Legal Aid Societies
- National Parks Conservation Association
- NARAL
- · Planned Parenthood
- Public Counsel
- Southern Center for Human Rights

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Detention of Mentally Ill Defendants

In January 2016, attorneys from Arnold & Porter, working with Planned Parenthood Federation of America and Planned Parenthood Affiliates of California, brought a lawsuit in California federal court involving highly publicized accusations of trading in fetal tissue. The complaint alleges that defendants—anti-abortion extremists—engaged in an elaborate multi-year scam against Planned Parenthood. Plaintiffs contend that defendants created a fake tissue procurement company which they used as a Trojan horse to infiltrate conferences hosted by Planned Parenthood and the National Abortion Federation, and that

they used fake government ID, false names and false business titles to register and attend private conferences and signed non-disclosure agreements that they had no intention of honoring. Once inside, the complaint asserts, defendants targeted Planned Parenthood doctors and staff, baited them into conversations relating to abortion and tissue donation which they secretly filmed wearing cameras hidden in their clothing. The lawsuit also charges that defendants then leveraged the contacts they made at conferences to arrange private meetings with Planned Parenthood staff both inside private clinics and meeting spaces and elsewhere.

Finally, plaintiffs allege that defendants then released a series of short, highly-edited versions of videos using illegally obtained material intended to demonize Planned Parenthood.

The lawsuit, which asserts claims under RICO and applicable wiretapping laws, as well as claims for fraud, invasion of privacy, unfair business practices and breach of confidentiality agreements and other contracts, seeks damages and injunctive relief.

· Planned Parenthood/Fetal Tissue

Since 2012, Arnold & Porter has been lead counsel for the plaintiffs in a class action against the Federal Bureau of Prisons challenging the treatment of mentally ill prisoners in the "Supermax" prison in Colorado (also called "ADX" or the "Alcatraz of the Rockies"). ADX houses the most notorious prisoners in the country, including such people as Zacarias Moussaoui, Terry Nichols and Ted Kaczynski, and many are held in solitary confinement 23 hours per day.

The condition of these men, who were essentially denied any treatment for their mental illness, was described in the complaint as follows: "Prisoners interminably wail, scream and bang on the walls of their cells. Some mutilate their bodies with razors, shards of glass, writing utensils and whatever other objects they can obtain. Some swallow razor blades, nail clippers, parts of radios and televisions, broken glass and other dangerous objects."

The case, which has required more lawyer time than any other pro bono case in the firm's history, is one of the most consequential prison reform cases in US history. Although the regulations of the Bureau of Prisons specifically exclude prisoners with severe mental illness from the ADX—precisely because of the facility's devastating impact on prisoners' mental health—our investigation revealed that more than a quarter of the prison's inmates suffer from disqualifying conditions. The case remains pending, but has already transformed mental health care at the ADX and in the BOP as a whole. The lawsuit resulted in a substantial revision of BOP's national policy for treating inmate mental health, and also forced BOP to create its first-ever high security residential mental health units, which are now operating in multiple BOP facilities and now house many of our class members. A tentative settlement has been reached, pending a fairness hearing.

• Military Sexual Assault/Rights of Criminal Victims

In August 2016, Arnold & Porter won a major victory in a long-running death penalty case for its client Jimmy Dennis,

Arnold & Porter LLP

who has spent 24 years on death row after being wrongly convicted of a high school girl's murder.

Dennis was arrested in 1991 after three eyewitnesses identified him as the man who ripped the earrings out of a 17-year-old girl's ears and shot her in the neck, even though he was dramatically shorter than the man those witnesses described, and even though other eyewitnesses said that Dennis was not the murderer. The federal district court ruled that the prosecution wrongfully withheld key evidence that would have cleared Dennis—documents that proved that a key prosecution witness actually saw Dennis far from the crime scene at the time of the murder.

Despite this ruling, Dennis' chances appeared to have received a death blow when a panel of the Third Circuit reversed the district court's decision. Although that might normally have signaled defeat, our lawyers sought en banc review, which was granted. Following that review, the full court reversed and agreed that Dennis' rights had been violated by the state's failure to provide the evidence. The court, whose decision ran to more than 100 pages, left no doubt as to the importance of the evidence, stating that it "effectively gutted the Commonwealth's case against Dennis." The state has 90 days after the Third Circuit ruling to bring a new trial against Dennis or set him free.

This case, which has accounted for approximately 15,000 hours over 16 years, is only one in a long line of death penalty cases handled by Arnold & Porter. The firm has been recognized by the ABA Death Penalty Representation project for its work in this critical area of pro bono work.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 88,414 2015: 80,206

What was the attorney headcount in your firm's US office(s)?

2014: 703

2015: 691

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 126 2015: 116 What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 72%

2015: 66%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

No

If so, 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

200

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 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 session 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,990

2015: 1,933

Average hours per summer associate spent on pro bono work

2014: 57

2015: 57

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

2014: 86%

2015: 76%

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

We encourage all summer associates to participate in our probono program.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Arnold & Porter has two "rotation" or "loaned associate" programs that allow associates to spend up to six months working full-time for a poverty law, public interest or governmental organization. The DC program is with the Legal Aid Society of the District of Columbia (LAS), which is the largest general service poverty law firm in the city. The 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. 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. Loaned associates handle every phase of pre-trial motions, jury selection and trial directly. In San Francisco, loaned associates work with the San Francisco District Attorney's Office, typically for a period of 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 applicable.

- 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 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.

Arnold & Porter LLP

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. Each year, we 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, as well as
 donations of clothing for the homeless. At Thanksgiving,
 employees contributed funds to purchase and deliver meals
 and to provide holiday baskets for seniors, as well as donated
 food to a food bank.
- Military Support: Employees collect supplies and prepare and send care packages to soldiers abroad. They also donate unused frequent flyer miles to veterans through the Hero Miles Program.
- Environmental Projects: We 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 Makes Changes for a Better World, challenging participants to think of how the firm could benefit the environment. The winning idea promoted and rewarded employee carpooling.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

The following is a sampling of some of our most significant awards from 2013-16.

- The American Lawyer Pro Bono Report: No. 1 (international) and No. 2 (UK)
- Law360: Pro Bono Firm of the Year
- National Law Journal/Legal Times: Pro Bono Hotlist
- Southern Center for Human Rights: Frederick Douglass Equal Justice Award
- Bay Area Legal Aid: Impact Litigation Pro Bono Partner

 Award
- Legal Aid Society (NY): Pro Bono Publico Award
- Colorado Lawyer's Committee: Pro Bono Team of the Year
- ACLU of Southern California: 2015 Humanitarian Award
- The Pro Bono College of the State Bar of Texas: Recognition for legal services to low-income Texans

- Public Counsel: Impact Litigation Award
- DC Employment Justice Center: Co-Counsel of the Year
- Kids in Need of Defense: Vision Award for Innovative Pro Bono Program
- Capital Area Immigrant Rights Coalition: Impacting Justice Award
- Whitman-Walker Health: Legacy Partner Recognition
- Human Rights Campaign: National Ally of Justice Award
- Public Counsel: Impact Litigation Award
- Western Poverty Law Center: Rock Star Award

Other prestigious awards include the ABA Law Firm of the Year Award, the DC Bar Law Firm of the Year Award (three times), the ABA Death Penalty Representation Project Exceptional Service Award, and the Human Rights Campaign Ally of Justice Award.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Arnold & Porter has established one of the world's leading law firm pro bono programs. We believe that all lawyers have a moral obligation to do pro bono work, and we strive to be the best there is.
- Our attorneys consistently average well over 100 hours per year of pro bono work. The firm and its lawyers have won dozens of awards, 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.
- We also represent disadvantaged individuals in areas such as housing, government benefits and domestic violence, as well as transactional work and counseling for non-profits and non-governmental organizations.

BAKER & McKENZIE LLP

MAIN US OFFICE LOCATION:

300 E Randolph, Suite 5000 Chicago, IL 60601 www.bakermckenzie.com (312) 861-8000

THE STATS

No. of Attorneys: 4,200 No. of Offices: 77 Global Chair: Paul Rawlinson

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Angela Vigil
Pro Bono Partner and Executive Director
(305) 789-8904
angela.vigil@bakermckenzie.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Jaclyn Pampel
Pro Bono Partner
(650) 251-5951
jaclyn.pampel@bakermckenzie.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The pro bono leadership team is made up of a team of associates and partners who represent each office and regional practice group across Baker & McKenzie.

THE SCOOP

Does the firm have a written 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 practice leadership team assesses all proposed matters with consideration of the American Bar Association, the Pro Bono Institute, the Association of Pro Bono Counsel, and Firm Policies. We give preference to matters referred by public interest law organizations with which we 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 2014?

Asylum; 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; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Baker & McKenzie LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Public Interest Law and Policy Group (PILPG.org)
- UN High Commission for Refugees (UNHCR.org)
- National Immigrant Justice Center (immigrantjustice.org)
- Southern Poverty Law Center (SPLCenter.org)
- Juvenile Law Center, Philadelphia (JLC.org)
- Chicago Coalition for the Homeless (chicagohomeless.org)
- Youth Law Center (ylc.org)
- Women for Women (Women for Women.org)
- Appleseed Network (appleseednetwork.org)
- Tahirih Justice Center (tahirih.org)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• HOMELESS YOUTH HANDBOOK SERIES (www. homelessyouth.org).

Through a collaborative engagement with public interest and corporate partners, our firm has led the charge in developing the Homeless Youth Handbook, a state-specific legal resource guide for homeless youth. Homeless youth face a myriad of legal challenges that obstruct their path to self-sufficiency and stability. These legal issues range from education to emancipation, from foster care to family law, and from delinquency to domestic violence. The solutions to these challenges are likewise elusive as resources and advocacy is limited and not readily accessible, especially in an era of shrinking budgets and the absence of reliable social services. Empowerment of our youth to effectively navigate the struggle against homelessness requires access to effective legal services to protect their basic rights and equip them with the tools to move beyond the limitations of their current realities.

Such a complex challenge demands the best thinking, study, creativity and advocacy the community can provide. The Homeless Youth Handbook is offered as a way to contribute to that goal. Focusing on a solution to the gap in legal service to this population of homeless youth, committed organizations have come together to try to create a resource to address the legal needs of these youth which can be critical to serving their other needs and restore them to safety. The Handbook was designed to serve, not only the youth themselves, but those dedicated community members who serve them and try to help them every day by giving them the legal information and insight youth need to realize their rights and set a successful course to safety.

To date, the firm has published three Homeless Youth Handbooks. In Washington, we partnered with Columbia Legal Services and Starbucks to launch the first handbook. Following that, we created the Illinois Homeless Youth Handbook with Chicago Coalition for the Homeless and United Airlines and the Minnesota Homeless Youth Handbook with Southern Minnesota Regional Legal Services

- and Ecolab. We are in the final phase of editing to publish three new Handbooks: California (with Bay Area Legal and Google), New York (The Door and Mondelez International), and Texas (with Texas Appleseed and Weatherford).
- GUIDED JUSTICE: BRINGING TERRORISTS TO JUSTICE. At the request of the United Nations Counter-Terrorism Executive Directorate, we teamed with Salesforce for a pro bono project to create a toolkit for judges. The Southeast Asia Judges Toolkit provided detailed guidance on adjudicating trials of terrorism suspects. The toolkit covers 24 areas of law, and is distributed throughout South Asia and used in upcoming United Nations programs. Our firm and Salesforce presented the Toolkit at an open briefing of the United Nations with the chief judges of eight South Asia nations, as well as a US Supreme Court Justice. This marked the first time a US Supreme Court Justice attended an open briefing of the United Nations.
- HELPING FLORIDA'S AT-RISK CHILDREN ATTEND COLLEGE. Florida's Children First, a non-profit, non-partisan organization dedicated to advancing the rights of at-risk children, especially those in foster care, retained the firm to assist two former foster children in obtaining university tuition and fee exemptions. Under Florida law, children who were in foster care or otherwise in the custody of Florida's department of child services when they turned 18 are entitled to tuition fee waiver and exemptions at any Florida university until they reach the age of 28.

In contravention of this law, the Florida Board of Governors—the entity authorized to oversee the application of that law—passed a regulation with two limitations. First, the regulation limited the exemptions to students with less than 120 university credit hours. The regulation also limited the exemptions to undergraduate studies. One of the clients had obtained her undergraduate degree, but is currently pursuing a graduate degree. She was forced to take out a loan in order to cover her first semester of graduate school because of the regulation. The other client, while still pursuing her undergraduate degree, had exceeded the 120-hour limit. She also was forced to take out a loan to cover her tuition and fees while she is continuing her undergraduate studies. On behalf of the clients, the firm filed a petition with the Board of Governors seeking the vacatur of the regulation and seeking the retroactive application of the tuition and fee exemptions for our two student clients.

Without requiring our clients to attend a hearing, the Board of Governors has decided to re-write its regulation to comport with the law, will advise the general counsel for each of the respective Florida universities of that fact within the next few weeks, and has instructed the universities our clients are attending to retroactively apply the exemptions to the students.

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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?

N/A

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 practice is purposefully diverse in our partnerships with public interest organizations in order to ensure that we offer a variety of matters that allow our attorneys to expand and develop their skills. The pro bono work available at any given time includes opportunities to develop, for example, substantive legal expertise, project management experience and skill development training (such as working with experts, in-court experience, legal writing experience). Our pro bono practice works closely with our professional development team to understand the needs of our attorneys.

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 and encouraged to participate in most of our pro bono matters. In addition, our pro bono practice designs a summer project specifically for our summer associates to work together across offices supervised by our attorneys across North America.

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

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 applicable.

Our firm has a Global Corporate Social Responsibility ("CSR") Program which manages our global community services initiatives. Our CSR Program leverages the firm's talent, passion, and unique global footprint when engaging in community service initiatives globally. The program is led by a Global CSR Board comprised of senior firm management. Our CSR Program focuses on investing in our communities. For example, through our CSR Program, we apply our legal knowledge and passion to advance fundamental rights and opportunities for persons in need throughout the world. We do this in collaboration with corporations and other organizations dedicated to promoting justice and compassion in our global 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.

Each office supports efforts and projects which fall into other areas of service including civil leadership of nonprofits, charitable giving and employee volunteerism. Many of our community service efforts take place at a local office level to impact the local community in which the office sits. As a team of offices in North America, we engage in two central events each year: (1) an annual day in service where each office or practice group chooses a local project such as a build day with Habitat for Humanity or a day cleaning up a public park; (2) a Breast Cancer Awareness Campaign in October each year which includes fundraising, participation in a walk, and other teambuilding activities.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- AmLaw Global Citizenship Award for Global Pro Bono
 Project of the Year (Research) for pro bono work on behalf of
 street children and youth globally. (2016)
- ABA Section of Litigation John Minor Wisdom Award for outstanding contributions to quality of justice in the community and ensuring that the legal system is open and available to all. (2016)
- Tahirih Justice Center—Firm of the Year. (2015)

Baker & McKenzie LLP

- Chicago Appleseed pro bono award for our work in the areas
 of stopping unconstitutional practices within our criminal
 justice system, working to persuade judges to stop imposing
 unnecessary court costs on litigants, and improving the
 adjudication of child support. (2015)
- Texas Appleseed pro bono award. (2015)
- Epstein Award for Outstanding Volunteer Attorney. (2014)
- Southern Poverty Law Center—The American Lawyer for outstanding pro bono work on the Juvenile Justice Reform.
- Daily Business Review Most Effective Lawyer Award in the Pro Bono Category.
- Pro Bono Partnership Award by the National Pro Bono Resource Centre.
- "Pro Bono Honor Roll" for the Year by Legal Services NYC.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Baker & McKenzie's pro bono practice embraces a unique mission that fits the firm strategy and footprint. The pro bono practice aims to disrupt barriers to rule of law, human rights, and access to resources. Over the past year, this mission has been executed broadly, but strategically centered in four areas of impact: children's rights, justice crossing borders, rule of law, and strengthening non-profits.
- Over the last decade of our North American pro bono practice, we have delivered well over a quarter million hours of legal service to the disadvantaged and underserved in countless areas of law. Our pro bono docket ranges from the most dedicated and impressive local organizations in communities in which we are present to household name international NGOs who work toward such lofty goals as the ending of poverty, disease, technology gaps and inequities in basic necessities. We are extremely proud of the reputation we have built and the work that continues each day for individuals, organizations and in high impact areas of legal need. Our pro bono achievements have only been possible because of the firm's commitment to the appended core principles that have guided our pro bono practice over the last decade. We strive to assure that our lawyers only deliver high value and significant legal services of the highest quality with the same real world pragmatism we deliver all clients. We structure our pro bono practice using the same best practices as we do in any legal work.
- Baker & McKenzie takes a cross-disciplinary, cross-practice team approach to maximize impact and client results. We measure success by impact to the community and to the client. Our firm partners with organizations that are making important contributions to society and we are helping them achieve their goals. We partner with corporate clients to

- engage them to join us in our effort to provide impactful legal services for vulnerable populations on an even broader scale.
- Some examples of recent projects that embody our firm's mission and commitment include the following:
 - Children's Rights Summit with Google. For a second year, the firm hosted a "Children's Rights Summit" with Google bringing together a broad range of children's rights advocates, in-house lawyers, former foster youth, and technology experts for a day of brainstorming and information-sharing at Google's Mountain View headquarters.
 - Juvenile Life Without Parole—Amicus Brief Support. A team of Baker lawyers wrote an amicus brief in the Supreme Court of Michigan presenting the unexpected views of families who had lost members to violent murders by children serving life without parole. The heartbreaking stories of individuals who mourned and lived through decades of loss after the murders of their daughters, sons, spouses and others presented a very moving perspective on the issues facing the victims. Despite the similar circumstances of crime victims, their views on the appropriate punishment for youth who commit even the ultimate crime are not monolithic. Not all victims believe the most severe penalty is the only penalty. Mothers, fathers, and siblings shared their darkest days with us so we could compile testimonials in a brief, send a message to one of many state supreme courts that examine the retroactivity of the US Supreme Court's holding in Miller v. Alabama. These victims argued that not all victims are alike and do not all support the most severe sentence no matter what.
 - Advocacy for Unaccompanied Immigrant Children. In 2014, over 63,000 unaccompanied children clamored to the US border causing a crisis in legal services. Our firm's response has been multi-faceted and on-going:
 - Baker's Miami office representing unaccompanied children seeking visas for their safety from persecution if they were forced to return to Central America. A team of Miami tax lawyers are taking on an appeal of a key issue for these children for an individual child which will effect hundreds of others waiting before courts in Florida.
 - The San Francisco office hosted Legal Services for Children to present a training on representing unaccompanied immigrant children for us and our fellow lawyers around the Bay Area. Following the training, our office took on individual case representation of several youth seeking Special Immigrant Juvenile Status and permanent residence applications.
 - A multi-office team filed an amicus brief on behalf
 of K.I.N.D., an organization dedicated to providing
 counsels with unaccompanied youth in immigration
 matters, also known as Kids In Need of Defense. This
 brief argued the asylum claim of three unaccompanied
 minors. The child abduction claims of a mother
 who wanted them returned to their persecution

circumstances in Mexico to the mother's boyfriend, a drug cartel member who physically abuses them. Although the Court granted leave to file our amicus brief, they denied our Certification of our appeal arguing the government should not use immigration to split up families. This represented another great effort by a multi-office team to raise critical issues about how families should stay together despite immigration status.

• Fighting Discrimination with Court Costs/Fees. In partnership with Chicago Appleseed, a member of the national network of outstanding civil rights organizations, we helped craft a report on the impact and legality of court fines, fees and costs in the Illinois criminal justice system. Advocating for reform, the report details how the recent trend of shifting court costs to low-income and indigent defendants is creating a cycle of fines, fees and increased jail time that inevitably costs the court more in administration and enforcement than it collects.

BAKER BOTTS LLP

MAIN US OFFICE LOCATION:

910 Louisiana Street Houston, TX 77002 www.bakerbotts.com (713) 229-1234

THE STATS

No. of Attorneys: 756 No. of Offices: 14

Managing Partner: Andrew M. Baker

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

10

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

Hillary H. Holmes Houston Pro Bono Chair/Partner (713) 229-1508 hillary.holmes@bakerbotts.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 3%

Scott D. Powers Austin Pro Bono Chair/Partner (512) 322-2678 scott.powers@bakerbotts.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 3%

Mark A. Miller
Washington Pro Bono Chair/Partner
(202) 639-7714
mark.miller@bakerbotts.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 1%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

Our pro bono committee is composed of at least one partner and one associate from each of our practice areas.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

 $\label{lem:can_associates} \textbf{Can associates bring pro bono matters of interest to the firm?}$

Yes

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

We take matters if our lawyers are interested and the matter involves providing legal services to the indigent or a non-profit entity or involves civil rights.

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 2014?

Asylum; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Social security law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Neighborhood Centers Inc.
- Immigration Equality
- Houston Volunteer Lawyers
- Houston Area Women's Center
- Catholic Charities
- · Human Rights First
- · Kids In Need of Defense
- Tahirih Justice Center
- · Texas C-Bar
- Texas Accountants & Lawyers for the Arts

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Baker Botts lawyers in our Washington, D.C., office prevailed in a U.S. Court of Appeals for the Ninth Circuit in pro bono representation for an immigrant-detainee facing deportation. The client, a lawful permanent resident with a U.S.-born child, is a Mexican immigrant who does not speak or understand English. He had been convicted of a Nevada offense for possession of a controlled substance. This led a federal immigration judge to deem him removable. Among the client's problems was that he had missed a filing deadline for the Board of Immigration Appeals after mistakenly relying on an attorney from a legal services organization who had visited him at his immigrant-detainee holding facility. Following Baker Botts' arguments, the U.S. Department of Justice took the unusual step of agreeing to remand to the Board for full consideration the merits in the case, which would specifically include consideration of three U.S. Supreme Court decisions that are favorable to the client and should provide a strong basis for vacatur of the immigration judge's underlying removal order. The government also committed that it would not seek deportation of the client while the remand proceedings are pending. The Ninth Circuit granted the consent motion on July 28, 2015. This amounted to a complete victory for the client with respect to the issues before the Ninth Circuit.
- A Texas court granted Linda Carty, who has spent more than 10 years on death row, a new hearing to assess recently uncovered evidence in her case.

The hearing, granted by the Texas Court of Criminal Appeals, will review evidence that the key witnesses in Ms. Carty's trial gave false testimony on the witness stand as a result of intimidation and threats from the prosecutor. The Baker Botts team, led by Michael Goldberg (Partner, Litigation), a Houston and New York based trial partner, unearthed this evidence. Baker Botts is handling the appeal in a pro bono capacity in this case. "The entire Baker Botts team is thrilled that Linda will finally have her first real transparent day in court," said Mr. Goldberg. "We are looking forward to working with the District Attorney to

do an open, fair and transparent investigation. We hope the District Attorney's office will not look at this as a win or lose issue. We hope we can all just be concerned with making sure that there was and will be a fair trial," added Mr. Goldberg. Over the past 11 years over 130 lawyers and para legal staff have worked on this case.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,762 2015: 25,947

What was the attorney headcount in your firm's US office(s)?

2014: 728

2015: 731

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

2014: 23

2015: 35

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 26%

2015: 32%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining bonuses

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

Yes

Baker Botts LLP

Is there a pro bono requirement at your firm?

No

If so, what is the requirement and to whom does it apply?

There is no requirement but all first year lawyers are strongly encouraged to take one matter from Houston Volunteer Lawyers when they join the firm. All lawyers are asked to take at least one matter 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?

1) Client management, 2) trial experience, 3) corporate experience, 4) training from partners, 5) training from immigration services, and 6) CLEs on all types of matters through Houston Volunteer 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 460

2015: 909

Average hours per summer associate spent on pro bono work

2014: 6

2015: 8

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

2014: 46%

2015: 42%

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

A majority of summer associates 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 applicable.

- Each year, we donate thousands of dollars to charitable organizations and our lawyers and staff spend countless hours working with community organizations. For over a decade, the lawyers in our DC office have participated in Street Law to teach D.C. high school students about practical aspects of the law and the legal system to empower them in their communities and to develop their academic, critical thinking, and civic skills. Baker Botts lawyers also coach a mock trial team for a city-wide competition. Our lawyers attend classes throughout a semester, training the students on such things as opening and closing statements, direct and cross-examinations of witnesses, and the rules of evidence. The team that we coach has twice beat out 31 other teams to win the Final Round of the D.C. Street Law Mock Trial Tournament.
- Baker Botts lawyers serve in leadership positions and are members of local and national organizations that help promote diversity, including the Institute for Inclusion in the Legal Profession, Association of Women's Lawyers, National Asian Pacific American Bar Association, Mexican American Bar Association of Texas, Hispanic Bar Association of Austin, Korean-American Lawyers Association of Greater New York, and the National Bar Association.
- Baker Botts provides scholarships to minority law students through Law Preview, the Minority Corporate Counsel Association (MCCA) Lloyd M. Johnson Scholarship and the ABA Legal Opportunity Scholarship Fund. We also work closely with women, minority and LGBT law student organizations at a number of targeted law schools by sponsoring events/programs; conducting mock interviews; reviewing and critiquing resumes; and organizing and participating in panel discussions to help women and diversity law students navigate the recruitment process and evolve into successful 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.

Cristo Rey (work program for High school students); Community In Schools; HBA Book Drive; Stop Hunger Now Event; YMCA Back School Drive

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2016: W. Frank Newton Award
- 2016: Susan P. Burton Award for Volunteer Legal Services
- 2015–2016: Bar Year Equal Access to Justice Grand Champion
- 2015: Judge Suzanne Covington Individual Pro Bono Service Awards
- 2015: President's Pro Bono Service Award
- 2014–2015: Bar Year Large Law Firm Award: Houston Bar Association/Houston Volunteer Lawyers Champions Program
- 2014-2015: Bar Year President's Award
- 2014: Tahirih Justice Center Attorney of the Year

BAKER, DONELSON, BEARMAN, CALDWELL & BERKOWITZ, PC

MAIN US OFFICE LOCATION:

165 Madison Avenue, Suite 2000 Memphis, TN 38103 www.BakerDonelson.com (901) 526-2000

THE STATS

No. of Attorneys: 707 No. of Offices: 21 President & COO: Jennifer Keller

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2.

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

Lisa W. Borden
Pro Bono Shareholder
(205) 244-3803
lborden@bakerdonelson.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Mary Jane Armstrong Pro Bono Coordinator (205) 250-8331 marmstrong@bakerdonelson.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 75%

Pro Bono website (if different from main site):

Bakerdonelson.com/pro-bono-marketing-practices/

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Attorneys, including shareholders, of counsel and associates from each office. Adminstrative personnel such as recruiting, professional development and business development.

THE SCOOP

Does the firm have a written 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 are submitted to the pro bono shareholder for approval in accordance with firm 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 2014?

Asylum; 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; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Employment/plaintiff

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Pro Bono Project of New Orleans
- Pro Bono Partnership of Atlanta
- Kids in Need of Defense
- Community Legal Center- Memphis
- · Mississippi Volunteer Lawyers Project
- Birmingham Bar Volunteer Lawyers Program
- · Legal Aid of East Tennessee
- Southern Poverty Law Center
- Equal Justice Initiative
- Lawyers Committee for Civil Rights

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Our Birmingham attorneys, as co-counsel with the Southern Poverty Law Center, represent inmates in the Alabama State prison system in bringing a class action challenge to the constitutionally inadequate provision of medical care, dental care, and mental health care to all of the approximately 25,000 individuals held prisoner within the system.
- Attorneys from our Memphis and Nashville offices co-counseled with Equal Justice Under Law to represent a class of low income individuals who had been victims of a debtors' prison operated by Rutherford County, TN and its private probation company. Plaintiffs had been repeatedly jailed, some for lengthy periods, due to their inability to make required payments on fines, court costs and probation company fees. As a result of our work, the District Court entered a sweeping injunction finding that Plaintiffs' constitutional rights had been violated, and prohibiting the challenged practices. In addition, the private probation company ceased doing business in the jurisdiction.
- Attorneys across Baker Donelson have represented federal inmates seeking sentence commutations as part of the national Clemency Project. The Project provides assistance in seeking clemency to nonviolent drug offenders whose unduly harsh sentences under old sentencing guidelines would be lower if sentenced under currently existing guidelines. Our attorneys investigated the prisoner's eligibility for clemency, advocated for them in the internal Project review process and, in several cases prepared and presented petitions for clemency to the White House. To date, three of Baker Donelson's Clemency Project clients have been granted commutation by President Obama.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,389

2015: 21,705

What was the attorney headcount in your firm's US office(s)?

2014: 678

2015: 705

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

2014: 24

2015: 31

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 32%

2015: 34%

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

If so, 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?

The firm offers professional development opportunities in-house to all associates. Each attorney also has a continuing educations budget that can be applied to external training including training related to pro bono hours. We frequently offer in-house pro bono training programs in partnership with nonprofits.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 238

2015: 1,234

Average hours per summer associate spent on pro bono work

2014: 14

2015: 26

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

2014: 48%

2015: 60%

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 applicable.

Summer pro bono fellowships in conjunction with Cumberland School of Law, Tulane School of Law, The University of Tennessee College of Law and The University of Memphis School of Law; loan repayment assistance program for The University of Tennessee law graduates who choose public interest careers; Atlanta Legal Aid Cancer Legal Initiative intake 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.

Susan G. Komen Race for the Cure, Habitat for Humanity, Project Homeless Connect, education program at elementary schools, and Ronald McDonald House Charities

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- · ABA TIPS Edmund Muskie Award
- ABA Section of Litigation John Minor Wisdom Award
- Tennessee Bar Associate Corporate Counsel Pro Bono Law Firm Award
- Tennessee Bar Journal Law Firm Award
- Animal Legal Defense Fund Advancement in Animal Law Pro Bono Achievement Award
- Birmingham Bar Volunteer Lawyers Program Pro Bono Firm of the Year Award
- Legal Aid of East Tennessee Law Firm of the Year
- Community Legal Services of Mid-South Florida Pro Bono Firm of the Year
- Mississippi Volunteer Lawyers Project Curtis E. Coker Access to Justice Award
- · NLADA Beacon of Justice Award
- Alabama State Bar Pro Bono Law Firm of the Year Award

BARNES & THORNBURG LLP

MAIN US OFFICE LOCATION:

11 South Meridian Street Indianapolis, IN 46204 www.btlaw.com (317) 236-1313

THE STATS

No. of Attorneys: 594 No. of Offices: 13

Firm Managing Partner: Robert T. Grand

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

14

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

John R. Maley Partner (317) 231-7464 jmaley@btlaw.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Mark Stuaan
Partner
(317) 236-1313
mark.stuaan@btlaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 1%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Annually

Please describe the composition of the committee:

The Pro Bono Committee consists of the Chair of the Pro Bono Committee, pro bono partners from each of the firm's 13 offices, plus several associates.

THE SCOOP

Does the firm have a written 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 individuals, persons of limited or no financial means with unmet legal needs are eligible for potential services. Court appointments and referrals from agencies are a common source of pro bono matters. Also, non-profit service organizations receive pro bono services.

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 2014?

Civil rights; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Elder law; Family law; Homeless advocacy; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

Death penalty defense

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Federal courts
- · State courts
- Bar associations
- · Federal, state, and local agencies



Barnes & Thornburg LLP

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Multiple court appointments in federal appellate courts
- Multiple court appointments in federal district courts
- Multiple representations in state courts

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 9,200

2015: 8,350

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 578

As of December 31, 2015: 580

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

2014: 16

2015: 14

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 20%

2015: 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

If so, 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

If so, what is the requirement and to whom does it apply?

All attorneys are encouraged to perform at least 25 hours of probono 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

If so, 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?

Unlimited opportunities. Pro bono matters have provided associates with appellate arguments, jury trials, depositions, expert work, transactional work, and many other 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 200

2015: 200

Average hours per summer associate spent on pro bono work:

2014: 10

2015: 10

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

2014: 75%

2015: 75%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

The firm collaborates with bar associations and law schools.

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 tailors its volunteer opportunities to the local needs and issues in their community, and the desires and passions of individual attorneys. The opportunities and service provided are diverse and limitless.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Recognition for the firm and attorneys by bar associations

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Our pro bono culture has three distinct components. First, attorneys are encouraged to pursue pro bono matters that interest them and that they are passionate about, rather than being "assigned" pro bono by a more senior attorney. Second, we have long tradition and history of representing indigent civil litigants and criminal defendants in state and federal trial and appellate courts, including in the U.S. Supreme Court. Third, historically partners perform substantially more pro bono service than associates, and partners (unlike associates) receive no compensation credit for pro bono—it is truly pro bono.

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.

BLANK ROME LLP

MAIN US OFFICE LOCATION:

One Logan Square 130 North 18th Street Philadelphia, PA 19103 www.blankrome.com (215) 569-5500

THE STATS

No. of Attorneys: 603 No. of Offices: 13

Chairman and Managing Partner: Alan J. Hoffman

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Kathy Ochroch
Partner
(215) 569-5711
Ochroch@blankrome.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 75%

Grant Palmer Partner (215) 569-5578 Palmer@blankrome.com

Krystal Kane Pro Bono Coordinator (215) 988-6955 KKane@blankrome.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

There are committees in each of our offices, consisting of associates, counsel, and partners. There is also a firm-wide committee that oversees the program and makes policy decisions for the pro bono program.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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

Most of our matters are referrals from approved public interest legal services organizations and thus are income qualified for services.

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Bet Tzedek
- City Bar Justice Center
- D.C. Bar Pro Bono Center
- Houston Volunteer Lawyers
- · Human Rights First
- · Lawyers Alliance for New York
- Philadelphia VIP
- Pro Bono Partnership
- Public Counsel
- SeniorLAW Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- A team based in our New York office had a tremendous victory in the state's highest court on behalf of a non-biological parent seeking custody of her son following the end of her same-sex relationship. The client had been denied access to her son by her former partner, who was the child's biological mother. Our client had been continually denied relief because she was not the child's biological or adoptive parent, and, under existing precedent, she had no standing to assert parental rights. The New York Court of Appeals overturned precedent that had barred parents who had raised children, but had no adoptive or biological link to their children, from requesting visitation and custody.
- A team in our Philadelphia office assisted a World War II veteran whose "friend" tricked him into signing away his classic car collection and the deed to his home, rendering him homeless, sleeping in his car in the Veterans Administration hospital parking lot. The perpetrator plead guilty in June 2015. The team was able to negotiate favorable settlements on the veteran's behalf, ensuring that he will have financial security and stable housing for the rest of his life.
- A team in our Princeton office partnered with the New Jersey chapter of the American Civil Liberties Union (ACLU) to challenge the New Jersey prison system's practice of holding pretrial detainees with mental health issues in solitary confinement for unreasonably long periods of time. The representation is ongoing.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 18,013 2015: 25,720 What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 506

As of December 31, 2015: 514

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

2014: 36

2015: 50

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 38%

2015: 79%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

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?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

Blank Rome LLP

PRO BONO POINTS

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

There are training opportunities available to all associates. We regularly host CLE pro bono trainings in all offices, and we send associates to outside trainings 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 1,391

2015: 815

Average hours per summer associate spent on pro bono work:

2014: 82

2015: 63

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

2014: 100%

2015: 92%

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

Summer associates are strongly encouraged to participate in pro bono and we provide pro bono opportunities in every office. Our summer associates work on a variety of pro bono matters. These matters include will drafting for low-income senior citizens, representing domestic violence victims and assisting small business owners.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Summer associates who spend their 1L summer with Blank Rome and are invited to return for their 2L summer are eligible to spend half of their summer at a qualifying nonprofit legal services 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 applicable.

We host law student interns in our firm pro bono program. We also provide financial support to many of our pro bono partners.

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 runs a campaign to support their local United Way, and many of those offices host "Days of Caring," volunteering as a group through the United Way. We also observe a firmwide Martin Luther King Jr. Day of Service, during which our attorneys and staff in every office volunteer in the community and organize donation drives.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Marvin Frankel Award for Pro Bono service, presented by Human Rights First for the firm's asylum work
- The Legal Aid Society of the District of Columbia's "Making Justice Real Pro Bono Award" to Joseph J. Patry
- Philadelphia Bar Foundation's "The Honorable Louis H.
 Pollack Champion of the Public Interest Award" to Lawrence
 J. Beaser
- Philadelphia VIP's "Volunteer of the Month Award" to Sheldon Bender
- Houston Bar Foundation's "Outstanding Pro Bono Contributions Award"
- Philadelphia Business Journal's "Top Pro Bono Law Firm Award"
- PathWays PA's "Partner in Excellence Award" to Blank Rome and Samuel H. Becker
- City Bar Justice Center's "Jeremy G. Epstein Award for Outstanding Pro Bono Service" to Rustin I. Paul
- Pennsylvania First Judicial District's "Pro Bono Award" to Daniel E. Rhynhart, Antonio J. Burrell, Jared M. DeBona, Rosemary McKenna, and Naomi A. Zwillenberg
- Support Center for Child Advocates' Inaugural "Eddie Ohlbaum Distinguished Advocate for Children Award" to Lawrence J. Beaser

BOIES, SCHILLER & FLEXNER LLP

MAIN US OFFICE LOCATION:

575 Lexington Ave New York, NY 10022 www.bsfilp.com (212) 446-2300

THE STATS

No. of Attorneys: 301 No. of Offices: 14 Chairman: David Boies

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2.

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

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

Joshua Libling Associate (212) 446-2381 jlibling@bsfllp.com

Does the firm have a pro bono committee?

Yes

If so, 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 of the firm's offices.

THE SCOOP

Does the firm have a written 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 may propose matters to be undertaken. The matters are then 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? $N_{\rm O}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Civil rights; Death penalty defense; Disability benefits; Education; Employment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Prisoners' rights; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Aid Society
- Florida Chapter of the American Academy of Pediatrics
- Kids in Need of Defense (KIND)
- Legal Services of the Hudson Valley
- DC Bar Pro Bono Program
- Council of the District of Columbia



Boies, Schiller & Flexner LLP

- · District of Columbia Bar
- The Bronx Defenders
- Center on the Administration of Criminal Law
- Miami-Dade Urban Debate League

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In 2016, Boies, Schiller & Flexner finally settled over a decade of litigation fighting on behalf of 1.9 million Florida children for access to health and dental care that they are entitled to under Medicaid, and which they depend upon. A team of the firm's litigators, after 90 days of trial over a two-year period, had already won a significant victory on December 31, 2014. In 153 pages of findings of fact and conclusions of law, Judge Adalberto Jordan found sweeping violations of the Medicaid Act such that "approximately one-third of Florida children on Medicaid are not receiving the preventative medical care they are supposed to receive." The court also found denials of rights to specialist care, dental care, and outreach. After successfully defending the decision on appeal, the firm reached a settlement that guarantees specific and significant improvements in Florida's doctor reimbursement program.
- In 2014, Boies, Schiller & Flexner was approached to bring a challenge to the Boy Scouts of America's policy prohibiting openly gay and lesbian adults from being members, employees, or volunteers. In January 2015, the firm was hired by two clients, an openly gay former Eagle Scout who had applied for a job at the Greater Boy Scouts of New York, and a woman hired to run a community center for the Denver Boy Scouts Council who was terminated when she informed her new employer that she was openly gay. The firm publicly supported the New York scout's application, making clear that a lawsuit would be filed if any steps were taken to terminate his employment, filed a charge of discrimination in Colorado, and began preparing a civil suit. At an annual meeting in May, BSA President Robert Gates announced, citing pressures from the lawsuits, that the BSA should and would change their discrimination policy. In July, the BSA's board voted by an overwhelming majority to end the policy.
- In 2015, Boies, Schiller & Flexner joined with Kids in Need of Defense (KIND) in efforts to represent the growing numbers of unaccompanied children who are placed in immigration removal proceedings. In 2014, more than 60,000 unaccompanied children crossed the U.S.-Mexico border, fleeing violence, abuse, and persecution in Central America, a marked increase over prior years. Many of these children have viable claims to asylum or other forms of relief from deportation, but need the assistance of a lawyer to navigate an overburdened immigration court system. To date, approximately twenty Boies, Schiller & Flexner attorneys have represented a total of eight children in seven cases.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 9,250

2015: 20,709

What was the attorney headcount in your firm's US office(s)?

2014: 306

2015: 301

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

2014: 30

2015: 69

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 23%

2015: 31%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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 probono 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 684

2015: 789

Average hours per summer associate spent on pro bono work

2014: 21

2015: 40

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

2014: 42%

2015: 55%

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

Summer associates are permitted to participate in pro bono work to the same extent that they would participate in paying client 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 applicable.

- Boies, Schiller & Flexner partners with its clients in lawrelated public interest endeavors, including those focused on minorities and women in the law.
- The firm is an active participant in city and 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 area. Gifts are purchased, wrapped, and delivered by firm personnel. The firm has also organized and sponsored high school debating associations and an art contest for local children in Fort Lauderdale.
- BSF encourages its employees to participate in communityand organization-sponsored events, such as Lawyers Have Heart races, sponsored by the American Heart and American Stroke Associations.
- BSF also encourages its employees to pursue their own charitable interests. In 2015, BSF associate Demetri Blaisdell helped establish The Syria Fund, a non-profit that works to provide humanitarian relief and educational opportunities to refugees living in Jordan.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2016, Chairman David Boies received a Lifetime Achievement Award in Lawyers Who Lead by Example from the *New York Law Journal*. Mr. Boies and Counsel Mary Boies were also honored with the Woodrow Wilson Award for Corporate Citizenship and Public Service in New York in October 2013.
- Mrs. Boies received a Judge Learned Hand Award in 2015 from the American Jewish Committee.
- Partners Stuart Singer and Carl Goldfarb were awarded 2015 Child Health Advocate Awards by the American Academy of Pediatrics.
- Partner Melissa Felder was awarded the Outstanding Achievement Award in 2013 by the Washington Lawyers' Committee for Civil Rights and Urban Affairs.
- Counsel Anne Hinds was awarded the Child Advocacy Award for 2013 by the Legal Aid Society of Palm Beach County and the Florida Bar President's Pro Bono Service Award in 2015. She also received a commendation from the Florida Supreme Court.

Boies, Schiller & Flexner LLP

- Partner Ian Dumain received an Advocate for Justice Award from the Innocence Project on October 22, 2015.
- Associate Stephen Kyriacou, Jr. received the Legal Aid Society's Pro Bono Publico Award in 2014.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 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 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, at the end of the day, BSF relies on its lawyers' individual initiative and interests.
- Since 2007, BSF associates have been compensated for all authorized pro bono hours in the same manner as they are compensated for their billable matter hours.

BRADLEY ARANT BOULT CUMMINGS LLP

MAIN US OFFICE LOCATION:

1819 5th Avenue N. Birmingham, AL 35243 www.bradley.com (205) 521-8000

THE STATS

No. of Attorneys: 520 No. of Offices: 9

Managing Partner: Beau Grenier

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

J.S. (Chris) Christie, Jr. Partner (205) 521-8000 jchristie@bradley.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Peter C. Sales
Partner
(615) 252-2365
psales@bradley.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The pro bono committee includes nine partners across four of our eight office locations.

THE SCOOP

Does the firm have a written 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 must be approved by a pro bono committee member. The firm uses the same definition of pro bono as 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 2014?

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; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Birmingham Volunteer Lawyers Program
- · Jefferson County Community Legal Office



Bradley Arant Boult Cummings LLP

- Birmingham Legal Aid Society
- Legal Aid Society of Middle Tennessee
- Legal Services Alabama
- Alabama Appleseed Center for Law and Justice
- Mississippi Center for Justice
- Mississippi Volunteer Lawyers Project
- Tennessee Justice Center
- Charlotte Safe Alliance

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Michael J. Bentley and Simon T. Bailey authored an amicus brief filed in the U.S. Supreme Court case of Sai v. United States Postal Service, No. 14-646. The brief, filed on behalf of the Western Center on Law and Poverty and Legal Aid Association of California, argues that the Supreme Court should grant certiorari to clarify and protect the privacy rights of poor and low-income individuals who request permission to proceed in forma pauperis (i.e. without incurring court costs) in federal court. The brief examines whether all of the information in an indigent party's petition to be excused from filing fees and other similar court costs is necessarily public information in this age of electronic dockets or whether some private personal financial information may not be publicly disclosed, like all other personal financial information filed with a court that has an electronic docket. In this age of identity theft, a party's financial information being made public can be dangerous and have a devastating effect.
- Lisa Jo Chamberlain was convicted of two counts of capital murder, with the underlying offense of robbery, in the Circuit Court of Forrest County. Chamberlin appealed the verdict and sentence, both of which were affirmed by the Mississippi Supreme Court. She then filed a petition for post-conviction relief, which was also denied. With the help of Bradley Arant Boult Cummings LLP attorneys Kate Margolis and Michael Bentley, Chamberlin timely filed a Petition for a Writ of Habeas Corpus in this Court on July 18, 2011. The Federal District Court for the Southern District of Mississippi Eastern Division Judge Carlton Reeves granted the habeas petition of our client, Lisa Jo Chamberlin (currently the only woman on Mississippi's death row), and ordered a new trial based on a Batson error. (The court did not rule on all the other grounds.) The State of Mississippi appealed the District Court's decision to the U.S. Court of Appeals for the Fifth Circuit. A three-judge panel heard oral argument in June and a ruling is pending.
- In 2009, we began representing an Iraq War Veteran after the VA had denied his claim for disability benefits. He had sought, among other things, benefits for brain trauma and PTSD. He had served two distinguished tours of duty as a medic, earning several medals including Army Commendation Medals and the Combat Medic Badge. Unfortunately, he was also involved in several traumatic events, including three catastrophic IED blasts and a failed

rescue attempt of a downed helicopter. The traumatic events not only injured him, but took the lives of several of his friends. Some, he held as they expired. When he returned home, he experienced difficulties readjusting to civilian life. He lost his marriage, lost custody of his daughter, lost several jobs, and was arrested for felony aggravated burglary. He sought help, including psychiatric counseling, but when he filed for VA benefits due to PTSD, the claim was denied. We helped the veteran file an appeal with the VA. After an in-person hearing, it was denied again. We persisted, and an appeal was filed with the Board of Veteran Appeals (BVA). Years after the original request for hearing on that BVA had been filed, and after myriad attempts to move the matter forward, we were finally provided a hearing. By then, the veteran had moved to Houston. The firm subsidized a trip to Houston for the hearing late last year, and we were granted a remand on the PTSD claim. Last week, the veteran was awarded, retroactively to 2008, a 70% rating due to PTSD resulting in an immediate award of more than \$100,000. Several related claims continue, but this was a great result for a well-deserved veteran.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 12,110 2015: 10,384

What was the attorney headcount in your firm's US office(s)?

2014: 463 2015: 485

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

2014: 26 2015: 21

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 30% 2015: 48%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

60

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 pro bono training through in house programs, Volunteer Lawyer programs, and mentorships with senior 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 920

2015: 543

Average hours per summer associate spent on pro bono work

2014: 14

2015: 24

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

2014: 50%

2015: 35%

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

Summer associates are able to choose the projects they would like to work on during their time with the firm. These options include pro bono matters.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

The Douglas Arant Public Interest Fellowship offers a law student who works with Bradley Arant during the summer the opportunity to spend time with a public service organization. The summer associate who applies for and is selected to receive the Fellowship, works a minimum of six weeks in one of the firm's offices, and a minimum of four weeks for a public service organization chosen by the summer associate and approved by the firm's Pro Bono Committee. The summer associate is compensated by the firm while working for the public service organization just as if he or she is working in one of the firm's offices. Some of the worthy organizations that have been approved as partners in our Fellowship program include the Southern Poverty Law Center, the Equal Justice Initiative of Alabama (death penalty representation), and Legal Services of Alabama.

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 applicable.

- Legal Services Alabama Birmingham Volunteer Lawyers Program Pledge—Birmingham
- Mississippi College School of Law R. Jess Brown Scholarship
 —Jackson
- Legal Aid Society of Middle Tennessee Campaign for Equal Justice Pledge—Nashville
- Access to Justice Justice for All Luncheon—Charlotte
- Alabama Appleseed Center for Law and Justice Annual Brewer/Torbert Public Service Awards Luncheon—Birmingham

Bradley Arant Boult Cummings LLP

- Mississippi Center for Justice Annual Donation—Jackson
- Mississippi Volunteer Lawyers Project Annual Donation—Jackson
- National Foundation for Judicial Excellence Donation— Washington D.C.
- The University of Alabama School of Law Annual Scholarship
 —Birmingham
- Tennessee Justice Center Raising the Bar Campaign
 —Nashville

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.

- · Second Harvest Food Bank—Nashville
- Habitat for Humanity Volunteer Day—Charlotte
- American Heart Association Birmingham Heart Walk
 Birmingham
- American Diabetes Association Step Out Walk for Diabetes
 —Birmingham
- The Exceptional Foundation Chili Cookoff—Birmingham
- Alignment Jackson/Great Jackson Chamber Career Fair
 —Jackson
- Stewpot Community Services Red Beans and Rice Cookoff
 —Jackson

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2014 Leadership Award from Nashville Bar Association Diversity Committeetanding Service Award by the New York City Family Court Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- As an institution and through our individual lawyers, the firm has a long and distinguished history of involvement in, and strong commitment to, the communities where our lawyers live and practice.
- Part of this involvement in and commitment to our communities is recognized and encouraged through the firm's pro bono program. All lawyers have an ethical obligation to help address the unmet legal needs of indigent individuals and charitable institutions. Accordingly, the firm expects its lawyers to devote a significant amount of time to pro bono work. The firm is a member of the Pro Bono Institute and a challenge member of the ABA's Law Firm Pro Bono Project, and as such aspires to devote three percent of firm billable hours to pro bono matters.
- The firm adopted this policy to encourage all of the firm's lawyers to do pro bono work and to provide formal administrative support for pro bono work. Having a formal policy (1) makes clear to all lawyers and recruiting candidates the firm strongly supports pro bono work, (2) sets standards for what constitutes pro bono work that will be supported by the firm, and (3) provides for easy intake and administration of pro bono work.

BROWN RUDNICK LLP

MAIN US OFFICE LOCATION:

One Financial Center Boston, MA 02111 www.brownrudnick.com (617) 856-8200

THE STATS

No. of Attorneys: 237 No. of Offices: 8

Chief Executive Officer: Joseph Ryan

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2.

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

Al Wallis

Executive Director, Brown Rudnick Center for the Public Interest

(617) 856-8119

awallis@brownrudnick.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 65%

Elizabeth McGeoy

Brown Rudnick Center for the Public Interest Coordinator (617) 856-8288

emcgeoy@brownrudnick.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Pro Bono website (if different from main site):

www.brownrudnickcenter.com

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 and the availability of resources, the Executive Director of Brown Rudnick Center for the Public Interest approves initiation of pro bono engagements pursuant to 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Employment; Environment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals



Brown Rudnick LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- KIND (Kids in Need of Defense)
- ADL (Anti-Defamation League)
- · Hartford Legal Aid
- Volunteer Lawyers Project of the Boston Bar Association
- Volunteer Lawyers for the Arts of Massachusetts
- New York Legal Services
- Public Law Center (Orange County, California)
- Boston Bar Association's Lawyers Clearinghouse
- · Facing History and Ourselves
- LawWorks (UK)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Murphy v. Educational Credit Management Corp. The U.S. Court of Appeals for the First Circuit asked Brown Rudnick Partner Steve Pohl to accept a pro bono appointment in a potentially landmark case of first impression in the Circuit. The issue involved the legal test to be used in determining what constitutes "undue burden" sufficient to warrant dismissal of student loans in a c. 7 bankruptcy. In addition to Steve, our team included Chris Floyd, Marek Kryzyowski, Rebecca Mitchell and Carol Ennis.

The case was being closely watched across the country, because it challenged the standard many courts use to determine when the burden of repaying student loans is too much and comes as more people are turning to the courts for relief. As one judge said about our client's situation during oral agreement: "If this doesn't constitute undue hardship, what would?" After the arguments in the First Circuit, the matter was resolved without the court issuing a decision.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 5,589

2015: 5,628

What was the attorney headcount in your firm's US office(s)?

2014: 182

2015: 1,983

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

2014: 31

2015: 31

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 41%

2015: 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?

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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?

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

pro bono engagements is done in-house by experts in the field. For example, prior to participating in the bi-annual legal clinics for the homeless, all participating attorneys are provided with a training session at the firm conducted by one or more attorneys from the Boston Bar Association's Lawyers Clearinghouse. Similarly, before participation in the summer unemployment law program, half-day training is held at the firm by attorneys from Greater Boston Legal Services or New York Legal Services. Notices of external training opportunities are also frequently circulated and attorneys are encouraged 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,035

2015: 996

Average hours per summer associate spent on pro bono work

2014: 65

2015: 71

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

2014: 100%

2015: 93%

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

The program for Summer Associates has traditionally provided involvement with pro bono, volunteerism and philanthropy that are the focus of the Brown Rudnick Center for the Public Interest. Most Summer Associates 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 generally participate in at least one community service project. Recent projects have involved participating in maintenance work on Thompson Island in Boston in conjunction with an educational program; preparing and serving meals to homeless women and their children at our pro bono client, Rosie's Place in Boston, rowing with at-risk youth as part of an educational work training program funded by the Brown Rudnick Charitable Foundation. 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 applicable.

- The Brown Rudnick Charitable Foundation Corp. 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 tax-exempt 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

Brown Rudnick LLP

active in Bar Associations and civic activities. See www. BrownRudnickCenter.com (newsletters) for more information.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Brown Rudnick's summer associates received New York Anti-Defamation League (ADL) 2015 best legal memo award.
- The national Pro Bono Institute (PBI) presented an award to Brown Rudnick in honor of our two decades of participation as a signatory to the national Law Firm Pro Bono Challenge administered by PBI.
- Brown Rudnick's Center for the Public Interest Executive Director, Al Wallis was selected as the 2014 Boston Bar Association Thurgood Marshall Award recipient.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

As a measure of the firm's commitment to pro bono representation, in 2016 the firm adjusted its policy to provide allocates with "full credit" for pro bono engagements. Brown Rudnick's London office also has a robust engagement with pro bono matters.

BROWNSTEIN HYATT FARBER SCHRECK, LLP

MAIN US OFFICE LOCATION:

410 Seventeenth Street, Suite 2200 Denver, CO 80202 www.bhfs.com (303) 223-1100

THE STATS

No. of Attorneys: 235 No. of Offices: 12

Co-Managing Partners: Adam Agron and Ellen Schulhofer

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

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

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 75%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The firm's pro bono committee is made up of a mix of shareholders and associates, and one paralegal, from multiple offices. Every major office has at least one representative on the committee.

THE SCOOP

Does the firm have a written 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 2014?

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; International human rights; Juvenile justice reform; 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? If so, please indicate the specific areas below. If not, please select "none."

Indigent criminal defense; Police misconduct

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- American Bar Association (Death Penalty Representation Project/Military Pro Bono Project)
- · American Civil Liberties Union of Colorado
- California Rural Legal Assistance



Brownstein Hyatt Farber Schreck, LLP

- Colorado Lawyers Committee
- Colorado Legal Services (including Denver Metro Volunteer Lawyers)
- Kids in Need of Defense (KIND)
- · Legal Aid Center of Southern Nevada
- NAACP Legal Defense Fund
- · Project Safeguard
- Rocky Mountain Immigrant Advocacy Network

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Brownstein's Denver attorneys provide substantial immigration assistance to undocumented adults and children through the Rocky Mountain Immigrant Advocacy Network (RMIAN). Since 2013, our attorneys have assisted over twenty children and young adults to obtain approval under the Deferred Action for Childhood Arrivals (DACA) program. In 2014, we stepped in to help address the growing number of unaccompanied children, and women with children, fleeing human rights violations in their home countries. We represent women and children in asylum proceedings and help children seek residency through Special Immigrant Juvenile Status.
- 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. In 2014, Brownstein doubled our effort to represent the growing number of infants and toddlers in the Clark County foster care system.
- In 2014, Brownstein's Santa Barbara office formed a partnership with California Rural Legal Assistance (CRLA) to support CRLA's School to Nowhere Pipeline Initiative, a comprehensive effort to address disparities in school disciplinary proceedings in California's rural communities. The initiative connects pro bono attorneys with minority and non-English-speaking students who have been recommended for expulsion. Brownstein attorneys ensure these students receive due process through their disciplinary proceedings in order to keep students in school and out of the criminal justice system.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 9,749

2015: 9,169

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 235

As of December 31, 2015: 235

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

2014: 41

2015: 39

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 47%

2015: 52%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, 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 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

If so, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 533

2015: 394

Average hours per summer associate spent on pro bono work:

2014: 67

2015: 56

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

2014: 100%

2015: 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? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

In addition to financial contributions to legal aid organizations, we have many attorneys who sit on the board of low-income legal service providers. We support legal education through summer fellowship programs at University of Colorado Law School and University of Denver (Sturm) College of Law, scholarship donations, and mentorship programs. Our Pro Bono Partner 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 500 nonprofit organizations in 2014 through donations, sponsorships, board service, and other volunteer efforts. Here is a sample of the diverse organizations we support:

- Alliance for Choice in Education
- · American Red Cross
- American Transplant Foundation
- · Anti-Defamation League
- Capital Area Food Bank
- Feeding American San Diego
- · Colorado Outward Bound School
- · 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 Service
- Leukemia & Lymphoma Society
- National Sports Center for the Disabled
- Operation Gratitude
- Project Angel Heart
- Ronald McDonald House Charities

Brownstein Hyatt Farber Schreck, LLP

- Teddy Bear Cancer Foundation
- Three Square Food Bank

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2014: Recipient of the American Immigration Lawyers Association Colorado Chapter Pro Bono Service Award (through Rocky Mountain Immigrant Advocacy Network)
- 2014: Recipient of the Legal Aid Center of Southern Nevada Pro Bono Law Firm of the Year Award
- 2016: Recipient of the Colorado Lawyers Committee Pro Bono Law Firm of the Year Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 All Brownstein 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. Our associates automatically receive credit toward their billable hours for up to 100 pro bono hours per year.
- Pro bono service at Brownstein starts with our summer associates, who work on at least one pro bono project during their time at the firm. New associates are offered formal training sessions through pro bono providers and in-house training sessions on specific pro bono initiatives. Our firstyear associates perform 200 pro bono hours as a component of our apprentice program. All training time on pro bono matters counts toward an associate's pro bono hours.
- Pro bono opportunities are carefully aligned with both the firm's areas of focus and our employees' desire to make a significant positive impact on the communities where they live and work. Our Pro Bono Partner, Lauren Schmidt, devotes the majority of her time to managing, 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.

BRYAN CAVE LLP

MAIN US OFFICE LOCATION:

211 North Broadway, Suite 3600 St. Louis, M0 63102-2750 www.bryancave.com (314) 259-2000

THE STATS

No. of Attorneys: 957 No. of Offices: 27

Chair of the Firm: Therese D. Pritchard

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

13

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

Ellen Bonacorsi Senior Counsel; Pro Bono Committee Chair (314) 259-2804 eebonacorsi@bryancave.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: <50%

Does the firm have a pro bono committee?

Yes

If so, 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 areas.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Domestic violence; Education; Employment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

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 2014, including legal service providers or clearinghouses.

- Bar Association of San Francisco
- Catholic Charities DC
- Chicago Youth Centers



Bryan Cave LLP

- · 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

Bryan Cave is proud to have partnered with Family Equality
Council for more than eight years in support of its mission
to create a world where all loving families are recognized,
respected and protected. We also have been a longtime pro
bono partner with Lambda Legal, the nation's oldest and
largest legal organization, in its work for the civil rights of the
gay community.

Building on our successful fight for marriage equality, which culminated June 26, 2015, when the U.S. Supreme Court ruled the Constitution guarantees marriage for same-sex couples, a team of Bryan Cave attorneys filed an amicus brief with the U.S. Supreme Court in support of a petition for a writ of certiorari to review the judgment of the Alabama Supreme Court in a case concerning a non-biological mother's adoption of her partner's biological children. The case, which asked whether and when one state can refuse to acknowledge an adoption granted by another state, has ramifications for adoptive families nationwide, especially families parented by same-sex couples.

Bryan Cave represented Family Equality Council, COLAGE and The Campaign for Southern Equality in filing the amicus brief in support of the petitioner, V.L. The brief featured the perspective of children raised by same-sex couples as to the importance of being able to rely on legal relationships between the child and non-biological parent.

On March 7, 2015, the U.S. Supreme Court, in a unanimous decision, reversed the Alabama Supreme Court, holding that Alabama was required to give the Georgia adoption judgment full faith and credit.

• The Ferguson Commission consisted of a group of 16 diverse community leaders appointed by Mo. Gov. Jay Nixon to develop policy recommendations to address underlying root causes that led to the unrest following Michael Brown's death. These efforts involved engaging with St. Louisarea organizations, internationally renowned experts and community members to identify deep divisions within the region and publish a comprehensive report with policy recommendations to heal historic divisions and discrimination and work towards lasting positive change. We served as the Commission's primary pro bono legal counsel, advising on Mo.'s sunshine laws by prescribing best practices for records management, public meetings and responses to record

requests; procurement laws, which require state entities to follow certain procedures when making purchases or hiring service providers; providing legal assistance for day-to-day operations; and general consultation regarding public relations matters/messaging.

• Through a partnership with Clemency Project 2014, a consortium of organizations working for sentencing reform, our lawyers have evaluated and/or submitted clemency petitions on behalf of individuals who believe they have suffered the injustice of unduly harsh sentences. Twenty-one lawyers have been trained to identify individuals who likely would have qualified for lower sentences if sentenced under current law and policies. Many of the offenders were sentenced for crack cocaine-related offenses before passage of the 2010 Fair Sentencing Act, which lowered the disparity between mandatory minimum sentences for those convicted of crack and powder cocaine-related crimes. During 2015, Bryan Cave attorneys have evaluated the cases of thirty-two prisoners and submitted executive summaries of their candidacies for commutation to Clemency Project 2014.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 38,376 2015: 40,971

What was the attorney headcount in your firm's US office(s)?

2014: 955

2015: 899

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

2014: 40

2015: 46

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 33%

2015: 36%

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.

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 probono work and sponsors similar in-house CLE programs on probono 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 971

2015: 454

Average hours per summer associate spent on pro bono work

2014: 31

2015: 16

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

2014: 94%

2015: 66%

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? $\rm No$

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 applicable.

- American Bar Association Judicial Intern Opportunity Program in Phoenix
- Bay Area Diversity Career Fair
- Cook County Minority Job Fair
- · Heartland Diversity Legal Job Fair
- Leadership Council on Legal Diversity 1L Scholars Program
- Lavender Law Career Fair
- New York City Bar Association Minority Fellowship Program
- 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 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

Bryan Cave LLP

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 special recognition or awards your firm has won in the last three years for its pro bono work.

- NY and DC Partner John Barrie has been appointed as chair of the Pro Bono Award Committee for the American Bar Association Section of Taxation
- Maricopa County Bar Associations Volunteer Lawyers Program—Love of Justice Awards 2015
- The Justice & Diversity Center of the Bar Association of San Francisco—Outstanding Volunteers in Public Service 2015
- The Stonewall Bar Association—Outstanding Service Award 2015
- U.S. District Court, Eastern District of Missouri—Pro Bono Service Award 2015
- Chapman University Fowler School of Law's Public Interest Law Foundation—Award for Excellence in Public Service 2014
- Midwest Innocence Project Sean O'Brien Freedom Award 2014

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

The priorities of Bryan Cave's pro bono activities are to offer legal services benefiting persons of limited means and organizations that service their needs, and to advocate for civil rights, human rights, civil liberties, and public rights. Consistent with our core values, we are committed to providing legal services to our pro bono clients of the same quality as we deliver to all clients. The firm has established a pro bono committee and a group of pro bono coordinators who look for challenging opportunities for pro bono work. Our pro bono policy and program continue to encourage everyone to build on our tradition of pro bono work and community service. We gave billable credit to associates and counsel for all approved pro bono hours through October 2015. The firm's policy was revised effective November 1, 2015. The policy now provides for associates and counsel that a maximum of 100 hours spent on approved pro bono matters receives the same credit as billable time in achieving the minimum performance bonus threshold. Once this threshold has been met, all pro bono time on approved pro bono matters in excess of 100 hours will receive the same credit as billable time. In the fall of 2016, Bryan Cave will begin a legal fellowship program with Concordance Academy of Leadership in St. Louis.

BUCHANAN INGERSOLL & ROONEY PC

MAIN US OFFICE LOCATION:

One Oxford Center 301 Grant St., 20th Fir. Pittsburgh, PA 15219 www.bipc.com (412) 562-8800

THE STATS

No. of Attorneys: 449 No. of Offices: 18

Chief Executive Officer: Joseph Dougherty

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2.

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

Stephanie Schreiber Shareholder & Co-Chair, Pro Bono Committee (412) 392-2148 stephanie.schreiber@bipc.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Samantha Southall
Shareholder & Co-Chair, Pro Bono Committee
(215) 665-3884
samantha.southall@bipc.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Richard Salazar Counsel & Co-Chair, Pro Bono Committee (813) 222-1142 richard.salazar@bipc.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet? Monthly

Please describe the composition of the committee:

The Pro Bono Committee meets bi-monthly and is co-chaired by two shareholders and one counsel. The Committee is comprised of 25 shareholders, counsel and associates. Each office has at least one representative on the Committee. The Committee does a role call whereby the representative committee members highlight pro bono work being done in their respective office.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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

Pro Bono matters go through the firm's Pro Bono Committee Co-Chairs.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Bankruptcy; Community economic development; Disability benefits; Domestic violence; Elder law; Employment; Fair housing/tenants rights; Family law; Homeless advocacy; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Buchanan Ingersoll & Rooney PC

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Pennsylvania Innocence Project
- HELP Clinic
- · Homeless Advocacy Project
- Tampa Bay Pro Bono Partners
- · Seix Academy
- Eastern District, Prisoner Civil Rights Panel
- McKees Rocks Clinic
- Bay Area Volunteer Lawyers Program
- Support Center for Child Advocates
- Neighborhood Legal Services

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• BIR litigators worked with the Innocence Project seeking to exonerate a client who was convicted of murder in connection with the death of his then-girlfriend's infant daughter. The client, who discovered the child unresponsive after she fell while climbing out of her playpen, had no history of child abuse and has maintained his innocence. His 1997 conviction rests exclusively on now-discredited scientific testimony from medical experts that two accidental falls shortly before the child's death could not have caused the brain injuries that killed her, and that the only explanation for those injuries was violent shaking. The Buchanan litigators assembled a team of experts from around the country, and submitted a post-conviction petition on the client's behalf explaining that scientific developments since the client's trial have disproved the "Shaken Baby Syndrome" diagnosis on which his conviction is based. Buchanan's work on this matter involved multiple evidentiary hearings in the Lehigh County Court of Common Pleas and extensive briefing, including filings in the state trial court, the United States District Court for the Eastern District of Pennsylvania, and the United States Court of Appeals for the Third Circuit.

In another Innocence Project case, Buchanan litigators sought and won post-conviction DNA testing on behalf of a client who was convicted of a murder in Philadelphia in 1998. No witnesses saw the client at the victim's residence on the night of her death, and despite ample evidence of a violent struggle between the victim and her assailant, not a shred of their client's DNA was found at the scene. Buchanan successfully moved for additional post-conviction DNA testing in the Philadelphia Court of Common Pleas, which ordered the Philadelphia Office of Forensic Science to apply new "touch DNA" testing technology to the evidence, which may help identify the true perpetrator and exonerate the client.

 A group of Buchanan attorneys and professionals have represented Equality Pennsylvania since January of 2013 on the issue of nondiscrimination. Presently, the Pennsylvania Human Relations Act prohibits discrimination in the areas of employment, housing, and accommodations based on an individual's race, color, religion, ancestry, national origin, sex, education status, handicap, or disability. SB974/HB1510 would amend the act to include sexual orientation, gender identity or expression. "Most people in Pennsylvania are surprised to learn that it is still legal to discriminate against people at work, in house, or in business services just for being gay or transgender. That's why we need to update our laws to ensure that all people are treated fairly" stated John Bane.

Nearly 400 small businesses in PA have signed on to a letter that supports updating the law to make sure that gay and transgender people are protected from discrimination. More than 600 Pennsylvania faith leaders from 31 faith traditions have signed on to a statement supporting updating the law to make sure that gay and transgender people are protected from discrimination. That includes 528 Christian faith leaders, and 93 Jewish faith leaders. "Getting these groups to engage their local legislator will be our key to victory" added Giorgione. In closing, Battisti added "Gay and transgender people are our friends, neighbors, family and coworkers. When it comes to being able to earn a living, having a place to live, or being served by a business or government office, they should be treated like anyone else and not be discriminated against." Currently, both pieces of legislation are in committee waiting House and Senate action.

• Clemency Project: A group of Buchanan's Florida-based lawyers have been working with the Clemency Project by accepting the cases of federal prisoners seeking reduced sentences. The Clemency Project is a working group composed of lawyers and advocates. The Clemency Project was launched in January of 2014 after Deputy Attorney General James Cole requested the legal profession to provide pro bono assistance to federal prisoners serving substantial prison sentences who likely would have received a shorter sentence if they had been sentenced for the same offense today.

The Clemency Project reviews requests for assistance from prisoners to determine if a prisoner has served ten years and does not have an obviously disqualifying feature (such as a crime of violence). To obtain a reduction in sentence, a prisoner must (i) be currently serving a federal sentence in prison and, by law, likely would have received a substantially lower sentence if convicted of the same offense(s) today; (ii) be a non-violent, low-level offender without significant ties to large-scale criminal organizations, gangs, or cartels; (iii) have served at least ten years of his or her sentence; (iv) have no significant criminal history; (v) have demonstrated good conduct in prison and (vi) have no history of violence prior to or during his or her current term imprisonment.

Prisoners who appear to qualify are assigned a lawyer. That lawyer requests permission from the prisoner to review documents in his or her case to determine if the other criteria are met. If the criteria are satisfied, the Clemency Project assigns a lawyer to assist the prisoner in connection with preparation and filing of a clemency petition.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 22,128 2015: 20,546

What was the attorney headcount in your firm's US office(s)?

2014: 466

2015: 454

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

2014: 47

2015: 45

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 43%

2015: 42%

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 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

If so, 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?

Neighborhood Legal Services, Legal Services of Northern Virginia, Protection from Abuse Program 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 117

2015: 67

Average hours per summer associate spent on pro bono work

2014: 20

2015: 10

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

2014: 50%

2015: 58%

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 applicable.

Our firm gives annually to the United Way and contributes monetarily to various charities in our communities throughout the year and during the holiday season. Many of our lawyers are adjunct professors at various law schools and also volunteer their time in support of those schools in other capacities.

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 two years, our firm's Pittsburgh office adopted a local middle school through the United Way Adopt A School program. In addition to monetary support, Buchanan Buchanan Ingersoll & Rooney PC

attorneys and staff volunteer at the school during various events throughout the school year.

- Our Princeton office collected school supplies and clothes a 15 year old girl heading into her sophomore year at high school on behalf of Family Service Association of Bucks County (FSA).
- Several attorneys and staff from our Fort Lauderdale office participated in a Red Cross Home Fire Preparedness Campaign installing smoke alarms and giving fire safety advice in their community.
- Five attorneys from our Alexandria and DC offices participated in the American Heart Association Lawyers Have Heart Race, raising over \$700 for the organization.
- One of our Harrisburg attorneys collaborated with a client to help provide low income family with energy efficient home improvements.
- Many of our offices sponsor food and product drives for many organizations including United Way, Salvation Army and other agencies and food banks. Our offices also participate in gift drives annually during the holidays to benefit local communities.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Buchanan claims the 79th spot on *The American Lawyer*'s exclusive 2016 rankings of law firm pro bono commitments. This is Buchanan's highest ranking for the recognition of pro bono work from AmLaw200.
- Buchanan has received recognition for participation in the HELP Program in Pittsburgh as well as the Pittsburgh Pro Bono Partnership.
- One of our Tampa associates was recognized in the 2016
 Hillsborough County Bar Associates Pro Bono River Run and
 Festival as on the Proven Producers which are attorneys who
 have met and exceeded their pledged pro bono hours for 2015.
- A Philadelphia associate was recognized as the most successful and productive pro bono attorney for the Homeless Advocacy Project's SOAR program which works to award

- Social Security benefits on an expedited basis to homeless individuals deserving and in need of those benefits.
- A Pittsburgh attorney was recognized by Sisters Place for her outstanding pro bono service to the organization. The attorney helped form the organization over 20 years ago.
- A Miami attorney was recognized at *The Daily Business Review*'s Rising Stars event. Rising stars are innovators, developing unique practice niches, demonstrating strong leadership qualities, and committing themselves to pro bono, charitable and professional volunteer work.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 in 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 communications 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.
- The firm is a Signatory of the Annual Pro Bono Challenge Report, which is an initiatives of PBI's Law Firm Pro Bono Project. In 2015, Buchanan met the 3 percent requirement, reporting 20,546 hours of pro bono work.

CADWALADER, WICKERSHAM & TAFT LLP

MAIN US OFFICE LOCATION:

200 Liberty Street New York, NY 10281 www.cadwalader.com (212) 504-6000

THE STATS

No. of Attorneys: 374 No. of Offices: 6

Managing Partner: Patrick T. Quinn

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Annie Mohan Manager of Pro Bono (212) 504-6665 annie.mohan@cwt.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Frank Polverino Capital Markets Partner (212) 504-6820 frank.polverino@cwt.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

THE SCOOP

Does the firm have a written 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 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? $\ensuremath{\mathrm{No}}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Social security 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? If so, please indicate the specific areas below. If not, please select "none."

Contested family law matters

List up to 10 of your firm's pro bono clients or partners since 2014, 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
- Legals Services of Southern Piedmont



Cadwalader, Wickersham & Taft LLP

- New York Layers 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Cadwalader's Not-for-Profit Incubator 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 NY'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 U.S.
- Two years ago, Cadwalader's Women's Leadership Initiative (WLI) launched its Housing Clinic with The Legal Aid Society. Associates pair up to participate in the WLI Housing Clinic to take on Legal Aid Society housing cases that help low-income women in New York keep their homes and stay out of homeless shelters. The clinic was developed in an effort to both benefit women in need and provide junior attorneys with an opportunity to gain practical skills to further their professional development. Participants also attend bi-weekly breakfast meetings with partner supervisor Brian McGovern and assistant supervisors (senior associates) to discuss case-specific issues.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 15,956

2015: 17,014

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 385

As of December 31, 2015: 374

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 41

2015: 45

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 30%

2015: 27%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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 50 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?

Yes

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

Yes

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

200

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 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

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,440

2015: 1,056

Average hours per summer associate spent on pro bono work

2014: 35

2015: 25

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

2014: 100%

2015: 100%

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

All summer associates are required to do 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: 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? $\rm No$

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 applicable.

- Cadwalader sponsors several activities at law schools throughout the country.
- The firm also provides monetary support to several community service programs including Association for a Better New York, Asian American Legal Defense and Education Fund, Big Brothers, Big Sisters, Charlotte Arts & Science Council, Food Bank for New York City/Food for Survival, Inc., Habitat for Humanity, Junior Achievement, Lawyers Alliance of New York, NAACP Legal Defense and Education Fund, New York Lawyers for the Public Interest, Teach for America, The Kids Foundation, United Way, Volunteer Lawyers for the Arts, Washington Lawyers Committee for Civil Rights and Urban Affairs, YMCA of Greater Charlotte, and the YMCA of Greater 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.

- Each school year, the firm hosts groups of 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 has continued with
 events taking place regularly.

Cadwalader, Wickersham & Taft LLP

• 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 welcome 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 special recognition or awards your firm has won in the last three years for its pro bono work.

• 2016 Awards & Recognition:

Associate Aaron Buchman was recognized for his dedicated pro bono service to the NYC Family Court Pro Bono Project.

The firm's efforts in support of Jefferson Academy, a middle school in Washington, D.C., were recognized with an Outstanding Achievement Award in Education by the Washington Lawyers' Committee for Civil Rights and Urban Affairs (WLC).

The firm and several of its attorneys were honored by The Legal Aid Society's recognition of "Innovative Corporate Pro Bono Projects & Partnerships" for its commitment to helping low-income women in public housing who are being threatened with termination of their tenancy.

Osvaldo Garcia was honored with the Hispanic National Bar Association (HNBA) 2016 Pro Bono Attorney of the Year award. The selection committee selected Osvaldo from a pool of highly qualified candidates from across the country.

Osvaldo Garcia, an attorney in Cadwalader's Private Wealth Group, was awarded the New York State Bar Association's President's Pro Bono Service Award in the Young Lawyer category. Garcia, a second-year associate, is the founder and current director of the Cadwalader Black and Latino Association Immigration Clinic, an internal support network for the firm's attorneys handling pro bono immigration matters.

• 2015 Awards & Recognition:

The firm and several of its attorneys were honored with 2015 Pro Bono Publico Awards for providing outstanding legal services to the Clients of the Legal Aid Society.

The Empire State Counsel Program recognized the efforts of Cadwalader attorneys who donated their time and expertise to help low-income and vulnerable persons who otherwise could not afford an attorney gain access to the civil justice system.

• 2014 Awards & Recognition:

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 in recognition of their contribution of 50 or more hours of free legal services in 2014 to those in need. By generously

donating their time and talent, these attorneys have brought justice to vastly underserved communities.

The firm was honored with a 2014 Pro Bono Publico Award for "Innovative Pro Bono Assistance to the Clients of the Legal Aid Society" in recognition of its Housing Clinic initiative. In addition, the Legal Aid Society honored several individuals at the firm. Cadwalader's Women's Leadership Initiative (WLI), through its Pro Bono Subcommittee, launched the WLI Housing Clinic this past spring to help low-income women in New York keep their homes and stay out of homeless shelters.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 a 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 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" which 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, our country, and our

CARLTON FIELDS

MAIN US OFFICE LOCATION:

4221 W. Boy Scout Blvd. Suite 1000 Tampa, FL 33607 www.carltonfields.com (813) 223-7000

THE STATS

No. of Attorneys: 360 No. of Offices: 10 President and CEO: Gary L. Sasso

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2.

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

Kathleen S. McLeroy Chair, Pro Bono Committee (813) 229-4228 kmcleroy@carltonfields.com

Barbara J. Dent Director of Administration (212) 380-9614 bdent@carltonfields.com

Pro Bono website (if different from main site):

www.carltonfields.com/pro-bono

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 their proposed matter, screen 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 2014?

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; Homeless advocacy; Immigration; Indigent criminal defense; Juvenile justice reform; LGBT rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- American Civil Liberties Union
- Bay Area Legal Services
- The Children's Law Center



Carlton Fields

- · Equality Florida
- Florida Immigrant Advocacy Center
- Atlanta Legal Aid Society
- Lawyers Committee for Civil Rights
- Public Counsel
- · Lawyers for Children America
- Hartford Program of the Pro Bono Partnership

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

Since the summer of 2014, Carlton Fields has been assisting
the Clemency Project with its effort to review the cases of
inmates serving life sentences for drug crimes which, if
sentenced under today's guidelines, would possibly qualify
for reduced sentences and a prison release. These inmates
had to meet certain criteria in order to qualify for clemency
consideration.

After many hundreds of hours of training and work dedicated to this effort, the firm completed the initial review of the eleven inmate files assigned to the firm. Four of these inmates have received a recommendation for clemency. So far, one had his sentence commuted. He is now making plans for his new life after 22 years in prison. Our teams worked tirelessly on behalf of the inmates to evaluate their cases and make a recommendation in favor of clemency—where the facts of the case permitted them to do so.

- Henry v. State: We represented an indigent juvenile nonhomicide offender before the Florida Supreme Court. The appeal involved an 8th Amendment, cruel-and-unusual punishment, challenge to a 90-year aggregate sentence. The client was tried as an adult and convicted for committing multiple non-homicide offenses when he was 17, and he ultimately received a sentence exceeding his life expectancy by three decades. Briefing and oral argument completed in 2014, and on March 19, 2015, the Florida Supreme Court unanimously held that (1) *de facto* "life without parole" sentences for juvenile non-homicide offenders violate the 8th Amendment, and (2) non-homicide offenders like Mr. Henry must be resentenced. The Court unanimously denied the State's motion for rehearing on September 24, 2015 and the case was remanded for sentencing. On December 23, 2015, the State petitioned the U.S. Supreme Court for a writ of certiorari, to which we responded with an opposition brief filed on February 8, 2016. The United States Supreme Court denied certiorari on March 21, 2016.
- For the past several years, Carlton Fields has teamed with the Lawyers' Committee for Civil Rights to both litigate voting rights issues and participate in the election protection program as part of the Lawyers' Committee's Voting Rights Project. In 2015, lawyers throughout the firm worked with the Lawyers' Committee to examine voting rights issues involving a redistricting plan that impermissibly dilutes the voting strength of African Americans in violation of Section 2 of the Voting Rights Act. Since 2004 Carlton Fields attorneys have actively participated in the Election

Protection program in every national election (presidential, mid-term, primary), and in the upcoming election year, we will be participating in Election Protection efforts in Miami, Orlando, Tampa, West Palm Beach, Atlanta, Los Angeles, New York, and Washington, DC.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 10,858 2015: 13,125

What was the attorney headcount in your firm's US office(s)?

2014: 391 2015: 375

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 28 2015: 35

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 34%2015: 45%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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?

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?

Pro Bono matters provide associates with opportunities to enhance their skills, whether they involve litigation or transactional issues. Associates have the opportunity to gain experience at trial, taking depositions, and by attending hearings.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 137

2015: 386

Average hours per summer associate spent on pro bono work

2014: 11

2015: 35

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

2014: 62%

2015: 82%

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

Pro Bono matters provide summer associates with opportunities to enhance their skills, whether they involve litigation or transactional issues. Associates have the opportunities to gain experience at trial, taking depositions, and by attending hearings.

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 applicable.

- Carlton Fields 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 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.

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 United Way.
- Attorneys and staff participate in numerous fundraisers every year for various organizations including American Diabetes Association, American Heart Association, American Cancer Society, etc.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Carlton Fields

In September 2016, Shareholder Sylvia Walbolt received the John Paul Stevens Guiding Hand of Counsel Award from the American Bar Association's Death Penalty Representation Project for her commitment to providing pro bono counsel for individuals facing death sentences. Shareholder Kathleen McLeroy was selected to receive the Florida Bar Foundation's Medal of Honor Award, the Foundation's highest honor, for her leadership and advocacy on behalf of pro bono clients. Shareholder Roland "Rollie" Goss was awarded the D.C. Bar's Pro Bono Lawyer of the Year Award for his pro bono contributions spanning two decades. Shareholder Jason Kairalla received the 2016 Lawyers for Children America, Inc. John Edward Smith Child Advocacy Award for his outstanding work with children. The American Civil Liberties Union of Southern California (ACLU SoCal) honored Carlton Fields with its 2016 Educational Equity Award at its 22nd Annual Luncheon on Friday, June 10, 2016 at The LA Hotel. Carlton Fields' Los Angeles Shareholder Mark Neubauer and Legal Administrative Assistant Maria Rodriguez and Washington, D.C. Shareholder Dawn Williams were the recipients of the award.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 "Service to our communities and the profession" is a core value of Carlton Fields. 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 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 schoolbased 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.
- To coordinate pro bono and public service from office to office, Carlton Fields attorneys serve on the firm's longstanding Pro Bono Committee. The firm's Pro Bono Committee oversees statewide 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.
- Attorneys at Carlton Fields 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.

CHADBOURNE & PARKE LLP

MAIN US OFFICE LOCATION:

1301 Avenue of the Americas New York New York 10019 www.chadbourne.com (212) 408-5100

THE STATS

No. of Attorneys: 323 No. of Offices: 10

Managing Partner: Andrew Giaccia

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1 Pro Bono Counsel

Maureen Ketler Schad

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

Pro Bono Counsel (212) 408-5212 mschad@chadbourne.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Charles O'Neill
Chair, Pro Bono Committee
(212) 408-5365
co'neill@chadbourne.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Bi-Monthly/As needed

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.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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

Lawyers can choose from cases regularly circulated from our legal services 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 firm's Pro Bono Counsel and Committee representatives will assist with finding an appropriate matter and obtaining necessary 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Clemency; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Chadbourne & Parke LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Door's Legal Services Center
- · Human Rights First
- Tahirih Justice Center
- · Center for Justice and Accountability
- The Legal Aid Society
- Lawyers Alliance for New York
- Vance Center for International Justice
- DC Bar Pro Bono Center
- KIND (Kids In Need of Defense)
- Urban Justice Center's Community Development Project

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Together with the Center for Justice and Accountability ("CJA"), Chadbourne won justice for the family of Victor Jara in what The Guardian called "one of the biggest and most significant legal human rights victory against a foreign war criminal in a U.S. courtroom." Defendant Pedro Pablo Barrientos Nunez, against whom the team won a \$28 million verdict on June 27, 2016, was in charge of soldiers at the notorious "Chile Stadium," where many thousands were detained and Jara, a well-known Chilean musician, famous for his outspoken message of social equality, was beaten, tortured, and shot more than 40 times in an underground locker room in 1973 shortly after military took power. Jara's family has sought justice since 1978 and filed suit in Florida in 2013, claiming violations of the US Torture Victim Protection Act, which is designed to go after perpetrators of torture and extrajudicial killing who live in the U.S.
- Dozens of Chadbourne lawyers at every level and 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 live without the constant fear of deportation. Each year, through the Door Fellow and the pro bono work of firm lawyers in nearly early 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. In 2014, Chadbourne was a key player in a collaborative response—involving city officials, legal services providers, religious groups, and law firm—to the thousands of children placed in "fast-tracked" removal proceedings in New York City. This project ensures that children—facing appearances in immigration court without a right to counsel—have child-friendly legal screenings and access to information about school enrollment, health care, and critical social services. Chadbourne partners with legal services organizations to meet the most emergent, critical needs, such as those of unaccompanied minors on Long Island and women and children released from detention across New York, by pioneering innovative collaborations and providing technical assistance to underserved communities.

• Chadbourne represented OutServe-Servicemember Legal Defense Network (OutServe-SLDN) and the American Military Partner Association (AMPA) in filing an amici curiae brief in March 2015 in the United States Supreme Court challenging the constitutionality of laws preventing same-sex couples from marrying in Ohio, Tennessee, Michigan and Kentucky. Chadbourne earlier represented OutServe-SLDN and the AMPA in filing amicus briefs in marriage equality cases in the U.S. Courts of Appeal for the Fourth, Sixth and Tenth Circuits. The briefs, filed by Abbe David Lowell and Christopher Man, 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 2011 on behalf of eight current and former members of the armed services seeking equal benefits for their legally married same-sex spouses. Chadbourne continues to advocate for military families denied access to benefits, both through individual advocacy and appellate work.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 17,589 2015: 19,997

What was the attorney headcount in your firm's US office(s)?

2014: 241

2015: 232

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 73

2015: 84

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 54%

2015: 57%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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?

Chadbourne partners with a wide range of legal services organizations and traditional training institutes (such as PLI) to provide an extensive array 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 Counsel 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 775

2015: 748

Average hours per summer associate spent on pro bono work

2014: 48

2015: 49

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

2014: 94%

2015: 94%

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 lowincome artists in a wide range of corporate and intellectual property matters. They are given the opportunity to participate in specific programs and clinics as well, such as Sanctuary for Families' Courtroom Advocates' Project ("CAP"), representing those seeking a protective order in Family Court; clinics to assist survivors of violence seeking U nonimmigrant status (or "U visas"); and the Bronx Defenders' Desk Arraignment Program ("DAP"), which includes a full-day training and oneday opportunity to stand up and represent indigent defendants at arraignments involving "desk tickets," which can have severe consequences, including loss of employment and public housing.

In addition, summer associates are involved in the firm's wide range of community service and youth mentoring activities, including Youth About Business, 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

If so, 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's Legal Services Center for 16-18 months, representing young people ages 12-21 in the areas of family, immigration, foster care, public benefits, and education 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 dates back to 1998, when the firm began sending externs for 8-12 week assignments in the Legal Services 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 applicable.

Aware of the critical need for increased funding for legal services organizations, Chadbourne provides ongoing financial support to our partners both in the U.S. and abroad. In addition, the firm sponsors a variety of law school groups and bar associations supporting public interest law programs, community service projects, and 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 Assocaiation; National LGBT Bar Association; North American South Asian Law Students Law Association (SALSA); Practicing Attorneys for Law Students (PALS); Columbia Law's Women's Association and Outlaws; Georgetown Law LaLSA; NYU Law LaLSA, SALSA, Outlaws, and Women of Color Collective; UPenn LaLSA; Northeast BLSA; Fordharn 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 volunteerism for organizations like habitat for humanity.

Each year, Chadbourne sponsors and provides hundreds of hours of support to Youth About Business, 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, serving meals to hundreds of needy families; Operation Backpack, providing homeless children with fully-stocked backpacks at the start of each school year; holiday gift drives; and support for programs such as Dress for Success and Career Gear.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Named a Law360 "Pro Bono Law Firm of the Year" for the last 3 years (2014, 2015, 2016)
- Named to the National Law Journal's Pro Bono Hot List for the past 2 years (2015 & 2016)
- Recognized by *The Financial Times* for our Innovation in Pro Bono Practice for our work with unaccompanied minors (2015)
- Press in multiple news outlets including *The New York Times, The Washington Post*, BBC, NPR, *The New York Law Journal*, and *The Guardian* for our leadership in representing unaccompanied minors since 2014, and our June 2016 trial victory against the military general who ordered Victor Jara's torture and death in 1973
- Chadbourne's Pro Bono Counsel named a *New York Law Journal* "Rising Star" (2016)
- Center for Justice & Accountability honored Chadbourne for its partnership in groundbreaking human rights litigation (2015)
- Urban Justice Center's Community Development Project honored Chadbourne partner Marc Ashley for our years-long collaboration on successful workers' rights litigation (2014)
- The Door's Legal Services Center honored Chadbourne for our longstanding commitment to legal advocacy for youth (2014)
- The Legal Aid Society honored with the "Commitment to Meet Emergent the Needs of Immigrants" Award (2015); the "Innovative Pro Bono Service Award" (2014); the "Pro Bono Publico" Award (2013); and distinguished in the Associates' Campaign Award for Highest Contributor for firm of its size (multiple years)
- Center for Family Representation honored Chadbourne partner Howard Seife for our partnership on appellate work to keep families from unnecessary separation (2014)
- Volunteer Lawyers for the Arts New York honored Chadbourne associate for ongoing commitment to VLA's work with low-income artists and arts organizations (2014)

CHAPMAN AND CUTLER LLP

MAIN US OFFICE LOCATION:

111 W. Monroe Chicago, IL 60603 www.chapman.com (312) 845-3000

THE STATS

No. of Attorneys: 232 No. of Offices: 5

Chief Executive Partner: Timothy P. Mohan

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Mark O'Meara Partner (312) 845-3885 momeara@chapman.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Shannon Burke
Professional Development Specialist
(312) 845-2987
shaburke@chapman.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 1%

Pro Bono website (if different from main site):

www.chapman.com/about-difference-probono.html

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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, in consideration of the firm's pro bono policy, determines if the firm can accept the case. The matter must comply with the firm's Diversity mission. The matter is then run through a standard conflicts check.

Has the firm signed on to the law firm pro bono challenge? ${
m No}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Domestic violence; Environment; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Prisoners' rights; Probate law; Real estate transactions; Tax; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Cabrini Green Legal Aid
- · Chicago Community Loan Fund
- Families Helping Families
- Ladder Up
- · Lambda Legal
- Neighborhood Lending Services
- TMC Development Working Solutions



Chapman and Cutler LLP

- Global Alliance for Africa
- Link Community Development USA
- · Legal Assistance Fund of Chicago

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Chapman attorneys provided substantial services to Cabrini Green Legal Aid (CGLA), where our attorneys represented 22 individual clients in clemency and/or expungement hearings. Our attorneys interviewed the clients, reviewed their criminal records and other relevant information, prepared clemency petitions, and represented the clients in a public hearing before the Prisoner Review Board. The attorneys also volunteered at the CGLA help desk where they met with clients to assess their options, under Illinois law, for clearance of criminal records.
- Chapman attorneys provided transactional pro bono legal service to Chicago Community Loan Fund (CCLF) clients.
 Specifically, our attorneys assisted community development organizations in securing low-cost, flexible financing for affordable housing, economic/commercial development and social service/nonprofit facility initiatives.
- Since 2005, Chapman attorneys have volunteered with Ladder-Up to assist working families to prepare their income tax returns and claim tax credits to which they are entitled.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 3,524

2015: 2,732

What was the attorney headcount in your firm's US office(s)?

2014: 246

2015: 234

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 14

2015: 12

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 20%

2015: 16%

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

If so, 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?

Yes

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 hosted CLE and training sessions presented by the non-profit organizations with whom the firm partners. With regard to the Cabrini Green Legal Aid, the attorneys participate in two training sessions prior to staffing the Help Desk or working with 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 work

in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 0

2015: 0

Average hours per summer associate spent on pro bono work

2014: 0

2015: 0

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

2014: 0%

2015: 0%

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

All summer associates attend a pro bono presentation with the firm's Pro Bono Partner, during which time they are presented with a range of potential pro bono opportunities and are encouraged to participate in pro bono activities.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Chapman partners with the Public Interest Law Initiative to place incoming first year associates at a public interest organization the summer prior to starting at the firm. Chapman also provides a stipend to the associates during this 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 applicable.

In 2015, Chapman attorneys volunteered 369 hours through the Sparks Mentoring Program, which provides mentorships to middle school children in Chicago. Chapman also donates an auction item to the Student Funded Fellowships program at the University of Michigan Law School. SFF provides funding to Michigan Law students who serve their communities by taking low or unpaid public interest positions during their 1L summers. We are always open to new opportunities to sponsor law student organizations whose goals align with the firm's public interest and community service goals.

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.

Individual attorneys personally support a variety of charitable organizations, including but not limited to the American Cancer Society, Korean American Resource & Cultural Center, Infant Welfare Society and Lambda Legal. Our partners and associates sit on numerous non-profit boards and dedicate their time and expertise to assisting those organizations. In addition, we offer firm-wide annual volunteer opportunities with Misericordia, Gilda's Club, Gads Hill, Spark Chicago Mentoring, Chicago Scholars interview night and more.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Since 2010, Chapman has been named to the Public Interest Law Initiative's Pro Bono Roster.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- The firm makes an annual donation to the United Way of Metropolitan Chicago. Attorneys and staff may also choose to make a cash donation or donate one day's pay to the United Way. Each employee who donates one day's pay is entitled to take one day off from work during the calendar year of the donation.
- Our firm has a Pro Bono Honor Roll that recognizes attorneys and paralegals who contributed more than 20 hours of pro bono service in the calendar year. The firm also presents an Annual Pro Bono Award to an attorney whose pro bono commitment goes above and beyond what is expected of them by the firm.

CLEARY GOTTLIEB

We are proud of our award-winning pro bono practice, and as a charter member of the Law Firm Pro Bono Challenge, our firm provides 3 percent 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.

We encourage and value pro bono work, supporting the desire and responsibility of our lawyers to give back to the community.

For more information about our practice, visit:

https://www.clearygottlieb.com/probono



CLEARY GOTTLIEB STEEN & HAMILTON LLP



MAIN US OFFICE LOCATION:

One Liberty Plaza New York, NY 10006 www.clearygottlieb.com (212) 225-2000

THE STATS

No. of Attorneys: 1,318 No. of Offices: 16

Managing Partner: Mark Leddy

WHO'S WHO

Jennifer L. Kroman

How many pro bono coordinators and/or partners does the firm have?

2.

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

Director of Pro Bono Practice (212) 225-2348 jkroman@cgsh.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Akilah M. Browne
Pro Bono Coordinator
(212) 225-3462
ambrowne@cgsh.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee (500 character limit):

The New York, Washington, D.C. and London offices 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 the firm have a written 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 lawyers who want to take on the assignment, and
- 4) there are no 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; 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; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Cleary Gottlieb Steen & Hamilton LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Bronx Defenders
- DC Bar Pro Bono Program
- Human Rights First
- Lawyers Alliance for New York
- The Legal Aid Society
- MFY Legal Services, Inc.
- · New York Lawyers for the Public Interest
- · Public International Law & Policy Group
- Sanctuary for Families
- Start Small Think Big

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In September 2016, Cleary won a significant victory in an innocence case on behalf of pro bono client, Clifford Jones. The New York State Supreme Court granted the firm's motion to vacate Mr. Jones' criminal convictions for murder, rape, and robbery based on newly-discovered DNA evidence. Mr. Jones served 29 years in prison and had always maintained his innocence. In 2008, the firm became involved and successfully moved to have DNA testing done on certain evidence in the case. A DNA expert excluded Mr. Jones as a possible perpetrator in the crime, and the Manhattan DA consented to the firm's motion to vacate Mr. Jones' convictions. This is believed to be the first time the Manhattan DA's Office's Conviction Integrity Unit (CIU) has publicly consented to the vacatur of a conviction of murder, and the first time it has consented to vacatur of any conviction based on DNA evidence.
- In 2015, Cleary prevailed in an eight-day jury trial for a prisoner's rights case in the Eastern District of New York on behalf of pro bono client, Mr. H. Mr. H brought his claims after corrections officers at Suffolk County Correctional Facility had assaulted him. The jury found that excessive force was used against Mr. H in violation of his Eighth Amendment rights, and that Suffolk County employees confined him to suicide watch as punishment in violation of his Fourteenth Amendment due process rights. The jury also found that Suffolk County had violated prisoners' rights by its official practices, inadequate training, and inadequate supervision, and awarded our client \$25,000 in compensatory damages. The jury also awarded Mr. H punitive damages on his excessive force claim.
- In 2015, Cleary represented the Fund for Public Schools ("FPS") with respect to structuring and negotiating the Computer Science for All Initiative, a new public-private

partnership that was announced by New York City Mayor Bill de Blasio in September 2015 and ensures that, by 2025, all New York City public school students will receive computer science education. The \$81 million plan brings together the City of New York, the Department of Education and other non-profit and private contributors.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 51,151 2015: 63,065

What was the attorney headcount in your firm's US office(s)?

2014: 697 2015: 689

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 73 2015: 92

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 53% 2015: 59%

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

If so, 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 have a maximum number of pro bono hours that can be applied toward the billable hour target?

N/A

Does the firm consider pro bono hours when determining bonuses?

N/A

PRO BONO POINTS

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

Cleary 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

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 3,564

2015: 5,541

Average hours per summer associate spent on pro bono work

2014: 37

2015: 46

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

2014: 83%

2015: 91%

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 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

If so, please describe the established program(s) and their duration, if applicable.

In 1969, Cleary established its first formal externship with MFY Legal Services, Inc., a legal services office in Manhattan that 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 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 exclusively at either the offices of MFY or LANY for a four-month period, 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.

Cleary also regularly selects an associate to participate exclusively in the New York City Law Department's Deposition Program for two weeks at a time, while continuing to receive his or her full salary and benefits from the firm. These associates are afforded the opportunity to gain significant deposition experience while assisting the New York City Law Department on a variety of civil 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 applicable.

Cleary sponsors the Melvin C. Steen Fellowships at the Legal Aid Society and holds an annual associate-driven fundraising drive for the Legal Aid Society. The firm also participates in the Cyrus R. Vance Center for International Justice's African Legal Fellows Program, which places South African lawyers from historically disadvantaged backgrounds in South Africa with corporate law firms. 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 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

Cleary Gottlieb Steen & Hamilton LLP

allows all employees in the New York office 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.

In 2012, our Washington D.C. office established a similar school partnership program with McKinley Technology Education Campus in Northeast D.C. Cleary employees volunteer to help the students gain confidence, communication skills, professional experience, and better access to college through different programs such as Model UN, Debate Team, poetry slams and college preparatory workshops.

Please list special recognition or awards your firm has won in the last three years for its pro bono work. .

Among the awards Cleary has won in the last three years are:

- Pro Bono Publico Award, 2016, American Bar Association
- Pro Bono Firm of the Year, 2016 & 2015, Law360
- Pro Bono Hot List, 2016, The National Law Journal

- Wig and Pen Prize, 2016, City of London Law Society
- Best International Firm for Pro Bono Work, 2016 & 2014, America's Women in Business Law Awards
- Celebration of International Pro Bono Excellence Honoree, 2016, Cyrus R. Vance Center for International Justice
- Honored by Pro Bono Client, 2016, Brooklyn Youth Chorus
- Abely Pro Bono Leadership Award, 2015, Sanctuary for Families
- Above & Beyond Award, 2015 & 2014, Sanctuary for Families
- CAP Leadership Award, 2015, LatinoJustice
- Epstein Award for Pro Bono Service, 2015, City Bar Justice Center
- Pro Bono Publico Award, 2015, The Legal Aid Society
- Pro Bono Leadership Award, 2015 & 2014, Legal Services NYC
- Harvard Immigration and Refugee Clinic Program Pro Bono Award, 2014, Harvard Law School
- Outstanding Achievement for School Partnership Program, 2014, Washington Lawyers' Committee for Civil Rights and Urban Affairs

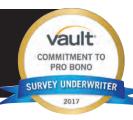




As a premier international law firm, with 34 offices in 24 countries, Clifford Chance is committed to supporting our local communities by providing greater access to justice, education and opportunity. Our pro bono and community outreach program is a critical part of the firm's culture, allowing our attorneys and staff to work together to make a difference in the lives of those who truly need it.

C L I F F O R D C H A N C E

CLIFFORD CHANCE U.S. LLP



MAIN US OFFICE LOCATION:

31 West 52nd Street New York, NY 10019 www.cliffordchance.com (212) 878-8000

THE STATS

No. of Attorneys: 3,300 No. of Offices: 34

Global Managing Partner: Matthew Layton

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

7

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

Diana Mitchell Senior Business Advisor (212) 880-5830 diana.mitchell@cliffordchance.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet? Monthly

Please describe the composition of the committee:

The committee in the U.S. is composed of partners, associates and senior business professionals who meet on a regular basis.

THE SCOOP

Does the firm have a written 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?

Individual matters are reviewed in accordance with our probono policy.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Community economic development; Disability benefits; Domestic violence; Education; Employment; Family law; Homeless advocacy; Immigration; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- FINCA International
- Vera Institute of Justice
- Equal Justice Initiative
- International Federation of the Red Cross
- My Sisters' Place
- Volunteers of Legal Services
- Services for the Underserved
- Children's Law Center
- International Senior Lawyers Project
- Immigration Equality

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Equal Justice Initiative

Equal Justice Initiative (EJI) is a private, non-profit human rights organization that provides legal assistance to the poor, the condemned, the incarcerated, children in the criminal justice system, and people who have been unfairly victimized by discrimination and the abuse of power. EJI has played a major role in litigation regarding the constitutional rights of juveniles. Clifford Chance attorneys have had the opportunity to work on three cases before the Supreme Court involving juveniles and related life without parole sentencing, and to assist on an extensive research analysis to aid in the abolishment of the practice of housing juveniles in adult prison facilities.

• Justice Resource Center

For many years, Clifford Chance has participated as a MENTOR law firm partner of Herbert H. Lehman High School in the Bronx as part of a citywide moot court competition sponsored by the Justice Resource Center and Fordham Law School. As coaches, Clifford Chance attorneys meet with students weekly to help prepare them for the competition, mentoring them on everything from how to craft legal arguments to how to respond to questions from a hot bench. Attorneys help students by creating briefs for crucial cases that are included in that year's problem.

Clifford Chance's lead attorney/mentor for the program was named the New York State Bar Association's 2016 Outstanding Attorney of the Year. The award, presented to a lawyer who has made a strong commitment to serve students in a volunteer capacity, is given by the Bar Association's Law Youth & Citizenship Committee.

· My Sisters' Place

My Sisters' Place (MSP) is a leader in providing direct service, advocacy and education as it relates to domestic violence in New York. For over a decade, Clifford Chance has funded a legal Fellow who provides legal services to low-income residents who are victims of domestic violence. Clifford Chance attorneys work on Violence Against Women Act self-petitions and U Visa matters for clients of MSP. Clifford Chance also partners with clients on matters for MSP.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2015: 9,228

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2015: 251

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

2015: 37

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2015: 36%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

While the firm does not have a formal requirement, all attorneys are strongly encouraged to dedicate a minimum of 50 hours annually to 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?

No

Does the firm consider pro bono hours when determining bonuses?

Yes

Clifford Chance U.S. LLP

PRO BONO POINTS

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

Training is offered by many of our community partners for specific projects, e.g., U Visa training by My Sisters' Place, Unemployment Insurance Advocacy training by Volunteers of Legal Services and Asylum training by Immigration Equality.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2015: 406

Average hours per summer associate spent on pro bono work 2015: 15

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

2015: 78%

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

Numerous pro bono opportunities are made available to our summer law clerks, and the majority of the class has significant involvement with pro bono. All of the law clerks along with our attorneys, participate in our Annual Volunteer Day, a day of community service across the region.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? $N_{\rm O}$

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 applicable.

 Law Preview Program: Since 2009, Clifford Chance has sponsored the Law Preview Scholarship Programs. The scholarship, a diversity initiative aimed at improving academic performance among racial and gender groups traditionally underrepresented in the legal profession, provides students the opportunity to attend a one-week, intensive summer prep course prior to their first year of law

- school. Students are taught how to brief cases, draft outlines and are given tips on how to study effectively.
- The AnBryce Scholarship Program at NYU School of Law: Clifford Chance was the first law firm to sponsor the AnBryce Scholarship Program. The program provides, among other things, full tuition scholarships to incoming NYU Law students whose exceptional academic and leadership accomplishments were achieved in the face of extraordinary challenging social and economic circumstances. Clifford Chance has a named scholar in all three classes at the law school.
- Sponsors for Educational Opportunity Program (SEO): SEO is a paid 10-week summer internship that provides superior educational and career programs to young people from underserved and under-represented communities to maximize their opportunities for college and career success. Clifford Chance has hosted an SEO Scholar in our summer program for many years.
- Legal Outreach: 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. Clifford Chance hosts high school students during the summer to give them a preview of law firm life.

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.

Clifford Chance offers numerous non-legal related volunteer opportunities. For example, the firm holds an Annual Volunteer Day. In 2016, Clifford Chance partnered with New York Cares to offer a variety of volunteer projects, including an engineering challenge for elementary school children, job readiness workshop for unemployed adults, and the creation of a vegetable garden at a resident building for mentally disabled adults.

Additional programs are offered throughout the year. Clifford Chance partners with organizations such as the New York Foundling, City Harvest, Leukemia & Lymphoma Society, God's Love We Deliver, My Sisters' Place, the American Red Cross, DC Lawyers Have Heart, Dress for Success, among many others.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Clifford Chance and our attorneys receive regular recognition for our work in the community. For example, Clifford Chance received the Champions for Children Award from the Children's Law Center. The International Senior Lawyers Project recognized Clifford Chance with a special appreciation award for the firm's many years of support. A Clifford Chance attorney was awarded the 2015 President's Pro Bono Service Award for the 9th Judicial District from the New York State Bar Association. Two of our attorneys received the Changemaker

Award from The Door. Legal Services NYC recognized two attorneys for providing valuable pro bono service benefitting low-income New Yorkers. One of our lawyers received the New York State Bar Association's 2016 Outstanding Attorney of the Year. Another received the 2016 Cornerstone Award from Lawyers Alliance.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Our vision is to implement an outstanding corporate responsibility program that has a significant positive impact on our firm and the communities in which we operate, in support of our ambition to lead the elite group of international law firms. Our vision is underpinned by our Principles—the values that unite and differentiate us. We will achieve it by focusing on three priorities: our community, our people and our environment.

- Our community: To have an outstanding pro bono and community outreach program that enables everyone in the firm to engage enthusiastically and which delivers effective assistance to our charitable and not-for-profit partners, enabling us to widen access to justice, to finance and to education.
- Our people: To build an inclusive and supportive culture that embraces our diversity and which provides opportunities for the best and brightest individuals from the widest range of backgrounds to develop their skills and broaden their experience.
- The environment: To take a responsible and effective approach to measuring and managing our own environmental impact, and to be a leading player in finding legal solutions for our clients to facilitate the implementation of sustainable energy technologies and projects.

We set ourselves ambitious and challenging targets in each area of our CR strategy, which includes the annual target of helping 100,000 people globally and encouraging our lawyers to contribute at least 50 pro bono hours. For more information, please see www.cliffordchance.com/about_us/corporate_responsibility.html.

COOLEY LLP

MAIN US OFFICE LOCATION:

3175 Hanover Street Palo Alto, CA 94304 www.cooley.com (650) 843-5000

THE STATS

No. of Attorneys: 900 No. of Offices: 12 Chairman: Stephen Neal

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Maureen Alger
Pro Bono Partner
(650) 843-5201
malger@cooley.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Monique Sherman
Pro Bono Counsel
(650) 843-5798
msherman@cooley.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

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 the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Personal injury

List up to 10 of your firm's pro bono clients or partners since 2014, 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)
- Transgender Legal Defense and Education Fund (TLDEF)
- Northwest Immigrant Rights Project
- American Civil Liberties Union (ACLU) (multiple chapters)
- Capital Area Immigrants' Rights Coalition (CAIR)
- · Rocky Mountain Children's Law Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Human Rights Campaign

Cooley provides pro bono legal services to Human Rights Campaign and also pursues a variety of research projects (including assessment of the laws affecting the LGBTQ community in various jurisdictions) and litigation to further HRC's goals. For example, in 2016, Cooley filed a complaint with the Federal Trade Commission challenging the advertisement of so-called "conversion therapy" by organizations such as People Can Change, Inc., that advertise that they can change sexual orientation and gender identity through therapy. The complaint has been hailed as a novel approach to ending this harmful practice. The matter is ongoing.

• Tabaddor v. Holder

In November 2015, Cooley reached a settlement with the U.S. Department of Justice in a lawsuit filed on behalf of Immigration Judge A. Ashley Tabaddor. The lawsuit challenged a 2012 order imposed by the DOJ that Judge Tabaddor recuse herself indefinitely from all cases involving Iranian nationals. Judge Tabaddor alleged that the order was discriminatory and unconstitutional because it was based on her national heritage and association with the Iranian-American community, including her speaking, educational and volunteer activities within that community. As part of the settlement, DOJ agreed to lift the order, review its policies, and pay damages.

• Lopez-Venegas v. Johnson

Cooley serves as co-counsel with the ACLU Foundation of San Diego & Imperial Counties, the ACLU of Southern California, and the ACLU Immigrants' Rights Project in Lopez-Venegas v. Johnson, a class action lawsuit alleging deceptive and coercive immigration practices by immigration enforcement officers. In August 2014, the team announced an historic settlement requiring significant reforms to the process known as "voluntary departure." The settlement, which was approved in February 2015, includes significant revisions to the information immigration officers must disclose to individuals choosing between voluntary departure and a court hearing. The settlement also includes class provisions that allow certain individuals who were expelled from Southern California pursuant to flawed voluntary departure procedures

over the last several years to seek to reunite with their families in the United States. The named plaintiffs in the lawsuit have returned to the United States and been reunited with their families. Monitoring of the settlement is ongoing.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

As of December 31, 2014: 32,568 As of December 31, 2015: 38,666

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 796 As of December 31, 2015: 817

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

2014: 41 2015: 47

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 38% 2015: 39%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Cooley LLP

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 live in-house training sessions on various substantive topics that relate to our pro bono matters, as well as taped and on-demand training. The firm also encourages attorneys to participate in training programs provided by local 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,116

2015: 890

Average hours per summer associate spent on pro bono work

2014: 21

2015: 21

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

2014: 74%

2015: 77%

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, including individual pro bono matters and in clinic settings. Summer associates are also welcome to participate in pro bono training programs regularly offered to our attorneys. Summer associates in our Bay Area and San Diego offices participate in OneJustice's Justice Bus program, through which free legal services are provided in a clinic setting to underserved rural communities.

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

Yes

If so, 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 applicable.

We sponsor a variety of fellowship programs and events through student organizations at a variety of law schools. One example is Cooley's long running support and sponsorship of the Northern California Public Interest/Public Sector Career Day (referred to as "PI/PS Day"). PI/PS Day launches the legal careers of our future public interest leaders. This event brings together public interest employers and law students for formal interviews and also provides the opportunity to informally network and meet with each other.

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 in all of its offices to donate to local charities, food and clothing banks, and local and international disaster relief efforts. In 2015, Cooley's U.S. offices participated in a community service project through pro bono client Together We Rise (TWR) to decorate and fill duffle bags with supplies for foster children. Cooley also sponsors and sends volunteers to TWR's Disneyland Day, which reunites for the day siblings who have been separated in foster care.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

 Legal Aid Society of New York "Pro Bono Publico Award" (2016)

- Disability Rights California "Pro Bono Achievement Award" (2016)
- Legal Services for Children "Pro Bono Leadership Award" (2016)
- Washington Legal Clinic for the Homeless "Outstanding Firm Award" (2015)
- Human Rights Campaign "National Ally of Justice Award" (2015)
- State Bar of California "President's Pro Bono Service Award" (2015)
- Jewish Family Service "President's Award" (2015)
- ABA Section of Litigation "John Minor Wisdom Public Service and Professionalism Award" (2015)
- Legal Aid Society of New York "Pro Bono Publico Award" (2014)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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, and landlord/tenant disputes. We also regularly handle asylum, domestic violence and guardianship matters, and we actively represent a broad array of nonprofit organizations. To support 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

COVINGTON & BURLING LLP

MAIN US OFFICE LOCATION:

One City Center Washington, DC 20001 www.cov.com (202) 662-6000

THE STATS

No. of Attorneys: 761 No. of Offices: 10 Chairman: Timothy Hester

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Alan Pemberton Senior Counsel, Chair, Public Service Committee (202) 662-5642 apemberton@cov.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 30%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee (500 character limit):

Approximately 50 members consisting of partners, counsel, associates and staff from most of the firm's offices.

THE SCOOP

Does the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Product liability

List up to 10 of your firm's pro bono clients or partners since 2014, 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Reversal of a Capital Sentence

Covington represented Garrett Dotch, who was convicted and sentenced to death in Alabama for the murder of his on-again, off-again girlfriend. Mr. Dotch has a history of mental illness, but the lackluster defense by Mr. Dotch's trial counsel failed to convince the jury to spare his life. Covington represented Mr. Dotch in his unsuccessful direct appeals and then petitioned the trial court for postconviction relief on multiple grounds. During the postconviction evidentiary hearing, a team of four Covington lawyers put on 21 witnesses who pieced together the history of abuse and neglect that Mr. Dotch had endured since birth and his struggles with mental illness. Covington also established that a member of Mr. Dotch's jury failed to disclose in voir dire that a close family member had been the victim of a crime similar to the allegations against Mr. Dotch. At the close of the hearing, the judge called Covington's representation of Mr. Dotch "amazing" and "almost surreal." Based on the evidence Covington presented, the judge, who had previously sentenced Mr. Dotch to death, vacated both Mr. Dotch's conviction and his sentence. This result is extremely rare in Alabama, and it will be important precedent for the state's death-penalty bar. Covington remains involved and now represents Mr. Dotch in connection with his re-trial on capital murder charges.

• Ensuring Due Process Rights

Covington and its co-counsel, Advancing Justice-Asian Law Caucus ("ALC"), teamed up to represent Mosed Shaye Omar, a U.S. citizen whose passport had been revoked at the U.S. Embassy in Yemen solely on the basis of a coerced statement in which he purportedly confessed that "Mosed Shaye Omar" is not his real name. Covington and ALC brought suit in the Northern District of California against the State Department on behalf of Mr. Omar, challenging the revocation on due process and Administrative Procedure Act grounds. A U.S. Magistrate judge granted summary judgment in favor of Mr. Omar, holding that it was arbitrary and capricious for the State Department to revoke a passport based solely on a "confession" that our client's undisputed testimony establishes he did not understand and that was obtained under coercive conditions.

• Securing Justice for Immigrant Workers

Covington, along with the Southern Poverty Law Center and the American Federation of Teachers, sued a California recruiting firm and its president on behalf of a class of Filipino teachers hired to work for Louisiana school districts under "H-1B" guest worker visas. We complained that defendants had misled them about the fees they would need to pay to obtain jobs in the U.S. After six days of testimony, the jury awarded \$4.5 million in damages to the class. Covington took the lead in defending the jury's award on appeal. Less than a month after oral argument, the Ninth Circuit unanimously affirmed.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 77,160 2015: 80,510

What was the attorney headcount in your firm's US office(s)?

2014: 741

2015: 761

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

2014: 104

2015: 106

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 59%

2015: 64%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining bonuses

Covington & Burling LLP

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 3,587

2015: 4,608

Average hours per summer associate spent on pro bono work

2014: 49

2015: 49

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

2014: 78%

2015: 88%

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

If so, 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 applicable.

- 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 D.C. 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 school 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 special recognition or awards your firm has won in the last three years for its pro bono work. .

- Law360 designated Covington as a Pro Bono Firm of the Year in 2014, 2015 and 2016.
- District of Columbia Bar—Covington was selected as the 2015 Pro Bono Law Firm of the Year.
- New York State Bar Association—Access to Justice Award (2015)
- Legal Services Corporation—Law Firm Pro Bono Award for California Offices (2015)
- National Law Journal—Covington was named to NLJ's Pro Bono Hot List in 2013 and 2014.
- Asian Americans Advancing Justice—Asian Law Caucus -Pro Bono Honoree (2016)
- Campaign to Keep Gun Off Campus—Pro bono honoree for work with Legal Action Project (2016)
- The American Lawyer—Global Pro Bono Dispute of the Year (2015)
- Asian Law Alliance—Community Impact Award (2016)

- National Legal Aid & Defender Association—Covington received the Beacon of Justice Award in 2015 for the depth and impact of our work expand opportunities for those unable to afford counsel.
- The Justice & Diversity Center—Outstanding Volunteer in Public Service Award (2015).
- Washington Lawyers' Committee—Outstanding Achievement Award (2015)
- Neighborhood Legal Services Program—Covington was presented with NLSP's inaugural Enduring Impact Award for longstanding commitment to legal services and NLSP as a pro bono and advocacy partner, donor of rotating associates for 45 years, and sponsor of the Howard Westwood fellowships (2014).
- 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)
- 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)
- Asian Pacific American Legal Resource Center—Access to Justice Award (2014)
- Since 2003, the D.C. 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.
- The American Lawyer magazine has ranked Covington's pro bono practice among the top five firms for 21 of the past 26 years, including ten years at number one.
- Asian American Legal Defense and Education Fund Justice in Action Award (awarded to Eric Holder) (2016).
- The National Legal Aid & Defender Association (NLADA)— 2016 Justice John Paul Stevens Lifetime Achievement Award to Eric Holder.
- Council for Court Excellence—Justice Potter Stewart Award (Awarded to Tom Williamson) (2016)
- Legal Aid Society of the District of Columbia—27th Annual Servant of Justice Award (awarded to Tom Williamson) (2016)
- Prisoners' Legal Services of New York—Hon. J. Clarence Herlihy Award (2015) (Awarded to Colin Watson.)
- 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)

Covington & Burling LLP

- Legal Aid Society of the District of Columbia—Klepper Prize for Volunteer Excellence (awarded to Stephanie Doebler). (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)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Covington is a leading international law firm, with more than 800 lawyers practicing in Washington, New York, San Francisco, Silicon Valley, Los Angeles, London, Brussels, Beijing, Shanghai and Seoul. The American Lawyer magazine has ranked Covington's pro bono practice among the top five firms in the United States for 21 of the past 26 years, including ten years at number one.
- Much of Covington's pro bono work reflects the firm's commitment to providing legal services to economically

- disadvantaged individuals and families in our surrounding communities. Each year, Covington loans eight associates and two paralegals to local legal services programs for six-month rotations, including at the Neighborhood Legal Services Program in D.C., where the firm pioneered the loaned associate model in 1969. The firm also handles numerous death penalty and wrongful conviction matters across the U.S., as well as other important civil and human rights matters, including systemic reform projects concerning homelessness, marriage equality, freedom of expression, juvenile justice, mental health and government-sanctioned discrimination.
- Our lawyers work 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 conditions in the world's poorest regions.

CRAVATH, SWAINE & MOORE LLP

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 those in need. Pro bono work is both an opportunity and an obligation; it is a commitment that the Firm has taken seriously since its inception nearly 200 years ago. The Firm encourages all of our lawyers - partners and associates alike - 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.

NEW YORK • LONDON

CRAVATH, SWAINE & MOORE LLP



MAIN US OFFICE LOCATION:

Worldwide Plaza 825 Eighth Avenue New York, NY 10019-7475 www.cravath.com (212) 474-1000

THE STATS

No. of Attorneys: 454 No. of Offices: 2

Presiding Partner: Faiza Saeed

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

5

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

Rowan Wilson
Partner
(212) 474-1348
RWilson@cravath.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Aviania Iliadis
Pro Bono Coordinator
(212) 474-3785
AIliadis@cravath.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Alysa Mokas, Marlene Sharpe and Felicia Stevens
Discovery Specialist Attorneys
AMokas@cravath.com, MSharpe@cravath.com,
FStevens@cravath.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 20%

Pro Bono website (if different from main site):

www.cravath.com/probono

Does the firm have a pro bono committee?

No

Please describe the composition of the committee:

Rowan Wilson serves as our pro bono partner and we also have a pro bono coordinator.

THE SCOOP

Does the firm have a written 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 some cases, a partner decides to take on a pro bono matter, and then assigns associates on his/her team to work on it. In other cases, associates identify (either from opportunities circulated by the pro bono coordinator or otherwise) pro bono matters they would like to take on, and secure the approval of the partner to whom they are assigned. In yet other cases, the firm makes a commitment to take a certain number of matters referred through established programs. In all instances, approval of the pro bono partner is required, though securing approval is routine, so long as there is no conflict and the matter can be staffed given the firm's current commitments to other clients.

Has the firm signed on to the law firm pro bono challenge? $N_{\rm O}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; 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; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Children's Hospital at Montefiore/Morgan Stanley Children's Hospital of New York- Presbyterian
- · Fresh Air Fund
- Friends of the Highline
- Her Justice
- · Lawyers' Committee for Civil Rights Under Law
- Office of the Appellate Defender
- Sheltering Arms
- The Legal Aid Society
- UNICEF
- Urban Assembly School for Law and Justice

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• The Cystic Fibrosis Project:

Cystic Fibrosis Project, Inc. (the "CF Project") aims to improve the health and life of cystic fibrosis patients in underdeveloped areas of the world (particularly Iran and the surrounding area), by providing cystic fibrosis patients, most of whom are children and young teens, with access to a two-week-long outpatient medical treatment in the United States. A team of Cravath lawyers has assisted in incorporating the CF Project, obtaining 501(c)(3) not-forprofit status to facilitate raising funds in the United States to enable the CF Project to identify patients and provide medicine and treatment, and obtaining a license from the U.S. Office of Foreign Assets Control in relation to the CF Project's initiatives in Iran. In light of the CF Project's initiative, Cravath has also assisted individual patients and their guardians in navigating the non-immigrant U.S. visa application process to obtain U.S. visas, allowing them to travel to the United States to receive the outpatient treatment.

• Rights of Children in Foster Care:

Since 2015, Cravath with co-counsel from A Better Childhood, Inc. has represented a group of 19 children in foster care in New York City, on behalf of a putative class of similarly situated children, in a lawsuit alleging systemic deficiencies in the New York City foster care system giving rise to constitutional and statutory violations causing

children in foster care harm to their health, safety and well-being, including long stays in foster care without a permanent home or family. The lawsuit was brought against the State of New York and the City of New York, as well as the relevant state and city agencies and officials. Letitia James, Public Advocate for the City of New York, is also a plaintiff and has brought a claim against the State defendants, in her role of overseeing city agencies, investigating citizen complaints regarding city services and making proposals or seeking relief to address perceived shortcomings or failures. Although the Court rejected a proposed settlement between the plaintiffs and the State defendants, plaintiffs recently received a favorable decision when the Court rejected in part the City defendants' motion to dismiss, concluding that certain provisions of the federal Adoption Assistance and Child Welfare Act are privately enforceable by the plaintiff children and declining to dismiss the Public Advocate from the litigation. A motion to certify a class of all children in foster care in New York City is fully briefed and pending. The parties are currently engaged in discovery, with fact discovery to close in June 2017 and expert discovery to close in September 2017. Trial will likely begin in the first half of 2018.

 Protecting Constitutional Rights before the Third Circuit En Banc:

Cravath filed an amicus curiae brief and argued before the Third Circuit En Banc in support of defendant Mr. Jermel Lewis, who had been indicted, tried, jury-instructed and convicted for one crime but, over objection, was erroneously sentenced for a different, aggravated crime. The Third Circuit panel found that to be harmless error. Cravath then appeared and, in its brief, argued for En Banc reversal, explaining why the Fifth and Sixth Amendment errors at issue were not harmless. The En Banc Court sua sponte asked Cravath to participate in oral argument, and on February 19, 2015, Cravath associate Michael P. Addis argued the appeal before the Third Circuit En Banc. On September 16, 2015, by a 10-3 split, the En Banc Court reversed the panel and the district court, vacating Mr. Lewis's sentence. The dissent credited Cravath for the reversal, writing, "The plurality bases its ultimate decision on the rationale introduced by an amicus curiae." United States v. Lewis, 802 F.3d 449, 465 n.1 (3d Cir. 2015) (en banc) (Fisher, J., dissenting). In addition to Michael Addis, the Cravath team included partner J. Wesley Earnhardt. The decision protects the Constitutional rights to grand jury indictment, notice and jury trial.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 23,127 2015: 24,581 Cravath, Swaine & Moore LLP

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 442

As of December 31, 2015: 478

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

2014: 52

2015: 51

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 34%

2015: 32%

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

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 may appear 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. Pro bono opportunities are regularly circulated through "Pro Bono Opportunity" emails. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 2,030

2015: 2,458

Average hours per summer associate spent on pro bono work

2014: 21

2015: 22

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

2014: 44%

2015: 52%

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

Summer associates are given the same opportunities that are available to other lawyers at the firm. Their level of participation is sometimes affected since 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.

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 applicable.

- 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 The Legal Aid Society, the Neighborhood Defender Service of Harlem, New York Lawyers for the Public Interest and the New York Public Library.

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 the New Alternatives for Children toy drive to collect gifts for children who have developmental disabilities.
- We participate in the annual March for Babies Walk to raise funds for research and programs that address the serious problems that threaten babies.
- We collect gently used suits and electronic goods for 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 build their skills.
- We provide internships to low-income students who attend Cristo Rey High School to build their skills and introduce them to a corporate environment.
- We participate in the Read Ahead Reading Mentors Program, in which firm employees read with children from a local elementary school on a weekly basis.
- We participate in the Fresh Air Fund's Career Awareness Program and Camp Counselor-for-a-Day Program.
- We participate in The Legal Aid Society's holiday party for homeless children.
- We hire Prep for Prep students as summer interns.
- We participate in the Transitional Employment Program with the Fountain House and provide transitional employment opportunities to its members who have mental illnesses.
- We host a Summer and Winter Blood Drive in conjunction with the New York Blood Center.
- We provide internships to high school students through the Thurgood Marshall Summer Law Internship Program.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2015, Cravath was honored for philanthropic leadership and support of New York's highest-need communities by Sheltering Arms.
- Former associate Jacob M. Honigman received a Special Award for commitment to Story by Story, an event to raise awareness for Her Justice. Cravath lawyers were also named to the Honor Roll in recognition of contributions to Her Justice's work.
- The Center for Court Innovation honored retired partner Stuart W. Gold for service to the Red Hook Community Justice Center.

- In 2014, partner Lauren A. Moskowitz, associates Ryan B. Finkel and Adam I. Rich, and former associate Carrie R. Bierman were honored by Sanctuary for Families for their work in an international custody case argued before the Supreme Court.
- In 2013, Cravath received the Urban Justice Center's Social Justice Award for outstanding pro bono work.
- Cravath was honored for its support of the City Bar Justice Center.
- Her Justice honored Cravath with the Law Firm Award; associate Lindsay J. Timlin with the Legal Team Award for her representation of a mother abused by her former husband; and discovery specialist attorney Alysa D. Mokas with the Pro Bono Liaison Award for her initiative recruiting volunteers and organizing training sessions for Her Justice.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

From the firm's inception, meaningful and challenging pro bono work has been a cornerstone of our practice. All lawyers are encouraged to work on pro bono matters. Our pro bono matters encompass wide-ranging areas of need, including civil liberties, advocacy for children, relief for homeless families, representation for the indigent, women's rights, environmental advocacy, drug rehabilitation, domestic violence, intellectual property rights, death penalty cases, and global poverty - to name a few. Through this work, our lawyers make a positive impact on the law, on our local and global communities, and in the lives of many individuals.

In addition to serving the public good, pro bono work is another vehicle by which Cravath provides excellent training to our associates. Pro bono work is available to all associates in any department.

There are many ways to get involved in pro bono work. Associates can get involved in a pro bono matter by working on a matter within their partner team, by taking on a matter themselves or by participating in the firm-wide pro bono programs. All pro bono matters are supervised directly by a partner, who will provide the guidance, resources and support each associate needs.

CROWELL & MORING LLP

MAIN US OFFICE LOCATION:

1001 Pennsylvania Avenue, NW Washington, DC 20005 www.crowell.com (202) 624-2500

THE STATS

No. of Attorneys: 478 No. of Offices: 9 Chair: Angela Styles

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Susan M. Hoffman
Public Service Partner
(202) 624-2591
shoffman@crowell.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The committee includes associates, counsel and partners from each of the firm's U.S. offices.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

Environment; Probate law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Children's Law Center
- Legal Aid Society of DC (and New York)
- Human Rights First
- Kids in Need of Defense (KIND)
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- Legal Aid Justice Center
- Public Law Center of Orange County
- Washington Legal Clinic for the Homeless
- D.C. Bar Community Economic Development Program
- Justice and Diversity Center of the San Francisco Bar Association

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Highlight #1: As co-counsel with the Southern Poverty Law Center, Crowell & Moring in David v. Signal represented 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 in Texas and Mississippi during 2006–2007. On February 11, 2015, the sixweek jury trial in federal court in New Orleans concluded with the jury finding the defendants liable on the following claims: trafficking and forced labor, RICO, discrimination, retaliation, fraud and negligent misrepresentation. The jury awarded the plaintiffs \$14.1 million in damages. The case began as a class action filed in March 2008 on behalf of 12 named plaintiffs seeking to represent a class of 550 men who were lured from India to work on oil rig repairs in the aftermath of Hurricane Katrina by Signal under the federal government's guest worker 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 overcrowded, fenced and guarded labor camps. After the case concluded, the defendant declared bankruptcy, and the parties have reached a tentative settlement for all workers who had lawsuits pending.
- Highlight #2: Together with the Legal Aid Justice Center based in Virginia, C&M successfully resolved a housing discrimination case on behalf of Latino mobile home residents against the City of Richmond, obtaining valuable injunctive and monetary relief for the residents. In the lawsuit, filed in August 2015 in the Eastern District of Virginia, 33 current and former mobile home park residents alleged that an aggressive housing code enforcement campaign targeting mobile home parks, whose residents are mainly Latino, violated the Fair Housing Act. The City subjected mobile home residents to harsh enforcement actions that include intrusive inspections with armed police escorts, threats to condemn homes or even bring criminal

charges if residents do not allow inspectors inside, and unreasonable and legally unjustified repair standards that make compliance unrealistic with the expectation that hundreds of vulnerable families would be displaced.

Under the terms of the negotiated settlement, the City will institute policies that will help minimize the displacement of mobile home residents in future enforcement activities and will better serve residents who are not fluent in English. The City has agreed to work with a nonprofit partner organization to assist mobile home park residents in addressing maintenance code violations before park-wide inspections; provide notice of violation and appeal forms in Spanish to residents who are proficient in Spanish but not English; institute a language-access plan pursuant to federal civil rights guidelines and train City employees on their obligations under the plan; arrange for Fair Housing Act training for certain departments of City government; provide some monetary assistance to the plaintiffs for repair or relocation, and to assist more generally with repairs in mobile home parks. The City also agreed to pay a lump sum in compensation to be disbursed among the plaintiffs.

• Highlight #3: On December 22, 2015, President Obama commuted the sentence of Crowell & Moring pro bono client Sandra Avery, a low-level drug offender serving a life sentence, who was released and reunified with her family in April 2016. Almost a decade ago, Sandra was arrested and prosecuted for a minor role in her then-husband's narcotics trafficking operation. Because the prosecutor refused to make a plea offer that did not include a mandatory minimum sentence, and because of two state drug possession convictions from a decade prior, Sandra was sentenced to a mandatory minimum term of life imprisonment. The firm on referral from Human Rights Watch prepared a persuasive and heart-felt petition for commutation to President Obama on Sandra's behalf that was filed in early 2015 as part of the Clemency Project 2014 ("CP14").

The commutation victory for Sandra is the latest in a series of successes that the firm has achieved for clemency clients. For 15 years, the firm has been a leader in representing low-level drug offenders in seeking clemency, referred primarily by Families Against Mandatory Minimums, winning 10 sentence reductions, beginning with two clemency grants from President Clinton and including the first commutation granted by President Obama. C&M expanded its clemency work in 2015 through the CP14, a program launched in January 2014 after the administration asked the legal profession to provide pro bono assistance to federal prisoners in seeking clemency. C&M has taken 29 referrals from CP14. During 2015, C&M also increased its focus on criminal justice, handling 15 individual indigent criminal defense trial level and appellate representations.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

Crowell & Moring LLP

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 33,203 2015: 33,117

What was the attorney headcount in your firm's US office(s)?

2014: 460

2015: 459

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

2014: 72

2015: 72

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 67%

2015: 67%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 able to obtain hands-on litigation and courtroom experience, through handling criminal jury trials referred by the Montgomery County Public Defender's 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 and parole grant hearings from the Washington Lawyers' Committee for Civil Rights; and political asylum Immigration Judge hearings. Associates can 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), the D.C. Circuit Pro Se Program, the 9th Circuit Pro Bono Program, the Family Violence Appellate Project and other public interest organizations.

The firm participates in and offers to associates a broad array of training programs offered by the D.C. 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, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 797

2015: 518

Average hours per summer associate spent on pro bono work

2014: 44

2015: 32

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

2014: 78% 2015: 81%

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 and a member of the Management Board conduct 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.
- Crowell & Moring offers summer associates the opportunity to participate in its Summer Associate Public Interest Program in which they are able to spend five weeks of their summer working at a local public interest organization or legal service provider and the rest 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 perform pro bono work after the students begin to practice law. The participating groups have included: the Washington Lawyers' Committee for Civil Rights and Urban Affairs, Legal Counsel for the Elderly, the Children's Law Center, the NAACP Legal Defense and Educational Fund, Inc., the National Women's Law Center, and the D.C. Employment Justice Center.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Crowell & Moring has a loaned attorney program with the Legal Aid Society of D.C. ("Legal Aid") in its housing division. Through this program, firm lawyers are sent to Legal Aid for back-to-back, six-month rotations to represent low-income tenants in defending eviction proceedings and in affirmative cases to remedy housing code violations. The loaned attorney program enables attorneys to gain extensive litigation experience under well-qualified supervisors. Loaned attorneys typically make numerous court appearances and work on a day-to-day basis with clients and opposing counsel. In addition to developing court room and client communication skills, loaned attorneys develop valuable case management and negotiation skills.

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 applicable.

Beginning in 1994, Crowell & Moring became the first firm to authorize a two-year Equal Justice Works (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 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 lawyers and staff. As part of the program, Crowell & Moring hosts students from Thurgood Marshall Academy Public Charter School who are tutored in math, English 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 20 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 D.C. 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 special recognition or awards your firm has won in the last three years for its pro bono work.

- The D.C. Bar recognized Crowell & Moring as the "Pro Bono Law Firm of the Year Award" in the 50+ category at its Annual Dinner on June 18, 2013. The D.C. Bar noted that the firm "has built one of the nation's most sophisticated pro bono programs and serves as a model for other large firms in its commitment to and administration of pro bono service." (2013)
- The Legal Aid Justice Center of Charlottesville, Virginia will honor C&M with a pro bono award for its "outstanding

Crowell & Moring LLP

pro bono efforts" at the LAJC "Fresh Start Dinner: Uplifting Women In Poverty" on October 13, 2016. (2016)

- D.C. Appleseed Center for Law and Justice at its annual event on September 22, 2016 honored C&M with a pro bono award for its work on the Workforce Development project. (2016)
- Legal Counsel for the Elderly honored Crowell & Moring at its 40th Anniversary Celebration on October 22, 2015 with its Law Firm Pro Bono Award. Among the accomplishments cited was LCE's success in obtaining legislative reform of the District of Columbia's property tax foreclosure system, a project on which it partnered with C&M's corporate group. (2015)
- American Lawyer Media presented its Global Citizen Award to Crowell & Moring on September 28, 2015 at a gala awards dinner in New York City for its work on the David v. Signal human trafficking litigation that was tried earlier that year. (2015)
- Network for Victim Recovery of DC honored C&M with its Firm Voice Award on November 5, 2015. This award recognizes those committed to offering pro bono support and advocacy for survivors of crime by ensuring they have a voice throughout the recovery process and access to justice in all systems. (2015)
- The Children's Law Center (CLC) named Crowell & Moring as its 2014 "Pro Bono Champion" for DC children at its Helping Children Soar Annual Benefit. CLC cited Crowell's unique expertise in all pro bono areas, including adoption and custody, ensuring children with special needs receive needed educational services, and serving as guardian ad litem in custody cases. (2014)
- Kids In Need of Defense (KIND) on April 22, 2014 honored Crowell & Moring with its "Allegiance Award" in recognition of its efforts to the organization, including pro bono hours and other innovative contributions that have helped advance KIND's mission. (2014)
- The Asian Pacific American Legal Resource Center's "Access to Justice Award" was presented to Crowell & Moring for the firm's work in representing a group of Filipino teachers who had been victims of human trafficking. (2014)
- The Legal Aid Justice Center of Charlottesville, VA awarded C&M attorney Josh Kaplowitz with its "Not in it for the Money" Award for his outstanding representation of

- Hispanic tenants in a dispute against their trailer park's property manager. (2014)
- The Legal Aid Society of New York honored C&M attorney Jared Levine as one of the recipients of the Society's 2016 "Pro Bono Publico Awards" for outstanding service to The Legal Aid Society and its clients." (2016)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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. The firm's promotion of broad participation in pro bono work by the firm's attorneys has enabled the firm to serve a range of urgent community needs.

The firm's nationally recognized pro bono program includes:

- full credit for pro bono hours in reaching hours targets for bonus consideration;
- a loaned associate program in which a C&M associate spends a six-month secondment at the Legal Aid Society of D.C.;
- sponsorship of Public Interest Fellowships for summer associates;
- community service projects that include staff, such as its tutoring project for a 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, such as the Legal Clinic for the Homeless, Children's Law Center and the Legal Aid Society.

CURTIS, MALLET-PREVOST, COLT & MOSLE LLP

MAIN US OFFICE LOCATION:

101 Park Ave. New York, NY 10178 www.curtis.com (212) 696-6000

THE STATS

No. of Attorneys: 321 No. of Offices: 17

Chairman: George Kahale III

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Turner Smith Partner (212) 696-6121 tsmith@curtis.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

THE SCOOP

Does the firm have a written 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?

Curtis considers all manner of pro bono arrangements, from indigent individuals to not-for-profit causes, to selective impact cases. The decision to take on a matter is based on attorney interest and the availability of partner-level supervision and involvement.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Domestic violence; Education; Employment; Fair housing/tenants rights; Family law; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Jonathan J. Pollard
- Brooklyn Legal Services Corp.
- · Girls Inc.
- View Finder Workshop
- Brooklyn Family Defense Practice
- Jerusalem Arbitration Centre
- · Boswell Museum
- Ima Arboleda
- · Donald Michel
- · Scott Machens/Father Panik



Curtis, Mallet-Prevost, Colt & Mosle LLP

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 Parole of Jonathan Pollard: In a case that generated worldwide front page headlines, Jonathan Pollard was released from prison on November 20, 2015 after he was granted parole from his life sentence by the U.S. Parole Commission. The release culminated 15 years of pro bono efforts by Curtis partners Eliot Lauer and Jacques Semmelman and a number of other Curtis lawyers. Mr. Pollard had pleaded guilty in 1986 to one count of conspiracy to commit espionage for giving classified information to Israel.

The Curtis lawyers gained Pollard's release through vigorous advocacy before the DOJ and the Parole Commission, which included demonstrating that there was no reasonable probability that Pollard would commit further crimes upon release. They also secured housing and employment for Mr. Pollard.

Lauer and Semmelman subsequently challenged the unusual conditions of Mr. Pollard's parole in U.S. District Court as unjustified. Judge Katherine Forrest agreed and on December 16, 2015 remanded to the Parole Commission to provide a factual basis for the special restrictions of parole.

• Marvin G. Immigration: Curtis represented a 12-year-old boy, Marvin G., from Honduras in his application for Special Juvenile Immigrant Status. Marvin is currently in removal proceedings; SIJS is a defense to removal and an immigration classification available to undocumented juveniles, who have been abused, neglected, or abandoned by one or both parents. It is a way for juveniles to obtain legal permanent residence in the U.S.

Curtis lawyers engaged in the SIJS process, obtaining a "special findings order" declaring the minor's eligibility for SIJS on Sept. 25, 2015 along with a grant of custody for his mother. Curtis convinced the court that reunification with Marvin's father in Honduras was not viable due to abandonment and lack of a caregiver there. Marvin, after receiving the family court order, may apply to the U.S. Citizenship & Immigration Service for SIJS to establish permanent residency.

Curtis moved to dismiss Marvin's removal proceedings, which was granted. Curtis then filed Marvin's application for permanent residency with USCIS. It is now just a matter of waiting for USCIS to approve his application.

• Payment of Back Wages to Pharmacy Employees: Curtis lawyers, working jointly with Legal Aid Society attorneys, obtained a substantial and immediate lump sum payment for 2 former employees of a New York pharmacy and juice bar. The 2 employees, including one employed at the pharmacy for over 10 years, sued the companies and their individual owners to recover unpaid regular hourly wages and overtime pay. Neither employee had ever received overtime compensation at the required rate of 1.5 times their regular rate-of-pay, despite working regularly over 40 hours/week.

Legal Aid initially filed claims in 2011 before the Dept. of Labor, which found the employers violated NY Labor Laws. It ordered them to pay the employees unpaid wages, interest,

and liquidated damages. After the employers failed and refused for almost three years to compensate the employees, Curtis and Legal Aid filed suit on behalf of the employees in Nov. 2014. The dispute was resolved following mediation in May 2015 with the employees receiving a substantial payment. Legal Aid recognized both Curtis attorneys for their "outstanding service."

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 3,650 2015: 3,457

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 155 As of December 31, 2015: 142

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

2014: 24 2015: 25

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 23% 2015: 234%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 train through legal service provider workshops and on-the-job experience with supervising partners.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 361

2015: 72

Average hours per summer associate spent on pro bono work

2014: 31

2015: 7

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

2014: 64%

2015: 27%

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

Pro Bono opportunities are made available to summer associates who inquire about such opportunities or show interest in taking 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 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 Curtis lawyers perform community service on an individual basis in a variety of roles.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Partner Turner Smith and associate Julia Mosse received awards for "outstanding pro bono service" to the Legal Aid Society in November 2015.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Curtis is committed to the belief that the practice of law
 presents unique opportunities to serve the local, national and
 international communities. Curtis is actively engaged in pro
 bono service at all levels of the firm, in all of our offices and
 across all of our practices.
- Our pro bono program serves individuals in need in a
 variety of matters, including political asylum and domestic
 violence matters. We also serve a great number of public
 service organizations and not-for-profit entities engaged
 in a wide array of social services and other public service
 activities. These include schools, mentoring programs, arts
 organizations, human rights groups, and disability advocacy
 and support programs. In many instances, the firm serves as
 general or special counsel to these organizations in much the
 same way it does for other clients. Our pro bono activities
 also draw on the firm's strength in the international arena.
- In addition to pro bono clients for which Curtis serves as general or special counsel, our firm draws upon our long-standing affiliations with a number of volunteer-driven legal services organizations for many of our pro bono engagements. These include such distinguished groups as the Asian American Legal Defense and Education Fund, Human Rights First, Sanctuary for Families, Volunteer Lawyers for the Arts, Brooklyn Legal Services Corporation A and the Legal Aid Society, among others.
- The pro bono program is an integral part of the practice of law at Curtis. Each pro bono engagement is supervised by a partner. Associates receive billable hour credits for time spent on pro bono representations.

DAVIS POLK & WARDWELL LLP

MAIN US OFFICE LOCATION:

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THE STATS

No. of Attorneys: 861 No. of Offices: 10

Managing Partner: Thomas J. Reid

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Sharon Katz
Special Counsel for Pro Bono
(212) 450-4508
sharon.katz@davispolk.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Amy Rossabi
Pro Bono Coordinator
(212) 450-4435
amy.rossabi@davispolk.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Sonia Batten
Assistant Pro Bono Coordinator
(212) 450-5689
sonia.batten@davispolk.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee.

Litigation partner Edmund Polubinski and corporate partner Luigi De Ghenghi co-chair the 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 counsels John Fouhey and Peter Levin, Special Counsel for Pro Bono Sharon Katz, Pro Bono Coordinator Amy Rossabi, & Ass't Pro Bono Coordinator Sonia Batten.

THE SCOOP

Does the firm have a written 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?

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Clemency petitions; Community economic development; Consumer law and small claims court; Corporate advice; Court reform, Criminal appeals; Death penalty defense; Domestic violence; Education; Elder law; Election protection; Employment; Environment; Fair housing/tenants rights; Family law; Immigration; Indigent criminal defense; Judicial task forces; LGBT matters; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners'

rights; Probate law; Public benefits; Real estate transactions; Tax; The arts and historic preservation; Veterans' benefits/appeals; Voting rights; Wills; Wrongful convictions

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- City Bar Justice Center including Vance Center, Veterans Assistance Project, and Small Business Clinics
- Human Rights First
- Innocence Project
- Lawyers Committee for Civil Rights
- The Legal Aid Society
- Pro Bono Partnership
- Sanctuary for Families Center for Battered Women's Legal Services
- Transgender Legal Defense and Education Fund
- Volunteer Lawyers for the Arts
- Volunteers of Legal Service

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 On June 23, 2016, a mere three days after oral argument in Washington D.C., the Board of Veterans' Appeals ("BVA") issued a written decision granting Davis Polk pro bono client R.A. service connection for his asbestos-related pulmonary fibrosis. Less than a week later, R.A. was awarded approximate \$140,000 in retroactive benefits and a \$3,100 monthly benefit going forward.

R.A. served in the Navy on active duty from March 1962 to March 1964 aboard the USS Forrestal, where he was exposed to asbestos. In 2010, R.A. was diagnosed with pulmonary fibrosis and filed a claim for disability compensation, which the Regional Office denied for lack of service connection in 2010, and again in 2013. The latter denial was based solely on the Regional Office's misreading of medical opinions that R.A. submitted from his private physicians. Davis Polk began representing R.A. after the 2013 denial and filed an appeal with the BVA. Due to several administrative errors on the part of the Regional Office, the hearing on R.A.'s appeal was not held until three years later in June 20, 2016. Among other things, Davis Polk argued at the hearing that the BVA should resolve the appeal quickly because R.A. is in end stage lung failure and deserves to live to see his claim for benefits resolved. The three day turn around in getting a decision was remarkable, given that the average decision time for the Board of Veterans' Affairs is 4-6 months.

 On May 10, 2016, the Appellate Division, First Department, overturned the conviction of Abraham Hichez and remanded his case for a new trial. Mr. Hichez had been convicted of attempted second-degree burglary in 2014 and sentenced to twelve-years-to-life.

The prosecution's case at trial was based on a police officer's testimony that he had briefly seen Mr. Hichez running down a fire escape before sunrise and then had seen him several blocks away approximately one hour later, when Mr. Hichez allegedly ran after being confronted by police. On appeal, Davis Polk argued that the officer's identification was unreliable and should have been precluded under CPL 710.30(1)(b), which requires the prosecution to provide a defendant with timely notice of identification testimony it intends to offer at trial.

In its decision and order, the First Department agreed and held that the officer's "brief observation . . . was not so clear that the identification could not have been mistaken, thereby obviating the risk of undue suggestiveness." In addition to ordering a new trial, the Court ordered the officer's testimony precluded from any retrial.

• December 2014, NY Court of Appeals dismissed the indictment against client GR. Case stemmed from search and arrest of GR and raised the question of whether a search was incident to arrest when the arrest immediately followed the search, but the officer had no intention to arrest prior to the search. Court found search to be a violation of the Fourth Amendment. In a hearing to suppress the knife GR was charged with possessing, arresting police officer testified: that he observed GR driving erratically; he pulled GR over because he suspected DUI; he had no intention of arresting GR for DUI; and he had no fear for his safety. Nevertheless, he frisked GR, discovered a switchblade and arrested GR only because of the discovery of the knife. The trial court denied suppression, finding probable cause to arrest GR for DUI existed at the time of the search, reasoning that because the officer could have arrested GR, the search was a lawful search incident to arrest. We appealed GR's conviction to the First Dept. arguing that probable cause to arrest alone does not justify a search incident to arrest and that at the time of the search no arrest had occurred. First Dept. upheld the search, finding that where the objective facts create probable cause to arrest, a search is permissible. Court of Appeals reversed, holding "search must be incident to an actual arrest, not just to probable cause that might have led to an arrest but did not." Op. at 4. "[T]he 'search incident to arrest' doctrine, by its nature, requires proof that, at the time of the search, an arrest has already occurred or is about to occur." Op. at 5-6. Record showed that the police officer would not have arrested had he not discovered the weapon.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 31,789

2015: 38,428

Davis Polk & Wardwell LLP

What was the attorney headcount in your firm's US office(s)?

2014: 728

2015: 670

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

2014: 44

2015: 55

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 34%

2015: 37%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Is there a pro bono requirement at your firm?

No

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, name changes, small business clinics, special education proceedings, uncontested divorces, T visas, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 3,895

2015: 7,292

Average hours per summer associate spent on pro bono work

2014: 32

2015: 46

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

2014: 63%

2015: 82%

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?

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 applicable.

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 boards and junior boards of public and legal service organizations.
- Our bankruptcy lawyers participate in the Credit Abuse Resistance Education ("C.A.R.E"), 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.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Davis Polk or attorneys at the firm have received awards from the following organizations: Hudson Link, Innocence Project, Lawyers Committee for Civil Rights (Washington, D.C.), Lawyers Committee for Civil Rights of the San Francisco Bay Area, Legal Aid Society, New York City Bar Association, New York Law Journal Lawyers Who Lead by Example, New York Lawyers for the Public Interest, New York State Bar Association, Sanctuary for Families and Transgender Legal Defense and Education Fund.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or

bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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.

DAVIS WRIGHT TREMAINE LLP

MAIN US OFFICE LOCATION:

1201 Third Avenue, Suite 2200 Seattle, WA 98101 www.dwt.com (206) 628-3150

THE STATS

No. of Attorneys: 538 No. of Offices: 8

Partner-in-Charge: Jeffrey Gray

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Julie Orr Pro Bono Manager (206) 757-8586 julieorr@dwt.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Chris Helm
Pro Bono Committee Chair
(206) 757-8060
chrishelm@dwt.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 25%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

Our committee is comprised of a partner and an associate from each US office (2 partners and an associate from our head office), and a partner in our Shanghai, China office.

THE SCOOP

Does the firm have a written 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 definitions for pro bono of the Pro Bono Institute Law Firm Pro Bono Challenge.

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 2014?

Asylum; Civil rights; Clemency; Community economic development; Disability benefits; Domestic violence; Education; Environment; Fair housing/tenants rights; First Amendment and constitutional issues; Homeless advocacy; 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; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- King County Bar Association Housing Justice Project, Seattle
- Kids in Need of Defense, Seattle, San Fransco, Los Angeles
- Northwest Immigrant Rights Project, Seattle
- Public Counsel, Los Angeles
- Eastside Legal Assistance Project, Seattle, Bellevue

- Washington Legal Clinic for the Homeless, Washington DC
- American Civil Liberties Union, Seattle, Portland
- Asian Pacific Islander Legal Outreach, San Francisco
- U.S. District Court of Oregon
- Ninth Circuit Court of Appeals

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 New York Team Achieves Settlement to Keep Confidential Medical Information Confidential

New York associate Yonatan (Yoni) Berkovits, working with partners Ed Davis and James Rosenfeld, negotiated an important settlement for a client whose confidential medical information was disclosed to a family member by his pharmacy. Pursuing litigation would have risked further exposing the client's HIV status and details of his family life. Instead the client came away with an appropriate settlement.

The case was referred to DWT by the Legal Action Center, the only nonprofit law and policy organization in the U.S. whose sole mission is to fight discrimination against people with histories of addiction, HIV/AIDS, or criminal records, and to advocate for sound public policies in these areas.

 LA Partner Helps Protect Access to Services for People with Developmental Disabilities

Working with Disability Rights California (DRC), Terri Keville has been advocating on behalf of people with developmental disabilities to obtain fair notice and access to services. California's Lanterman Act imposes important requirements on regional centers concerning services provided to their developmentally disabled consumers.

After receiving numerous complaints that certain centers failed to comply with Lanterman Act requirements — such as providing timely, adequate notices of denial, reduction or termination of services; providing information and access to due process rights; arranging for services promptly; and providing required translations — the DRC has been working with Keville to advocate, negotiate and obtain very substantial positive changes in how regional service centers serve their consumers.

 Important Constitutional Law Case Won by Associate at Oregon Supreme Court

In one of the most important constitutional law cases in Oregon in recent years, Portland associate Alan Galloway won a decision that allows the courts of Oregon to consider the merits of cases involving important issues even when the case becomes moot—that is, when the court's decision will no longer affect the parties' interests directly.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 19,634

2015: 20,159

What was the attorney headcount in your firm's US office(s)?

2014: 477

2015: 538

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

2014: 24

2015: 27

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 57%

2015: 53%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

50 hours annually for all attorneys as an aspirational goal

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

Yes

Davis Wright Tremaine LLP

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

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. 144 or more, if approved.

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 opportunities to attend training sessions offered by legal service providers. Some of the trainings are hosted in our offices. We also have on-line trainings and resources 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 140

2015: 207

Average hours per summer associate spent on pro bono work

2014: 11

2015: 9

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

2014: 38%

2015: 41%

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

They are invited to observe at various clinics, attend training sessions, conduct research projects and assist on active cases.

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

Nc

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 applicable.

We provide monetary support to many organizations (too numerous to list here), and we send 1 or 2 associates for a 6-week trial fellowship with the King County Prosecutor's office once or twice each year.

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 Food Frenzy, an annual event to raise money to feed the hungry in Western Washington; for the past many years, DWT has been the recipient of the Food Frenzy Award for the highest contribution among participating law firms. We also support Habitat for Humanity, LegalVoice, Seattle Works, United Way and YMCA. DWT-Portland is a current sponsor of the Robert Phillip/ POIC Scholarship fundraiser through Lewis & Clark Law School's Black Law Students Association.

Please list special recognition or awards your firm has won in the last three years for its pro bono work. .

- The Standing Committee on Pro Bono Legal Services of the Judicial Conference of the District of Columbia Circuit honored DWT's Washington, D.C. office for having 40 percent of its lawyers in Washington performing 50 or more hours of pro bono work in 2015.
- Seattle Partner Mark Hutcheson received the 2016 Goldmark Award, conferred on him by Legal Foundation of Washington for his role in establishing the LAW Fund to create an endowment for equal justice that provides \$.5 million a year to legal service organizations from an endowment with a value of \$15 million.
- The Portland office has won the Oregon State Bar Young Lawyers Section Pro Bono Award in the Large Law Firm Category for the second year in a row.
- King County Coalition Against Domestic Violence has selected the Domestic Violence Impact Project (DVIP) to receive their 2015 Take Action Award. DVIP was created by DWT's pro bono manager and pro bono counsel at Foster Pepper and Perkins Coie to expand legal services to domestic violence survivors by providing counseling for them in-shelter to prepare for their protective order hearings.
- DWT is Eastside Legal Assistance Project's 2015 Legal Firm of the Year for the support and pro bono service provided by the firm.

• Karen Henry was recognized by the city of Compton, CA, for assisting Crossroads United Methodist Church in organizing an expungement clinic in Compton in 2015.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

We are beginning to make inroads with finding pro bono opportunities for our Shanghai, China office.

DAY PITNEY LLP

MAIN US OFFICE LOCATION:

242 Trumbull Street, Hartford, CT 06103 www.daypitney.com (203) 977-7300

THE STATS

No. of Attorneys: 287 No. of Offices: 11

Managing Partner: Stanley A. Twardy Jr.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Paul Marino
Partner
(973) 966-8122
pmarino@daypitney.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 20%

Pro Bono website (if different from main site):

http://www.daypitney.com/about/pro-bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee (500 character limit):

Five partners, five associates, and one counsel

THE SCOOP

Does the firm have a written 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. A member of the pro bono committee ultimately reviews and 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 2014?

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; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

No

List up to 10 of your firm's pro bono clients or partners since 2014, 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 Serivces

- 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Day Pitney achieved a significant victory in a pro bono
 matter before the Supreme Court of New Jersey, which
 presented the issue of whether a litigant may be stripped of
 his constitutionally protected right to a jury trial as a sanction
 for failure to comply with procedural rules. In a unanimous
 decision, the Supreme Court held, in Williams v. American
 Auto Logistics, that trial courts may not deprive civil litigants
 of their constitutional right to a jury trial in such cases.
- We provide intake support at the ACLU office in Hartford and represent others in civil rights actions. For example, Day Pitney recently won a case on behalf of the ACLU in the U.S. District Court of Connecticut, in which the court ruled that the Libertarian Party was permitted to use out-of-state residents to collect signatures on petitions to appear on an election ballot. We also have represented numerous indigent criminal defendants in state and federal courts, at trial, and on appeal in Connecticut, New Jersey, New York, and Massachusetts.
- We also dedicated many pro bono hours representing the Committee of Inquiry formed by the City of Hartford Court of Common to investigate various errors in the administration of the 2014 general election. The investigation culminated in a high profile, televised, two-day public hearing.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 8,451

2015: 5,643

What was the attorney headcount in your firm's US office(s)?

2014: 272

2015: 274

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

2014: 248

2015: 20

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 22%

2015: 21%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

First year associates are required to dedicate 100 hours to probono 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

50

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

Day Pitney LLP

If so, 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?

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 239

2015: 111

Average hours per summer associate spent on pro bono work

2014: 34

2015: 14

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

2014: 100% 2015: 88%

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

The firm maintains a summer associate program. All summer associates 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 applicable.

Many attorneys and other personnel are actively involved in numerous community service organizations and activities. In addition, Day Pitney has established the Day Pitney Foundation to promote positive developments in the law, legal scholarship and legal education, and also generally to promote community education, through financial contributions and the volunteer efforts of the firm and its personnel.

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 attorneys and other personnel are actively involved in numerous community service organizations and activities. Day Pitney raises funds and offers pro bono aid to many community organizations, including Miles for Matheny, the National MS Society, United Way, New Jersey Battered Women's Service, GI Go Fund and Dress for Success.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Pro Bono Partnership named the firm the 2014 Outstanding Law Firm Volunteer. 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 lawyers was honored by the Life's WORC charitable organization. Day Pitney LLP was named a "Champion of Good Works" by the Commerce and Industry Association of New Jersey (CIANJ) in 2015 at CIANJ's recent Chairman's Reception saluting the generosity of the business community.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

DEBEVOISE & PLIMPTON LLP

MAIN US OFFICE LOCATION:

919 Third Avenue New York, NY 10022 www.debevoise.com (212) 909-6000

THE STATS

No. of Attorneys: 603 No. of Offices: 9

Presiding Partner: Michael Blair

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Jennifer R. Cowan Pro Bono Counsel & Litigation Counsel (212) 909-7445 jrcowan@debevoise.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 80%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee (500 character limit):

The Committee is comprised of partners, counsel, and associates from all offices involved in different types of pro bono matters. It considers ways to improve and expand the pro bono work of the firm.

THE SCOOP

Does the firm have a written 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 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 need of the potential client. Our goal is to provide the majority of our pro bono legal services to persons of limited means.

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; 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; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Aid Society
- · Her Justice
- · Human Rights First
- Start Small Think Big



Debevoise & Plimpton LLP

- Lawyers Alliance of New York
- · Legal Services NYC
- Connecticut Coalition for Justice in Educational Funding
- Transgender Legal Defense & Education Fund
- Center for Reproductive Rights
- Scenic Hudson

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In September 2016, Debevoise achieved a historic victory for public school students in Connecticut when a judge declared that the state fails to provide adequate and equitable educational opportunities for at-risk students in high poverty districts and that educational resources are inequitably distributed across the state. After a six-month trial that ended in June, the court found that the state was "defaulting" on its constitutional duty to educate fairly all children and ordered the state to propose a new "rational" system of educational funding and policy within 180 days. The decision is now under appeal.
- In 2016, a team from Debevoise's London office represented Opportunity International, a Chicago-based not-for-profit organization, in the sale of part of its interest in Kinshasa, a microfinance institution in the Democratic Republic of the Congo, to another not-for-profit organization. Opportunity International is a next generation microfinance organization that invests philanthropic and social impact capital to spark and scale innovative solutions to global poverty. Founded in 1971, the organization has provided more than \$9 billion in loans to help clients launch and expand businesses, provide for their children and create jobs in their communities.
- In March 2016, Debevoise and the Committee to Protect Journalists (CPJ) issued a report, "Critics Are Not Criminals: Comparative Study of Criminal Defamation Laws in the Americas" on an alarming resurgence in the use of outdated criminal defamation provisions that target critical journalists across Latin America. The report found that 32 out of 33 countries in the Americas penalize defamation with criminal laws that are invoked to punish dissent and create a chilling effect on the press. Jamaica is the only country in the region to have entirely repealed criminal defamation provisions.

CPJ has closely followed the state of criminal defamation laws in the region for over a decade. In 2000, CPJ began a campaign to eliminate these laws in the Americas. These efforts were widely successful and helped shape an emerging international consensus, including within the Inter-American system, that criminal defamation violates international freedom of expression standards and led to the decriminalization of many aspects of defamation in several countries.

In the last few years, however, CPJ, with assistance from Debevoise, has documented a troubling resurgence of the use of these outdated provisions to target critical journalists. It has become clear that, even if infrequently applied, the continuing existence of these laws represents a lurking danger to free expression. The report found that several countries have made progress in repealing defamation laws. For example, Mexico has decriminalized defamation at the federal level and Argentina has eliminated libel and slander laws in matters of public interest, according to the report.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 63,0492015: 58,628

What was the attorney headcount in your firm's US office(s)?

2014: 513 2015: 499

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

2014: 123 2015: 118

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 56% 2015: 59%

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

If so, 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?

Debevoise regularly offers trainings led by legal services organizations on a range of topics and facilitates attendance at training sessions held outside of the firm. Debevoise also keeps a library of videos of training sessions. Model legal filings, training materials, and other resources are available through our internal website and firm library.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 4.807

2015: 3,561

Average hours per summer associate spent on pro bono work

2014: 62

2015: 42

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

2014: 79%

2015: 75%

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

Debevoise summer associates work on ongoing pro bono matters and, each year, we take on pro bono matters specifically

for the summer associates (supervised by Debevoise lawyers). Our goal is for our summer associates to have an experience that mirrors that of a full-time Debevoise associate and we therefore aim for their work during the course of the summer to be an appropriate mix of billable, pro bono, and other types of matters.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Debevoise sends one associate each year for a six-month externship with the Federal Defenders of New York. There are also opportunities to work part-time with the Legal Aid Society and to spend three weeks at the New York City Corporation Counsel deposition 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 applicable.

For more than 30 years, Debevoise has been a charter member of the MENTOR Program, which pairs about 60 law firms and legal departments with New York City high school programs to provide students a taste of law-related education. The program includes (i) a fall Moot Court competition in which Debevoise lawyers act as judges, (ii) a mock trial competition in which Debevoise coaches a teamand (iii) visits by lawyers to classrooms and students to the law firm and visits to a courthouse. We also participate in the Legal Aid Society Associates' Campaign in New York and Washington, DC, and the HerJustice StairClimb. With MetLife, Debevoise sponsored an Equal Justice Works fellow in 2015–2016.

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 attorneys participate in a number of community service programs and fundraising campaigns including City Harvest's Skip Lunch Campaign and the Holiday Angels campaign. All lawyers are encouraged to serve on the boards of not-for-profit organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- NYLJ Lawyers Who Lead By Example
- Sanctuary for Families Above and Beyond Pro Bono Award
- · Legal Services NYC Pro Bono Leadership Award
- Washington Lawyers' Committee Outstanding Achievement Award

Debevoise & Plimpton LLP

- Chambers & Associates Pro Bono Lawyer of the Year
- American Lawyer Global Pro Bono Deal of the Year
- Law360 Pro Bono Firm of the Year
- New Economy Project Pro Bono Honoree
- Scenic Hudson Pro Bono Honoree
- Volunteer Lawyers for the Arts S. Jeanne Hall Pro Bono Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by

office or region, including overseas. Please limit your answer to 200 words or less

Pro bono work is an elemental part of the DNA of the firm, and pro bono legal service is a fundamental part of who we are as lawyers. We take on pro bono matters because we have professional obligations as lawyers, and also because they help our lawyers develop skills and become leaders in their practice areas and in the bar. Each year, we rank near the top among large firms in the number of hours devoted to pro bono work per lawyer. We are also leaders in the bar and in our communities, holding positions in bar associations and not-for-profit organizations and serving in numerous other ways.

Our pro bono work has three main purposes: to provide legal representation to people who could not otherwise afford it; to strengthen the communities in which we live and practice by providing legal services to organizations working to improve society; and to protect civil liberties and public rights in the United States and around the world.

DECHERT LLP

MAIN US OFFICE LOCATION:

Cira Centre 2929 Arch Street Philadelphia, PA 19104-2808 www.dechert.com (215) 994-4000

THE STATS

No. of Attorneys: 954 No. of Offices: 27

Chair, Firmwide Policy Committee: Andrew Levander

Chief Executive Officer: Henry Nassau

WHO'S WHO

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

Suzanne Turner
Pro Bono Partner
(202) 261-3661
suzanne.turner@dechert.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Paul Lee Pro Bono Manager (202) 261-3428 paul.lee@dechert.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Ethan Fogel
Partner
(215) 994-2965
ethan.fogel@dechert.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Pro Bono website (if different from main site):

www.dechert.com/pro_bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet? Monthly

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 the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; 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; Nonprofit corporate law; Nonprofit incorporation/ tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Dechert LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Community Legal Services (Philadelphia)
- Philadelphia VIP
- Lawyers' Clearinghouse (Boston)
- · Lawyers' Alliance for New York
- · Legal Aid Society of New York
- Pro Bono Partnership
- Public Counsel (Los Angeles)
- Justice & Diversity Center (San Francisco)
- Lawyers Committee for Civil Rights Under Law
- Advocates for International Development

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Protecting the Right to Vote

We continue our work defending the voting rights of all Americans, particularly those of minorities and the poor—and are now advancing lawsuits in 5 states. Our challenges to the voter ID laws in Texas and Wisconsin have both achieved recent appellate victories. A unanimous panel of the Fifth Circuit affirmed the trial court's findings that the Texas photo ID unreasonably burdened the right to vote of those without photo ID and unlawfully discriminated against black and Latino citizens—a decision we are defending before the en banc Court. The Seventh Circuit recently recognized that, even if photo ID could be required from Wisconsin voters who have or easily could obtain acceptable ID, the right to vote is personal and, therefore, reinstated the claims of voters who face high hurdles to obtaining such ID.

• Prisoner Released from Decades of Solitary Confinement

Dechert has taken on several cases challenging the practice of isolating inmates in cells, virtually free of human contact for days—or sometimes even decades—at a time. In November 2015, Dechert secured the reassignment of an inmate who was held in solitary confinement for 28 years in "Angola" Louisiana State Penitentiary. Convicted in 1977 for a murder he has long stated he did not commit, our client was placed in solitary confinement upon arrival at the penitentiary. In total, he has served 35 of his 37 years in prison in solitary.

After many requests to be placed among the prison's general population, he filed a federal civil rights suit pro se, claiming that his sparse disciplinary record was insufficient to justify lengthy solitary confinement. Dechert took on his representation and, ultimately, was able to negotiate a confidential settlement with the prison. A post-conviction relief petition is pending in state court. No longer in solitary, our client is currently working toward his GED, has taken up leatherworking, is mentoring other inmates, and continues to help his attorneys prove his innocence.

• Post-Conviction Relief Obtained for Man with Life Sentence

Dechert represents several individuals facing the death penalty or serving life sentences. We recently won full acquittal for a 61-year-old pro bono client charged with armed robbery; the client had earlier been convicted and sentenced to 22 years-to-life. Dechert's representation began on appeal, where our team convinced the appeals court that the original conviction was based on hearsay evidence. The week-long retrial in Queens exposed the complainant's ability to make a reliable identification, and after just four hours, the jury acquitted the defendant on all counts. The client was released from Rikers Island in 2015 after serving five and a half years in jail.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 60,747 2015: 49,461

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 607 As of December 31, 2015: 633

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

2014: 104 2015: 78

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 92% 2015: 91%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

All attorneys are required to perform a minimum of hours 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?

No

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,790

2015: 1,512

Average hours per summer associate spent on pro bono work

2014: 40

2015: 22

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

2014: 75%

2015: 61%

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.

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 applicable.

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, rmwide 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 special recognition or awards your firm has won in the last three years for its pro bono work. .

- The American Lawyer Ranked #1 for international pro bono (2016)
- Law360 Top 20 Firm for Pro Bono (2014-2016)
- American Bar Association's 2014 Pro Bono Publico Award
- National Law Center on Homelessness and Poverty (2016)

Dechert LLP

- Immigration Equality Safe Haven Award (2015)
- Tahirih Justice Center Law Firm of the Year (2015)
- TrustLaw International Law Firm of the Year (2015)
- The American Lawyer Global Pro Bono Deal of the Year (2014)
- National Legal Aid & Defender Association Beacon of Justice Award (2014)
- New York State Bar Association's President's Pro Bono Service Award (2014)
- Hebrew Immigrant Aid Society of Pennsylvania Golden Door Award (2014)
- The Lawyers' Committee for Civil Rights Under Law Robert F. Mullen Award (2014)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 25 pro bono hours annually.

DENTONS U.S. LLP

MAIN US OFFICE LOCATION:

1900 K Street NW Washington, DC 20006 www.dentons.com (202) 496-7500

THE STATS

No. of Attorneys: 7,500 No. of Offices: 140+

Chief Executive: Elliott Portnoy

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Ben Weinberg Pro Bono Partner (312) 876-3101 ben.weinberg@dentons.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The committee is made up of one partner (and also for some offices an associate) from each US office.

THE SCOOP

Does the firm have a written 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 the proposed matter complies with the firm's pro bono policy and whether there is available staffing.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Lawyers Alliance for New York
- · Atlanta Legal Aid
- Childrens Law Center
- · Cabrini Green Legal Aid
- Public Counsel



Dentons U.S. LLP

- American Civil Liberties Union
- NYLAG
- · Equip for Equality
- CARE
- Volunteer Lawyers for the Arts

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Lead counsel in *Rasho v. Walker*, major law reform class action in which we forced the Illinois Department of Corrections to reform the system for providing healthcare to prisoners with serious mental illness.
- Co-lead counsel in the successful Kansas Marriage Equality litigation.
- Represented major Atlanta non-profit in merger that preserved services for thousands of low-income Atlanta residents.

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 necessary in-house and external 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.

We ensure that all summer associates have at least one pro bono assignment (both litigation and transaction) and provide opportunities in summer associates' areas of interest.

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 applicable.

Dentons funded an Equal Justice Works Fellow at the Legal Aid Society from 2014-2016. Dentons is funding a Criminal Records Fellow at Cabrini Green Legal Aid for 2016 and 2017. Dentons' Pro Bono Partner co-teaches a class at Northwestern Law School called Pro Bono at Large Law Firms. The firm also collaborates with several law school clinics.

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 works with myriad non-law organizations, such as Legacy Charter School, which the firm founded in honor of its centennial. Firm lawyers, professionals, and staff also are very involved with Habitat for Humanity, CARE, and numerous additional organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

The firm has received numerous awards, including AmLaw's corporate citizen of the year and Lawyers' Alliance for New York's Cornerstone Award. In addition, the firm has received recognition from many organizations including Casa Cornelia, Equip for Equality, NYLAG, PILI, Public Counsel and more.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or

bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

As Dentons has grown internationally, the firm has implemented a genuine commitment to making a positive social impact on the communities in which we live and work. Dentons' Pro Bono Partner, Ben Weinberg, is the 2016 President of the Association of Pro Bono Counsel (APBCo). And in

2016, Dentons hired one of the first full-time pro bono counsel in Continental Europe. As a result, Dentons is particularly well-placed to develop important cross-region, and cross-continental pro bono projects on behalf of low-income people and underserved communities. In addition, Dentons continues to develop collaborative pro bono projects with important firm clients and other law firms.

DLA PIPER

MAIN US OFFICE LOCATION:

We are an international law firm with no main office.

THE STATS

No. of Attorneys: 4,332 No. of Offices: 90

Global Co-Chairmen: Roger Meltzer and Juan Picón Global Co-Chief Executive Officers: Simon Levine and

Cameron Jay Rains

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

5

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

Lisa Dewey
Pro Bono Partner; Director, New Perimeter
(202) 799-4505
elizabeth.dewey@dlapiper.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Anne Geraghty Helms
Director & Counsel, US Pro Bono Programs
(312) 368-3966
Anne.helms@dlapiper.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Sara K. Andrews
Assistant Director, New Perimeter
(617) 406-6032
sara.k.andrews@dlapiper.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.dlapiperprobono.com; www.newperimeter.org

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee (500 character limit):

The North American Pro Bono Committee consists of: the firm's pro bono team, which includes five full-time lawyers; partners from each of our US offices, as well as representatives from Mexico and Canada; and certain other partners and associates. In addition to the North American Pro Bono Committee, most offices have a local office pro bono committee, which is led by the local representative of the North American Pro Bono Committee.

THE SCOOP

Does the firm have a written 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. While we encourage every lawyer to take on pro bono that he or she feels passionate about, we also have signature projects, areas of focus and national projects where we focus our efforts.

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 2014?

Access to Justice; 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; Human Rights; Immigration; Indigent criminal defense; Juvenile justice reform; Legislative Reform;Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Medical malpractice

List up to 10 of your firm's pro bono clients or partners since 2014, 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 (LAF) of Metropolitan Chicago
- The Lawyers Committee for Civil Rights Under Law

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Federal Clemency: When President Obama and the Justice Department announced an initiative to grant clemency to certain non-violent offenders serving disproportionately long prison sentences, the firm moved quickly to become a leader in the national pro bono effort. Led by an internal team that includes former federal prosecutors with deep knowledge of the federal sentencing guidelines, 82 DLA Piper lawyers from across the country have reviewed well over 100 cases of inmates seeking clemency, and have drafted clemency petitions where appropriate. The project, which is unique in that it crosses several different practice groups and offices across the firm, has allowed attorneys to participate in a historic undertaking to help give years back to individuals with unduly harsh prison sentences who would have received lesser sentences if convicted of the same crimes today.
- DC Affordable Law Firm (DCALF): DLA Piper, Georgetown
 University Law Center and Arent Fox launched DCALF in
 2015. DCALF is a nonprofit law firm pioneering the field of
 Low Bono. A disproportionally high number of low income
 individuals go to court without legal representation for civil
 law issues and are forced to navigate the system alone with

potentially negative consequences. DCALF aims to narrow the justice gap by providing high quality legal services at affordable fees to DC residents who cannot afford to pay a lawyer but who do not meet the strict poverty guidelines of traditional legal aid programs. Focusing on housing, family, immigration and small business law issues, this innovative legal services delivery model includes staffing DCALF with six recent Georgetown Law graduates, who participate in a cost-free LLM program, and are supervised by volunteer mentors and advisors from DLA Piper and Arent Fox.

• Training Women Lawyers in Nepal: On the heels of the election of the first female president in Nepal and the adoption of a new constitution that requires one-third of parliament members to be women, New Perimeter, the firm's nonprofit focused on global pro bono, partnered with a Canadian NGO to empower female lawyers in Nepal. With the aim of creating a critical mass of female leaders who participate in and influence law reform, the partnership provides mentorship, ongoing training and financial support to increase skills, confidence and opportunities for advancement within the legal and justice sectors in Nepal. We sent an international team of women lawyers to Kathmandu to facilitate workshops on ethics and professional responsibility and corporate and commercial law for female Nepalese lawyers. The team co-taught with local lawyers and professors from the Nepal Bar Association and held a one-day workshop on challenges unique to women lawyers

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 105,977

2015: 102,345

What was the attorney headcount in your firm's US office(s)?

2014: 1,373

2015: 1,396

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

2014: 82

2015: 72

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 75%

2015: 71%

DLA Piper

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

The firm expects every attorney to devote 60-80 hours to probono 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

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,218

2015: 1,133

Average hours per summer associate spent on pro bono work

2014: 37

2015: 31

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

2014: 92%

2015: 92%

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 2015:

• New Perimeter

Conducted research, including international comparative law research, related to our global pro bono work through New Perimeter, our nonprofit affiliate dedicated to providing long-term pro bono legal assistance in under-served regions around.

Individual

Analyzed medical records and wrote briefs to prepare Social Security disability appeals.

Conducted intake interviews at a homeless shelter once a week and provided legal assistance to shelter clients.

Researched claims against a landlord who refused to comply with habitability laws.

• Nonprofits

Provided corporate governance assistance to a local foundation.

• Domestic Violence

Advocated for domestic violence victims seeking protective orders; and worked on a protective order appeal.

Immigration

Drafted portions of a U Visa application for an immigrant survivor of domestic violence.

Helped unaccompanied immigrant children obtain special juvenile immigrant status.

Provided assistance to immigrants applying for DACA (Deferred Action for Childhood Arrivals).

Worked on political asylum matters conducting research on country conditions and interviewing clients.

Veterans

Drafted portions of veteran's benefits applications.

Assisted disabled veterans seeking to start their own businesses.

Education

Assisted with challenges to special education student's Individualized Education Programs.

Worked to obtain a proper education for a special education student.

In addition, our summer associates helped staff numerous Legal Clinics across the country including:

- Chicago's Woodlawn neighborhood where lawyers interview and advise clients on issues such as family law, housing, and public benefits;
- 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;
- a clinic to help adults seal their juvenile records

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

If so, 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 applicable.

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 two Equal Justice Works fellows as well as a fellow at LAF and Cabrini Green Legal Aid. 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 team with Verizon, in some offices, to participate in Street Law to work with at-risk high school students. Our Chicago office has participated in the Constitutional Rights Foundation program, and we have developed our own set of Know Your Rights presentations for schools in Baltimore.

Our national signature project, Serving Those Who Serve Our Country, includes collaborating 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.

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.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

In 2015, DLA Piper received 25 pro bono awards including the:

- Global Pro Bono Dispute of the Year by *The American Lawyer* for our pro bono representation of guest immigrant welders and pipefitters from Signal International;
- Pro Bono Leadership Award from Texas Appleseed for our pro bono support in preparing the legal case challenging the treatment of truancy in Texas as an adult criminal offense;
- Pro Bono Champion Award from Appleseed and Chicago Appleseed Fund for Justice for her commitment to juvenile and criminal justice issues;
- Who's Who Legal recognized DLA Piper as one of 10 'Leading Law Firms for Pro Bono';

DLA Piper

- Beacon of Justice Award from the National Legal Aid &
 Defender Association for pro bono work that has expanded
 opportunities for those unable to afford counsel through
 community legal clinics, Legal Services Corporation
 collaboration, corporate partnerships and New Perimeter;
- Law Firm of the Year with the La Mancha Award by Casa Cornelia, a nonprofit in San Diego that handles immigration matters:
- 20/20 Vision Award from the American Bar Association Commission on Domestic & Sexual Violence, given to Mike Bedke (Miami), as one of twenty trailblazers who mobilized the legal profession against domestic and sexual violence.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

DLA Piper has a longstanding and deep commitment to giving back to our communities. Each of our lawyers is expected to spend time every year providing free legal services to individuals and organizations who cannot otherwise access legal services. This commitment exists at every across the firm, and is ingrained within the firm's culture.

The firm has a committed team of lawyers who work full time to help us understand the legal needs of those who cannot afford counsel; develop impactful pro bono projects designed to meet those needs; and ensure that all of our lawyers and staff have opportunities to meaningfully engage.

In 2005, the firm also founded New Perimeter, a nonprofit established to provide long-term pro bono legal assistance in under-served regions around the world to support access to justice, social and economic development, and sound legal institutions.

Through New Perimeter, our lawyers provide assistance to charitable organizations, governments and academic institutions on projects designed to strengthen a country's legal system; improve the skills of its judges, lawyers and law students; encourage economic growth; promote access to justice and the rule of law; and strengthen women's rights. We send teams of lawyers in-country to work alongside our partners and clients whenever possible.

DORSEY & WHITNEY LLP

MAIN US OFFICE LOCATION:

50 South 6th Street, Suite 1500 Minneapolis, MN 55402 www.dorsey.com (612) 340-2600

THE STATS

No. of Attorneys: 536 No. of Offices: 19

Managing Partner: Kenneth L. Cutler

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

20

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

Eric Ruzicka
Pro Bono Partner
(612) 340-2959
Ruzicka.Eric@Dorsey.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Alysia Zens
Pro Bono Counsel – Transactions
(612) 752-7333
Zens.Alysia@Dorsey.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Lawrence McDonough
Pro Bono Counsel – Advocacy
(612) 492-6795
McDonough.Lawrence@Dorsey.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.dorsey.com/community

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Weekly

Please describe the composition of the committee:

One Pro Bono Partner, two Pro Bono Counsel, one Regional Pro Bono Coordinator and Pro Bono Coordinators in each of our offices.

THE SCOOP

Does the firm have a written 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 2014?

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; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Dorsey & Whitney LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

Family law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Volunteer Lawyers Network
- · Children's Law Center
- Alaska Legal Services Co.
- Wayfind
- Tubman Safety Project
- The Advocates for Human Rights
- Volunteer Lawyers for the Arts
- · American Civil Liberties Union
- The Lawyers Committee for Civil Rights Under Law
- · Community Legal Services of Palo Alto

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Dorsey & Whitney's Alaska client was freed Dec. 17, 2015 after 18 years in prison. He is one of four Alaska Native and American Indian men known as the Fairbanks Four, who were all convicted of second-degree murder for beating a 15-year-old white boy to death. In 2008 the Alaska Innocence Project took on the Fairbanks Four case, filing a motion for post-conviction relief based on new evidence: a government witness recanted, saying police coerced him; an investigator working for a public defender testified he spoke with another prisoner in 2003 who admitted to involvement in the murder; and in 2012, the other prisoner, convicted of another murder, admitted he was there when his friend beat the boy to death. Dorsey's Anchorage office head offered to assist on the case in early 2015. Firm-wide, over fifty Dorsey attorneys, paralegals and staff worked the case. An October 2015 trial ended with the Fairbanks Four's release pursuant to a settlement with the Alaska Attorney General.
- Sexual Minorities Uganda, a nonprofit LGBTI advocacy group, filed suit against Scott Lively, president of Abiding Truth Ministries, a U.S.-based attorney and self-described expert on the "gay movement." The Center for Constitutional Rights and Dorsey are co-counsel. The Massachusetts federal suit asserts claims under the Alien Tort Statute and the common law, alleging that Lively's involvement in anti-gay efforts in Uganda, including his active participation in a conspiracy to deny fundamental rights to LGBTI persons, constitutes persecution as a matter of international law. The complaint seeks compensatory, punitive, and exemplary damages and injunctive relief to stop Lively from taking further action to persecute Plaintiff and the LGBTI community. In 2013, the Court denied Lively's motion to dismiss. Factual discovery is complete, numerous depositions were taken, thousands of pages of documents exchanged, and summary judgment motions are currently pending.

• Bruce Webster was sentenced to death in 1996. Though he introduced evidence of mental retardation at his sentencing phase, the trial court decided Webster was not mentally retarded as a matter of law. In 2008, Dorsey began working on the case and discovered previously unavailable records in social security files containing evidence of Webster's low IQ and adaptive deficits, including diagnoses of mental retardation by unbiased government doctors predating the crime. Based on this newly discovered and previously undisclosed evidence, Dorsey brought a petition under 28.U.S.C. 2241 for a declaration that Webster is constitutionally ineligible for the death penalty. In a rare en banc vacatur of the panel decision, the en banc Seventh Circuit Court of Appeals found for the first time that \$2241 provides a mechanism for consideration of this newly discovered evidence and ordered the U.S. District Court for the Southern District of Indiana to consider the petition.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 35,502 2015: 41,231

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 522

As of December 31, 2015: 519

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

2014: 68 2015: 79

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 56% 2015: 59%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

150

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

What training opportunities are open to associates working on oro 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, for example, Orders for Protection, representing foster children, expungements, asylum petitions. We have full time Pro Bono Counsel specializing in housing and nonprofit matters, and they provide regular training and supervision. Dorsey associates in the Minneapolis trial department are assigned to the Minneapolis City Attorney's Office for three-month rotations where they prosecute misdemeanors and gain valuable 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,807 2015: 1,441

Average hours per summer associate spent on pro bono work

2014: 56 2015: 55

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

2014: 100% 2015: 100%

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

At Dorsey & Whitney, we are committed to providing a wide variety of interesting pro bono opportunities for our summer associates. Summer associates are welcomed to the firm with an orientation session followed by invitations to various team meetings and training sessions. We work to match our summer associates with projects that are both topically interesting to them and projects that will allow them to build skills and connections. Often these projects involve writing samples, direct client contact and exposure to legal clinic and courtroom opportunities. In the Minneapolis office the Board of Legal Examiners allows us to have our law students represent 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

If so, please describe the established program(s) and their duration, if applicable. Please limit your answer to 200 words or less.

All associates in our litigation department and related areas of the Minneapolis office spend three dedicated months prosecuting case on behalf of the Minneapolis City Attorney's 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's Office and work full time from 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.

Dorsey & Whitney LLP

auctions at law schools, monetary support, or fellowships applicable.

The firm encourages our lawyers 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 collaborations 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 through the Dorsey & Whitney 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.

Dorsey has several volunteer opportunities throughout 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 regularly 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.

Each year, our Seattle office partners with a local organization to help its clients through various volunteer efforts and fundraising throughout the year. Some of those organizations have been the YWCA of Seattle, Treehouse and Kids Co.

In Minneapolis, attorneys and staff build homes in the Twin Cities areas for Habitat for Humanity. Others participate in events where they 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. In addition, attorneys in all Dorsey offices work with our clients on community service projects to build furniture for the homeless, build safe playgrounds for children, pack lunches and create hygiene kids as well as assembling soup packages.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- The Children's Law Center of Minnesota Distinguished Service Award
- Tubman's Law Firm of the Year
- Minnesota Lawyer Unsung Legal Hero
- During the time period referenced, four Dorsey lawyers received Minnesota Supreme Court Recognition Letters
- 108 North Star Lawyers for their pro bono work in 2015 from the MSBA
- The Federal Bar Council recognized a Dorsey lawyer as a nominee for the Thurgood Marshall Award for Exceptional Pro Bono Service

- The Alaska Bar Association Pro Bono Firm Award
- The Hennepin County Bar Association Professionalism Award
- The National Law Journal's Twin Cities Counsel to Counsel Award
- 109 North Star Lawyers for their pro bono work in 2014 from the MSBA
- Washington Appleseed's recipient of the Bradley C. Diggs Outstanding Service Award
- The Silver Community Impact Award for Pro Bono Services from the Seattle Business magazine
- The King County Bar Association's Pro Bono Award
- The Planned Parenthood Advocate Award
- The Cornerstone Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Community service is a core value of the firm and is 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 2015, we met the challenge for the 23rd consecutive year, by contributing a minimum of 3% of our billable hours to providing Law Firm Pro Bono Challenge qualifying pro bono service.

At Dorsey pro bono is a part of the firm culture. The firm recognizes a certain number of pro bono hours as if such hours were client billable for the purposes of compensation and bonuses for both associates and partners. Each year the firm presents its Scales of Justice awards to honor our 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. Dorsey lawyers also provided advice regarding an effective tax structure, internal corporate governance procedures and the establishment of management policies.

Law Works is a 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.

DRINKER BIDDLE & REATH LLP

MAIN US OFFICE LOCATION:

One Logan Square, Ste. 2000 Philadelphia, PA 19103 www.drinkerbiddle.com (215) 988-2700

THE STATS

No. of Attorneys: 600 No. of Offices: 11

Managing Partner: Kenneth L. Cutler

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Wilson M. Brown, III
Partner
(215) 988-2718
Wilson.Brown@dbr.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 25%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The firm has a public interest committee that includes 14 lawyers, 12 of whom are partners, representing all of the firm's offices. 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 the firm have a written pro bono policy?

Yes

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

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; HIV/ AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- ABA Death Penalty Representation Project
- National Center for Law and Economic Justice



Drinker Biddle & Reath LLP

- Public Interest Law Center of Philadelphia
- · Education Law Center
- Lawyers' Committee for Civil Rights under the 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 U.S. District Court Orders Cancellation of Washington NFL Team's Trademark Registrations

In July 2015, the U.S. District Court in favor of five Native American individuals in the case of *Blackhorse v. Pro-Football, Inc*, a landmark case filed by the firm in 2006 on behalf of five Native Americans seeking to cancel trademark registrations of the "Washington Redskins" because the use of the term "redskins" disparages Native Americans. Like the Trademark Trial and Appeal Board, who ruled on the matter in June 2014, Judge Lee found that the term "redskin" disparages Native Americans and, as a result, the U.S. Patent and Trademark Office should never have registered the team's trademarks. Judge Lee also rejected the team's argument that cancellation of its trademark registrations would violate the First Amendment.

This spring, while the its appeal to the Fourth Circuit was pending, the team filed a petition for certiorari with the United States Supreme Court, urging that it hear the case immediately with another pending case raising related issues concerning the constitutionality of the Lanham Act. We filed a response to that application and are awaiting a decision whether the Supreme Court will hear the case, which is expected no earlier than October. In the meantime, the Fourth Circuit appeal will be argued in October 2016.

• Federal lawsuit against Philadelphia School District on Behalf of Families who Speak Languages Other Than English

In August 2015, Drinker Biddle attorneys, along with the Public Interest Law Center and the Education Law Center, filed suit against the School District of Philadelphia, alleging that the School District refuses to interpret or provide parents with translated documents in a timely manner, hindering their ability to participate in meetings and make informed decisions regarding educational placements and services.

According to the class action complaint, at least 26,000 students in the Philadelphia School District come from families who speak languages other than English. A significant percentage of these families include children with disabilities who are entitled to individualized education programs. Yet, the parents are unable to assist with the

development of such programs, because the School District refuses to translate essential planning documents, in violation of federal and state law. The School District's motion to dismiss is currently pending. On January 25, 2016, the U.S. Department of Justice filed a Statement of Interest.

• Pro Bono Clinic with CDEL and ACC

Drinker Biddle and ACC Chicago sponsored a half-day pro bono clinic administered through the Center for Disability and Elder Law (CDEL)'s Senior Center Initiative (SCI) on Wednesday, May 18, 2016 in the Chicago office. After receiving training, Drinker Biddle lawyers and 31 ACC members, from 22 different companies, travelled to the 18th District Police Headquarters in Old Town. They assisted more than 30 seniors with the preparation of Powers of Attorney for Health Care and Property and Living Will documents to help them avoid potential abuse and financial exploitation as well as prepare for possible guardianship proceedings should they later become incapacitated.

CDEL coordinates the provision of quality legal services, pro bono, to low-income seniors and/or persons with disabilities in Cook County. The Association of Corporate Counsel Chicago (ACC Chicago) serves the professional needs of in-house counsel and is the premier source for information, networking opportunities and education for the in-house legal practitioner.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 21,639

2015: 18,889

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 600

As of December 31, 2015: 592

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

2014: 36

2015: 32

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 30%

2015: 27%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,510

2015: 411

Average hours per summer associate spent on pro bono work

2014: 24

2015: 18

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

2014: 71%

2015: 48%

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 applicable.

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
- Philadelphia Reads

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:

- The 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, NJ, Dress-for-Success Suit Drive
- · City Year, Greater Philadelphia
- · Center for Literacy
- AIDS Walk Philly

Drinker Biddle & Reath LLP

- · Hopewell Valley Trail Run, Hopewell Township, NJ
- Young Audiences New Jersey

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

 Education Law Center Honors Drinker Biddle for Pro Bono Work

A team of Drinker Biddle attorneys were honored for their pro bono work at the Education Law Center's (ELC) annual celebration on September 29, 2016.

The ELC's Pro Bono Award was presented to Paul Saint-Antoine and Chanda Miller for their dedication of countless pro bono hours to help clients facing illegal school barriers to education.

Paul and Chanda, with assistance from Lucas Michelen and Ginene Lewis, teamed up with the ELC and the Public Interest Law Center to file a lawsuit against the School District of Philadelphia. The suit alleges that the School District refuses to provide the necessary interpretation and translation services to parents of students with disabilities who have limited English proficiency, therefore hindering the parents' ability to participate in meetings and make informed decisions regarding educational placements and services. The School District's motion to dismiss is currently pending.

The ELC's mission is to ensure access to a quality public education for all children in Pennsylvania by advocating on behalf of the most vulnerable students—children living in poverty, children of color, children in the foster care and juvenile justice systems, children with disabilities,

English Language Learners, LGBTQ students, and children experiencing homelessness.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

DUANE MORRIS LLP

MAIN US OFFICE LOCATION:

30 South 17th Street Philadelphia, PA www.duanemorris.com (215) 979-1000

THE STATS

No. of Attorneys: 700 No. of Offices: 27

Chairman and Chief Executive Officer: John Soroko

WHO'S WHO

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

Valentine Brown
Pro Bono Partner
(215) 979-1840
vbrown@duanemorris.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 50%

Katharyn Christian McGee Associate Pro Bono Counsel (215) 979-1879 kichristianmcgee@duanemorris.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Katherine "KC" Obenschain Pro Bono Coordinator (215) 979-1835 kcobenschain@duanemorris.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.duanemorris.com/site/probono.html

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 and Counsel consider whether the matter qualifies under the firm's Pro Bono Policy. In certain circumstances, the full Pro Bono Committee and/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?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Anti-Trafficking Initiative; Asylum; Bankruptcy; Child Advocacy; Civil rights; Community economic development; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; Vacaturs/Expungements; Veterans' benefits/ appeals; Voting rights



Duane Morris LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Veterans Groups including: Veterans Consortium Pro Bono Program, NVLSP, Urban Justice Center Veteran Advocacy Project, Neighborhood Legal Services Program, Veterans Legal Assistance Project, Swords to Plowshares, Inner City Law Center, and more
- Start Small Think Big (New York)
- Anti-Trafficking groups including: Girls Educational & Mentoring Services (GEMS), Chicago Alliance Against Sexual Exploitation (CAASE), Survivor Reentry Project of the ABA
- Philadelphia Volunteers for the Indigent Program/Law Works
- Support Center for Child Advocates
- The Law Project (Chicago)
- Put Something Back, Dade Legal Aid
- Innocence Network Including: Pennsylvania Innocence Project, Northern California Innocence Project, California Innocence Project, Center on Wrongful Convictions, Innocence Project New York
- Atlanta Volunteer Lawyers Foundation
- Lawyers Committee for Civil Rights of the San Francisco Bay Area

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Serving Veterans

Kingdomware Technologies Inc. v United States (No. 14-916; argued February 22, 2016; decided June 16, 2016): The Supreme Court of the United States reversed the Federal Circuit 8-0, ruling in favor of Kingdomware Technologies and veteran-owned small businesses. The unanimous ruling held veterans now will have (as Congress intended) expanded opportunities to compete for business with the VA under the Veterans Benefits, Health Care, and Information Technology Act of 2006. Duane Morris represented the National Veteran Small Business Coalition and several other national veterans organizations and individual veteran-owned businesses as amici in support of Kingdomware. At issue was the Federal Circuit's restrictive interpretation of the Act. The Federal Circuit allowed the VA to ignore the Act's mandate for competitive bidding by veteran owned small businesses, and instead rely on its unilateral discretion in awarding contracts. In practical terms, this interpretation resulted in roughly \$10 billion of the VA's \$18 billion in annual purchases being exempt from bidding by the veteran-owned small businesses. The ruling—which will positively impact 200,000 servicedisabled veteran-owned small businesses and 2.5 million

veteran-owned small businesses across the U.S.—restored to veterans the full competitive bidding opportunities Congress intended.

• Supporting Victims of Commercial Sexual Exploitation

In 2015, our Chicago office obtained a precedent-setting victory under the Justice for Victims of Sex Crimes Trafficking Act 725 ILCS § 5/116-2.1 (2011) (eff. Jan. 1, 2012), which allows for the vacatur of prostitution convictions or other similar local ordinance that are the direct result of commercial sexual exploitation (or sexual trafficking) of which the petitioner was a victim. Representing BJ, a survivor, the pro bono team vacated not only BJ's prostitution convictions, but also a conviction for public indecency, over the State's objection. This was the first time, in the three year history of the law, it was used to vacate something other than a straight prostitution conviction. Kidnapped and forced into commercial sexual activities, for six years BJ was battered, raped, harassed, abused, and prostituted for the financial benefit of others. She finally escaped and rebuilt her life, helping victims, founding a non-profit and working as a counselor. With all her convictions vacated, she now is able to proceed with things we take for granted, renting an apartment, regular employment and working with children. An estimated, 200,000-300,000 children annually in the U.S. are at risk for commercial sexual exploitation. Indeed, from December 2007-March 2015, 682 trafficking cases were reported in Illinois consisting of 1,312 identified survivors. Victims often are too young to legally consent to a sexual act, yet historically the criminal justice system prosecuted child victims of trafficking. Safe harbor act remedy this issue, providing that minors prospectively shall not be guilty of sexual crimes. However, thousands of survivors still face barriers in obtaining jobs, housing, loans, education, adoption, immigration relief, and more due to old criminal convictions that are the direct result of their trafficking, but may not strictly be for prostitution. Opening the door to vacatur of such convictions afforded BJ and all survivors trafficked in Illinois freedom from a life of stigma and barriers. For these and similar efforts, Duane Morris was named CAASE's Pro Bono Superstar Firm for 2015, and the victory was profiled in the Chicago Daily Law Bulletin.

• A team of attorneys from the Miami and Boca Raton offices conducted a comprehensive site visit and detention standards review of the Krome Detention Center through the ABA Immigration Detention Standards project. Krome is notorious for housing Cubans in the Mariel Boat Lift of 1980, Haitians fleeing the 2010 earthquake, as well as reports of maltreatment, sexual abuse, and poor medical care of detainees. Today it holds 600 detainees either in removal proceedings or awaiting removal from the U.S. The review team negotiated the terms of the site visit and document review with government officials, conducted a day-long site visit, toured the facility, interviewed detainees, reviewed government documents, analyzed Krome's compliance with ABA detention standards, and drafted a report. Areas reviewed included daily living conditions, access to legal services, detainees' personal security, and administrative and disciplinary separation.

For this and other Florida pro bono efforts—inter alia SIJS and DACA proceedings, vacating criminal convictions of trafficking survivors, defending trademark and copyrighted materials—Duane Morris received the 2016 Supreme Court of Florida Chief Justice's Law Firm Commendation Pro Bono Service Award. The Award recognizes a firm contributing significant hours and effort to pro bono legal services to individuals or groups that cannot afford said services and shows extraordinary commitment to providing access to the courts for all Floridians. In nominating Duane Morris, Karen Ladis, Executive Director, Dade Legal Aid, stated "[s]ince the firm opened its Miami offices in 1999, they have been actively engaged in pro bono activities providing incomparable pro bono service to our community. Each year the firm becomes more engaged in helping the less fortunate members of our community They are the epitome of what every law firm should be. . . they are generous, stand out lawyers who do not do any of this for fame or recognition, they do it simply because it is the right thing to do. The lawyers at DUANE MORRIS LLP do it ALL and are role models for what other firms should aspire to be!"

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,574 2015: 55,176

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 645 As of December 31, 2015: 659

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

2014: 26 2015: 34

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 36% 2015: 44%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

All junior associates are required to complete at least 20 hours of pro bono service annually as part of the firm's Professional Development Program.

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

If so, 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?

No

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

Duane Morris LLP

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 337

2015: 417

Average hours per summer associate spent on pro bono work

2014: 22

2015: 20

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

2014: 100% 2015: 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 special recognition or awards your firm has won in the last three years for its pro bono work.

- 2016: The Supreme Court of Florida Chief Justice's Firm
 Commendation Pro Bono Service; Philadelphia Legal Clinic
 for the Disabled White Hat Award; New York Law Journal
 Lawyers who Lead by Example; New York City Bar Justice
 Center Jeremy Epstein Award for Pro Bono Service; Circle
 Urban Ministries Corporate Partner Award; Washington,
 D.C. Mayor's Office for Veteran's Affairs Commendation for
 Exemplary Achievements, Leadership, and Commitment to
 the Veterans Community; Lawyers Alliance for New York
 Cornerstone Award; and Lawyers' Committee for Civil Rights
 of the San Francisco Bay Area Keta Taylor Colby Award for
 Pro Bono Service
- 2015: Chicago Alliance Against Sexual Exploitation Pro Bono Superstar Firm; Tahirih Justice Center Maryland Volunteer of the Year; Asian Americans Advancing Justice Pro Bono Service Award; New York State Courts Access to Justice Pro Bono Award
- 2014: Arts & Business Council of Greater Philadelphia Volunteer Lawyers for the Arts "Volunteer of the Year;" Atlanta Volunteer Lawyers Foundation Domestic Violence Project Volunteer of the Year; Texas Civil Rights Project Kristi Couvillon Pro Bono Award
- 2013: Girls Educational & Mentoring Services (GEMS) Male Allies Award; New Jersey Volunteer Lawyers for Justice "Heroes of Sandy" Award; New York State Courts Access to Justice Pro Bono Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

The goal of Duane Morris' pro bono program is to provide free legal services to those in our communities least able to afford legal services, and usually to those who have a dire need of such services. Accordingly, the focus of our pro bono work should be providing quality legal services to low-income individuals or providing legal services to organizations that serve the community: (i) through provision of services to low-income individuals; (ii) by furthering economic development in low-income areas; or (iii) by pursuing other charitable endeavors.

FAEGRE BAKER DANIELS LLP

MAIN US OFFICE LOCATION:

2200 Wells Fargo Center 90 South 7th Street Minneapolis, MN 55402 www.FaegreBd.com (612) 766-7000

THE STATS

No. of Attorneys: 715 No. of Offices: 15

Managing Partner: Andrew G. Humphrey

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

4

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

Dianne C. Heins Pro Bono Counsel and Director of Pro Bono & Community Service (612) 766-7778

dianne.heins@faegrebd.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Jodie M. Boderman Pro Bono Manager (612) 766-8601 jodie.boderman@faegrebd.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Monica A. Fennell Pro Bono Manager (317) 237-1255 monica.fennell@faegrebd.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The Pro Bono & Community Service Advisory Group includes a partner from each office, as well as members of the firm's profesional pro bono and community service team. The partners serve 3-year terms, and are also selected to reflect the firm's various practice groups. Additional members are the Management Board pro bono and community service liaison, and a partner who serves on the Pro Bono Institute Law Firm Project Advisory Group.

THE SCOOP

Does the firm have a written 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 one quarter of the firm's pro bono matters are brought to the firm by individual lawyers. We encourage lawyers to work on cases of interest to them, and which reflect their community engagement. Lawyers are expected to exercise sound judgement and clear conflicts, and are strongly encouraged to consult with pro bono staff on questions of client eligibility, relevant firm resources and expertise, and any barriers to the representation. We partner with many legal services organizations in our communities, which serve as referral sources for much of our pro bono work. In addition, the firm develops and manages its own firm-wide thematic pro bono projects, which are based on unmet community needs, lawyer interest, and the availability of legal services partner organizations. The administrative process to approve and open pro bono matters is identical to that used for billable matters, with the exception that the firm's pro bono counsel approves each pro bono matter.



Faegre Baker Daniels LLP

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Criminal and housing records expungement; Death penalty defense; Disability benefits; Domestic violence; Education; Environment; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Lambda Legal
- Southern Poverty Law Center
- National Immigrant Justice Center
- National Veterans Legal Services Program
- Clemency 2014
- IRAP
- Center for New Americans
- · The Advocates for Human Rights
- Colorado Lawyers Committee
- Eskenazi Health Medical-Legal Partnership

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Mellouli v. Lynch: A cross-office team successfully represented Mr. Mellouli, a legal permanent resident, in his appeal to the U.S. Supreme Court following his removal from the country. The case sits at the intersection of criminal law and immigration law, and the Court's 7-2 ruling in June 2015 has broad implications for many non-citizens. Mr. Mellouli plead guilty to possession of drug paraphernalia; specifically, a sock. There was no reference in the plea record of any controlled substance; the charge was treated by Kansas authorities as a minor offense. The legal question before the Court was whether a lawful permanent resident can be removed for possession of drug paraphernalia in the absence of any proof the paraphernalia is related to a substance listed on the federal Controlled Substances Act, or the underlying conduct is

- related to the "drug trade" in general. Justice Ginsberg, writing for the majority, observed that the government had stretched the construction of federal law "to the breaking point in reaching convictions in which no controlled substance figures as an element of the offense." In an unexpected turn of events after the ruling, the 8th Circuit Court of Appeals remanded the case to the BIA to determine whether Mr. Mellouli could still be deported under the Controlled Substances Act based on charges that had been dismissed. Faced with a potential mandamus petition to the Supreme Court, the Department of Homeland Security settled the matter, and Mr. Mellouli was able to return to the country without any threat of future removal based on the underlying incident in Kansas.
- Frenz TRA Impact Litigation: A team of Minneapolis lawyers represents a community organization acting on behalf of the tenants living in a building operated by the one of the city's largest landlords. The building did not meet city code standards of habitability, including persistent rodent and insect infestations, lack of heat in winter, mold, lack of security locks, and other substandard conditions. Individual tenants who complained faced retaliatory eviction proceedings. The firm filed a Tenant Remedies Action seeking appointment of a receiver for the building. As the litigation commenced, the landlord engaged in fraud on the court in an attempt to defeat the plaintiff organization's standing. The landlord created and filed with the court phony leases, staged vacant apartments to appear to be rented, and ordered an exterminator to submit a false invoice for "services" in the vacant, staged apartments, attempting to show that the community organization did not represent the required percentage of tenants. Once the fraud on the court was discovered, the firm's team was also able to uncover information that the landlord, in securing a rental license for more than 40 properties, had concealed the majority co-ownership of the buildings by a former owner. The former owner had been stripped of his rental licenses due to his failure to maintain them, and is legally barred by the city from having any interest or role in managing rental properties in the city. The court appointed a receiver for the building at the center of the litigation, which is ongoing. The litigation has prompted increased engagement by local foundations in supporting efforts to preserve safe, affordable housing, and discussions of public policy around that issue. The city of Minneapolis is also now engaged in reviewing the licenses held by the landlord, in the aftermath of the revelations about the former owner's ongoing interest in the properties.
- Children on the Border Detention Center Team: The firm has sent three teams to volunteer for a week at the South Texas Family Center in Dilley, Texas. The Center is a privately-owned detention facility under ICE supervision which houses women and children from Central America. The women and their children have been detained at the border, placed in removal proceedings, and sent to the Center for additional "processing". Dilley, Texas, is a remote area, and there is no access to counsel. A small legal clinic has been established onsite by four organizations, including AILA, to provide legal representation to the women during their detention. The CARA clinic operates under difficult physical limitations, and serves dozens of clients every day. Volunteers work in a very fast-paced environment, serving clients who have been traumatized by

violence in their own countries, on the journey to the United States, and after their arrival; and they are involved in complex legal proceedings that require them to articulate their claim to asylum and tell their story in a coherent fashion. The firm's volunteers have each spent a week at the clinic, and as changes in ICE policy and practice have occurred, the actual work done by volunteers also changes. Volunteers are required to be flexible, nimble and work long hours. The Detention Center work is a part of the firm's Children on the Border Project, which provides direct representation to unaccompanied children in our communities who are seeking asylum or other immigration relief.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 32,758 2015: 31,039

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 714 As of December 31, 2015: 710

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

2014: 46 2015: 44

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 50% 2015: 51%

Yes

Ves

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, 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?

The firm strongly encourages attendance at specialized pro bono training programs offered by legal services organizations which refer pro bono cases to the firm. Ongoing training programs include asylum, immigration, representation of children in foster care, wills, guardianships, civil orders for protection, human rights documentation and advocacy, veteran's matters, expungement, and landlord-tenant law. In addition, the firm develops and offers internal training programs specific to its own pro bono clinics and projects, as well as skills-based training programs and courses which are offered to associates as part of professional development.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 2,034

2015: 1,346

Faegre Baker Daniels LLP

Average hours per summer associate spent on pro bono work

2014: 46

2015: 30

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

2014: 100% 2015: 100%

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

Summer associates are offered a wide range of pro bono opportunities during their time at the firm. Faegre Baker Daniels maintains—and meets—a longstanding goal of 100% participation by summer associates in pro bono service. A pre-summer conference is held in April for summer associates, at which they are introduced to the firm's integrated model of public service, which includes pro bono legal services, community service projects and activities, and philanthropic giving by the firm's foundation. Once at the firm, summer associates attend office-specific orientation programs, which provide information about the pro bono opportunities available to them in their office. The firm offers the full range of opportunities in areas of pro bono practice (see earlier answer re specific practice areas) that are available to lawyers, ranging from providing brief advice and service at community-based legal clinics to working with teams on major impact litigation matters. Summer associates attend training programs as appropriate, and work under the supervision of partners on their 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 applicable.

Faegre Baker Daniels annually funds public interest/access to justice fellowships for law students in Minnesota (2 summer clerkships) and Indiana (3 academic year fellowships), through grants to the Minnesota Justice Foundation or individual law schools. In 2016, the firm funded a fourth summer clerkship, as a placement with Indiana Legal Services, through the LSC Rural Summer Fellowship Corps. In addition, through the firm's foundation, annual financial support is provided to many legal services organizations in our communities, including, but not limited to, Legal Services Corporation, The Advocates for Human Rights, Children's Law Center of Minnesota, Immigrant Law Center of Minnesota, Innocence Project of Minnesota, Mid-Minnesota Legal Aid, Indiana Legal Services, Indianapolis Bar Foundation, Indianapolis Legal Aid Society,

Neighborhood Christian Legal Center, Colorado Lawyers Committee, Colorado Legal Services, National Immigrant Justice Center, CARPLS, Chicago Bar Foundation, Iowa Legal Aid Foundation, and Polk County Volunteer Lawyers 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.

Faegre Baker Daniels offers a robust firm-sponsored community service program, open to all personnel, under the direction of the firm's dedicated Manager of Community Service. The firm budget funds annually for each office, and the specific projects in each office are determined by the office representatives to the firm-wide Community Service Steering Group. Projects are scheduled during the work day, and firm personnel receive paid time off to volunteer. Summer associates are encouraged to join in community service projects while they are at the firm. Representative projects: Habitat for Humanity, Indianapolis Public School 39 Volunteer Program, Cook for Kids at the Minneapolis Crisis Nursery, Dress for Success and Twin Cities RISE! professional clothing drives and work-readiness mock interviews/resume writing, Denver Roll Out the Barrels Food Drive, Ronald McDonald Home snack kit preparation, We the People, Holiday Gift Drives, Hope Ministries, United Way, and others. Projects often reflect and complement the firm's pro bono priorities, and address community issues such as hunger, homelessness, children and families, education, and economic security.

Please list special recognition or awards your firm has won in the last three years for its pro bono work. .

- The American Lawyer–Top Firms for Pro Bono Work, 2016
- *The American Lawyer*–Top Firms for Pro Bono Work, 2015
- Minnesota Lawyer–Attorneys of the Year, *Mellouli v. Lynch* Litigation Team 2015
- Indiana Wildlife Federation

 President's Award for Pro Bono Work in Conservation Law, 2015
- Colorado Lawyers Committee–Law Firm of the Year, 2013
- The Advocates for Human Rights-Special Recognition Award for Innovative Pro Bono Service and the Africa Advocacy Project, 2013
- Public Interest Law Initiative Pro Bono Recognition Roster, 2013
- LawWorks-Best Pro Bono Partnership, Dalton Advisory Pop-Up Clinic, London, 2013
- Halsbury Legal Awards–Pro Bono Team of the Year, Dalton Advisory Pop-Up Clinic, London, 2013
- Colorado Supreme Court-Pro Bono Achievement Recognition for commitment to annual goal of 50 hours of pro bono service by Colorado lawyers, 2006-2015

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following

issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Our firm has a deeply-rooted commitment to serving our communities. At the core of our 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 legal services, community service projects, and charitable giving. Our firm's culture and policy strongly encourage our lawyers and other professionals to use their unique skills to address unmet legal needs in our

community. We are a founding member of the Law Firm Pro Bono Project and signatory to the Law Firm Pro Bono Challenge. Each year, our pro bono hours are equivalent to at least 3% of our billable hours, and a significant majority of our lawyers volunteer on pro Bono matters. The substantial majority of our pro bono service is on behalf of low-income clients. The firm has a professionally-managed and supported pro bono practice, and has prioritized service to children and families, immigrants and New Americans, agencies working to preserve affordable housing and prevent homelessness, and individuals and nonprofit organizations to secure civil and human rights. The firm's pro bono practice integrates the firm's Guiding Principles of Clients First, High Performance, and One Firm.

SPREADING THE SEEDS OF SOCIAL JUSTICE

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.



FENWICK & WEST LLP



MAIN US OFFICE LOCATION:

801 California Street Mountain View, CA 94041 www.fenwick.com (650) 335-7244

THE STATS

No. of Attorneys: 381 No. of Offices: 6

Chairman: Richard L. Dickson

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Julie Park
Director of Pro Bono
(650) 335-7244
jjpark@fenwick.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Hilarie Atkisson

Senior Director of Corporate Social Responsibility/Pro Bono Counsel (650) 335-7594

hatkisson@fenwick.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Patrick Premo Chair of Pro Bono Program, Litigation Partner (650) 335-7963 ppremo@fenwick.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 2014?

Animal rights; Asylum; Civil rights; Community economic development; Consumer law and small claims court; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants' rights; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Fenwick & West LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Swords to Plowshares
- 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
- Justice and Diversity Center of the Bar Association of San Francisco
- Centro Legal de La Raza

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- 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 US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 14,215 2015: 15,483

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 357 As of December 31, 2015: 346 Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years?

2014: 41

2015: 53

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 38%

2015: 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?

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 319

2015: 262

Average hours per summer associate spent on pro bono work

2014: 13

2015: 10

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

2014: 79%

2015: 55%

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

Summer associates are encouraged to participate in the OneJustice Justice Bus and take on pro bono projects with associates. The firm organizes two pro bono clinics through OneJustice specifically targeted at summer associates, but summer associates are welcome to attend any and all clinics throughout the summer and are encouraged to work on full scope pro bono matters.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

An externship at the District Attorney's office is available. We also have a Summer Associate Diversity and Public Interest Fellowship which allows summer associates to split their summer between Fenwick and a public interest organization.

We also sponsor an Equal Justice Works Fellow every year 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 Community Impact Committee that is currently comprised of staff and attorneys. 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 special recognition or awards your firm has won in the last three years for its pro bono work.

- 2015 Best National Award Firm for Pro Bono Work by Euromoney Legal Media Group
- 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. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 two full days off to participate in community service projects.

FISH & RICHARDSON P.C.

MAIN US OFFICE LOCATION:

3200 RBC Plaza 60 South 6th Street Minneapolis, MN 55402 www.fr.com (612) 335-5070

THE STATS

No. of Attorneys: 340 No. of Offices: 12 CEO: Peter Devlin

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2.

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

Lawrence Kolodney
Principal and Firm Wide Chair for Pro Bono
kolodney@fr.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: <25%

Katie Niejadlik Firm Wide Manager for Pro Bono (212) 641-2211 niejadlik@fr.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

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 the firm have a written 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 positional or business conflicts are cleared, the matter is reviewed by the firm's Pro Bono chair and manager to determine whether it falls within the definition.

Has the firm signed on to the law firm pro bono challenge? $\ensuremath{\mathrm{No}}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; 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; Habeas corpus; Homeless advocacy; Immigration; Indigent criminal defense; IP for low income inventors and entrepreneurs; Nonprofit corporate law; Nonprofit intellectual property; Prisoners' rights; Probate law; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Law Foundation of Silicon Valley
- Kids in Need of Defense ("KIND")
- Federal Circuit Bar Association PTO Pro Bono Program
- · Clemency Project
- Texas Civil Rights Project
- Children's Law Center
- Asian American Legal Defense and Education Fund
- Volunteer Lawyers for the Arts (multiple chapters)
- Political Asylum / Immigration Representation Project
- Center for Reproductive Rights

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Fish participates in the Clemency Project ("CP14"). CP14 provides pro bono assistance to federal prisoners who would have received shorter sentences if they had been sentenced under today's DOJ guidelines. Through CP14, one Fish pro bono client was granted clemency by President Obama in May 2016 he had served 21 years of a life sentence for a low-level non-violent drug offense. He has since been released. Fish currently has several petitions pending before the Office of the Pardon attorney and hopes to achieve clemency for many more clients before the end of the Obama Administration in January 2017.
- Fish won a summary judgment motion in the Northern
 District of California on behalf of a group of low-income
 disabled veterans who were being denied housing subsidies
 necessary for reasonable accommodations with respect to their
 disabilities. Fish ultimately negotiated a favorable settlement
 in this class action lawsuit, on which we co-counseled with
 the Law Foundation of Silicon Valley. The win set key legal
 precedent that will impact housing authorities across the
 nation and mandate their compliance with anti-discrimination
 law.
- Fish co-counseled with the Asian American Legal Defense and Education Fund on a lawsuit brought against the State of Texas alleging violation of the Federal Voting Rights Act. The Federal District Court ruled in AALDEF's favor, granting our motion for summary judgment and blocking the Texas law that limits access to interpreters at the polls for limited English proficient voters.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 17,103

2015: 14,469

What was the attorney headcount in your firm's US office(s)?

2014: 341

2015: 336

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

2014: 50

2015: 43

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 41%

2015: 39%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

Fish & Richardson P.C.

If so, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 412

2015: 400

Average hours per summer associate spent on pro bono work

2014: 11

2015: 11

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

2014: 33%

2015: 39%

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 and work under the supervision of Fish principals and associates.

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 applicable.

Fish has a lawyer-on-loan program, which provides an opportunity for select 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 sponsors & supports science fairs in MA CA, and MN, offering pro bono patent prosecution for the winners of the fairs. For the MA Science Fair, we award the top two most patentable inventions and write free patent applications for them.

Since 1999, each summer Fish sponsors 3 middle school students from each of the U.S. cities in which we have offices at NASA Space Camp in Huntsville, AL. We have sent more than 140 children to Space Camp through this program.

For the past 2 years, Fish has collaborated with the Girl Scouts to develop a program by which troops are able to earn their Intellectual Property Patch and Inventor's Badge. Fish volunteers work with the troops to come up with a new invention, "draft" patent applications, brainstorm trademarks, and learn about copyrights by generating poems or songs about their new invention.

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 special recognition or awards your firm has won in the last three years for its pro bono work.

- 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, D.C., office, received the 2014 Outstanding Pro
 Bono Service Award from the Political Asylum/Immigration
 Representation Project, a Boston-based pro bono partner.
- Each year, several of our attorneys are named to regional Bar Association honor rolls for their pro bono participation,

including: The Capital Pro Bono Honor Roll (DC), the Empire State Counsel program (NY), the North Star Lawyers (MN), the Pro Bono College of the State Bar of Texas (TX), and the Wiley Manuel Award (CA).

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 14,000 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 defending the Federal Voting Rights act to ensure all U.S. citizens can participate in elections. 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.
- Fish is 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.

FOLEY & LARDNER LLP

MAIN US OFFICE LOCATION:

777 East Wisconsin Avenue Milwaukee, WI 53202 www.foley.com (414) 271-2400

THE STATS

No. of Attorneys: 853 No. of Offices: 20

Chairman & Chief Executive Officer: Jay Rothman

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Ed Baxa

Partner and Chair of the National Pro Bono Committee (407) 244-3268

ebaxa@foley.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Kadie Ielenchick

Partner and Vice Chair of the National Pro Bono Committee (414) 319-7324

kjelenchick@foley.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Pro Bono website (if different from main site):

www.foley.com/probono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

Each office has a local pro bono committee comprised of partners and associates who each have demonstrated a commitment to providing pro bono legal services. At least one member from each local committee comprises the firm's national pro bono committee, which is led by Ed Baxa (Chair) and Kadie Jelenchick (Vice Chair).

THE SCOOP

Does the firm have a written 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 seeks to provide legal services without charge, or at significantly reduced fees, for:

- A. Low income individuals or organizations which have as a principal purpose promoting the interest of low income individuals;
- B. Individuals, groups of individuals, or organizations seeking to secure core protected civil rights, civil liberties, or public rights;
- C. Activities, whether or not under the auspices of a bar association, that are intended to increase the availability of legal services to the underserved or improve the administration of justice;
- D. Projects referred to the firm through public interest law firms and advocacy programs that are generally presumed to meet the firm's definition of pro bono;
- E. Organizations (1) which are organized or seek organization under Nonprofit Corporation Law of a state and/or exempt or seek exemption under Section 501(c)(3) of the Internal Revenue Code; (2) which, due to extraordinary circumstances, are otherwise unable to pay for those services without significantly affecting their ability to conduct their programmatic activities; and (3) for which the scope of services provided by the firm on a pro bono basis is

appropriately limited to such extraordinary circumstances;

F. Other individuals or groups consistent with the guidelines of this 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 2014?

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; Intellectual Property; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Foley's Asylum/Immigration Pro Bono Group draws from attorneys in practices across the firm to help persecuted individuals from around the world. We have secured asylum for pro bono clients from Venezuela, the Republic of The Gambia, Nigeria, the Central African Republic, Sudan, Ethiopia, and Cameroon.
- Foley provides pro bono legal representation for injured soldiers at Walter Reed Army Medical center in Washington D.C. We also assist veterans in conjunction with the ABA Military Pro Bono Project, "Project Salute," at the University of Detroit and Stetson Veterans Law Institute.
- Together with Bet Tzedek Legal Services—a public-interest law center in Los Angeles assisting low-income, disabled, and elderly clients—Foley attorneys have participated in the Holocaust Survivors Justice Network, the first-ever nationally coordinated Holocaust-survivor reparations initiative.
- Through Foley's Orphan Disease/Drug Program IP and Life Sciences attorneys provide patent and regulatory assistance to scientists at 501(c)(3) research institutions and universities who are seeking cures or treatments for rare or neglected diseases.
- Foley's Artists and Arts Organizations Pro Bono Group leverages the firm's capabilities in a number of practice areas to help struggling artists and arts organizations address a

- variety of legal issues, including trademark registration and copyright infringement.
- Numerous Foley attorneys across the country serve as guardians ad litem, protecting the rights of children in state court systems. Also, Foley has joined forces with Medical Legal Partnership for Children to identify potential and existing legal problems that may affect the well-being of children.
- Together with the Transgender Legal Defense and Education Fund Foley develops materials to assist low-income indviduals in Wisconsin in legally changing their names.
- Foley attorneys participate in the AARP Legal Counsel for the Elderly Pro Bono Project, which provides comprehensive legal services to low-income, older people in the Washington, D.C. area.

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Tampa Partner Michael Matthews and associate Larry Dougherty secured a new trial for pro bono client Joseph Bearden. The Florida Supreme Court sided with Matthews and Dougherty that the trial court improperly excluded a confession that was key evidence for Bearden's defense. The Court held that the trial judge improperly evaluated the credibility of a key witness' testimony, wrongly decided that Bearden's statement was not adequate corroboration for another suspect's confession under the U.S. Supreme Court case of Chambers v. Mississippi, and improperly prevented Bearden from cross-examining the other suspect. After being appointed by the Florida Supreme Court to represent Bearden pro bono, Matthews and Dougherty led a Foley team that included the late John Hamilton, Chris Griffin and Nick Williams. All told, more than a dozen Foley & Lardner attorneys, paralegals, and researchers logged a thousand hours on the case that resulted in the ruling.
- Washington D.C. Partner Joe Edmondson and Associate Lauren Champaign were acknowledged by the Washington Lawyers' Committee for Civil Rights and Urban Affairs for their work in securing a landmark settlement in Maryland for deaf prisoners. Edmondson and Champaign served as co-counsel in Jarboe v. Maryland Department of Public Safety and Correctional Services in the United States District Court for the District of Maryland. The settlements include provisions that will offer protections to deaf and hard-of-hearing prisoners to help ensure that their rights under the Americans with Disabilities Act and other federal laws are protected.
- Los Angeles Senior Counsel Sonia Salinas, along with Associates Joel Richlin and John Atallah, reached a favorable settlement of a pro bono case that called into question a California charter school's attempt to boost test scores by employing mandatory academic standards to expel underperforming students with disabilities. Foley worked in cooperation with the Disability Rights Legal Center (the "DRLC") on behalf of the plaintiff, a 13-year-old student with learning disabilities after the student was repeatedly threatened with dismissal from the school for his inability to maintain a minimum 2.0 grade point average. Foley

Foley & Lardner LLP

and the DRLC asserted that the charter school and school district were violating various civil rights laws, including the Americans with Disabilities Act and California's Unruh Civil Rights Act, by creating an unequal educational system for students with disabilities. In addition, Foley and the DRLC asserted that the charter school and the district were violating California's Constitution, which requires all children, including those with disabilities, receive equal access to educational opportunities. Foley and the DLRC secured a settlement award and substantial injunctive relief for the plaintiff. In addition to requiring that all public schools within the school district eliminate academic criteria for admissions and continued enrollment, the settlement agreement provides broad injunctive relief in the form of policy changes, personnel training, and monitoring that will serve to benefit all similarly situated students.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 43,285

2015: 42,144

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 857

As of December 31, 2015: 853

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

2014: 51

2015: 49

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 62%

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 ensures that there are regular 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,508

2015: 1,851

Average hours per summer associate spent on pro bono work

2014: 41

2015: 62

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

2014: 97%

2015: 90%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Foley supports and volunteers with numerous public interest and community service programs in each of our offices.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

• Foley ranked No. 55 on the *AmLaw* 2015 Pro Bono Scorecard.

- Foley's Chicago office received the John C. McAndrews Pro Bono Service Award from the Illinois State Bar Association (2014-2015).
- The Chicago office is the recipient of the 2014 Charles J.
 O'Laughlin Memorial Award, a citywide pro bono award from the Chicago Legal Clinic, Inc. for outstanding efforts in making the legal system accessible to those in need.
- Casa Cornelia Law Center named Foley its 2013 La Mancha Law Firm of the Year in recognition of our support of the center's mission to provide quality legal services to victims of human and civil rights violations.
- The Washington Lawyers' Committee for Civil Rights and Urban Affairs recognized our Washington, D.C. office with a 2013 Outstanding Achievement Award for its work in the area of disability rights.

FOLEY HOAG LLP

MAIN US OFFICE LOCATION:

Seaport West 155 Seaport Boulevard Boston, MA 02210-2600 www.foleyhoag.com (617) 832-1000

THE STATS

No. of Attorneys: 243 No. of Offices: 4

Co-Managing Partners: Adam Kahn and Kenneth Leonetti

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Rebecca M. Cazabon
Pro Bono Managing Attorney
(617) 832-1755
rcazabon@foleyhoag.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 85%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

Our Pro Bono Committee consists of three partners and the firm's Pro Bono Managing Attorney.

THE SCOOP

Does the firm have a written 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 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 committee reviews these on a case-by-case basis.

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 2014?

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; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Greater Boston Legal Services
- · Amnesty International France
- Lawyers' Committee for Civil Rights

- Kids in Need of Defense
- American Civil Liberties Union
- GLAD Legal Advocates & Defenders for the LGBTQ Community
- Committee for Public Counsel Services
- Political Asylum/Immigration Representation Project
- Victim Rights Law Center
- Volunteer Lawyers for the Arts.

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Working with the Massachusetts Law Reform Institute, Foley Hoag filed suit in March 2015 on behalf of four students who were denied access to a state scholarship because of their immigration status. The John and Abigail Adams Scholarship is a merit-based scholarship that awards the value of all required tuition at state colleges or universities to high performing students at Massachusetts public high schools. The plaintiff students met the performance requirements and were lawfully present immigrants, but were ineligible because the scholarship was available only to citizens and certain classes of non-citizens. In November 2015, the Commonwealth's Board of Higher Education agreed to amend the guidelines, making the scholarship available to non-citizens under the Deferred Action for Childhood Arrivals program, non-citizens with Temporary Protected Status, non-citizens with U-visas, and any other non-citizen eligible for in-state tuition.
- Justice in Aging, GLBTQ Legal Advocates & Defenders (GLAD), and Foley Hoag filed a class action lawsuit in March 2015 on behalf of Plaintiffs Hugh Held and Kelley Richardson-Wright and a proposed nationwide class to challenge the Social Security Administration (SSA)'s policy of collecting from Supplemental Security Income (SSI) recipients "overpayments" caused by the agency's failure to recognize the marriages of same-sex couples. SSI is a benefits program that provides for basic necessities for very lowincome people over 65 and people with disabilities.

These overpayments were caused by SSA's continued application of the Defense of Marriage Act (DOMA), which unconstitutionally disrespected these marriages, for over a year after the statute was struck down by the U.S. Supreme Court in Windsor v. United States. For months after Windsor, SSA had calculated eligibility and paid benefit amounts for these individuals as if they were single, even though they were married, which resulted in overpayments. When SSA finally recognized these marriages, the agency asked them to pay back thousands of dollars they did not have and which SSI rules did not allow them to save. Our lawsuit alleged that SSA's conduct violated the Social Security Act and the equal protection and due process guarantees of the U.S. Constitution.

In October 2015, after hearing of our lawsuit, a group of 39 Senators and 82 members of the House of Representatives, led by Senator Elizabeth Warren (MA) and Representative Mark Takano (CA), sent a letter to SSA asking the agency to

waive recovery of overpayments and implement the Supreme Court's decision. The Congressional letter referenced our lawsuit. In April 2016, SSA issued a new policy that favorably addressed concerns raised in the lawsuit and the Congressional letter, providing a significant victory for individuals whose marriages were not recognized by SSA when they should have been. The agency has issued instructions to its local offices across the country to presume that a waiver of the overpayment has been requested. The new policy provides further instructions, which should result in a grant of a waiver on the grounds that the individual is without fault for the overpayment and that collection would be against equity and good conscience, as was argued in the lawsuit and the Congressional letter. The authority to deny a waiver is removed from local offices, and any denial must first be reviewed by SSA's Central Office. In June 2016, after further negotiations, the agency further modified its policy to provide the same relief for individuals whose waiver requests had been denied before the April policy change.

 The lifting of the U.S. military's gender-based combat exclusion ban, on orders from Secretary of Defense Ash Carter, came as a result of the efforts of groups such as No Exceptions, which was advised on a pro bono basis by Foley Hoag. Foley Hoag counseled No Exceptions on strategic legal issues related to gender integration and women in combat since the organization was formed in early 2015.

No Exceptions conducted a public education campaign throughout 2015 to inform the public and decision makers about the implementation of a directive lifting the military's long-standing ban excluding women from serving in combat. That directive declared that all services were to open previously-closed positions and units to women by January 2016. According to the directive, however, armed forces could request exceptions for particular positions, but such requests had to be based on "a rigorous analysis of factual data regarding the knowledge, skills and abilities needed for the position."

In the years since, the branches of the U.S. armed forces conducted studies on issues of gender inclusion in their ranks, including permitting women to train side-by-side with men in elite courses that—if passed—qualify individuals to serve as Army Rangers. It was following such actions and subsequent analyses that on December 3, 2015, Secretary Carter announced the armed forces would open all combat positions to women regardless of their gender, and that the change would take effect in 30 days following the legally provided period of Congressional review. That review period has now passed.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 25,898

2015: 25,081

Foley Hoag LLP

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 208

As of December 31, 2015: 217

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

2014: 125

2015: 116

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 62%

2015: 57%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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, such as the Children's Law Center of Massachusetts, Volunteer Lawyers' Project, Women's Bar Foundation, the Lawyers Clearinghouse, Political Asylum and Immigration Representation Project, and Boston Bar Association Business Law Pro Bono Project. In addition, the firm offers extensive training programs in a variety of areas, including, domestic violence and sexual assault prevention, deposition skills, motion practice, appellate advocacy, trial skills, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 655

2015: 492

Average hours per summer associate spent on pro bono work

2014: 36

2015: 25

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

2014: 83%

2015: 60%

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

Individual lawyers have served as bar association officers, 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. One attorney is an appointed member of the Massachusetts Supreme Judicial Court's Standing Committee on Pro Bono Legal Services. 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, aided in the reform of the state system of corrections, and served on the Board of Bar Overseers.

Foley Hoag associates have 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 2015-2016, Foley Hoag, along with Biogen Idec, sponsored an Equal Justice Works Fellow, who will provide legal representation, outreach, and policy advocacy to low-income elders with mental health diagnoses and cognitive limitations who suffer from abuse, exploitation, neglect, and self-neglect. The Fellow will work in partnership with Greater Boston Legal Services. Equal Justice Works creates public interest opportunities for law students and lawyers that provide training and skills that enable attorneys to provide effective representation to underserved communities and 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. Please limit your answer to 200 words or less.

In 1980, the firm established 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. Grants are awarded to organizations working to improve the social climate by addressing inequality in its many forms. Supported programs include art/cultural activities, youth leadership/ recreational programs, and assistance with advocacy. While the Foundation is professionally managed with independent trustees, every year lawyers and others at Foley Hoag, from summer associates to senior partners, volunteer to review grant proposals and recommend grantees to the Foundation's trustees.

One of our attorneys has been named a member of the American Bar Foundation Fellows, an honorary organization of attorneys, judges, law faculty and legal scholars whose public and private careers have demonstrated outstanding dedication to the welfare of their communities and to the highest principles of the legal profession.

Each year the firm funds the American Intellectual Property Law Education Foundation, which provides scholarships and mentoring to underrepresented minority law school students pursuing careers in intellectual property law.

In addition, many of our lawyers serve on the boards of legal services organizations, charitable organizations, civil rights groups, and professional organizations. These activities reflect the firm's strong commitment to the public good.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2014 Awards

- Foley partner Andrew Schwartz and alumnus Joshua Pemstein received the Arts & Business Council of Greater Boston's 2014 Robert B. Fraser Award for Pro Bono Excellence.
- Foley Hoag associates Kathleen Brill and Kevin J. Conroy received the Pro Bono Civil Rights Award from the Lawyers' Committee for Civil Rights and Economic Justice.
- Foley Hoag associate Eric Haskell received the Political Asylum & Immigration Representation Project (PAIR) 2014 Outstanding Achievement Award.
- The Massachusetts Supreme Judicial Court listed Foley Hoag on its Pro Bono Honor Roll Program for providing significant pro bono legal services for calendar year 2013.
- Vault ranked Foley Hoag #3 in the Pro Bono category.
- *The American Lawyer* ranked Foley Hoag #14 out of the Am Law 200 law firms in its 2014 Pro Bono Scorecard.

2015 Awards

- Foley Hoag partner Michael Keating was honored with the Veterans Legal Services' Distinguished Service Award.
- The Massachusetts Supreme Judicial Court listed Foley Hoag on its Pro Bono Honor Roll Program for providing significant pro bono legal services for calendar year 2014.
- Foley Hoag associates Kristyn Bunce DeFilipp and Caroline Donovan received the Pro Bono Civil Rights Award from the Lawyers' Committee for Civil Rights and Economic Justice.
- Vault ranked Foley Hoag #2 in the Pro Bono category.
- Foley Hoag received an award from the Lex Mundi Pro Bono
 Foundation for providing critical pro bono legal services that
 help to strengthen the global rule of law, support the global
 social entrepreneurship movement, and improve the lives of
 the world's poor and disenfranchised.
- The American Lawyer ranked Foley Hoag #11 out of the Am Law 200 law firms in its 2015 Pro Bono Scorecard.

Foley Hoag LLP

2016 Awards

- The Massachusetts Supreme Judicial Court listed Foley Hoag on its Pro Bono Honor Roll Program for providing significant pro bono legal services for calendar year 2015.
- Foley Hoag associate Amanda Vendig received the Pro Bono Civil Rights Award from the Lawyers' Committee for Civil Rights and Economic Justice for her work with the organization's Economic Justice Project.
- The American Lawyer ranked Foley Hoag #24 out of the Am Law 200 law firms in its 2016 Pro Bono Scorecard.
- Foley Hoag was named Top Pro Bono Firm of 2016 by Law360.
- Foley Hoag received the 2016 Champion Award from the Victim Rights Law Center for its work on behalf of sexual assault survivors.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Foley Hoag has a deep commitment to public and community service. We believe it is every attorney's professional and ethical responsibility to ensure that our justice system is open to all persons, regardless of income. Foley Hoag is a signatory to the Pro Bono Institute's annual Law Firm Pro Bono Challenge. Our goal is to devote 5% of the total time spent on regular billable work to pro bono matters—2% more than required by the Challenge. Foley Hoag provides the same quality of work and dedicates the same level of staffing to pro bono clients as we do to paying clients. We do not cap the number of hours a lawyer may devote to pro bono representation. We accept cases from 50+ legal services and pro bono referral organizations, and provide pro bono assistance to more than 200 non-profit organizations. Lawyers can also bring pro bono matters to the firm. It is the firm's goal to engage in a wide variety of pro bono projects, and have all offices take part. As such, attorneys in our Boston, New York, Paris and Washington. D.C. offices all have the privilege of making a difference locally, nationally and across the globe.

FRESHFIELDS BRUCKHAUS DERINGER LLP

MAIN US OFFICE LOCATION:

601 Lexington Ave. New York, NY 10022 www.freshfields.com (212) 277-4000

THE STATS

No. of Attorneys: 2,500 No. of Offices: 27

Senior Partner: Edward Braham

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Aaron Marcu
US Pro Bono Partner and Regional Managing Partner
Pro Bono
(212) 277-4000
Aaron.Marcu@Freshfields.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 20%

Jonathan Ware
Director, US Pro Bono
(202) 777-4500
Jonathan.Ware@Freshfields.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Scott Eisman
Director, US Pro Bono
(212) 277-4000
Scott.Eisman@Freshfields.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The committee is composed of the head, two directors, four committee members and an administrator.

THE SCOOP

Does the firm have a written 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?

Freshfields works with a number of pro bono partner organizations who offer pro bono opportunities. The committee circulates the opportunities to associates. If an associate is interested in a taking on a matter, the matter goes through a conflicts-approval process. If the matter clears conflicts, the associate is paired with a supervising partner who supervises the matter from inception through closing.

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Domestic violence; Education; Employment; 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; Parole hearings; Police misconduct; Prisoners' rights; Veterans' benefits/appeals



Freshfields Bruckhaus Deringer LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Association of the Bar of the City of New York, City Bar Justice
- Human Rights First New York.Washington DC
- Legal Aid Society New York/Washington DC
- · Amnesty International
- Domestic Violence Legal Empowerment and Appeals Project
- Office of the Appellate Defender
- Reprieve
- · Sanctuary for Families
- Lawyers Alliance for New York
- International Refugee Assistance Program

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- DC Prisoner Parole Hearings. We help indigent prisoners on unjustly-delayed parole. We've represented 12 indigent inmates in parole hearings after years of the US Parole Commission applying the work set of parole guidelines. Many had not seen an attorney in years. The Washington Lawyers' Committee recognized us for our leading work on these cases.
- Humanitarian OpenStreetMap Team. We help put vulnerable people and places on the map. Many of the poorest places do not exist on any map. When disaster strikes, the Humanitarian OpenStreetMap Team rallies volunteers to create online maps to help responders find those in need. HOT has put 7.5 million people on the map. We advise HOT on its Communications, IT Resources, Privacy Policies, and employment agreements.
- SCOTUS Briefs. This past 2016 Supreme Court Term, Freshfields served as counsel of record on two amicus briefs for pro bono clients. We worked with the International Women's Human Rights Clinic at CUNY Law School on a brief for the National Latina Institute for Reproductive Health in Whole Women's Health v. Hellerstedt, a case involving reproductive rights. We also worked with the Brennan Center for Justice in McDonnell v. United States on a brief focused on First Amendment issues in the public-corruption context.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 7,793 2015: 10,880 What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 181

As of December 31, 2015: 196

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

2014: 43

2015: 56

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 43%

2015: 56%

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

If so, 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

If so, what is the requirement and to whom does it apply?

While there is no pro bono requirement, it is strongly encouraged for all lawyers whether partners or associates.

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

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 training 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 997

2015: 825

Average hours per summer associate spent on pro bono work

2014: 43

2015: 34

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

2014: 96%

2015: 88%

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 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? If so, please describe the established program(s) and their duration, if applicable.

Freshfields participates in the City Law Department's Public Service program. The program is a 10 week rotation, where an associate volunteers on one designated day during the week to assist with City Law department's caseload. The volunteer associate can participate in any of the program's segments: (i) Deposition, (ii) Tort Trial or (iii) In-House Trial Ready.

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 applicable.

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 three inner city high school students as interns through the New York City Bar's Thurgood Marshall internship 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.

Freshfields has an active Community Investment program that engages the firm's attorneys and staff in a variety of volunteer opportunities, including collaborating with the International Rescue Committee's youth programs in New York City to accompany the kids in their summer program on excursions and offer students insight into a professional workplace. Freshfields also conducts food, back pack, school supplies and holiday toy drives on behalf of non-profit organizations such as New York Common Pantry and Volunteers of America.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Washington Lawyers' Committee honored a team of lawyers from the firm's Washington DC and New York offices with an outstanding achievement award at the annual Branton Awards Luncheon. The award was to recognize the firm's pro bono work on behalf of DC inmates. Associates put in over 700 hours representing indigent inmates in parole hearings and helping to develop templates for the Lawyers' Committee so that other pro bono firms can benefit in similar representations. The hearings came after years of the US Parole Commission applying the wrong set of guidelines when considering the inmates' cases.
- In addition, our pro bono practice received a special honor for its pro bono advice to Pure Earth on a global governance structure to assist Pure Earth in its efforts to identify and remediate toxic pollution sites around the world affecting an estimated 200 million people. Pure Earth honored partner, Tim Wilkins and the firm at its Pure Gold Benefit Bash, held in April 2016.
- Lastly, Freshfields was a recipient of a 2014, 2015, and 2016 Pro Bono Publico Award from The Legal Aid Society. In addition,

Freshfields Bruckhaus Deringer LLP

in 2014 three Freshfields attorneys received individual awards in recognition of their outstanding pro bono service to The Legal Aid Society, five Freshfields attorneys received individual awards in 2015 and six Freshfields attorneys received individual awards in 2016.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 are built around a responsible business framework, built on our

- values, our history and inspired by Article 1 of the Universal Declaration of Human Rights, which we have adopted as our guiding principle. Article 1: "All humans are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood."
- Freshfields actively seeks pro bono work in the areas of (a) human rights; (b) access to justice; (c) combatting human trafficking; (d) access to education; and (e) promoting gender equality.
- Capitalizing on Freshfields' multijurisdictional, multilingual clients, partners and associates, attorneys in Freshfields' New York and Washington DC offices frequently engage in crossborder 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.



FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP



MAIN US OFFICE LOCATION:

One New York Plaza New York, NY 10004 www.friedfrank.com (212) 859-8000

THE STATS

No. of Attorneys: 412 No. of Offices: 5

Chairman: David J. Greenwald

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Jennifer L. Colyer Special Counsel (212) 859-8285 jennifer.colyer@friedfrank.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Karen T. Grisez Special Counsel (202) 639-7043 karen.grisez@friedfrank.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

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 the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Disability benefits; Domestic violence; Education; Elder law; 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; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Human Rights First
- · Lawyers Alliance for New York
- The NY Legal Aid Society
- Her Justice
- · Start Small Think Big

- · CAIR Coalition
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- · Children's Law Center
- D.C. Bar Pro Bono Center
- Maryland Office of the Public Defender

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

1. Pinelands Preservation Alliance amicus brief

Fried Frank was retained by three former New Jersey Governors—Whitman, Byrne, and Florio—to represent them as amici to the New Jersey Appeals Court in a case involving the New Jersey Pinelands. The firm represented the Governors, who appeared as amici curiae, and presented oral argument before the New Jersey Appellate Division in a successful effort to persuade the Court to remand a plan by South Jersey Gas ("Proposed Pipeline Plan") to the New Jersey Pinelands Commission ("Commission") for further review. The case arose out of a December 2015 order by the New Jersey Board of Public Utilities ("BPU") approving the Proposed Pipeline Plan in reliance on an opinion of the Commission's Executive Director that the project complied with the Pinelands Comprehensive Management Plan ("CMP"). Concerned that the Proposed Pipeline Plan had been approved in violation of the New Jersey law, the Pinelands Preservation Alliance and Sierra Club appealed the BPU's approval to the Appellate Division.

On November 7, 2016, the Appellate Division issued its opinion finding that the BPU erroneously approved the Pipeline Plan by improperly relying on the opinion of the Commission's Executive Director rather than obtaining a determination by the full Commission board as to whether the project complies with the CMP.

In making its decision and remanding the case, the Appellate Division affirmed the main arguments presented by the former Governors' in their amicus brief and at oral argument; namely that (a) the Commission has the sole authority to review applications for development projects in the Pinelands, (b) the full Commission board must review Pinelands development projects that span multiple municipalities, and (c) the BPU's reliance on the Commission's Executive Director's opinion regarding the Proposed Pipeline Plan's conformance with the CMP was improper.

2. National Abortion Federation Files Amicus Brief to US Supreme Court

Fried Frank acted as counsel to the National Abortion Federation (NAF) and several of its members in Texas and neighboring states in its amici curiae brief to the United States Supreme Court, in the landmark *Whole Woman's Health v. Hellerstedt* case. In Whole Women's Health, the Court reversed the decision of the Fifth Circuit and held a 2013 Texas law that created a number of new abortion regulations, known as H.B.2, unconstitutional. Before the

Supreme Court decided the appeal, H.B.2's effects were disastrous for women in Texas. More than half of Texas' abortion facilities had closed, and, but for an emergency stay from the Supreme Court following the Fifth Circuit's decision, that number would have been reduced to single digits. Because of this, many women in Texas had to travel hundreds of miles to receive abortion care, and once they arrived at a city with an open facility they had to face longer waiting periods under different, restrictive Texas laws. In fact, many women would need to visit a facility multiple times, taking time away from their work and families. Amicus petitioners NAF and its member clinics were able to provide the Supreme Court with crucial fact information demonstrating the terrible effects of HB2; the Court recognized the helpfulness of amicus submissions in its decision.

3. Fried Frank Obtains Sole Child Custody Victory for Pro Bono Client

On Friday, October 7, 2016, the Domestic Relations Branch of the Superior Court of the District of Columbia awarded Fried Frank pro bono client, Ms. B, sole legal and physical custody of her three year old son. Fried Frank was assigned the case through the DC Volunteer Lawyers Project (DCVLP) after Ms. B's original counsel was unable to continue with the matter. Despite being assigned to the case about a month before the trial, Fried Frank's team was able to successfully obtain custody for Ms. B, which also included specific terms related to visitation by the child's father.

The custody case originally stemmed from an incident of domestic violence during which Ms. B's then-boyfriend, and father of her child, physically abused her in December of 2015. Ms. B obtained a temporary, and later, a permanent restraining order against her ex-boyfriend and then applied for assistance with the custody battle through the DCVLP. Ms. B and her ex-boyfriend each initially sought full legal and physical custody of the child in common. At trial, Fried Frank's team had to completely change its strategy at least twice to accommodate both judge's expressed desire to award joint custody despite the incident of domestic violence and the ex-boyfriend's radical shift in what he was asking the court to award. Fried Frank's team ended up presenting three witnesses, including Ms. B, and many pieces of documentary evidence. In the end, this was enough to convince the judge that Ms. B should be awarded sole legal and physical custody of the child.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 23,233

2015: 30,482

Fried, Frank, Harris, Shriver & Jacobson LLP

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 363

As of December 31, 2015: 415

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

2014: 58

2015: 74

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 66%

2015: 67%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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

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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

300

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 certain types of pro bono matters are provided 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,859

2015: 2,287

Average hours per summer associate spent on pro bono work

2014: 48

2015: 44

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

2014: 100%

2015: 100%

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, Immigration Equality, Lawyers Alliance of New York, Washington Legal Clinic for the Homeless, Human Rights First and the National Law Center on Homelessness & Poverty.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, 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., the Mexican-American Legal Defense and Educational Fund and Her Justice.

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 applicable.

- Harlem RBI: provides inner-city youth with opportunities to play, learn and grow
- **Just the Beginning Foundation:** an outreach project that exposes DC-metropolitan area students to law
- Legal Outreach, a pipeline diversity non-profit that works with law firms to host students to provide mentoring and exposure to law firm practice
- New York Law School B.A. to J.D. Pipeline Program: prepares minority and first-generation law students for the rigors of law school
- New York's Hunter College via the Fried Frank Pre-Law Scholars Program: prepares the student body to become competitive law school candidates
- OnRamp Fellowship: a re-entry platform that matches law firms with experienced female lawyers returning to the profession for a one-year, paid training contract
- School Without Walls: a non-traditional high school that uses the city as its classroom, participating in citywide mock trial tournaments and other activities
- Sponsors for Educational Opportunity, a national organization that provides a range of educational and career development opportunities
- The Leadership Council of Legal Diversity: an organization of chief legal officers and law firm managing partners dedicated to improving diversity in the legal profession
- The New York City Bar Association Diversity Bar Fellowship Program: provides first-year law students from underrepresented populations the chance to spend a summer in one of New York's leading law firms and corporate/ government law departments

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 throughout the year, including the AIDS Walk, Her Justice's Story-by-Story Climb and Habitat for Humanity. The firm hosts volunteer days for partners and associates in select departments several times a year in Washington DC and in New York through New York Cares. Additionally, the firm participates in the Career Exploration Program with the Girl Scouts by hosting workplace visits for middle school girls and also participates in activities through the Youth Services Opportunities Project, which engages individuals in service experiences through a combination of orientation and hands on volunteer work and reflection.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2016

- Pro Bono Publico Award for Outstanding Law Firm Assistance, The Legal Aid Society
- "40 at 50" Award, The DC Circuit Judicial Conference (since 2014)
- Pro Bono Champion Award, The Legal Counsel for the Elderly
- DC Courts on its Pro Bono Honor Roll, recognizing attorneys for pro bono service
- AILA's Edith Lowenstein Memorial Award for Advancing the Practice of Immigration Law to Karen Grisez

2015

- · Cornerstone Award, Lawyers Alliance for New York
- Outstanding Achievement Award, Washington Lawyers Committee for Civil Rights
- Special counsel Karen Grisez was named a Pro Bono Division 2014-2015 Volunteer of the Year by AILA
- "Commitment To Meeting The Emergent Needs Of Immigrants" Award, The Legal Aid Society
- NAACP Legal Defense and Education Fund Award
- · Great Oaks Foundation Award
- · Law Firm Award, The Door

2014

- Pro Bono Champion Award at the 25th Anniversary of ProBAR to special counsel Karen T. Grisez
- Legal Services NYC Pro Bono Leadership Award
- Immigration Equality Safe Haven Award
- Legal Counsel for the Elderly recognized corporate partner Richard Ansbacher
- Her Justice's 2014 Pro Bono Liaison Award presented to special counsel Jennifer Colyer

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following Fried, Frank, Harris, Shriver & Jacobson LLP

issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Fried Frank's pro bono program is intended to provide representation to people of limited means, and to worthy public interest organizations; to help each of the firm's attorneys fulfill their ethical obligation to provide
- representation to those in need; and to ensure skill development in all areas of practice and foster relationships between partners and associates.
- The firm is a signatory to the Pro Bono Principles of the Association of the Bar of the City of New York and the PBI's Law Firm Pro Bono Challenge. It signals its support for pro bono service in a more tangible way by requiring a minimum of twenty hours pro bono service from associates and counsel for bonus eligibility.

FROST BROWN TODD LLC

MAIN US OFFICE LOCATION:

400 West Market Street, 32nd Floor Louisville, KY 40202 frostbrowntodd.com (502) 589-5400

THE STATS

No. of Attorneys: 500 No. of Offices: 12

Chairman: John R. Crockett, II

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Jeremiah A. Byrne
Member
(502) 779-8129
jbyrne@fbtlaw.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 5%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

6 members and 1 associate; representatives from each of our various markets.

THE SCOOP

Does the firm have a written 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?

- Low income individuals, or organizations that have as a principal purpose promoting the interests of low income individuals;
- Activities, whether or not under the auspices of a bar association, that are intended to increase the availability of legal services to the underserved or improve the administration of justice;
- Projects referred to the firm through public interest law firms and advocacy programs that are generally presumed to meet the firm's definition of pro bono;
- Organizations (1) which are organized or seek organization under the Nonprofit Corporation Law of a state and/or are exempt or seek exemption under Section 501(c)(3) of the Internal Revenue Code; (2) which, due to extraordinary circumstances, are otherwise unable to pay for those services without significantly affecting their ability to conduct their activities; and (3) for which the scope of services provided by the firm on a pro bono basis is appropriately limited to such extraordinary circumstances;
- Other individuals or groups consistent with the guidelines of this policy.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Civil rights; Community economic development; Consumer law and small claims court; Domestic violence; Fair housing/tenants rights; Family law; First Amendment and constitutional issues; Indigent criminal defense; Prisoners' rights; Voting rights



Frost Brown Todd LLC

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Legal Aid Society
- ACLU
- Volunteer Lawyer Program

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

Two of our associates drafted briefs for the ACLU in the United States Supreme Court

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2015: 4,016

What was the attorney headcount in your firm's US office(s)?

2015: 500

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2015: 8

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2015: 13%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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?

N/A

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 firm regularly partners with the Legal Aid Society and other similar firms to provide our associates with pro bono training.

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

If so, please describe the established program(s) and their duration, if applicable.

Our first year associates may chose a public service entity for their secondment.

GIBBONS P.C.

MAIN US OFFICE LOCATION:

One Gateway Center Newark, NJ 07102 www.gibbonslaw.com (973) 596-4500

THE STATS

No. of Attorneys: 205

No. of Offices: 5
Chairman and Managing Director of the firm: Patrick C.
Dunican Jr.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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
(973) 596-4731
Illustberg@gibbonslaw.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 24%

Mary Frances Palisano Pro Bono Coordinator (973) 596-4553 mpalisano@gibbonslaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 37%

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm? v_{es}

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 2014?

Asylum; Bankruptcy; Civil rights; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Employment; Fair housing/



Gibbons P.C.

tenants rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights; Will drafting

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- American Civil Liberties Union (national and NJ chapter)
- Center for Constitutional Rights (CCR)
- Jerome N. Frank Legal Services Organization of Yale Law School
- Homeless Advocacy Project
- · Human Rights First
- Muslim Advocates
- National Association for Pregnant Women (NAPW)
- Partners for Women in Justice
- National Association of Criminal Defense Lawyers/ Association of Criminal Defense Lawyers of New Jersey
- Volunteer Lawyers for Justice

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In Hassan v. City of New York, 804 F.3d 271 (3d Cir. 2015), the United States Court of Appeals for the Third Circuit, in stirring language, reversed the District Court and reinstated a broad civil rights challenge to the New York Police Department's practice of surveilling Muslim individuals, businesses and institutions. Although the decision of the Court of Appeals focused on technical issues, including pleading sufficiency, standing and causation, the Court correctly saw, and decided the case as one presenting fundamental questions about "equality, religious liberty, the role of courts in safeguarding our Constitution and the protection of our civil liberties and rights equally during wartime and in peace." Our victory, working with the Center for Constitutional Rights and Muslim Advocates, was a historic one. Now, pending New York's petition for certiorari to the Supreme Court, the matter has been remanded; both discovery and negotiations toward a potential settlement have begun.
- In a groundbreaking decision, the Superior Court of New Jersey held in *State v. Comer*, 2014 *WL* 8843110 (N.J. Super. Ct. Law Div. May 8, 2014), that the United States Supreme Court's cases barring the imposition of life sentences without the possibility of parole (LWOP) on juveniles, in the absence of a special hearing in which the juvenile can show that his

- offense was based upon his youth, apply to a defendant who receives a de facto life sentence here, 68 years without parole consideration. The State has appealed, contending that the Supreme Court cases apply to formal sentences of LWOP; on behalf of our client, we have cross-appealed, arguing that, under the New Jersey Constitution, there should be an absolute ban on LWOP sentences for juveniles; we also contend that the sentence in this case is unconstitutional under *Graham v. Florida*, 560 U.S. 48 (2010), because Mr. Comer, convicted of felony murder, neither killed nor intended to kill. The appeal is pending.
- Newark, NJ, like many US cities, has struggled with police brutality, often directed at persons of color and living in poverty. This issue has been addressed elsewhere through citizen involvement in the investigation and punishment of police misconduct. Working with the ACLU, the Gibbons Fellowship has formulated a plan for a Citizens Complaint Review Board in Newark that would involve citizens in the adjudication of complaints against police. The effort requires consideration of state law governing the structure of municipal government in general and police departments in particular, applicable collective bargaining agreements and, in this case, a consent decree with the Department of Justice. We have provided a draft ordinance, promoted it to municipal officials including the Mayor and prepared defenses to potential legal challenges to our proposed program. If enacted, it will result in improved police practices, consistency in discipline and enhanced policecommunity relations.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 14,995 2015: 14,379

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 215 As of December 31, 2015: 205

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

2014: 70 2015: 70

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 52%

2015: 45%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Nο

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

If so, 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?

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. We have also invited a representative from Partners for Women and Justice to conduct trainings for our attorneys in the representation of domestic violence victims. We also provide training on handling expungement cases.

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? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Developing future generations of leaders is integral to the Gibbons Diversity Initiative's efforts and a key differentiator of our program. Since 2008, the firm has hosted a week-long internship for students from the New Jersey Law and Education Empowerment Project (NJ LEEP), a program founded in 2006 to teach urban youth in grades 8 through 12 about the legal system and the practice of law. At Gibbons, these students learn about the practice of law and the conduct of legal research; at the end of their week, they compete in a Moot Courtroom debate before one of the retired judges at the firm. In addition, the firm offers three-week administrative internships to these students if they are interested.

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. Employees are encouraged to champion causes and organizations, and together we donate our time, energy, and organizational skills to these efforts. Additionally, we find that partnering with clients on community outreach multiplies the effect of whatever we undertake together.

To maximize impact of our message and goals, Gibbons Cares targets the firm's outreach in distinct areas: helping children; encouraging women in transition; and alleviating crisis at the region's food banks.

One particular area of interest involves the firm's hosting of various internships for students, such as the corporate intern program with Christ the King School. Through this program, 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."

Gibbons P.C.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2016

- Gibbons earned a ranking of 50th nationwide in The American Lawyer's annual pro bono survey
- Lawrence S. Lustberg was presented with the 2016 Alan V. and Amy Lowenstein Social Justice Award at the 11th Annual New Jersey Institute for Social Justice Gala in Newark for his commitment social justice
- Gibbons ranked 11th for pro bono nationwide on the 2017 Vault survey

2015

- The American Lawyer ranked Gibbons #44 on its pro bono survey
- Mary Frances Palisano was the recipient of the New Jersey State Bar Association's Pro Bono Award
- New Jersey Monthly named Gibbons a finalist (winners to be announced in June 2015) for its "Great Oak Awards" honoring the state's most generous companies

2014

- Gibbons honored for its "Impactful Good Works" by the Commerce and Industry Association of New Jersey (CIANJ)
- In its 2014 "Pro Bono Scorecard," The American Lawyer ranked Gibbons 44th for pro bono work among AmLaw 200 firms, scoring above more than 120 larger firms and demonstrating the most improved ranking for a New Jersey firm
- Two Gibbons attorneys were honored by Human Rights First with its Pro Bono Star award for excellence in legal advocacy

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Through the Gibbons Pro Bono Program, the firm sponsors numerous free legal clinics to members of the community at the firm's Newark office. By way of a partnership with Volunteer Lawyers for Justice (VLJ), the firm hosts a series of expungement clinics, through which Gibbons and VLJ attorneys help clients with prior nonviolent criminal convictions to have those charges expunged from their records, better positioning them for future employment, housing, and other opportunities. The firm also sponsors domestic violence clinics, designed and presented in conjunction with Partners for Women in Justice to assist victims of domestic violence with the many legal issues they face after successfully obtaining restraining orders, including child custody and visitation.
- Gibbons supplies the meeting space and the technology support required to run the clinics efficiently and, attorneys are provided training and mentorship support which encourages those who haven't had extensive experience with pro bono cases to volunteer at the clinics. Many times the firm partners with clients to provide more clinics and access to legal aid. Gibbons is committed to the philosophy of 'doing good while doing well' and is lucky enough to have clients who share that philosophy. The firm's long history of corporate social responsibility (CSR), institutional pro bono practice, and outreach infrastructure serve as models for clients developing their own CSR and pro bono program.

GIBSON DUNN & CRUTCHER LLP

MAIN US OFFICE LOCATION:

333 S. Grand Avenue Los Angeles, CA 90071 www.gibsondunn.com (213) 229-7000

THE STATS

No. of Attorneys: 453 No. of Offices: 18

Managing Partner: Kenneth M. Doran

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Scott Edelman Pro Bono Chair (310) 557-8061 sedelman@gibsondunn.com

Katie Marquart
Director of Pro Bono
(212) 351-5261
kmarquart@gibsondunn.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The committee is composed of a partner(s) and generally an associate from nearly every office globally.

THE SCOOP

Does the firm have a written 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/client need to pass conflicts. Once that occurs, the interested attorney must obtain approval from the office pro bono partner(s). As long as a matter is within the capacity of the attorney or team of attorneys and passes all conflict checks, the firm will approve 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Gibson Dunn & Crutcher LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Foley's Asylum/Immigration Pro Bono Group draws from Public Counsel
- · Bet Tzedek
- Kids in Need of Defense (KIND)
- Lawyers Without Borders
- Catholic Charities
- Sanctuary for Families
- · Children's Law Center
- Lawyers Committee for Civil Rights
- Immigration Equality
- TrustLaw

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Gibson Dunn Triumphs in Death Row Appeal

Almost a full decade after Gibson Dunn filed the original petition for post-conviction relief for a man who was sentenced to death row in Alabama, the firm secured a new trial and took the client home after serving 15 years in prison.

On the night of October 8, 1995, the body of a black woman, Hammoleketh Martin, was found in her still burning car on a back road outside of Mobile, AL. Her husband, Alabama State Trooper George Martin, soon became the primary suspect of an investigation that would take almost five years before the Alabama Attorney General's office sought and secured an indictment and ultimately a conviction from a Mobile jury in May 2000. In June of that year, Mobile Circuit Judge Ferrill McCrae overturned the jury's recommendation of life in prison and sentenced Mr. Martin to death. Mr. Martin would spend the next fifteen years of his life in near solitary confinement on death row in Alabama's Holman Prison.

In 2005, after Mr. Martin's direct appeals were exhausted, lawyers from Gibson Dunn's Los Angeles Office were introduced to his case by Bryan Stevenson of the Equal Justice Initiative, a private nonprofit organization based in Montgomery, AL, that provides legal representation to indigent defendants and prisoners who have been denied fair and just treatment by the legal system. The Gibson team reviewed Mr. Martin's case file, conducted investigation and analyzed the merits for a post-conviction appeal. In 2006, Gibson Dunn filed Mr. Martin's first petition under Rule 32 of the Alabama Rules of Criminal Procedure seeking a new trial based on claims that the State violated its duty to disclose exculpatory evidence under Brady v. Maryland, that trial and appellate counsel were constitutionally ineffective, and that both judge and jury had violated Mr. Martin's right to a fair trial. The Gibson team litigated against the State of Alabama, both in the Circuit Court and up and down the Alabama courts of appeal, for six more years before ultimately presenting Mr. Martin's case in court.

Over a period of two and a half weeks in April and July of 2012, Gibson Dunn attorneys conducted an evidentiary hearing that involved over twenty-five witnesses and over a hundred evidentiary exhibits. The evidentiary hearing was followed by hundreds of pages of detailed briefing and proposed orders. Finally, on August 30, 2013, Mobile Circuit Judge Robert Smith ruled that the State of Alabama violated Brady on numerous occasions in connection with Mr. Martin's original trial, and granted Mr. Martin a new trial. Gibson Dunn litigated the State's appeal of that ruling up to the Alabama Supreme Court, which affirmed Judge Smith's new trial order in May 2015.

Upon the affirmation of the new trial order and before a new trial date could be set, the Gibson team moved for Mr. Martin's release on bond. Despite the pending capital indictment, Judge Smith found that Gibson Dunn had successfully rebutted the presumption of guilt that attaches on a bail hearing. On May 7, 2015, Gibson Dunn took Mr. Martin home to his family for the first time in almost fifteen years.

While preparing for trial, the Gibson team decided to move to dismiss the indictment against Mr. Martin with prejudice on the basis of the State's judicially established Brady violations. From July 2015 through February 2016, the Gibson team submitted hundreds of pages of briefing and proposed orders, and conducted multiple days of evidentiary hearing and argument in support of dismissal. Finally, on March 11, 2016, almost a full decade after Gibson Dunn filed the original petition for post-conviction relief, Mobile Circuit Judge Robert Smith dismissed the indictment against Mr. Martin with prejudice, finding that the State had intentionally deprived him of his constitutional right to a fair trial, and that, due in part to the passage of so much time, it would be impossible for the State to provide him with a fair trial today. The State has taken the dismissal order up on appeal, and a briefing schedule is pending.

• Boys and Girls Clubs

Gibson Dunn is advising Boys and Girls Clubs of America on a series of potential consolidations of local club organizations, as well as other corporate transactional and governance matters.

Boys and Girls Clubs of America is a non-profit corporation whose members consist of over 1,000 separate and independent Boys and Girls clubs non-profit corporations throughout the United States and on military bases worldwide.

In addition to advising the national organization on a variety of governance issues and strategies, the team has advised a group of Los Angeles philanthropists on the formation, governance and operation of the Boys & Girls Clubs of Metro Los Angeles, a newly formed nonprofit corporation dedicated to promoting the health, social, educational, vocational and character development of youth throughout the greater Los Angeles area by establishing new Boys & Girls Clubs and rejuvenating existing Boys & Girls Clubs that serve many of the neediest Los Angeles communities.

The Gibson Dunn team is providing transactional legal advice to the Boys & Girls Clubs of Metro Los Angeles on a

series of proposed consolidations with the goal of creating a flagship Boys & Girls Club organization consisting of unsurpassed fundraising capacity and preeminent community service.

• Lawyers Without Borders

Gibson Dunn is involved in an interesting pro bono project involving an increasingly worldwide problem – wildlife poaching and illegal trade. In August 2015, a team of Gibson Dunn attorneys traveled to Kenya to assist Lawyers Without Borders in training 120 Kenyan lawyers and magistrates on trial advocacy, with a focus on prosecuting wildlife crimes. The focus was on how to try a case under Kenya's enhanced 2013 wildlife protection laws, conducted as a mock trial using a case file developed by the firm. We also worked with them on Kenya's new bar code project (using animal DNA to help prove crimes against endangered species), which is new to Kenya. Additionally, we hosted a brainstorming session with the Kenyan lawyers about how they can use alternative laws to protect wildlife (such as anti-firearm, anti-terrorism, trespass and anti-conspiracy laws, among others).

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 126,295 2015: 132,250

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,016 As of December 31, 2015: 1,042

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

2014: 124 2015: 127

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 73% 2015: 76%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

As a signatory to the Pro Bono Institute's Pro Bono Challenge, all attorneys at the firm are encouraged to do at least 60 hours of pro bono work 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?

Associates at the firm are encouraged to take on pro bono matters that will provide them with the opportunity to grow their skill set and help them advance their career at the firm. Through the direct supervision of partners and more senior associates, associates are given the opportunity to take on the primary responsibility for pro bono matters that will afford them such growth opportunities. In addition, many of our pro bono legal aid partners provide our associates with training and direct supervision on matters that require expertise, allowing associates to become involved in a variety of interesting and important matters and to grow their skill set.

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

Yes

Gibson Dunn & Crutcher LLP

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 3,783

2015: 3,852

Average hours per summer associate spent on pro bono work

2014: 48

2015: 43

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

2014: 60%

2015: 72%

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

During the summer program, summer associates are often asked to take on substantive assignments on specific pro bono matters to help the attorneys who are working on the particular matter, often with a legal research project. In addition, pro bono legal clinics take place throughout the summer in most our offices that allow summer associates to meet directly with individuals seeking pro bono legal help, generally under the supervision of an associate.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

We have supported an Equal Justice Works fellow who focused on anti-trafficking efforts.

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 and are actively involved in community service projects across the globe. Several of our offices engage in programs where attorneys and staff volunteer to read with students in schools. We also have hosted Days of Service in several of our offices, where attorneys have volunteered at soup kitchens and painted community centers.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2014, Gibson Dunn's Los Angeles office was recognized by the Alliance for Children's Rights Children's Justice Counsel Award
- In 2014, Gibson Dunn was awarded the Safe Haven Award by Immigration Equality for our firm's work on behalf of LGBT asylum seekers
- In 2014, Gibson Dunn's Dubai office was recognized as the Pro Bono Firm of the Year at the ILFR Middle East Awards
- In 2015, CAIR Coalition awarded Gibson Dunn it's Law Firm of the Year Award
- In 2015, Gibson Dunn's Orange County office was awarded the State Bar of California President's Pro Bono Service Award
- In 2014, 2015 and 2016, Gibson Dunn's New York office was honored with the Legal Aid 2014 Pro Bono Publico Award
- In 2014, 2015 and, most recently in 2016, *Law360* named Gibson Dunn to its list of top 20 Pro Bono Firm
- In 2016, Kids in Need of Defense honored Gibson Dunn with the 2016 Allegiance Award, recognizing the firm's impressive commitment to pro bono work
- In 2016, Asian Legal Business recognized Gibson Dunn for its commitment to Corporate Social Responsibility

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 leadership of Century City partner Scott Edelman. The committee has continued with an internal public relations campaign, which includes pro bono fairs and awards at the office-wide level, as well as the annual Frank Wheat Mermorial 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 cash prize that will be donated to a pro bono organization or organizations designated by the recipients.
- In terms of non-legal community work, the firm supports an active community affairs and board development program. Many offices have local Community Affairs Committees 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 to community organizations), specifically to support and encourage associates to become actively involved with organizations that may have a donation requirement for board involvement. The so-called Associates Fund is made up of donations from individual partners and those donations are matched by the firm.

GOODWIN PROCTER LLP

MAIN US OFFICE LOCATION:

100 Northern Avenue Boston, MA 02210 goodwinlaw.com (617) 570-1000

THE STATS

No. of Attorneys: 917 No. of Offices: 10

Chairman: David Hashmall

WHO'S WHO

Primary pro bono coordinator/partner 1:

Carolyn Rosenthal
Senior Pro Bono Manager
(617) 570-1481
crosenthal@goodwinlaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Primary pro bono coordinator/partner 2:

Julia Holczer Manager of Pro Bono & Community Relations (617) 570-3958 jholczer@goodwinlaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

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 managers.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Civil rights; Community economic development; 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; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Consumer law and small claims court

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Lawyers' Committee for Civil Rights
- · Lawyers Alliance for New York
- Kids in Need of Defense (KIND)
- Bet Tzedek
- DC Bar Clinic
- National Center for Homeless and Poverty
- Project Citizenship
- Volunteer Lawyers Project
- Immigration Equality
- Community Legal Services of East Palo Alto (CLSEPA)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Goodwin represents homeless persons and a local politician challenging two Worcester, MA laws enacted for the express purpose of reducing panhandling by the city's poor and homeless. The first law sets up hundreds of 20-foot buffer zones, including around all "places of public assembly," in which any solicitation—including mere sign holding—is deemed "aggressive" and subject to substantial fines. The second law grants police free rein to prohibit all expressive conduct on the city's roadways and traffic islands, areas that indisputably are traditional public fora. Plaintiffs claim that both laws violate the First Amendment and other state constitutional provisions. In June 2015, plaintiffs persuaded the U.S. Supreme Court to vacate the denial of their motion for a preliminary injunction. Following remand, the federal district court in November 2015 granted plaintiffs summary judgment, striking down both Worcester laws as impermissible under the First Amendment.
- We represent the Joyful Heart Foundation, a nonprofit dedicated to supporting victims of sexual assault. Working on its "End the Rape Kit Backlog" initiative, which seeks to shed light on the number of rape kits that go untested every year, we sent public records requests to police departments and state agencies in more than two dozen U.S. jurisdictions, asking for records reflecting the number of untested kits booked into evidence over the last 10 years, and spent months following up with police and laboratory personnel. The persistence of our team has not only elucidated the number of untested kits in many of these cities but has also helped to forge relationships between Joyful Heart and several police departments that are eager to partner in achieving policy reform to end the backlog in their respective jurisdictions. This project is developing the data needed to drive lasting change and providing this previously unavailable information to the public and legislators.
- Michael Cowels was convicted of the knifing death of a
 young woman in 1994 and sentenced to life in prison without
 parole. His conviction was affirmed on appeal. Cowels, who
 has always maintained his innocence, asked the Innocence
 Project to review his case, and it in turn reached out to

Goodwin. In 2004, Goodwin arranged for DNA testing to be done on "bloody towels" that had been used to corroborate the trial testimony of the key prosecution witness. Based on the DNA test results, Goodwin then filed a motion for a new trial in 2008, which the trial judge denied in 2011. Goodwin appealed, and this past year Massachusetts' highest court reversed Cowels' conviction and remanded for a new trial. It was the first time "mere" impeachment evidence provided the basis for a new trial in Massachusetts. Cowels, who served over 20 years, is now out on bail and continues to assert his innocence. The government says it intends to retry the case. Goodwin will represent Cowels in any retrial.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 74,118 2015: 59,642

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 838 As of December 31, 2015: 877

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

2014: 88 2015: 68

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 51% 2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

Goodwin Procter LLP

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 information sessions at the firm. Typical programs might include: landlord tenant law, nonprofit-related law, education law training and immigration 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.

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.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,899

2015: 1,468

Average hours per summer associate spent on pro bono work

2014: 40

2015: 23

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

2014: 87%

2015: 70%

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

Summer associates have an opportunity to be staffed 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 provide business related legal assistance to nonprofit organizations or inner-city entrepreneurs.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Goodwin 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. These externships provide unique opportunities for training and professional development through intensive experience in court 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 applicable.

- Goodwin 1L Diversity Fellowships: Our 1L Diversity Fellowships offer financial awards to students from historically underrepresented backgrounds who work in public interest positions during the summer after their 1L year. For more information, see www.goodwinlaw.com/Careers/1L-diversity-fellowship
- Law School Affinity Groups: We collaborate with law school affinity groups and other public interest/equal justice law school organizations through panel participation, conference and symposia sponsorships, job fairs, leadership summits and programs, and many other programs and activities.

- Affinity Bar Associations: We participate in and provide financial support to affinity bar associations and related legal organizations, including:
 - ACLU and NYCLU LGBT & HIV Project
 - Asian American Bar Association of the Greater Bay Area
 - Asian American Lawyers Association of Massachusetts
 - Boston Lawyers Group
 - GLBTQ Legal Advocates & Defenders (GLAD)
 - Hispanic National Bar Association
 - Massachusetts Black Lawyers Association
 - · Metropolitan Black Bar Association
 - Minority Corporate Counsel Association
 - National Asian and Pacific American Bar Association
 - · National Association of Women Lawyers
 - · Point Foundation
 - · Social Mobility Foundation
 - · South Asian Bar Association
 - Women in Law Empowerment Forum
 - Women's Bar Association and Foundation
- Other Sponsorships: Examples include: Equal Justice Works, American Bar Association, American Board of Trial Advocates Foundation, American Constitution Society for Law and Policy, Appleseed Center for Law & Justice, ACLU, Equal Rights Advocates, NY Legal Aid Society, Victims' Rights Law Center, Belin Economic Justice Project, Law Foundation of Silicon Valley, Lawyers Alliance for NY, Boston Bar Association and Foundation, Washington Legal Clinic for the Homeless, DC Bar Foundation and Pro Bono Program, Constitution Project, Federalist Society, National Law Center on Homelessness & Poverty, Pro Bono Institute, Women's Refugee Commission, Youth Advocacy Foundation, National Women's Law Center, Lawyers Committee for Civil Rights

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 a rich tradition of community service with dedicated days of service in all of our offices where all lawyers and professional staff have the opportunity to volunteer for a day with local partner organizations. Goodwin's Annual Community Service Days and other community-focused initiatives throughout the firm allow our lawyers and professional staff to give back to our communities through teamwork which is integral to the firm's culture. For example, from October 2015 through December 2015, nearly 600 Goodwin volunteers across the firm fanned out in teams to locations across our local regions to do a variety of service projects including: preparing and serving food, cleaning-up parks, sorting donated goods, assisting at shelters, writing

letters and preparing care-packages for soldiers and their families, constructing homes, painting school hallways and harvesting and planting crops at community gardens. On an ongoing basis throughout the year, Goodwin volunteers coach and mentor elementary and middle school students on a variety of curriculums including mock trials, moot court, reading and geography. Each year Goodwin volunteers serve Thanksgiving dinner to Veterans. Goodwin volunteers participate in charity walks/runs and donation drives for local, national and international organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2015

- Lawyers' Committee recognized Jaime Santos with its Associate Award
- Washington Lawyers' Committee for Civil Rights & Urban Affairs recognized the firm with its Outstanding Achievement Award
- Mass Service Alliance recognized the firm for its work helping US residents become naturalized US citizens
- Massachusetts Lawyers Weekly recognized partner Doug Doskocil with its Excellence in the Law Pro Bono Award
- Youth Advocacy Foundation Youth Advocacy Division of CPCS honored partners Bill Mayer and David Apfel
- KIND recognized the firm with its Allegiance Award for work on behalf of unaccompanied minors

2014

- The Boston Mayor's Office of New Bostonians recognized the firm with its Community Champion Award
- Legal Aid Society honored the firm with its Pro Bono Publico Award
- The Lawyers' Committee recognized attorney Bill Collins with its Associate Award
- Compass Working Capital recognized the firm for its probono service
- The ACLU honored the firm with its Alan and Adrienne Barth Volunteer Service Award
- The ABA Business Law Section honored the firm with its National Public Service Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 Goodwin 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 experience, expertise and interests of Goodwin Procter LLP

- its lawyers 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.
- The firm has committed to dedicate 3-5% of our total annual hours of legal work to pro bono, and it provides one-for-one billable hour credit for pro bono hours. These policies underline the individual and collective importance of our pro bono efforts, and allow us the flexibility to take on significant pro bono projects that require more substantial time commitments from our attorneys annually.
- Many offices have local Community Affairs Committees 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 to community organizations), specifically to support and encourage associates to become actively involved with organizations that may have a donation requirement for board involvement. The so-called Associates Fund is made up of donations from individual partners and those donations are matched by the firm.

GOULSTON & STORRS PC

MAIN US OFFICE LOCATION:

400 Atlantic Avenue Boston, MA 02110 www.goulstonstorrs.com (617) 482-1776

THE STATS

No. of Attorneys: 200 No. of Offices: 4

Co-Managing Partners: Martin M. Fantozzi and

Barry D. Green

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Karen O'Malley Director, Co-Chair Pro Bono Committee (617) 482-1776 komalley@goulstonstorrs.com

Bill Dillon Director, Co-Chair Pro Bono Committee (617) 482-1776 wdillon@goulstonstorrs.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Our pro bono committee consists of partners and associates from all offices.

THE SCOOP

Does the firm have a written 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 decide whether or not to take on a pro bono matter once we determine that the client is eligible, based on the Pro Bono Institute criterion, and the firm has or can obtain the relevant 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Disability benefits; Domestic violence; Education; Employment; Environment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Social security law; Probate law; Real estate transactions; The arts and historic preservation; Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Oxfam
- · Mil Milagros
- · Youthbuild USA
- Horizons for Homeless Children
- Nuestra Comunidad Development Corp.
- Dudley Street Neighborhood Initiative



Goulston & Storrs PC

- Community Resources for Justice
- Institute for non-profit Management
- · Civic Consulting USA
- IRAP

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Oxfam America relies on a Goulston & Storrs team working
 to ensure the organization is fully able to exercise its rights
 as a shareholder of major publicly-traded companies to
 drive change. The Securities and Exchange Commission
 rules permit certain shareholders to submit proposals to
 a company for vote at the annual shareholder meeting.
 Leveraging this opportunity, Goulston & Storrs has helped
 Oxfam America successfully submit numerous shareholder
 proposals aimed at eliminating poverty, hunger and social
 injustice—the core of Oxfam's global mission. As a result,
 Oxfam America is forcing corporate change on issues such as
 reducing a company's impact on climate change and severing
 ties with suppliers guilty of land-grabbing.
- Civic Consulting USA engages Goulston & Storrs PC as pro bono general counsel, from formation and tax exemption application to each client engagement. Civic Consulting USA is a nonprofit, non-partisan organization that aggregates and manages pro bono resources from top tier corporate partners to help government leaders tackle some of the toughest issues cities face today. In addition to its role as outside general counsel, Goulston & Storrs PC has spearheaded one such pro bono collaboration to develop the New York City Housing Authority's leasing strategy for approximately 3 million square feet of non-residential, vacant ground space. The purpose is to expand the social and retail services for residents and create a ground floor experience that is more integrated into the surrounding community. The effort has involved pro bono contributions by various real estate development, brokerage and architectural firms. It is a key component of the Mayor's plan, NextGen NYCHA. (wwwl. nyc.gov/assets/nycha/downloads/pdf/nextgen-nycha-web.pdf See pages 57-58.)

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 12,124 2015: 11,821

What was the attorney headcount in your firm's US office(s)

As of December 31, 2014: 190 As of December 31, 2015: 201 Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years?

2014: 64

2015: 59

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 50%

2015: 48%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

No written policy; cultural expectations encourage full participation.

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

PRO BONO POINTS

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

Opportunity to do high level sophisticated legal work in a meaningful way with significant partner level involvement.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 247

2015: 273

Average hours per summer associate spent on pro bono work:

2014: 45

2015: 48

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

2014: 100%

2015: 100%

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

Meetings with our pro bono committee and directly with our clients including opportunity to see the work our clients do by participating in site visits and other community based activities.

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

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.

We participate in the Citizens Schools/Discovering Justice Mock Trial Apprenticeship Program. For many years we have been working with middle school students to prepare arguments in a landmark gender discrimination case: Sawyer v. Williams and the West Boston School Board. This is a ten week program that culminates in an evening event at the Moakley Federal Courthouse where the students present their case to a live jury. We also encourage attorneys to actively participate in non-profit boards.

GREENBERG TRAURIG, LLP

MAIN US OFFICE LOCATION:

MetLife Building 200 Park Avenue New York, NY 10166 www.gtlaw.com (212) 801-9200

THE STATS

No. of Attorneys: 2,000 No. of Offices: 38 CEO: Brian L. Duffy

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Caroline J. Heller Chair, Global Pro Bono Program (212) 801-9200 hellerc@gtlaw.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Each office has a shareholder who serves as a local pro bono coordinator.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Environment; Family law; First Amendment and constitutional issues; Guardianship; HIV/AIDS advocacy; Homeless advocacy; Human trafficking; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; LGBT rights; Medical/health issues; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights; Women's rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- KIND Kids in Need of Defense
- · Advocates for Children of New York
- · Houston Volunteer Lawyers Program
- · Her Justice
- Arizona Volunteer Lawyer Program Children's Law Center
- · Legal Aid Center of Southern Nevada
- Public Counsel Los Angeles

- Americans for Immigrant Justice
- Volunteer Lawyers for Justice
- ABA Death Penalty Representation Project

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Attorneys in our Miami office filed an amicus brief in Florida's Second District Court of Appeal on behalf of six prominent clients including the University of Miami School of Law Children & Youth Clinic and the National Association of Counsel for Children. The case involved was Susan Russell v. Elizabeth A. Pasik. The underlying case involved two women who were artificially inseminated by the same donor and raised the children together. In doing so, they shared the parenting, including financial responsibility and decision making. This domestic partnership, however, did not last and after the two women split, one parent cut off any further contact with her children. The petitioner sought family visitation. She had no biological connection to her former partner's children and did not adopt them but developed a strong bond, as did her own children who shared with them the same father. The trial court denied a motion to dismiss for lack of standing and her former domestic partner filed a petition for certiorari in the Second District. The amicus brief supported the petitioner's right to seek visitation, arguing that since Florida law generally protects sibling relationships after families fracture, treating the children here differently would be a violation of equal protection: "there is no conceivable rational basis for treating these children differently than the children of a family in which the parents decided to avail themselves of the right to be married and thereafter divorced." As the brief further noted, the consequences of the decision would extend far beyond the individual family before the Court.
- A Greenberg Traurig attorney in our New York office assisted a young girl referred to the firm through Safe Passage Project. This client, a 15-year-old from Honduras, crossed the border into the United States in 2014. The attorney took on her case in December 2014 and successfully petitioned Bronx Family Court for her mother to be awarded guardianship. The client's I-360 SIJS application was approved, removal proceedings in Immigration Court were terminated and her Adjustment of Status application was approved. The client was awarded her green card within about one and a half years of their initial meeting.
- A shareholder in Greenberg Traurig's West Palm Beach office assisted a non-profit with negotiations for the donation of land to build a new facility in western Palm Beach County in a rural, agricultural area not yet served by the organization. The non-profit client, which has served Palm Beach County since 1917, did not have the funds to engage counsel to take advantage of the opportunity that was presented by the new development. Without GT's assistance, the opportunity would have been lost; not only for the organization, but for the many clients the organization expects to serve in the community. The bottom line here is that pro bono is not just for litigators but, in fact, all attorneys can make a real impact through public service.

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

If so, 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?

Greenberg Traurig provides internal training programs designed to enhance attorneys' careers. Many of these trainings are appropriate for our pro bono program. In addition, associates are paired with a Shareholder and encouraged to partner on a pro bono matter in order to gain additional skills. Greenberg Traurig also works closely with its pro bono organization partners to provide training on our pro bono projects. This includes such trainings as the DC Bar Pro Bono Program in Washington, DC, Navigating Child Support Issues in Family Law Cases, designed to prepare attorneys handling family law cases to navigate complex child support issues. KIND (Kids in Need of

Greenberg Traurig, LLP

Defense) offers trainings in a number of our locations 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 are also covered in these trainings.

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 Please limit your answer to 300 words or less.

Across the country in our offices that host summer associates, pro bono work allows them the opportunity to give back to the community. The summer associates are exposed to real matters and real life situations. They are given professional development opportunities to help supplement what they learn throughout the summer. We receive discrete projects from various local organizations, which include but are not limited to Her Justice, Public Counsel and Kids in Need of Defense (KIND). At the beginning of the summer, cases are referred to Greenberg Traurig attorneys who are then paired with summer associates to staff the matters. The summer associates have the opportunity to conduct client interviews, research opinions, prepare pleadings, and more.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Greenberg Traurig is proud of its partnership with Equal Justice Works. The firm provides funding through the Greenberg Traurig Holly Skolnick Fellowship Foundation to recent law school graduates pursuing a career in public interest. Through the Foundation, Greenberg Traurig serves as the largest sponsor of Equal Justice Works Fellowships in the United States and since 1999, the firm has invested more than \$9 million to support, in whole or in part, 142 Equal Justice Works Fellows. These fellows, graduates of 56 law schools, have served over 40 cities across the United States and have provided over 445,000 attorney hours on behalf of underrepresented populations. Through their two-year fellowships, they have delivered critically needed legal services at more than 90 nonprofit host organizations, working on 28 issue areas ranging from community development and disability rights to domestic violence and immigrant populations. Among Greenberg Traurig's former fellows, approximately 89% remain in

public interest today. Together, the sponsors, fellows and host organizations ensure equal access to the justice system for society's most vulnerable individuals and communities.

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.

- Greenberg Traurig attorneys and business staff in the Miami
 office lend their support to various Miami-Dade County
 charities with an annual "GT Cares" community service
 initiative over two weekends. Volunteers donate funds,
 supplies, and manpower to benefit local philanthropic causes
 including: Habitat for Humanity of Greater Miami, Nicklaus
 Children's Hospital and the Children's Home Society of
 Florida.
- Attorneys and business staff in the Fort Lauderdale office participate in a Build Day with Habitat for Humanity of Broward. Greenberg Traurig volunteers spend the day working at the Habitat for Humanity Hallandale Beach site.
- Attorneys and staff in the New York office take part in events during the firm's annual Community Service Week held each year in June. During that week the firm partners with local organizations to improve the lives of people in need in a way that is truly rewarding.
- The New York offices made our 2015 Toy Drive a success! Together they collected and delivered over 1,500 toys to children at NYU Langone Medical Center, Maimonides Medical Center, The Association to Benefit Children, Maria Fareri Children's Hospital Foundation at Westchester Medical Center, and Hope's Door! Greenberg Traurig is proud to support these great organizations during the holiday season.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Greenberg Traurig Philadelphia Shareholder, Robert M. Goldich received the Outstanding Leadership Award from Family Services of Montgomery County, Pennsylvania on November 17, 2015 at their Annual Recognition event. The event honors outstanding community partners.
- Greenberg Traurig, LLP financed a video by The Fund for Modern Courts highlighting why more family court judges are critically needed in New York State. In March, 2015 the video was chosen as one of the winners of the DoGooder National Video Awards and as the sole recipient of the ImpactX Award, which recognizes the nonprofit video with the most real-world advocacy impact in the past year. The ImpactX Award is based on the video itself as well as a short essay explaining how the video drove impact and changed the status quo for the issue it addressed.
- In April, 2015, Kids in Need of Defense (KIND) honored Greenberg Traurig with an award for extraordinary contributions to the protection of children who come alone to the United States in search of safety. The firm received KIND's Allegiance Award for providing thousands of hours of pro bono representation to unaccompanied children

referred to KIND. The award was presented during its annual Benefit Dinner Gala.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 A key part of Greenberg Traurig's culture is our strong commitment to contributing to the well-being of the communities where we live and work. This commitment includes our extensive charitable giving through the philanthropic fund and the Greenberg Traurig Holly

- Skolnick Fellowship Foundation, as well as pro bono legal work. GT lawyers from across the firm regularly help the people in their communities on matters as wide-reaching as human rights and economic development and as personal as domestic violence, children's issues and immigration.
- Pro bono legal work is invaluable for the underserved and providing legal representation to people in need can be an extraordinarily rewarding and meaningful experience.
 Pro bono work provides opportunities for training and skill enhancement and helps raise the morale of the work environment. Greenberg Traurig strongly encourages all of our attorneys to give personally of themselves by providing pro bono legal representation to the people of limited means and organizations whose mission is to address the needs of the underprivileged.

HAYNES AND BOONE, LLP

MAIN US OFFICE LOCATION:

2323 Victory Ave, Suite 700 Dallas, TX 75219 www.haynesboone.com (214) 651-5000

THE STATS

No. of Attorneys: 604 No. of Offices: 15

Managing Partner: Timothy Powers

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Debbie McComas
Partner
(214) 651-5000
debbie.mccomas@haynesboone.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 18%

John Eldridge
Partner
(713) 547-2000
john.eldridge@haynesboone.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The committee is made up of partners, associates, and some senior staff members from all Haynes and Boone offices.

THE SCOOP

Does the firm have a written 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 to take on a pro bono matter is decided by review of a pro bono committee, subject, in some situations to final consultation with 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 2014?

Animal rights; Asylum; Civil rights; Community economic development; Death penalty defense; Domestic violence; Education; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Probate 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Dallas Volunteer Attorney Program
- Human Rights Initiative of North Texas
- Metroplex Veterans Legal Services
- City of Arlington Volunteer Prosecutors Program
- · Houston Volunteer Lawyer Program

- City of Houston Volunteer Prosecutors Program
- Kids in Need of Defense (KIND)
- Volunteer Legal Services of Central Texas
- Orange County Public Law Center
- San Antonio Pets Alive

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In 2015, Haynes and Boone made a huge impact on children's rights, human rights, and the First Amendment. First, in partnership with Yetter Coleman and the Children's Rights Organization, Haynes and Boone took on the Texas foster care system in a class action lawsuit challenging the substandard care of children in the foster care program. After a hardfought battle that culminated in a lengthy trial, the United States District Court for the Southern District of Texas issued a 254-page opinion, finding the current foster care program unconstitutional. Specifically, the court concluded that "Texas's foster care system is broken, and it has been that way for decades. It is broken for all stakeholders, including DFPS employees who are tasked with impossible workloads. Most importantly, though, it is broken for Texas's PMC children, who almost uniformly leave State custody more damaged than when they entered." The court went on to mandate new supervision of the foster care system to get the program back on track.
- Haynes and Boone succeeded in obtaining asylum for a series of foreign nationals seeking protection from human rights violations in their own countries, but perhaps the most compelling of these cases involved a mother and her four children. Our client was a Sudanese national who sought asylum protection in the United States after her husband insisted on circumcising their two very young girls. The mother's story is a courageous one—to stand up to her husband and speak out against a tradition that put her at odds with her family and, indeed, her entire culture. But from a legal standpoint, the mother's case was a hard one to win because she was not herself facing a threat of circumcision if she were returned to Sudan. And it was not very practical for her young daughters to obtain asylum only to find themselves orphaned in the United States while their mother is deported to her home country. Yet, through the hard work of a team of Haynes and Boone lawyers over the course of more than a year, we were able to show both the long-term and continued effects on the mother from the circumcision she suffered as a child and the imminent threat of harm to her if she were to return to Sudan as a result of her standing up for her children and denouncing the family traditions. In the end, the mother and children were all granted asylum in the United States.
- A group of Haynes and Boone lawyers secured the right of a small Orthodox Jewish community in far North Dallas to continue meeting in a Plano home for private worship despite the neighborhood's restrictive covenants. The case raised questions of first impression for religious freedoms under the federal Religious Land Use and Institutionalized Persons Act and the Texas Religious Freedom Restoration Act.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 10,719 2015: 12,425

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 503 As of December 31, 2015: 519

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

2014: 21 2015: 24

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 20% 2015: 22%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

The firm has no set goal for pro bono hours. However, the firm encourages pro bono and formally credits associates with up to 100 hours of pro bono time as billable hours (although

Haynes and Boone, LLP

informally often giving credit for all pro bono hours) in considering bonuses and promotions.

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

If so, 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?

The firm hosts training opportunities by legal services providers at the firm's offices throughout the year. In addition, all summer associates and first year associates in the Dallas office are required to participate in a wills and estates CLE hosted by DVAP and are required to take a wills case following the CLE presentation. New hires in Houston receive mandatory training in an area related to pro bono work and are required to accept a pro bono 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 405

2015: 180

Average hours per summer associate spent on pro bono work

2014: 6

2015: 3

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

2014: 27%

2015: 24%

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

Summer associates in the Dallas and Houston offices can work on any open pro bono matter, but they must work on at least one. Every effort is made to provide pro bono work in the area of interest. The firm also offers summer associates a pro bono CLE training which is followed by case distribution. This provides them with the opportunity to work on pro bono matters, with appropriate supervision.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Associates from the Dallas office can work as volunteer prosecutors handling cases for the City of Arlington. They work one day a week for nine to ten weeks. Associates in the Houston office can work as volunteer prosecutors handling cases for the City of Houston. They work one day a week for 20 weeks.

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 regularly support a broad array of social service groups, public and private schools, art and other cultural organizations, religious groups and governmental agencies. Some of these opportunities include co-sponsorship of legal pipeline programs with local high schools and child advocacy programs.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Washington Lawyers' Committee honored a team of lawyers 2016 California Lawyer of the Year Award—M.C. Sungaila, Orange County
- 2016 Grand Street Settlement Pro Bono Recognition Award
- 2015 Gold Award for Pro Bono Service 150+ Dallas office attorneys, DVAP

- 2015 Gold Star for Pro Bono Coordinator of the Year
- 2015 Outstanding Associate Awards—Asylum Program of Human Rights Initiative of North Texas
- 2014 Silver Award for Pro Bono Service 150+ Dallas office attorneys, DVAP
- Light of Justice Award from Texas Defender Service
- Access to Justice Champion—Houston Bar Association

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Haynes and Boone has a long-standing commitment to public service. We strongly believe it is incumbent on us to "give back" to our communities and to make a positive difference for the public good. The firm's pro bono commitment is an integral part of its culture. Haynes and Boone formed its Pro Bono/Public Service Committee in 1989, recognizing that a more focused and organized commitment was desirable and necessary to broaden the pro bono opportunities available to the firm's lawyers and the range of legal services available to the pro bono clients served by the firm. Since that time, its pro bono efforts have grown and developed. Our Pro Bono/ Public Service Committee 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. 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. We encourage each lawyer to engage in pro bono legal work.

HERRICK FEINSTEIN, LLP

MAIN US OFFICE LOCATION:

2 Park Avenue New York, NY 10016 www.herrick.com (212) 592-1400

THE STATS

No. of Attorneys: 149 No. of Offices: 4

Chairman of the Firm: Irwin A. Kishner

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Louis Goldberg
Partner
(212) 592-1498
lgoldberg@herrick.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 7%

Ross Hirsch Partner (212) 592-5961 rhirsch@herrick.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 7%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The committee is made up of partners, counsel, and associates all of whom feel passionately about pro bono.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Disability benefits; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants' rights; Family law; Homeless advocacy; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; 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? If so, please indicate the specific areas below. If not, please select "none."

Death penalty defense

List up to 10 of your firm's pro bono clients or partners since 2014, 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

- Sanctuary for Families
- Brooklyn Legal Services Corporation A
- Volunteers of Legal Service (VOLS)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Herrick has assisted its client, West Harlem Community Organization, a non-profit community organization that provides housing and pre-school education services to low and moderate income residents in West Harlem, in filing a litigation in New York State Court against former board members and officers who committed numerous improprieties to exploit the organization for personal gain. The most significant of these improprieties was conspiring to divest the organization of the management and control of rental buildings deeded to it by the City of New York for low income housing, diverting rental income and engineering the illegal sale of one building to a third party developer without properly accounting to the organization for the sale proceeds. Herrick obtained a preliminary injunction in favor of West Harlem requiring the named defendants to return management and control of the properties to the organization, and is now pursuing its claims for damages.
- Herrick, together with Sanctuary for Families, represents an individual seeking a permanent order of protection against her former fiancé. Our client is a single female from Argentina that recently immigrated to the United States. She does not have any family in the U.S. and is unfamiliar with the American legal system. She reached out to Sanctuary for Families after being physically and verbally abused by her former fiancé. We were able to immediately secure a temporary order of protection against her former fiancé and are awaiting a trial where we will seek a permanent order of protection. A trial on the matter is on-going in Family Court.
- Herrick represents two families in connection with their Petition for U Nonimmigrant Status U-Visa. They endured abuse, treacherous travel and living in constant fear of not only their abusers but also the justice system (due to their undocumented status). The applications took weeks to prepare and involved not only filling out the various required forms but also the drafting of several affidavits recounting the horrific details for each of the applicants and their children. Since the filing of the applications, Herrick has assisted its clients with various other necessary matters, including coordination of the required fingerprinting, updating the clients' records at the courthouse and advising the clients about the recent raids of undocumented residents being carried out by U.S. Immigration and Customs Enforcement and renewing the children's Deferred Action for Childhood Arrivals applications, which grants work authorization to its recipients for two years.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (

2014: 2,150

2015: 2,285

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 137

As of December 31, 2015: 149

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

2014: 16

2015: 15

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 25%

2015: 22%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

If so, 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.

Herrick Feinstein, LLP

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 oro 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 0

2015: 0

Average hours per summer associate spent on pro bono work

2014: 0

2015: 0

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

2014: 0%

2015: 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 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.

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.

HINSHAW & CULBERTSON LLP

MAIN US OFFICE LOCATION:

222 N. LaSalle Street, Suite 300 Chicago, IL 60601 www.hinshawlaw.com (312) 704-3000

THE STATS

No. of Attorneys: 510 No. of Offices: 25 Chair: Kevin Joseph Burke

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Dan L. Boho Partner and Co-Leader, Personal Injury & Property Damage Practice Group (312) 704-3453 DBoho@hinshawlaw.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 18%

Joshua G. Vincent
Partner and Director of Professional Development
(312) 704-3463
JVincent@hinshawlaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Semi-Annually

Please describe the composition of the committee:

The pro bono legal services committee consists of six members from across the firm. It is chaired by Dan L. Boho (Chicago). The current members include: Marissa I. Delinks (Boston), L. Lee Smith (Peoria), Russell S. Ponessa (Minneapolis), Joshua G. Vincent (Chicago), and Lora L. Zimmer (Appleton).

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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 2014?

Appellate; Civil rights; Disability benefits; Domestic violence; Employment; Executive clemency; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Indigent criminal defense; Nonprofit incorporation/tax exemptions; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Hinshaw & Culbertson LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Criminal Justice Act appointed counsel by 7th Circuit
- Prairie State Legal Services
- · Cabrini Green Legal Aid
- Life After Innocence Project
- Chicago Volunteer Legal Services
- · American Bar Association
- Wolf Ridge Environmental Learning Center
- National Immigrant Justice Center
- Episcopal Diocese of Chicago
- City of Chicago Police Accountability Task Force

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- American Bar Association amicus brief in Williams-Yulee v.
 The Florida Bar: This amicus curiae brief submitted on behalf
 of the American Bar Association was written by Hinshaw
 attorneys Thomas P. McGarry, Joshua G. Vincent, Steven
 M. Puiszis, Matthew R. Henderson, and Adam R. Vaught in
 support of the respondent, The Florida Bar. The U.S. Supreme
 Court upheld the Florida law banning judicial candidates
 from soliciting campaign funds.
- Police Accountability Task Force: The PATF was established by Chicago Mayor, Rahm Emanuel to conduct a review of recent high profile events involving Chicago police officers and make recommendations regarding the system of accountability, oversight, and training currently in place for Chicago police. Hinshaw partner Sergio E. Acosta was named one of the five co-chairs of the Task Force, while Hinshaw attorneys Joel D. Bertocchi and Adam R. Vaught, assisted Mr. Acosta. The Task Force focused its review and recommendations in a number of crucial areas, including: (1) a use-of-force policy that emphasizes de-escalation of potentially volatile situations; (2) a robust investigation, review, and accountability system; (3) proactive police engagement with the community to set priorities that are consistent with the community's needs; and (4) an early intervention system to identify problematic trends in police officer behavior.
- Guantanamo detainee cases: Hinshaw attorney Matthew J. O'Hara has represented three former Guantanamo detainees. His last client who was imprisoned in Guantanamo, Muhammadi Davliatov, was released and resettled in Serbia in July 2016 after 14 years at Guantanamo. Early on, Muhammadi indicated that he would rather spend the rest of his life in Guantanamo than return to his native Tajikistan where he feared he would be tortured and killed in prison. As a result, Mr. O'Hara had to fight the U.S. Government, publicly and privately, for a long time before it finally abandoned the idea of forcing Muhammadi to return to Tajikistan, which has a horrendous human rights record. In the fall of 2008, Muhammadi would have been on a plane to Tajikistan along with another Guantanamo detainee, but

for a preliminary injunction that was obtained stopping his return. Tajik prisons are brutal places, and if Muhammadi went there, he would surely be dead by now, if for no other reason than in January 2009 he suffered an attack of acute appendicitis and had an emergency appendectomy in the detention hospital at Guantanamo. He would never have survived that in a Tajik prison. Today, Muhammadi is 37 and in good health. He is a free man. Serbia has pledged him support of various kinds to integrate successfully into Serbian society. He will apply for asylum in Serbia, and will be able to become a Serbian citizen in the future.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 4,295

2015: 2,742

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 522

As of December 31, 2015: 533

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

2014: 8

2015: 5

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 1%

2015: 1%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 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? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Each year Hinshaw awards a \$20,000 scholarship, as well as a summer associate position to a diverse second-year law student with exceptional academic credentials at DePaul College of Law under the firm's DePaul Diversity Scholarship.

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.

Approximately 20 attorneys and clerks from Hinshaw volunteered through Chicago Cares to do a service project at Brighton Park Elementary School in July 2016. The project included painting a mural and building wooden benches.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

The firm has received recognition from Public Interest Law Initiative (PILI) in 2013, 2014, 2015, and 2016. In 2013, the firm received Chicago Legal Clinic's Charles O'Laughlin Award for Pro Bono. In 2015, The Eviction Defense Project (part of BASF's Justice and Diversity Center) awarded one of our San Francisco associates its Outstanding Volunteer in Public Service Certificate, which recognizes the top 15% of volunteers. Elizabeth S. Baker, of counsel in our Coral Gables, Florida office was a recipient of the Florida Bar President's Pro Bono Award for 2015 for her continuing commitment to assisting the indigent, underserved and minors.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

HOGAN LOVELLS US LLP

MAIN US OFFICE LOCATION:

Columbia Square 555 Thirteenth Street, NW Washington, D.C. 20004 www.hoganlovells.com (202) 637-5600

THE STATS

No. of Attorneys: 2,500 No. of Offices: 45 CEO: Stephen J. Immelt

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

T. Clark Weymouth
Pro Bono Partner
(202) 637-8633
t.weymouth@hoganlovells.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Kathryn Marshall Ali Pro Bono Associate (202) 637-5771 kathryn.ali@hoganlovells.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Blair Decker Pro Bono Attorney (202) 637-6827 blair.decker@hoganlovells.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.hoganlovells.com/en/citizenship/pro-bono

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 requests for pro bono assistance on a case-by-case basis, taking into account merit, subject area, and staffing needs and bearing in mind the guidelines and principles enunciated in the Association of Pro Bono Counsel's (APBCo's) "Mission, Matter, Means" publication and the Pro Bono Institute's (PBI's) "What Counts" publication. We often review IRS Forms 990 for potential nonprofit 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 2014?

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; Litigation; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

Abortion; Partisan political causes

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- American Civil Liberties Union (ACLU)
- The Brady Center to Prevent Gun Violence
- The Campaign to Keep Guns Off Campus
- Clemency Project 2014
- D.C. Volunteer Lawyers Project (DCVLP)
- FairVote
- Kids in Need of Defense (KIND)
- · Lawyers' Committee for Civil Rights Under Law
- George C. Cochran Innocence Project (Mississippi Innocence Project)
- Network for Victim Recovery of D.C. (NVRDC)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

We have a long history of defending those who are wrongly incarcerated. Our pro bono work won Texas death row inmate Julius Murphy more days of his life. A court stayed Murphy's November 2015 execution after we identified new evidence of prosecutorial misconduct calling into question his conviction and death sentence. In June 2016, Murphy's case was remanded to the trial court for further exploration of his misconduct

We also secured a settlement on behalf of Jerry David Lee, who was incarcerated in Virginia for 23 years for a handful of non-violent robberies. Lee—a first-time offender—should have become eligible for parole as early as 2001. But he was misclassified as parole ineligible under the "Three Strikes" statute. We filed a civil rights action, and the court's stern comments to the state at a hearing resulted in a settlement under which Lee received a parole hearing. Parole was granted and Lee was released in March 2016.

Other current highlights in this sphere include:

- We're partnering with a defense attorney in Baltimore to represent Adnan Syed, who was granted a new trial in June 2016. Syed, profiled in the podcast Serial, was convicted of the 1999 murder of his former girlfriend, Hae Min Lee.
- A pending petition for writ of habeas corpus on behalf
 of Anthony Gibson, who is serving a life sentence for a
 murder he did not commit. We are arguing that he is
 entitled to relief due to ineffective assistance of his trial
 counsel and violation of his due process rights.
- A pending petition for post-conviction relief on behalf of Curtis Flowers, an innocent man on Mississippi's death row who has the distinction of being the only criminal defendant in the United States who has been tried six times for the same crimes.
- Brides under the age of 18 have the deck stacked against them. They're exponentially more likely to face domestic abuse or die in child birth than their peers who are just a few

years older. Many don't have the chance to finish school. So their opportunities to develop the skills and confidence that foster social and economic independence dwindle. And this isn't just an issue in the developing world. Child marriage is a phenomenon that we're also combatting in the United States. In the decade between 2000 and 2010, there were approximately 14,000 child marriages in just four states - New York, New Jersey, Maryland, and Virginia. Many of those were girls in their early teens marrying men a decade or two older. In partnership with the Tahirih Justice Center, we've taken on child marriage in the state of Virginia. We researched the problem, analyzed existing law, and helped draft the bill - now signed into law - that raises the minimum age for marriage to 18 (except in the case of emancipated minors). Eliminating the option for parental consent - an exception that was used for girls as young as 13 - removes the possibility that a parent can coerce or force a child into marriage. Our lawyers and staff are researching laws and partnering with Tahirih to draft similar legislation in other states. We've taken an important first step, and our work combatting child marriage isn't done yet.

- We devote a great deal of time and resources to immigration and asylum work. Much of that work derives from several partnerships through our Empowering Girls and Women Initiative. In 2015 alone, we represented 45 girls and women who were abused, trafficked, or seeking asylum.
 - Through our partnership with the Capital Area Immigrant Rights (CAIR) Coalition, we take on numerous pro bono cases from the organization's Detained Adult Program and Detained Children's Program, all aimed at fighting the impact of deportation and detention of non-citizen girls and women. We received awards from CAIR in 2015 and 2016.
 - In collaboration with Kids In Need of Defense (KIND), we represent unaccompanied minors who survived abuse and abandonment, helping them to navigate Special Immigrant Juvenile Status and asylum proceedings. KIND recognized us with an Allegiance Award for our commitment to the organization.
 - Through our partnership with the Tahirih Justice Center, we represent women fleeing violence and forced marriage in asylum proceedings. The organization named us Firm of the Year in 2015.

We also handle asylum cases for the LGBT community. We received the Safe Haven Award from Immigration Equality for our pro bono work on behalf of those seeking safety from persecution because of their sexual orientation, gender identity, or HIV status. We've devoted thousands of hours assisting more than a dozen clients fleeing persecution in Jamaica, Macedonia, Belarus, Peru, Cameroon, Saudi Arabia, Nigeria, Mauritania, Azerbaijan, and India.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

Hogan Lovells US LLP

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 74,342 2015: 77,199

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 968

As of December 31, 2015: 980

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

2014: 77

2015: 79

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 83%

2015: 84%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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

No

Does the firm have a maximum number of pro bono hours that can

be applied toward the billable hour target?

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

We have an internal Pro Bono Fellowship Program through which lawyers not assigned to the Pro Bono practice group can receive full billable-hour credit for particularly high-impact pro bono matters. We budget 5,000 hours annually to support the work of associates on such matters, in addition to the usual billable-hour credit that is provided. We also participate in initiatives to encourage senior lawyers to undertake significant pro bono work if they wish to do so as they transition from full-time practice. The firm also makes available one full time "pro bono senior associate" position, for which the term is 18 months, and several full time "pro bono rotator" positions for junior associates, for which the term is 4 months.

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 that often is applicable to pro bono work. Our offices frequently host trainings for legal services 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 2,437

2015: 2,993

Average hours per summer associate spent on pro bono work

2014: 34

2015: 37

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

2014: 82%

2015: 69%

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

We take seriously our responsibilities to improve the lives of those without access to justice 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. In addition to providing opportunities to work on the firm's current pro bono matters the pro bono practice 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: teaching the Introduction to Legal Reasoning course through the Washington Lawyers Committee for Civil Rights and Urban Affairs to disadvantaged students who will be entering law school; 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 2015, including: formulation of strategy and arguments to support an actual innocence claim; extensive research on First and Fourteenth Amendment issues for the Anti-Defamation League; participation in immigration and asylum matters; analysis and drafting of the DC Volunteer Lawyers Project civil protection order manual; strategic analysis of a challenge to Virginia's "three strikes" bar to parole eligibility; and research in connection with a white paper drafted on behalf of the Sixth Amendment Center encouraging structural fixes to the way indigent defense is provided.

Additionally, the pro bono practice offers summer associates the opportunity to attend a wide variety of pro bono-related dinners, training programs, and presentations over the summer.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? $N_{\rm O}$

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 applicable.

While a commitment to good citizenship has always been encouraged by Hogan Lovells management, in early 2015 we launched a groundbreaking Global Citizenship Policy. This policy asks everyone at the firm to devote at least 25 hours per year to Citizenship activities that fall under five categories: Pro Bono, Community Investment, Diversity, Environment, and Matched Charitable Giving. Activities include anything from providing free legal services to a nonprofit to volunteering at a local school. Accommodations are made so that everyone at

the firm (lawyers and non-lawyers alike) can take part in one or more activity—as part of their normal duties.

In 2015 we also introduced the Empowering Girls and Women Initiative. We ask our people to focus a significant portion of their Citizenship time on combating gender-based violence, improving educational opportunities for girls and women, and supporting female employment and entrepreneurship. The initiative is the foundation of our Commitment to Action through the Clinton Global Initiative, with an estimated value of more than US\$16 million in collaborations with organizations dedicated to improving the lives of women and girls. In calendar year 2015 approximately 343 of the firm's lawyers completed work in this area devoting approximately 13,725 hours.

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 policy above, the firm offers hundreds of volunteer opportunities in our offices in an effort to involve both lawyers and non-lawyers.

A few of these opportunities include: tutoring young students in U.S. geography and facilitating their participation in a city tournament based on that knowledge; mentoring and reading with students through Reading Partners and other organizations across various U.S. offices; funding and assembling 1,000 backpacks filled with donated school supplies for children in need; sponsoring and participating in Girls on the Run after-school programs; providing support for employees to serve as court appointed advocates for at-risk children during court proceedings; volunteering to deliver and serve food prepared by our cafeteria for dinner service at a homeless women's shelter, and also throwing quarterly birthday parties for their women residents; preparing and delivering meals to elderly individuals and those affected by illness and disability through Meals on Wheels, Food & Friends, and others across various U.S. offices; preparing victims of domestic violence and homelessness for return to the workforce through resume workshops, computer training, and other soft and technical skill lessons; performing environmental clean-up and tree-planting exercises, including ongoing park adoptions in various U.S. offices; and countless others.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- We consistently earn more than a dozen awards annually for our commitment to pro bono in the U.S. Some highlights include:
 - American Lawyer honored us with its Lifetime
 Achievement Award for Citizenship for our work in
 Liberia, which includes extensive pro bono assistance to
 Liberia's Ministries of Justice, Finance, and Health and
 Social Welfare.
 - *The National Law Journal* named us to its 2016 Pro Bono Hot List for our representation of former federal air

Hogan Lovells US LLP

- marshal Robert J. MacLean in his landmark victory before the Supreme Court.
- We've earned "superlatives" such as Firm of the Year or
 Outstanding Law Firm from a number of organizations,
 including Law360, the Lawyers' Committee for Civil
 Rights Under Law, the DC Volunteer Lawyers Project,
 the Homeless Persons Representation Project, and the
 Washington Lawyers' Committee for Civil Rights and
 Urban Affairs, among others.
- For 11 consecutive years, the Pro Bono Committee of the District of Columbia's federal courts recognized us as a "40 at 50" office—40 percent of lawyers performed 50 or more hours of pro bono.
- We've been named a New York State Bar Association "silver honoree" for our commitment to pro bono in the New York office.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 Good citizenship has been one of our core values since the firm was created. And last year, we shifted that value into overdrive.

- We launched two ambitious global programs in 2015. Everyone at the firm is asked to volunteer at least 25 hours each year as part of their normal work duties. In the program's first year, our people exceeded expectations, devoting approximately 200,000 hours to Citizenship activities. Close to 60 percent of that work came in the form of pro bono help.
- We also introduced our Empowering Girls and Women Initiative. That's our promise to focus much of our Citizenship activities on combatting gender-based abuse and improving educational and economic opportunities for girls and women.
- At the same time, we took our commitment to women and girls public by joining the Clinton Global Initiative, partnering with dozens of organizations to address genderbased issues. Our three-year pledge: 56,000 hours of volunteer time in more than 30 countries, and at least US\$1 million in donations to support girls' and women's equality.
- Our pro bono success is a product of our people's drive, commitment, and compassion, and we're proud of the impact we have on people and communities around the world.

HOLLAND & HART LLP

MAIN US OFFICE LOCATION:

555 17th Street, Suite 3200 Denver, CO 80202 Hollandhart.com (303) 295-8000

THE STATS

No. of Attorneys: 499 No. of Offices: 17

Firm Chair: Elizabeth A. Sharrer

WHO'S WHO

David K. Broadbent Partner (801) 799-5806 dbroadbent@hollandhart.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The committee consists of partners, associates, and paralegals represented by every office.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

Yes

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 2014?

Asylum; Bankruptcy; Civil rights; Disability benefits; Domestic violence; Education; Elder law; 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; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Private Individuals (Several)
- · American Civil Liberties Union of Utah
- · Legal Aid Center of Southern Nevada
- Holland & Hart Foundation
- · ACLU of Montana

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 In Fall 2015, the Salt Lake City office partnered with the ACLU to reform the State of Utah's inadequate statewide public defense system.

After learning about some of the inadequacies of the current system, several attorneys were eager to get involved and help on this case that fundamentally impacts the integrity and credibility of Utah's justice system. Our attorneys viewed this as a great opportunity for H&H to both give back to the community and provide unique litigation experience to junior lawyers.

The team of lawyers collaborated for at least seven months with the ACLU's legal team to develop a strategy for the case, draft the 50-page Complaint, and identify and recruit plaintiffs—a task that involved visiting jails throughout the state talking to incarcerated people charged with non-violent



Holland & Hart LLP

crimes that carry the possibility of jail time who financially qualify to have a public defender appointed.

On June 21, 2016, the Complaint was filed in the Third Judicial District Court of Utah State Court, seeking a declaration that the State of Utah's indigent defense system violates the Sixth and Fourteenth Amendments to the United States Constitution as well as sections of the Utah Constitution and Utah statutes, by neglecting to provide funding, oversight, or management to Utah counties and municipalities. The State of Utah Attorney General then removed the case to the U.S. District Court for the District of Utah. The team is currently preparing for the class certification hearing.

• Our client was a Hurricane Katrina evacuee, flown from New Orleans to Utah in 2005 and sent to an apartment in Provo. The day our client was leaving Utah to return to his family, then in Texas, his apartment building caught on fire. The client was convicted of aggravated arson, and his appeal was denied. Our attorneys filed the petition for post-conviction relief back in 2010. It was promptly dismissed, and they appealed. The court of appeals reversed and remanded for an evidentiary hearing.

On remand, the basic argument was that our client had ineffective assistance of counsel. Neither his trial nor appellate counsel recognized that the state's multiple arson experts relied on bad arson science (which the State later admitted) and improperly bolstered that bad evidence with misleading testimony about an accelerant-sniffing dog, Oscar. Following the evidentiary hearing, the trial court again ruled against our client, and our attorneys appealed again.

In August 2016, the court of appeals reversed the trial court yet again, finding that our client's counsel provided "prejudicial ineffective assistance." Our client was really grateful and is excited about moving on with his life. The case took so long that he has since been released from prison and is now in Houston and having his conviction vacated should allow him to get a better education and job.

• The valuable impact of the firm's commitment to provide high-quality pro bono legal services to those in need was recently demonstrated in a rewarding conclusion to a five-year long case representing a young girl with Downs Syndrome and other physical disabilities. Maureen Witt and Doug Abbott of our Denver office started an action against a Pueblo School District to stop the District from using a specially made desk with a wooden bar that locked behind the chair to keep her "focused and on task" while at school. The complaint originally alleged the mechanical restraint was a discriminatory violation of the ADA, the Rehabilitation Act, and several Constitutional violations. Just before the original trial date in 2011, the Constitutional claims were dismissed, and despite an appeal to Tenth Circuit Court of Appeals and an application for certiorari to the United States Supreme Court, the dismissal was upheld. The six-day jury trial recently went forward on the discrimination claims, and the jury returned an award of \$2.2 million in favor of the young girl and her family to compensate for the trauma she endured from the mechanical restraint and for ongoing psychological counseling.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 21,421 2015: 26,880

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 474 As of December 31, 2015: 498

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

2014: 45 2015: 54

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 47% 2015: 51%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

Minimum of 50 hours, applies to partners and associates

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?

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 267

2015: 275

Average hours per summer associate spent on pro bono work:

2014: 18

2015: 15

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

2014: 47%

2015: 63%

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 1998, Holland & Hart established the H&H Foundation, which is a 501(c)(3) organization. Our attorneys and staff members believe in giving back to the community, not just through financial contributions, but also through contributing time and effort. While other law firms have

- established grant-making foundations, only a handful focus principally on volunteerism and building community.
- The Foundation carries on the firm's longstanding tradition of community service. From conducting clothing, food, and toy drives for foster children, battered women, and Haitian orphans to visiting and delivering meals to the home-bound to painting and repairing the homes of low income elderly citizens, we offer our help to those in need.
- The Holland & Hart Foundation reaches and supports a multitude of needy organizations across the country. Here are a few of the organizations touched by our volunteers:

American Red Cross, Jackson Hole Children's Museum, Trinity Church Soup Kitchen, Hole Food Rescue, I Have a Dream Foundation, Idaho Food Bank, The United Way, Wish for Wheels, Crayons for Calculators, Clothes to Kids, Boys and Girls Club, and Reading Rocks just to name a few.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Throughout the firm footprint, Holland & Hart is consistently recognized for its pro bono work:

- The Santa Fe attorneys and office were recently recognized by the Legal Services Corporation (LSC) for their commitment to pro bono legal services in New Mexico. New Mexico Legal Aid nominated the firm for its dedication to the cause of expanding pro bono work. The LSC Board will be holding a Pro Bono Awards Reception October 17, 2016.
- Christina Gomez of the Denver office was recognized by the Colorado Women's Bar Association Foundation (September 2016) as a women who has "raised the bar" by maintaining a significant and sustained commitment to pro bono services. The CWBA Foundation honors women lawyers who have made a difference in their communities and are paving the way for other women in Colorado and the U.S.
- In April 2016, the Boise office received the Idaho State Bar's 6.1 Challenge Award in the Large Firm category for Pro Bono services. The 6.1 Challenge is an event, named as Idaho Rule of Professional Conduct 6.1, to recognize pro bono and public service participation activities from members of the Fourth District Bar.

HOLLAND & KNIGHT LLP

MAIN US OFFICE LOCATION:

701 Brickell Avenue, Suite 300 Miami, FL 33131 www.hklaw.com (305) 374-8500

THE STATS

No. of Attorneys: 1,207 No. of Offices: 27

Managing Partner: Steven Sonberg

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Buddy Schulz
Public and Charitable Service Department Chair
(904) 798-5452
buddy.schulz@hklaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Meg Hely Walsh Public and Charitable Service Department Manager (212) 513-3475 meghan.walsh@hklaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 30%

Pro Bono website (if different from main site):

hklaw.com/Community-Commitment/hklaw.com/Pro-Bono/

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The committee is made up of an attorney representative from each office and business section.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

Ye

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

The firm, consistent with its long tradition of helping people of limited means and organizations that assist them, provides opportunities to its lawyers and other professionals, but at the same time relies on its lawyers and professionals to provide whatever services they believe are needed in their communities. If practice group leaders and public and charitable service representatives approve, then a new matter is opened in accordance with the directives of that person who seeks to perform those pro bono legal services.

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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The American Bar Association's Military Pro Bono Project, Veterans Claims Assistance Network and Military Volunteer Income Tax Assistance Program
- · United Way's Mission United
- Thomspon Reuters Foundation's TrustLaw–Transactional Pro Bono Program
- Lawyers Alliance for New York–Transactional Pro Bono Program
- The Lawyers Committee for Civil Rights
- The Clemency Project
- NAACP Legal Defense and Educational Fund
- The Constitution Project
- · Kids in Need of Defense
- Best Buddies International

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

· Harris Neck Land Trust

In 1865, Margret Ann Harris deeded the land of her Georgia plantation, Harris Neck, to her former slave and other former slaves. By 1942, the Harris Neck community grew to include 75 African-American families. During World War II, the federal government confiscated Harris Neck under eminent domain to create an Army airfield. All 75 families in the community were evicted from Harris Neck with only a few weeks' notice, little or no compensation for their land and property, and no provision for alternative housing arrangements. The federal government orally agreed to return Harris Neck back to the community after the war, but through allegedly unauthorized transfers, it is now utilized as a national wildlife refuge. Holland & Knight's Public Policy & Regulation Practice Group is representing the Harris Neck families in their ongoing effort to have more than 2600 acres of land returned to the rightful owners. Holland & Knight continues to work with the United States Department of the Interior and the United States Fish and Wildlife Service to regain the land for the descendants of the former slaves.

· Yates v. United States

Holland & Knight represented the National Association of Criminal Defense Lawyers (NACDL) in a case that demonstrated how Supreme Court intervention can slow down overregulation and over-criminalization in America. Holland & Knight served as lead counsel before the Supreme Court in Yates v. United States. The case involved John Yates,

a fisherman who was accused of hiding some of his catch from officials and charged with violating the anti-shredding statute of the Sarbanes-Oxley Act (SOX). After Yates was charged with a felony and faced a 20-year sentence, Holland & Knight filed an amicus brief in the 11th Circuit and later at the Supreme Court supporting NACDL's position that prosecutors overreached and expanded the law beyond its intent by using a SOX criminal law against a fisherman. The United States Supreme Court reversed the finding that in fact the alleged violation of SOX was in fact overcriminalization of Mr. Yates conduct and dismissed the charges against him. In addition to authoring the amicus brief, Holland & Knight testified before Congress on behalf of the American Bar Association and authored an article on the Yates case that was featured in The Wall Street Journal, "Something Fishy in Sarbox Land".

· Richard Cooper

After working since 1994 to reverse the imposition of the death penalty in the case of Richard Cooper, a Florida death row prisoner sentenced for a crime he committed at age 18 while acting under the domination of an older co-defendant, pro bono efforts by Holland & Knight were successful in obtaining a life sentence for Mr. Cooper. In 2011, the Eleventh Circuit Court of Appeals held that Cooper's lawyers at his original 1984 trial were ineffective in failing to investigate and present evidence about his childhood that could have led to a penalty other than death. Trial counsel had failed to contact Cooper's four siblings, each of whom would have told Cooper's lawyers that Cooper had been viciously and savagely beaten throughout his childhood by his abusive, alcoholic prize-fighter father. This led to a resentencing trial before a jury in Pinellas County in 2014. After hearing evidence of Cooper's traumatic childhood, and his excellent conduct in prison over the last three decades, the jury concluded that life was the appropriate sentence.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 62,026

2015: 50,650

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 967

As of December 31, 2015: 997

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

2014: 64

2015: 51

Holland & Knight LLP

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 51%

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

No

If so, what is the requirement and to whom does it apply?

There is an expectation that every attorney perform 50 hours of pro bono legal 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?

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 have the ability to select their pro bono matters and learn from experienced mentors.

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.

The firm proactively encourages summer associates to become involved in helping people of limited means and organizations that assist them.

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 applicable.

Holland & Knight's personnel are engaged in many law-related public interest and community service efforts that are not defined as "pro bono" by the Law Firm Pro Bono Challenge. Holland & Knight has a Public and Charitable Service Department that coordinates the integrated delivery of pro bono legal service, community service and charitable giving across various sectors of community need. Members of Holland & Knight demonstrate their strong dedication to community service through participation in board service and volunteer roles with law-related nonprofit, government, and civic organizations. We also sponsor scholarships at law schools and offer internships for students who assist lawyers and professionals in their pro bono pursuits.

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 & Knight's Public and Charitable Service Department coordinates large-scale local and national service days as well as regular service engagements with our community partners. Holland & Knight personnel volunteer for over 90 nonprofit organizations each year during our annual 9/11 Day of Service. They serve regular volunteer commitments at schools across the United States through the Holland & Knight Charitable Foundation's Opening Doors for Children Program. They are also actively involved in the educational programs of the Holland & Knight Charitable Foundation that incorporates lessons from the Holocaust, Native American History and the civil rights movement to help students and teachers stand up against injustice.

Please list special recognition or awards your firm has won in the last three years for its pro bono work. .

- 2014, 2015 and 2016 American Bar Association Military Pro Bono Project Outstanding Services Award: Presented by the American Bar Association
- 2015 Legal Services Corporation Pro Bono Service Award
- 2015 Law Firm Award and Civil Litigation Award: Presented by the Legal Aid Society of Palm Beach County
- 2014 NAACP Foot Soldiers of the Year Award: presented by the NAACP
- 2014 Attorney of the Year Award: presented by CARE International
- 2014 Florida Bar President's Pro Bono Service Award: presented by the Florida Bar Association
- 2014 Lawyers for Children America Child Advocacy Award
- 2014 Community Leadership Award: Presented by The Community Foundation for Northern Virginia
- 2014 Law Firm of the Year: presented by Legal Aid Service of Broward County and Coast to Coast Legal Aid of South Florida

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- In reference to the total pro bono hours, the average pro bono hours per attorney, and the % of attorneys who achieved 20 or more pro bono hours: In 2015 we added a significant amount of attorneys from other firms at various parts of the year. This data does not include the pro bono hours those attorneys performed before joining Holland & Knight LLP.
- In reference to question "Is There A Pro Bono Requirement?":
 While there is no requirement, there is a pro bono
 expectation of at least 50 hours per year for all attorneys and
 paralegals.
- In reference to question "Does the Firm Have A Maximum Number of Pro Bono Hours That Can Be Applied Toward The Billable Hour Target?": No maximum number of pro bono hours however, this is determined on a case by case basis.

HUGHES HUBBARD & REED LLP

MAIN US OFFICE LOCATION:

One Battery Park Plaza New York, NY 10004 www.hugheshubbard.com (212) 837-6000

THE STATS

No. of Attorneys: 321 No. of Offices: 6

Chair: Candace K. Beinecke

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Vilia B. Hayes
Partner
(212) 837-6839
vilia.hayes@hugheshubbard.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Savvas A. Foukas
Partner
(212) 837-6735
savvas.foukas@hugheshubbard.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 20%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

THE SCOOP

Does the firm have a written 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 majority of our pro bono matters are pre-screened and referred by a court or a legal service provider.

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Fair housing/tenants rights; Family law; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Prisoners' rights; Social security law; Real estate transactions; The arts and historic preservation; Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Kids in Need of Defense (KIND)
- Her Justice (formerly in Motion)
- · The Legal Aid Society
- · Clemency Project
- Immigration Equality
- · Legal Services-NYC
- New York Legal Assistance Corp.
- Lawyers Committee for Civil Rights Under Law

- Volunteer Lawyers for the Arts
- · Lawyers Alliance

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 Hughes Hubbard secured dismissal of a second-degree murder conviction of Ruddy Quezada, who served more than 23 years of a 25-years-to-life sentence in prison. He was released from Rikers Island after Brooklyn District Attorney Kenneth Thompson admitted his long-serving predecessor had withheld key evidence in the case.

Quezada, 53, was accused of killing Jose Rosado in a drive-by shooting in East New York in 1991 and arrested after two men fingered him as the gunman. Our team fought for Quezada's freedom for more than five years after we were appointed to represent him in 2010 in connection with his application for a writ of habeas corpus.

In October of 2010, we won a groundbreaking victory for Quezada when the Second Circuit granted Quezada's motion for authorization to file a second habeas corpus petition, asserting that his constitutional right to due process was violated by the state's use of perjured testimony to secure his conviction. After obtaining and completing discovery in federal court, we filed a post-conviction motion in state court in 2014 and succeeded in securing an evidentiary hearing on Quezada's claims.

We argued that the key witness in the 1993 trial was held against his will in a hotel room by prosecutors under a material-witness order and coerced by a detective into falsely testifying against Quezada. The witness recanted his testimony in 2001, and two other federal cooperating witnesses also told prosecutors that Quezada was not the gunman.

Prosecutors denied there was any such order during trial and in post-conviction arguments in the early to mid-2000s. But the DA's office dropped the case after they discovered a 2004 email on Aug. 28, 2015 acknowledging the material-witness order.

The victory made national headlines, including in *The New York Times* and the front page of the *New York Law Journal*.

 Hughes Hubbard won a second exoneration when we helped clear the name of a woman who spent 10 years in prison after being framed by a rogue detective.

Brooklyn Supreme Court Judge Matthew J. D'Emic vacated the 1998 manslaughter conviction of Vanessa Gathers following two-and-a-half years of exhaustive legal and investigative efforts by our lawyers and The Legal Aid Society, which included managing a private cold-case investigation of events in East New York in the early '90s and the retention of leading polygraph and false-confession experts. Taken together, the work led them to conclude that Gathers had no involvement in a 1991 assault on 71-year-old Michael Shaw in his Crown Heights apartment, but rather had been framed by disgraced NYPD Detective Louis Scarcella.

Gathers' nightmare began in 1992 when Scarcella interviewed her as a witness based on a supposed "tip" for which there was no proof. Scarcella then abandoned the investigation for five years until he was transferred from Brooklyn Homicide North to the 77th Precinct to solve "cold" cases. Scarcella extracted a confession from Gathers using now widely controversial accusatory interrogation techniques, thereby miraculously "solving" a cold case in one day.

Gathers recanted the coerced confession almost immediately and has done so consistently. Since her release in 2007, Gathers, now 58, has been a law-abiding and productive member of society, a valued employee, and a loving mother and daughter.

On Feb. 16, 2016, two months following an oral pitch made to the DA's chief assistant by the HHR team and The Legal Aid Society, Thompson himself informed Gathers' attorneys that he planned to move to vacate her conviction, which led to a court proceeding the following week.

The exoneration made national headlines in *The New York Times, The Wall Street Journal* and many other news outlets.

 Our attorneys also achieved outstanding success in immigration matters. For example, in Washington, D.C., we secured asylum for an El Salvadorian youth who fled his homeland amid death threats from the local gang.

On Sept. 23, 2015, Josue Kevin Ayala Duran (Kevin), now 22, was granted asylum after waiting over two years to hear a decision by the U.S. Citizenship and Immigration Services (USCIS).

In El Salvador, Kevin consistently defied members of the notorious Maras 18 gang by refusing to participate in their activities and even testified against them in court. As a result, Kevin faced death threats, suffered beat-downs and was targeted by gunfire. He eventually decided to journey alone to the U.S. in June 2010, leaving behind his family.

Kids in Need of Defense (KIND) referred the case to us in 2010. Because of the trauma endured, fact-gathering interviews were expansive and extended over several years. The ultimate filing was more than 500 pages and included a memorandum of law, affidavits from Kevin and several family members and several expert reports explaining and verifying Kevin's horrific experience.

Kevin was required to attend an interview, but was not subjected to adversarial proceedings before the immigration court due to changes from the Obama administration and his status as a minor upon crossing the U.S. border. Two years passed until the final decision, which is normally made within two weeks of the asylum interview.

When he was finally granted asylum, the typically stoic Kevin grew very emotional, choking up and fighting back tears. Asylum will allow Kevin to seek legal permanent residency in one year and become a U.S. citizen if he so desires. Asylum also gives him the ability to find better work opportunities, which will enable him to support his 2-year-old daughter here and his family in El Salvador.

Hughes Hubbard & Reed LLP

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 31,126 2015: 41,923

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 350 As of December 31, 2015: 321

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

2014: 89 2015: 131

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 91% 2015: 96%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the requirement and to whom does it apply?

We encourage all attorneys to perform at least 50 hours of pro bono work 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?

Most of the organizations we work with provide 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 2,228 2015: 1,863

Average hours per summer associate spent on pro bono work:

2014: 101 2015: 98

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

2014: 96% 2015: 95%

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

We offer summer associates several different pro bono opportunities, including a family court proceeding, a public housing hearing, a disability hearing or a U-Visa.

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 applicable.

We contribute items for public service auctions at Fordham Law School, Greenwich House, Urban Pathways, NY Bar Foundation, and we make monetary contributions to many non-profit organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Hughes Hubbard earned the top spot on AmLaw's Pro Bono List (2016)
- Hughes Hubbard named a top pro bono firm by Law360 (2014, 2016)
- Hughes Hubbard is to receive Legal Aid Society 2016 Pro Bono Publico Award for Preserving Affordable Housing and the Right to Shelter (2016)
- Hughes Hubbard was honored with Allegiance Award by Kids in Need of Defense (KIND) (2016)
- Hughes Hubbard was recognized by the Legal Aid Society for its work on the Kings County Homicide Conviction Review (Scarcella) Project (2015)
- Greenwich House honored HHR, George Davidson for his lifetime of service to not-for-profits (2014)
- Federal Bar Council awarded the Whitney North Seymour Award for outstanding public service by a private practitioner to George Davidson (2015)
- Hughes Hubbard received Commitment to Justice award from Her Justice (2016)

- D.C. Office honored by D.C. Circuit Judicial Conference Standing Committee on Pro Bono Legal Services Federal Judiciary for Pro Bono Commitment (2014, 2015, 2016)
- Sarah Cave received the Legal Aid Public Interest Law Leadership Award in 2015
- Vilia Hayes received the Her Justice 2015 Commitment to Justice Award for Outstanding Partner (2015)
- a Hughes Hubbard team received the award for outstanding legal team (2015)
- HHR Attorneys honored by the New York State Bar Association as Empire State Counsel for substantial pro bono service (2014, 2015)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Since the founding of our firm more than a century ago, we have built and maintained a robust commitment to pro bono service. For us, pro bono is not only an important part of a lawyer's professional responsibilities, but an opportunity to provide quality legal representation to society's most vulnerable citizens.
- That commitment led to another extraordinary year of results in 2015-16, when our attorneys (U.S. offices) contributed an average of 130 hours to pro bono work. During that time, we won exoneration in two wrongful conviction cases; secured asylum for an El Salvadorian youth who fled gang violence in his homeland; and achieved victory in an international child abduction matter.

HUNTON & WILLIAMS LLP

MAIN US OFFICE LOCATION:

2200 Pennsylvania Ave NW Washington, DC 20037 www.hunton.com (202) 955-1500

THE STATS

No. of Attorneys: 736 No. of Offices: 19

Managing Partner: Walfrido J. Martinez

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

7

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

George H. Hettrick Pro Bono Partner ghettrick@hunton.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Kim MacLeod Vice Chair of the Pro Bono Committee kmacleod@hunton.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Scottie Brown
Pro Bono Administrator
(804) 787-8124
sbrown@hunton.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

Each U.S. office has a pro bono committee that is comprised of partners, counsel and associates that meets monthly. Each committee is chaired by a partner or counsel that report to the firm-wide Pro Bono Leadership Committee. The Pro Bono Leadership Committee meets twice a year and interacts regularly through calls and email.

THE SCOOP

Does the firm have a written 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 or case brought into the firm has to meet the guidelines of the Pro Bono Institute's Law Firm Pro Bono Challenge in order to be approved as 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 2014?

Asylum; Bankruptcy; Civil rights; Clemency project; Community economic development; 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;

Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · LEGAL AID
- Mid Atlantic Innocence Project
- City Bar Justice Center
- Catholic Charities Immigration Legal Services
- Student Press Law Center
- Inner City Law Center
- National Veterans Legal Services Program
- Southern Center for Human Rights
- Legal Counsel for the Elderly
- Washington Lawyers Committee

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- To assist in the endeavor of supporting local legal aid organizations, 25 years ago, the firm opened its first "neighborhood" office, solely dedicated to legal aid overflow or persons falling just above the federal poverty guidelines. Now there are two such offices in impoverished communities solely dedicated to pro bono work in Richmond (Church Hill) and Charlottesville, Virginia. Hunton lawyers provide legal services that include: family and housing law, guardianships, domestic violence 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. Also unique to Hunton, the firm employs and maintains two, two-year pro bono fellowships—one in Richmond and one in Atlanta—for lawyers whose workloads solely support local legal aid organizations and the firm's neighborhood offices. The program, created in 1996, is an opportunity for young lawyers pursuing a career in public service.
- Raquel Fontenot, a high school sophomore in Seagoville, Texas, sat in a criminal courtroom handcuffed facing jail time and fines her family could not afford. She was charged with criminal truancy, or "failure to attend school," a policy only practiced in two states which made unexcused absences a crime. In special "Truancy Courts" minors had no right to a lawyer and parents were often not allowed to speak on their child's behalf. With Texas Appleseed, a team of Hunton Dallas lawyers represented Raquel and her sister. Both clients were found "not guilty" after separate trials. Concerns that the Texas truancy system was unconstitutional—in application and because it burdened thousands of kids, mostly minorities, with a criminal record to begin adulthood—led Appleseed, Hunton, and state lawmakers to push for decriminalization. In 2015, reform was passed that

- decriminalized truancy in Texas—a step forward in fixing a system that disproportionately targeted minority youth.
- After visiting the Greek island of Lesbos for vacation in October, Adam Rosser, a Hunton DC lawyer, was unexpectedly caught up in rescue efforts of Syrian refugees who were arriving by the hundreds in life rafts and rowboats on the beach. Adam recognized that there were not any official relief efforts on the ground and he felt he could not turn his back on the crisis after experiencing the suffering firsthand. Returning home, he asked colleagues at Hunton to help him incorporate a non-profit organization, Sea of Solidarity, that directs funds toward efforts that benefit refugees in areas of food, shelter and clothing. Adam has since returned to Lesbos several times to provide goods to hungry and vulnerable refugees, many of them children, who are fleeing the crisis in Syria. Because of his passion with this crisis, the firm is partnering with legal service organizations to assist Syrian refugees with their asylum applications. To learn more, please visit www.seaofsolidarity.org.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 43,053 2015: 40,891

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 652 As of December 31, 2015: 638

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

2014: 66 2015: 65

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 65% 2015: 69%

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

Hunton & Williams LLP

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

The Executive Committee expects that every full-time lawyer practicing in the United States will represent pro bono clients each year. Our firm is committed to providing pro bono legal services to low-income individuals and charitable organizations. Each year, time devoted to these services must exceed three percent of the time we devote to fee paying clients. This is a personal and professional responsibility, a fundamental expression of our firm's core values.

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

If so, 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?

Almost every pro bono opportunity that involves a new area of practice has training available. The firm maintains a pro bono training website that includes trainings for many of our programs. The pro bono committee also hosts training weeks in several of our U.S. offices each year, where legal aid providers are invited to conduct a training for our lawyers and solicit 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 939

2015: 975

Average hours per summer associate spent on pro bono work:

2014: 35

2015: 33

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

2014: 100%

2015: 100%

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

Summer associates are encouraged to participate in pro bono work during their tenure at the firm. A sampling of pro bono work performed by summer associates in 2015 includes:

- Preparing and assisting in client preparation for an asylum case
- Assisting with the pro bono litigation of disputes in family court
- Pairing with partners and associates to interview potential clients, review cases and accept representation of new clients at an evening law clinic
- Reviewing files with associates for the MidAtlantic Innocence Project
- Assisting New York lawyers with client interviews at Rikers Island through the Incarcerated Mothers Law Project with Volunteers of Legal Service

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

• In response to federal budget cuts and other reductions in funds for Legal Aid Services, Hunton & Williams maintains two pro bono fellowship positions for attorneys whose time is entirely committed to pro bono work. Each Fellowship is a two-year position and is a valuable opportunity for young lawyers pursuing a career in public service. As a member of the litigation team, each Fellow spends a great amount of time in the courtroom and serves as a useful resource for other attorneys seeking assistance on pro bono matters. There

are two fellowship programs, one in Richmond, Virginia that recruits candidates on even-numbered years, and the other in Atlanta, Georgia that recruits candidates on odd-numbered years. The fellowships were enhanced in 2004 to provide \$10,000 each year for law school debt repayment.

· Atlanta Pro Bono Fellow

The Atlanta fellow represents indigent clients in all aspects of the Hunton & Williams Atlanta pro bono practice, including; assisting clients with relative caregiver adoptions, child custody and support, divorce, domestic violence, guardianships, estate planning, immigration law, and representation as Guardian ad Litem for children in custody disputes, abuse and neglect proceedings, and also for those children who appear before the Juvenile Court on charges of status offenses.

• Richmond Pro Bono Fellow

The Richmond fellow dedicates a large percentage of their time to Church Hill neighborhood office matters and the other portion of their time to matters handled through the Central Virginia Legal Aid Society. Fellows have primarily handled divorce, custody and guardian cases, child and spousal support appeals, housing cases, asylum and adoption cases. While the substantial portion of legal work is performed for Central Virginia Legal Aid, it is expected that the fellow is fully integrated into Hunton & Williams, with all the normal opportunities available for legal training, associate development, and social participation.

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 applicable.

Hunton & Williams New York and Richmond lawyers participate in Street Law. Richmond lawyers partner with law students at the College of William and Mary. Street Law is a program designed to promote diversity within the legal profession and open avenues for local young people. High school students visit the Hunton & Williams Richmond and New York offices and "help advance justice by empowering people with the legal and civic knowledge, skills, and confidence to bring about positive change for themselves and others."

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.

- Service is one of Hunton & Williams' six core values, and "giving back" to the communities in which we live and work is encouraged, supported and recognized by the firm.
- Office-based community service committees make it easy
 to volunteer by researching and organizing firm-sponsored
 service opportunities. Our professional staff members are
 given two full days of paid leave each year to participate
 in local community service activities and up to a full week
 of paid leave to take part in disaster relief and rebuilding
 activities. Firm associates also may credit up to 25 hours of
 disaster relief volunteer time toward their annual billable
 hours.
- Throughout the year, our lawyers and professional staff collect food for the hungry, participate in walks to support those with disabilities, build and repair homes for those in need, read to children in domestic abuse shelters, donate supplies to local schools in underprivileged areas, and much more. The following are just a few of the many organizations supported by the firm's volunteer efforts:
 - Blackfriars Settlement (London)
 - Children's Hospital for The King's Daughters
 - · Foodbank of Southeastern Virginia
 - Habitat for Humanity
 - Hollywood Sunset Free Clinic
 - Iunior Achievement
 - · March of Dimes
 - · Rebuilding Together
 - Serve the City (Brussels)
 - St. Joseph's Villa
 - Union Rescue Mission

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2015 NLADA Beacon of Justice Award
- 2015 Justice Ally of the Year Award from the Southern Center for Human Rights
- 2013 National Law Journal's Pro Bono 'Hot List'

HUSCH BLACKWELL LLP

MAIN US OFFICE LOCATION:

4801 Main Street, Suite 1000 Kansas City, MO 64112 www.huschblackwell.com (816) 983-8000

THE STATS

No. of Attorneys: 697 No. of Offices: 19

Chief Executive Officer: Gregory R. Smith

Chairman: Maurice Watson

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Jennifer Schwendemann
Director of Pro Bono Services
(314) 480-1871
jennifer.schwendemann@huschblackwell.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 30%

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 reviews all requests and solicits feedback from practice and/or firm leaders, as appropriate. For purposes of determining whether a request to provide pro bono services is approved, the following criteria must be met to a substantial degree:

- The matter falls within one or more of the definition categories.
- No conflict of interest exists.

- The firm has the resources to staff and manage the matter and is satisfied with the logistics and administration involved in managing the matter.
- The firm is satisfied with the potential financial impact.
- The firm is satisfied with the potential impact to the community and to its own reputation and standing in thecommunity.
- The matter provides helpful training for the attorneys involved.
- Every effort will be made to ensure the matter meets the requirements of the Pro Bono Institute's 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 2014?

Asylum; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Fair housing/tenants rights; Family law; Immigration; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Services of Eastern Missouri
- Legal Aid Society of Milwaukee
- Volunteer Lawyers for the Creative Arts

- · Legal Services of Central Texas
- Legal Services of Eastern Tennessee
- Nebraska Appleseed Center
- · Grace Hill Neighborhood
- Legal Aid of Western Missouri
- · Historic Manheim Neighborhood Association
- Samaritan Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Nebraska Appleseed (K.D. & S.L. v. Winterer)

In early 2013 Nebraska Appleseed Center for Law in the Public Interest approached Husch Blackwell for assistance with a complex class-action litigation in connection with behavioral health services for children. During the previous year, Appleseed had filed a class action matter in Nebraska state court on behalf of all Nebraska children covered by Medicaid that have been diagnosed with serious behavioral and mental health conditions (like autism), but denied behavioral modification treatments like Applied Behavior Analysis (ABA). The Petition asserted that the State of Nebraska was required to provide ABA and other behavioral health treatments under the Early and Period Screening Diagnosis and Treatment (EPSDT) sections of the federal Medicaid Act and other federal regulations. The state issued a blanket denial of treatment whenever healthcare providers sought to provide these types of treatments to Medicaid recipients, an extension of a 2008 state policy that the state would not cover services required to treat developmental disabilities. This state policy conflicted with the state's obligations under Medicaid. After two full years of litigation, including full discovery, expert witness retention and discovery, and full summary judgment briefing and hearings, the Nebraska District Court judge agreed that summary judgment was appropriate and certified the class without reservation or modification. The court also awarded fees of nearly a half-million dollars to the attorneys involved. The State did not appeal any of the Court's orders, deciding instead that the best course of action would be to pay the attorney fee judgment and implement the required policies to end the harmful practice of denying these vulnerable children the services they need.

· Grace Hill

Through its association with Grace Hill, a St. Louis-based not-for-profit that focuses on education, economic development, and community development, Husch Blackwell represents a local-area woman in connection with a mistaken sewer bill from the City of St. Louis. Some time ago, our client's home went through foreclosure after which the client vacated the premises, believing it would be auctioned shortly thereafter; however, the home was not auctioned, and a squatter took up residence in the home for four years, utilizing sewer services under our client's name and account

without her permission. In 2015, our client received a \$2,000 sewer bill and lawsuit from the sewer company Plaintiff, despite not having lived in the home during the billing periods under review. In helping our client—a daycare worker with very limited financial resources - resolve the dispute, our pro bono team has had to contend with the limitations of the controlling ordinances which never anticipated this unusual circumstance. Our team has filed a third-party petition after the sewer company Plaintiff refused to bring the squatter into the litigation, in the hopes of getting the bill eliminated or reduced. The litigation touches on issues of first impression, as there is no reported case in Missouri or local law dealing an owner's liability for city services involving squatters living in foreclosed properties. The team plans to try the case in a bench trial this winter in St. Louis City. The matter is also typical of Husch Blackwell's work with Grace Hill. In 2015, over 20 attorneys put in 438 hours on Grace Hill legal cases, representing a monetary value of over \$100,000. This year, they are set to exceed 500 hours.

• Volunteer Legal Services of Central Texas

The Austin office of Husch Blackwell works closely with Volunteer Legal Services of Central Texas, providing clients with pro bono services in family law, landlord/tenant disputes, and social security disability administrative claims. One recent notable case involved a client who received notice from the Social Security Administration (SSA) that he no longer qualified for his benefits, despite having received social security disability benefits for many years. Even worse, the SSA claimed that he owed tens of thousands of dollars for alleged overpayments he had received over the last several years. This client had been attempting to work part-time, as much as he was able, and the SSA had incorrectly calculated his earnings over the years and had failed to properly account for certain work-related expenses. After more than a year of administrative appeals and meetings with SSA officials to work through the bureaucratic nightmare, the Husch Blackwell team was able to reinstate the client's disability benefits, significantly reduce the overpayment, and negotiate a payment plan that allowed the small overpayment to be paid back over the next 20 years.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,535 2015: 16,696

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 583 As of December 31, 2015: 577 Husch Blackwell LLP

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

2014: 28

2015: 29

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 24%

2015: 26%

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

If so, 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 internal CLEs; external CLEs; partner mentoring; 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 123

2015: 251

Average hours per summer associate spent on pro bono work

2014: 9

2015: 16

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

2014: 27%

2015: 47%

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

All summer associates participate in a program where they learn about the firm's pro bono policy, signature programs, and how they can become involved. Volunteer lawyers are encouraged to recruit the summer associates for assistance with pro bono cases.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Our law-related programs include Diversity Committee pipeline activities, Jeans Day Fundraisers, Motion For Kids, and 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:

 Denver: Family Homestead and their Holiday Adopt-A Family program

- Jefferson City, MO: Samaritan Center; American Legion; Habitat For Humanity
- Omaha: Lawyers in the Classroom
- Chattanooga: United Way Day of Caring events; The Forgotten Child Fund
- Kansas City: Sponsored two Christo Rey students during the school year

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

• Human Trafficking Legal Clinic

In an unprecedented dedication of resources by a law firm, Husch Blackwell launched the Human Trafficking Legal Clinic in 2013 to maximize efforts in the fight against human trafficking. The legal clinic is the first of its kind in the country. Partner Cynthia Cordes led the effort and was a September 2014 recipient of the Missouri Bar's Pro Bono Publico Awards. Through the clinic, the firm represents all types of human trafficking victims—international and domestic, adults and children—in commercial sex and forced labor trafficking cases referred by law enforcement, prosecutors and partnering non-profit agencies. The clinic

is the first of its kind in the country and represents an unprecedented dedication of resources by a law firm toward this effort.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 underrepresented with satisfactory legal representation.

ICE MILLER LLP

MAIN US OFFICE LOCATION:

One American Square, Suite 2900 Indianapolis, IN 46282 www.icemiller.com (317) 236-2100

THE STATS

No. of Attorneys: 312 No. of Offices: 7

Chief Managing Partner: Steven K. Humke

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Thomas E. Mixdorf
Partner and Pro Bono Coordinator
(317) 236-5832
thomas.mixdorf@icemiller.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 request is vetted by the pro bono coordinator, practice group leader and firm's risk management group.

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 2014?

Bankruptcy; Civil rights; Community economic development; Construction contracting; Consumer law and small claims

court; Domestic violence; Elder law; Employment; 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; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

None

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 3,334

2015: 3,073

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 292 As of December 31, 2015: 305

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

2014: 9

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

No

If so, what is the requirement and to whom does it apply?

Please note: Not all attorneys record their pro bono hours. Associates are strongly encouraged to participate in the pro bono program as part of training and also community involvement.

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

If so, 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?

The pro bono program offers early courtroom experience for our litigators. The firm represents a local hospital and assists with commitment hearings. We also work closely with a local neighborhood housing agency on immigration and general business 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.

Each summer clerk class is required to choose an organization and devote an entire day during their clerkship assisting the organization in some meaningful way. The entire summer clerk class works together and handles all of the details involved in the planning. Past clerk classes have: painted homes in low income neighborhoods; prepared and served meals at local food banks and shelters; cleaned city parks; painted playground equipment at a rehabilitation center; worked in a domestic violence shelter and assisted with clean up and relief for tornado victims

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.

Ice Miller LLP has a strong commitment to the communities it serves. Our attorneys and staff members are actively involved with many community organizations and through their involvement we support more than 100 nonprofit organizations with monetary donations to help them fulfill their mission. A team of attorneys comprises Ice Miller's Community Involvement Committee, which meets regularly to evaluate requests for donations on a case-by-case basis. The Ice Miller Foundation allows attorneys and professional staff to coordinate grantmaking and serve in their communities with a specific charitable focus each year. Through the Ice Miller Foundation, Ice Miller is taking its philanthropy to the next level, giving back to the communities where we live, work and serve. On October 6 and 7, 2016, each of Ice Miller's offices served local communities through a day of service. The theme for this year's Day of Service was helping at-risk children and families. Each Ice Miller office served together with a local nonprofit to further and support educational initiatives, health/welfare programs or family services. Ice Miller attorneys also volunteer their time to high school moot competitions and serve on various boards and volunteer for nonprofit organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Columbus Business First selected Ice Miller LLP on June 23, 2016 as an honoree of its Corporate Caring Awards.

The Corporate Caring Awards recognize and honor exemplary companies who are creatively dedicating their resources to a variety of not-for-profit organizations.

"At Ice Miller, giving back to the community is part of who we are," said Richard Barnhart, managing partner of Ice Miller. "We proudly give our time, treasure and talent, both as a company, and individually. This year, Ice Miller took its philanthropy to the next level by launching the Ice Miller Foundation."

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following Ice Miller LLP

issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Ice Miller continues to demonstrate a strong commitment to the community it serves, through the personal efforts of our attorneys and staff members who generously donate their time to pro bono legal services. As a firm, Ice Miller has been recognized as a community leader for our dedication to providing pro bono legal services, and our attorneys have also been individually recognized for their commitment to the community due to their pro bono legal work.

Ice Miller attorneys assist individuals of lesser means by providing legal services on issues involving elder care, estate planning and adult guardianships. Ice Miller attorneys also provide legal services to assist abused women and protect the rights of children through guardian-ad-litem and adoption cases. Attorneys also assist individuals in a variety of other matters ranging from immigration to tax to landlord/tenant disputes.

Attorneys receive credit towards their annual goals when they provide pro bono legal services. They are strongly encouraged to give generously of their time and resources to an organization of their choice in a board and/or volunteer capacity. Because it is important to the firm, involvement in community activities is a component in the evaluation process which impacts attorney compensation.

IRELL & MANELLA LLP

MAIN US OFFICE LOCATION:

1800 Avenue of the Stars, Suite 900 Los Angeles, CA 90067 www.irell.com (310) 203-1010

THE STATS

No. of Attorneys: 120 No. of Offices: 2

Managing Partner: Andrei lancu

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Michael Ermer
Partner/Chair, Pro Bono Committee
(949) 760-5236
mermer@irell.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The committee is comprised of five partners (three in Los Angeles, two in Newport Beach), three associate (in Los Angeles) and our director of professional development and recruiting.

THE SCOOP

Does the firm have a written 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 go through our regular intake process, which includes an interview with the potential client and a conflict check. The firm also considers the issues of the case and the needs of the client, as well as potential professional development opportunities for associates.

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 2014?

Asylum; Bankruptcy; Civil rights; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Elder law; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; Juvenile justice reform; Nonprofit corporate law; Nonprofit intellectual property; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Alliance for Children's Rights
- Bet Tzedek
- Inner City Law Center
- International Refugee Assistance Project (IRAP)
- Kids in Need of Defense (KIND)
- Los Angeles Center for Law & Justice



Irell & Manella LLP

- Ninth Circuit Court of Appeals Pro Bono Program
- Public Counsel
- · Public Law Center
- Western Center on Law and Poverty

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Irell and Public Counsel filed a landmark, first-of-its-kind class action lawsuit on behalf of a class of students and three teachers of a California school district addressing a widespread, yet often ignored, public health crisis in America: the adverse impact of childhood trauma on learning. The complaint demands that Compton Unified School District incorporate proven practices that address trauma—in the same way public schools have adapted and evolved in past decades to help students who experience physical or other barriers to learning. The lawsuit seeks a remedy centered on the adoption of proven models being used by districts across the country, from the state of Massachusetts to the city of San Francisco, which recognize the impact of traumatic experiences and help both students and educators become more resilient in the face of adversity and trauma. In September 2015, Irell secured a significant victory when the court denied the defendants' motion to dismiss, holding for the first time that childhood trauma is a protected disability under the Americans with Disabilities Act and the Rehabilitation Act. Following the ruling, the parties stayed the litigation and entered mediation to reach a consensual resolution. The school district is slated to provide a proposed written plan to the plaintiffs and their team of experts.
- In February 2016, Irell, along with the Western Center on Law and Poverty and Jennison & Dodds LLP, won a dramatic overhaul of Kern County's general assistance program on behalf of homeless and disabled residents unlawfully denied public assistance, named plaintiffs Hans Mills and Danny Bowen, and the California Partnership, a non-profit dedicated to serving low-income communities. In October 2013, the Western Center on Law and Poverty sued Kern County over its systemic and unlawful failure to provide statutorily-mandated aid to its poorest residents and petitioned the Kern County Superior Court to stop Kern County from denying general assistance in violation of state and federal law. The lawsuit alleged the plaintiffs' experience was illustrative of the 1,200 homeless residents of Kern County. After two years of litigation, Kern County agreed to settle the majority of issues. As part of the settlement, on February 2, 2016, the Kern County Board of Supervisors adopted new regulations and policies increasing the amount of aid while reducing the burden of obtaining that aid for indigent and disabled individuals.
- In March 2015, a team of three Irell associates secured pro bono client Edel Gonzalez's release from prison, after previously obtaining the first-ever resentencing under Senate Bill 9. The recently enacted SB 9, the California Fair Sentencing for Youth Act, gives individuals sentenced to life

without the possibility of parole for an offense committed as a juvenile the right to petition the court for a resentencing after serving 15 years. The Human Rights Watch, which helped draft and pass SB 9, referred Gonzalez to the firm.

In 1991, while 16 years old, Gonzalez and a number of adult gang members participated in an attempted carjacking that led to the tragic death of a victim. Although there were many mitigating circumstances such as his age and the fact he was not the shooter, Gonzalez was given the same sentence as the trigger man and sentenced to the maximum punishment allowable under the law. He is believed to be the youngest person in Orange County's history to have been sentenced to life without parole. In December 2013, invoking SB 9, Irell persuaded the judge that, after spending 22 years of his life behind bars, Gonzalez was a changed man and deserving of a chance at parole. The Orange County Superior Court recalled Gonzalez's original sentence and pronounced a new parole-eligible sentence of 25 years to life. It was the first time anyone has been resentenced under SB 9. Since that precedent-setting decision, public defender offices and law school clinics across California have used Irell's filings as exemplars and have followed the firm's litigation strategy.

After his resentencing, Irell and the USC Post-Conviction Justice Project guided Gonzalez through the parole process allowed by Senate Bill 260, a recent statute that revised parole guidelines for juvenile offenders. On October 15, 2014, Irell argued on Gonzalez's behalf before the parole board, which unanimously recommended his release. The governor then had the discretion to reverse the parole board's decision. Irell made submissions to the governor on Gonzalez's behalf, and HRW gathered more than 500 letters of support. In March 2015, the governor declined to reverse the board's decision. On March 25, 2015, Gonzalez gained his liberty after spending 24 years in prison.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 12,710 2015: 19,195

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 176 As of December 31, 2015: 130

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

2014: 72 2015: 147

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 48%

2015: 67%

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

If so, what is the requirement and to whom does it apply?

Our pro bono program requires that each newly-arriving attorney (whether a first year or a lateral) bill at least 60 hours of pro bono work within his or her first 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?

Irell works with a number of our pro bono partners to arrange in-house trainings at 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 656

2015: 404

Average hours per summer associate spent on pro bono work

2014: 16

2015: 17

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

2014: 77%

2015: 48%

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

In connection with the Alliance for Children's Rights, Irell & Manella summer associates participate in the annual Adoption Saturday program. Leading up to the official adoption day, individual attorneys and prominent law firms like Irell volunteer their services to adoptive parents. The attorneys work with child welfare workers to help fast-track paperwork. Judicial Officers and the entire courtroom staff open a courthouse on a Saturday just to handle adoption proceedings.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Irell & Manella established the Irell & Manella Foundation through which the firm donates to a variety of causes and endows a number of educational institutions, including: Public Counsel Irell & Manella Chair in Public Interest Law; Columbia University Law School's leadership prize for first-year law students; UCLA Law School's Lawrence E. Irell Prize; USC Law School's Arthur Manella Prize Fund.

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 the foundation, the firm's Outreach Committee organizes a number of giving and fundraising events

Irell & Manella LLP

throughout the year, including bake sales, raffles, food and school supplies drives. Irell staff members and attorneys also volunteer with a number of local charity organizations, including LA Food Bank's Food from the Bar, Adopt-A-Family and Habitat for Humanity. Irell also participates in a number of youth programs including Project SELF (a hands-on internship for low-income, minority high school juniors) and partners with Verbum Dei High School to provide internships to academically and economically underserved young men in Watts and the surrounding communities.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2016 Pro Bono Firm of 2016 presented by Law360 to Irell & Manella
- 2016 CLAY Award for Criminal Justice presented by the *Daily Journal* to three Irell associates
- 2016 #1 A-List Ranking presented by The American Lawyer, metrics include and double-weigh pro bono hours

- 2016 #2 Pro Bono Ranking by The American Lawyer
- 2016 Public Counsel Pro Bono Award presented by Public Counsel's Opportunity Under Law Project to a team of Irell attorneys
- 2015 Jack Berman Award of Achievement presented by the State Bar of California to an Irell associate
- 2015 Pro Bono Attorneys of the Year Award presented by USC Gould School of Law's Public Interest Law Foundation to three Irell associates
- 2014 Pro Bono Award presented by Public Counsel's Consumer Law Project to an Irell associate
- 2014 Pro Bono Partner Award presented by the University of California, Irvine School of Law to Irell & Manella
- 2014 President's Pro Bono Service Award presented by the State Bar of California to Irell & Manella's Newport Beach office

JACKSON LEWIS P.C.

MAIN US OFFICE LOCATION:

1133 Westchester Avenue, Suite S125 West Harrison, NY 10604 www.jacksonlewis.com (267) 319-7803

THE STATS

No. of Attorneys: 776 No. of Offices: 59 Chairman: Vincent A. Cino

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

4

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

Stephanie Lewis
National Bro Bono Coordinator
(864) 672-8048
LewisS@jacksonlewis.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 18%

Douglas Smith National Pro Bono Coordinator (412) 232-3441 SmithD@jacksonlewis.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

John Sander
National Bro Bono Coordinator
(212) 545-4050
John.Sander@jacksonlewis.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Four national pro bono coordinators.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm? $\mathbf{v}_{\mathbf{e}\mathbf{s}}$

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

We have developed national pro bono relationships. In addition, individual attorneys or offices may identify and propose pro bono projects. The national pro bono coordinators must approve each proposed pro bono 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; 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; Social security law; Probate law; Real estate transactions; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Jackson Lewis P.C.

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Wounded Warriors Project
- Border Patrol Foundation
- 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

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Jackson Lewis P.C.'s deep commitment to pro bono legal services is formalized in its Pro Bono Initiative. In 2015, the firm donated over \$1.2 million dollars to charitable causes, and our attorneys donated more than 14,000 hours in pro bono legal services and nearly \$6 million worth of their time to pro bono legal matters. Over the last several years, Jackson Lewis has partnered with the Wounded Warrior Project to help them in their mission to foster the most successful, well-adjusted generation of wounded service members in our nation's history. As part of our work with this organization, Jackson Lewis established a dedicated helpline so the firm's attorneys across the country can regularly handle a variety of matters that help veterans resolve legal issues after returning from combat.
- · Wounded Warrior Project: Richard Cohen has been handling a custody dispute for a veteran, Josh Clark, who was stationed in Afghanistan for more than a year now. Jackson Lewis became involved after Mr. Clark's ex-wife obtained an Order of Protection which prohibited its client from seeing his young son and daughter. The ex-wife also filed a Petition in State court seeking to deprive Mr. Clark of his visitation rights and a separate Petition, which in effect asked for a preliminary injunction against Jackson Lewis' client. In addition to defending Mr. Clark, Jackson Lewis filed a Counter-Petition on his behalf, based on the attorneys' belief that his ex-wife has asserted frivolous allegations that he had abused their daughter, either intentionally or recklessly. At this point, the Order of Protection has been dissolved and Jackson Lewis had successfully defeated the ex-wife's Petition to deny Mr. Clark his visitation rights.
- Throughout the Connecticut, New Jersey and New York area, Jackson Lewis attorneys have assisted a diverse group of Partnership not-for-profit clients with their workplace compliance needs, whether through advice and counsel, training or preparing employee handbooks. The firm has been actively involved with the Partnership since 1998, when one of our senior principals served on its Board, and we are proud of our growing relationship across the tristate region.

In connection with the Pro Bono Partnership and Becton Dickinson, in 2015, attorneys from Jackson Lewis' Morristown, NJ office presented a seminar titled "HR Boot Camp for NJ Nonprofits," which took place over two days and provided over 15 hours of presentation and a nearly-800 page manual developed with the Partnership.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 14,603 2015: 14,583

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 787 As of December 31, 2015: 803

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

2014: 19 2015: 25

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 30% 2015: 28%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

As a firm, we expect all of our attorneys to render at least 50 hours of pro bono legal services per year. A pro bono coordinator assists attorneys in each of our regional offices across the country in identifying pro bono projects. Our attorneys approach pro bono engagements with the same Jackson Lewis standards of professionalism and service as billable work. Jackson Lewis also encourages non-legal community service, such as participation on non-profit boards.

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

If so, 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?

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 56

2015: 42

Average hours per summer associate spent on pro bono work

2014: 6

2015: 4

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

2014: 30%

2015: 36%

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

We participate in a variety of public service projects too numerous to list.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Pro bono partnership named Jackson Lewis Volunteer of the year;
- In March 2015, a Jackson Lewis attorney was awarded the 2014 Empire State Counsel by the New York State Bar Association (NYSBA) for her extraordinary pro bono efforts throughout 2014;
- In September 2014, Jackson Lewis became the largest law firm donor to The Leukemia & Lymphoma Society, an organization the firm has supported since 2010;
- In 2014, a Jackson Lewis attorney was awarded the 2014 "15 Year Circle Award" from Lawyers Alliance for New York, which connects attorneys with nonprofits serving communities in need;
- 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. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

• Jackson Lewis P.C.'s deep commitment to pro bono legal services is formalized in its Pro Bono Initiative. In 2015, the firm donated over \$1.2 million dollars to charitable causes, and our attorneys donated more than 14,000 hours in pro bono legal services and nearly \$6 million worth of their time to pro bono legal matters. In 2014, the firm donated more the \$1.2 million dollars to charitable causes, our attorneys donated more than 14,000 hours in pro bono legal matters.

Jackson Lewis P.C.

- At the core of our Pro Bono Initiative is the belief that the firm and our attorneys play a unique role in ensuring equal access to the justice system on behalf of the disadvantaged and charitable organizations that serve the indigent. Not only does pro bono work provide a valuable public service, it dispenses invaluable training for our attorneys.
- The Jackson Lewis Pro Bono Initiative is led by four national coordinators who work collaboratively to identify opportunities, track matters, and ensure appropriate training and supervision. The program leverages the firm's national presence so that pro bono has the greatest impact on local communities where we practice throughout the country.

JACKSON WALKER L.L.P.

MAIN US OFFICE LOCATION:

2323 Ross Ave., Suite 600 Dallas, TX 75201 www.jw.com (214) 953-6000

THE STATS

No. of Attorneys: 380 No. of Offices: 7

Managing Partner: Wade Cooper

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Brian Kilpatrick
Partner
(214) 953-5933
bkilpatrick@jw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The committee is comprised of partners and associates from various practice groups in each of our main offices, each of whom also has responsibility for coordinating local pro bono efforts in their respective offices.

THE SCOOP

Does the firm have a written 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 encourages its attorneys to take pro bono matters on an individual basis and in accordance with firm policies. Once a pro bono matter is accepted, it is handles the same as general business as long as they comply with any policies established by the pro bono committee and/or 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 2014?

Bankruptcy; Civil rights; Consumer law and small claims court; Domestic violence; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Immigration; Indigent criminal defense; Nonprofit corporate law; Probate law; Real estate transactions; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Aid of Northwest Texas
- Volunteer Legal Services of Central Texas
- Houston Volunteer Lawyers Program
- Community Justice Program in Bexar County, Texas
- Texas C-Bar
- SPCA of Texas
- American Civil Liberties Union
- Dallas CASA (Court Appointed Special Advocates)



Jackson Walker L.L.P.

- · Covenant House Texas
- Freedom on Information Foundation of Texas

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Jackson Walker attorneys Chip Babcock, Nancy Hamilton, and Audra Welter were named recipients of the Texas Civil Rights Project's Kristi Couvillon Pro Bono Award in recognition of their successful representation of an internet publication called The Burnt Orange Report in a lawsuit filed by a former candidate for district judge in Dallas. The case involved a comment posted on a Burnt Orange Report bulletin board which dealt with the qualifications of the judge for office.
- Jackson Walker attorneys in our Austin office provided pro bono services to The Refuge, a non-profit organization whose primary purpose is to develop on-site long-term comprehensive services for girls, ages 11-17, who are survivors of sex trafficking. Girls who have been rescued out of sex trafficking will have access to the Refuge Ranch, which will provide a comprehensive approach to therapy and rehabilitation. The JW team has worked on several legal aspects of the project, including environmental (the property is known to contain a federally listed endangered species, the Houston Toad), real estate (donation of the land, as well as the issues to develop a construction plan), and corporate.
- A Dallas litigation partner represented a legal aid client in a
 contentious child custody case after the client had previously
 lost custody of her young children in a prior suit without
 legal representation. The firm filed a modification proceeding
 and sought and obtained new orders providing more
 favorable visitation and access to the children. The firm made
 multiple additional court appearances on behalf of the client,
 attended court ordered mediation, and took and defended
 depositions in the case. After a second evidentiary hearing
 for even further changes to the temporary orders, a shortly
 before a jury trial was scheduled to begin, the parties
 reached a favorable settlement.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 6,294

2015: 6,733

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 356

As of December 31, 2015: 369

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

2014: 18

2015: 18

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 28%

2015: 26%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

Attorneys are encouraged by management to engage in pro bono service, as outlined in the firm's pro bono policy. Pro bono service hours are also counted toward the firm's requirement for its associate attorneys to have 50-100 "citizenship hours".

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

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?

Jackson Walker works with legal aid organizations throughout Texas to provide both internal and external training opportunities for its 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 252

2015: 343

Average hours per summer associate spent on pro bono work

2014: 13

2015: 16

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

2014: 47%

2015: 50%

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

The different types of pro bono opportunities our summer associates have participated in while at our firm include work for certain legal aid clinics and other non-profit organizations. They also have worked with attorneys on pro bono matters involving every aspect of the law. They have also been invited to attend certain legal conferences involving pro bono issues.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

Not currently, but the firm has done so in the past.

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 applicable.

Jackson Walker financially contributes to various law school programs and scholarships around the country. Additionally, Jackson Walker has historically prided itself in supporting the communities in which it serves and continues to do so both financially and by way of volunteerism.

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 long-standing and ongoing commitment to the community is an important element in Jackson Walker's philosophy. As a result, the firm supports and encourages participation by attorneys and staff. JW plays a key role in over 500 local, regional and national civic, charitable and professional organizations in the communities where we have offices, including but not limited to the following: American Cancer Society, American Heart Association, American Red Cross, Any Baby Can Alliance, Big Brothers/Big Sisters, Career Real Estate Women (CREW), Dallas Museum of Art, Dallas Symphony, Dallas Zoological Society, Family Service Association of San Antonio, Family Services of Greater Houston, Habitat for Humanity, Houston Covenant House, Lifeworks, March of Dimes, Meals on Wheels, National Association of Women Business Owners (NAWBO), Returning Heroes Home, San Antonio Junior Achievement, Susan G. Komen Race for the Cure, Texas Children's Hospital, Warrior and Family Support Center, and the YMCA.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2012, 2013, 2014, 2015 and 2016: Texas Access to Justice Commission "Champion of Justice Law Firm Award" (one of only six firms in Texas).
- 2014 and 2015: Jackson Walker partner Mary Emma Karam was named "Pro Bono Champion" by the Public Interest Committee of the American Health Lawyers Association for her dedication to providing pro bono services in the health law field. Ms. Karam has done pro bono legal work for St. Joseph's Residence, a nonprofit assisted living facility for the indigent and underserved, and Catholic Charities of Dallas, which provides programs that serve the poorest and most vulnerable people throughout North Texas.
- 2013: Jackson Walker attorneys Chip Babcock, Nancy
 Hamilton, and Audra Welter received the Texas Civil Rights
 Project's Kristi Couvillon Pro Bono Award. Mr. Babcock,
 Ms. Hamilton, and Ms. Welter were recognized for their
 successful representation of an internet publication called The
 Burnt Orange Report in a lawsuit filed by a former candidate
 for district judge in Dallas. The case involved a comment
 posted on a Burnt Orange Report bulletin board which dealt
 with the qualifications of the judge for office.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

In a society governed under the rule of law, attorneys have an obligation to make sure the legal system works, especially for the disadvantaged. For this reason, Jackson Walker believes

Jackson Walker L.L.P.

that pro bono service is an essential element of every attorney's professional responsibility and encourages and expects its attorneys to render public interest legal service. The firm also supports public interest legal service because it provides valuable experience for young attorneys and gets all attorneys actively involved in the community.

Additionally, an attorney's involvement in pro bono activities is considered in this firm's ongoing evaluation of the attorney, and a willingness to serve, and become involved with, the community evidences a level of maturity and professionalism

which is highly prized by the firm. Therefore, our firm provides the same quality of representation to all clients regardless of their ability to pay. Pro bono projects will be given the same staffing, attention, and resources as any other project.

Finally, the firm recognizes the obligation of major law firms, like Jackson Walker, to contribute financially to organizations that provide legal services free of charge to persons of limited means. Jackson Walker regularly makes such contributions and encourages its attorneys to do so.

JENNER & BLOCK LLP

MAIN US OFFICE LOCATION:

353 N. Clark Street Chicago, IL 60654 www.jenner.com (312) 222-9350

THE STATS

No. of Attorneys: 513 No. of Offices: 5

Managing Partner: Terrence J. Truax

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

4

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

Andrew W. Vail
Partner & Co-Chair, Pro Bono Committee
(312) 840-8688
avail@jenner.com
Approximate percentage of his/her time spent on pro bono

work/administering pro bono program: 12%

Pam Abrahamson Pro Bono Coordinator (312) 923-8822 pabrahamson@jenner.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Michael W. Ross Partner & Co-Chair, Pro Bono Committee (212) 891-1669 mross@jenner.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 1%

Andrew J. Thomas
Partner & Co-Chair, Pro Bono Committee
(213) 239-5155
ajthomas@jenner.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 1%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

There are three 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 co-chairs, and 36 additional attorneys who review the firm's pro bono services and administrative procedures.

THE SCOOP

Does the firm have a written 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 being 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 committees 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



Jenner & Block LLP

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- National Immigrant Justice Center
- Family Defense Center
- DC Bar Pro Bono Program Advocacy and Justice Clinic
- Human Rights First
- · Lambda Legal
- The Alliance for Children's Rights
- The Human Trafficking Pro Bono Legal Center
- Legal Services NYC
- Lex Mundi Pro Bono Foundation
- Center on Wrongful Convictions

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 Brumfield v. Cain (US Supreme Court; Fifth Circuit Court of Appeals) – 2015

Kevan Brumfield was convicted of murder and sentenced to death in Louisiana in 1995, seven years before the US Supreme Court, in *Atkins v. Virginia*, banned the execution of intellectually disabled individuals. Post-*Atkins*, a Louisiana state court, without a hearing, denied Brumfield's request to be spared because of intellectual disability. Subsequently a federal judge found him intellectually disabled and granted his habeas petition. The Fifth Circuit reversed, reinstating the state court's death sentence. Jenner & Block began representing Brumfield, convinced the US Supreme Court to grant certiorari and presented oral argument. On June 18, 2015, the Court adopted the firm's argument that the state court was not entitled to any deference and reversed the Fifth Circuit. On remand, the firm's team persuaded the Fifth

Circuit to uphold the district court's finding that Brumfield is intellectually disabled in a decision announced on December 16, 2015. The Supreme Court and Fifth Circuit opinions create significant precedent for those seeking relief from death sentences due to intellectual disability.

 Monk v. Mabus (Connecticut District Court; Board for Correction of Military Records) – 2015

Jenner & Block and Yale Law School's Veterans Legal Services Clinic represented a putative class of Vietnam War veterans who had received other-than-honorable discharges due to previously unrecognized, service-related Post-Traumatic Stress Disorder. PTSD was not recognized as a medical disorder until after the Vietnam War ended. Later, military review boards typically denied almost all applications for discharge upgrades based on post-war PTSD diagnoses, citing a lack of documentation that the veteran had PTSD at the time of discharge. In part due to the attention the proposed nationwide class action received, then-Defense Secretary Chuck Hagel issued new guidance for Military Records Correction Boards to give liberal consideration to these applications; the named plaintiffs' claims were remanded to their correction boards, and, with the firm's help, they received discharge upgrades in June 2015. The VLSC estimates approximately 80,000 Vietnam veterans suffering PTSD received other-than-honorable discharges. Since the Defense Department's about-face, the rate by which veterans have received upgraded discharges—allowing them to receive benefits and recognition for their service—has skyrocketed from less than five percent to more than 65 percent.

• Harris v. Arizona Independent Redistricting Commission (US Supreme Court) – 2016

On April 20, 2016, the US Supreme Court unanimously held that a legislative map drawn by the firm's client, the Arizona Independent Redistricting Commission, did not violate the "one-person, one-vote" principle, in spite of minor variances in population among the districts. The plaintiffs/appellants claimed that, in the 2010 redistricting, the AIRC deliberately put too many voters in 16 Republican districts and too few in 11 Democratic districts. The firm contended that what the challengers deemed partisanship was actually the AIRC's "good faith" effort to comply with pre-Shelby County v. Holder requirements of the Voting Rights Act and that the deviations in numbers of voters were minor and made for a legitimate purpose. The Court ruled that the Constitution does not demand "mathematical perfection" in distributing residents among legislative districts.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 57,424

2015: 54,509

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 440

As of December 31, 2015: 513

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

2014: 131

2015: 106

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 85%

2015: 76%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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 Cook County (IL) Circuit Court Domestic Violence Division for Order of Protection pro bono training; the 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; The Human Trafficking Pro Bono Legal Center for human trafficking "nuts and bolts" training; the Center on Wrongful Convictions for Innocence Project training; and First Defense Legal Aid training to provide free emergency legal defense, 24 hours-a-day, 7 days-a-week, to individuals in Chicago Police Department custody.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 2,601

2015: 2,695

Average hours per summer associate spent on pro bono work

2014: 77

2015: 77

Jenner & Block LLP

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

2014: 76% 2015: 80%

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. Summer associates in the Chicago office also have the opportunity to volunteer with the Cabrini Green Legal Aid Clinic.

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. In addition, we are coordinating with Public Counsel, working on asylum cases for unaccompanied minors who have experienced hardship and often violence in their home countries. The summers will have the opportunity to meet with these minors and work on briefs and other supporting documents necessary for the minors to obtain legal status in the United States.

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

Yes

If so, 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. The associates work pro bono for an agency or organization while Jenner & Block fully compensates them and provides benefits during the eight-week program. In 2016, we had four fellows in our Chicago office and two fellows in our Washington, 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 applicable.

The Chicago office:

- participates in the Constitutional Rights Foundation Chicago's Edward J. Lewis II Lawyers in the Classroom program;
- teams-up with GE and Street Law annually to lead workshops for Chicago public high school students on a range of legal topics;
- partners with GE and Exelon to host Chicago high school students in a legal diversity pipeline program sponsored by Just the Beginning Foundation;
- is a Chicago Scholar "High 5 Partner," providing underrepresented college-bound scholars with scholarships, workshops, attorney mentors, summer internships and networking opportunities;
- supports the ABA's Judicial Intern Opportunity Program and also partners with Urban Alliance.

Our Washington, DC office tutors students from Thurgood Marshall Academy, a law-themed public charter high school, and presents workshops on constitutional law topics.

The New York office, through the NYC Bar Association's Thurgood Marshall summer internship program, hosts an inner-city high school student who is interested in a legal career.

The firm provides scholarships at five law schools for diverse, high-achieving first-year students with a demonstrated commitment to community service. Additionally, the Grant Folland Memorial Scholarship is awarded annually to a rising second- or third-year University of Chicago law student who embodies a commitment to LGBT civil rights.

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 Chicago, the firm:

- supports a team for the Respiratory Health Association of Metropolitan Chicago's "Hustle Up the Hancock" fundraiser;
- sponsors a volunteer night at the Greater Chicago Food Depository as a summer associate event, with other lawyers and staff invited to participate;
- collaborates with the nonprofit Women Everywhere on their annual Service Day when the firm's women attorneys and summer associates provide volunteer services to WINGS (Women In Need Growing Stronger), a domestic violence service and housing provider.

- volunteers at the Jewish United Fund (JUF) Uptown Café, where our summer associates serve meals to underprivileged people.
- partners with Fairfield Academy, a public elementary school, raising funds for art and music programs, computers, supplies, field trips and uniforms. Firm staff also participates in a tutoring program for third-grade students.

The Washington, DC office:

- tutors and mentor students from the Thurgood Marshall Academy Public Charter High School, a program focusing on law and government.
- sponsors a team for the Lawyers Have Heart Run benefitting the American Heart Association.

Jenner & Block also supports various pipeline programs, including a corporate work program through Urban Alliance that provides an opportunity for high school students to gain corporate work experience through paid internships.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2015 Firm Awards

- *The American Lawyer* #1 Pro Bono Law Firm in the United States
- The American Lawyer Global Legal Award, "Citizenship" category, Pro Bono Project of the Year
- Financial Times North America Innovative Lawyers
 "Standout"—FT's highest rating in the Social Responsibility/
 Pro Bono category
- The National Law Journal's "Pro Bono Hot List," one of only 10 US firms to receive this honor in 2015

- *Law360* "Pro Bono All-Star," a select group of law firms that have demonstrated an "exceptionally stalwart commitment to pro bono work year after year"
- DC Circuit Judicial Conference Standing Committee on Pro Bono Legal Services "40 at 50" Award

2015 Individual Lawyer Awards

- American Bar Association Thurgood Marshall Award to Partner Thomas Sullivan
- US District Court for the Northern District of Illinois Award for Excellence in Pro Bono Service to Partner Michael Brody
- New York Law Journal "Lawyers Who Lead by Example" to Partner Jeremy Creelan
- Hispanic National Bar Association Pro Bono Lawyer of the Year to Partner Gabriel Fuentes
- Legal Services NYC Top 25 Pro Bono Advocates to Partner Susan Kohlmann and Associates Christine Lee and Daniel Wolf
- National Bar Association Young Lawyers Division Humanitarian Award to Associate Precious Jacobs

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

K&L GATES LLP

MAIN US OFFICE LOCATION:

K&L Gates Center 210 Sixth Avenue Pittsburgh, PA 15222 www.klgates.com (412) 355-6500

THE STATS

No. of Attorneys: 1,943 No. of Offices: 46

Chairman and Global Managing Partner: Peter J. Kalis

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

34

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

Robert B. Mitchell
Partner and Chair, Pro Bono Committee
(206) 370-7640
rob.mitchell@klgates.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 20%

Wendy S. Neiss
Director of Administration, Harrisburg & Wilmington,
Administrative Advisor to the Pro Bono Committee

(717) 231-4511

wendy.neiss@klgates.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, 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. In addition, representatives from each of the firm's offices form a working group of pro bono coordinators.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Kids in Need of Defense (KIND)
- · Northwest Immigrant Rights Project
- South Hills Legal Clinic
- Her Justice
- Lawyers for the Creative Arts, Inc.
- Chicago Volunteer Legal Services
- National Immigrant Justice Center
- Neighborhood Legal Services Association
- Justice Connect
- Dallas Volunteer Attorney Project

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Founded in 2014, the Cyber Civil Rights Legal Project (CCRLP) is a global effort to offer pro bono legal help to victims of nonconsensual pornography—a.k.a. revenge porn or cyber exploitation—whose sexually explicit images are disseminated online without their consent. Currently, the CCRLP team includes more than 70 lawyers, paralegals, staff, and forensic investigators, drawing from deep experience in litigation, cyber law, IP, and computer forensics.

In some cases, the team works to get the objectionable images removed from websites, both domestic and international. In others, it files civil lawsuits to help victims seek legal recourse against perpetrators. It also works with victims to pursue criminal prosecution.

In its first year, the CCRLP responded to inquiries from over 300 victims. The team has secured the removal of more than 1,000 explicit images from various websites, helping victims obtain copyright in many images to give victims tools to use for the removal of offending content that is presently online or that may appear online in the future. Lawyers from our firm have filed six lawsuits and also have liaised with law enforcement, ultimately leading to four arrests and criminal prosecutions.

Elisa D'Amico and David Bateman, the project co-founders, have been consulted by members of Congress regarding legislative initiatives and have participated in efforts to get NCP laws passed in several states including Florida and Washington. The CCRLP has been the subject of both national and international media coverage. D'Amico and Bateman have appeared on radio programs and documentaries and have been interviewed for news articles, both in print and online.

 According to the World Health Organization (WHO), approximately 1.1 billion people worldwide lack access to clean drinking water and roughly 2.6 billion people lack access to adequate sanitation facilities, a leading cause of death in the developing world. The WHO reports that 1.6 million people die each year from diarrhoeal diseases attributable to lack of access to safe drinking water and basic sanitation; 90 percent of these victims are children under five years old.

Throughout the past year, lawyers and other professionals in our firm's policy group worked with members of Congress and their staff on a number of initiatives intended to help the world's poorest people gain long-term access to clean drinking water and sanitation through the Water for the Poor Act. This Act is the original authorizing statute that made it an explicit priority of U.S. foreign policy to provide clean drinking water to the poorest people in the developing world. Our lawyers worked with policymakers to secure US\$17.5 million in additional federal funding to implement the Act, bringing total funding to US\$400 million. This is the highest amount ever appropriated by Congress for the law. In addition, the team organized an event on Capitol Hill with senior members of Congress to celebrate the 10th anniversary of the passage of the Act.

The team also helped draft and successfully adopt an amendment to the Global Food Security Act. This statute will integrate clean water and sanitation goals as part of U.S. foreign policy efforts to improve access to food and nutrition to people in need.

A transgender woman was raped while incarcerated and then
systematically harassed because of her sexual orientation. She
was incarcerated for a first-time, nonviolent offense. She filed a
lawsuit against one of the prison officials for sexual orientation
discrimination, along with claims involving failure to protect
under the Eighth Amendment and retaliation under the First
Amendment. After several attempts to re-plead, the district
court eventually dismissed her claims with prejudice for failure
to state a claim.

A team of lawyers from our Los Angeles office was appointed through the Ninth Circuit Court of Appeals' Pro Bono Representation Project to represent the former inmate. After the team filed their opening brief on appeal in the Ninth Circuit, the defendant conceded that our client had stated a claim for sexual orientation discrimination and failure to protect. The parties then engaged in the Ninth Circuit's mediation program, where they successfully resolved the remaining issue. This will allow the case to proceed.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 47,173 2015: 55,243

What was the attorney headcount in your firm's US office(s)?

2014: 1,313

2015: 1,237

K&L Gates LLP

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

2014: 36

2015: 45

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 33%

2015: 37%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 indicate how many total hours and average hours per person your summer associates spent performing pro bono work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 3,092

2015: 2,562

Average hours per summer associate spent on pro bono work

2014: 26

2015: 28

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

2014: 63%

2015: 75%

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 applicable.

- Since 1999, K&L Gates has annually awarded a Public Interest Fellowship to law students in their second and third year of law school. In 2017, the program will award one successful candidate a fellowship that enables them to spend eight weeks of their summer working at KidsVoice in Pittsburgh, PA.
- K&L Gates continues to be the sole sponsor of the annual Nabrit Lecture Series at Howard University School of Law in Washington, DC. The series honors the memory of James M. Nabrit Jr., a champion for racial equality and one of the leading civil rights lawyers of his generation.

• The K&L Gates 1L Diversity Fellowship is awarded annually to one diverse first-year law student who demonstrates excellent academic scholarship and a commitment to diversity, inclusion, and the community. The Fellow receives a paid summer associate position in our Seattle office and a \$10,000 scholarship. Our firm sponsors and participates in several Leadership Council on Legal Diversity (LCLD) programs. LCLD is an organization comprised of over 200 corporate chief legal officers and law firm managing partners working together to cultivate a more diverse legal profession. We participate in the 1L Scholars, Fellows, Pathfinder, and Law School Mentoring 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.

- 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 groups, civic and cultural organizations, and health care and research institutions, as well as social service and community organizations.
- In 2015, more than 2,000 volunteers from offices across five continents participated in the firm's third Global Day of Service around the theme of "Caring for Our Global Neighborhood: One World, One Mission." Launched in 2013, the Global Day of Service provides a way for lawyers and staff at the firm to volunteer and make a difference in their local communities. It was recognized by *The American Lawyer* as the "Global CSR Initiative of the Year" in the publication's 2014 Global Legal Awards.
- Several of our offices participate in mentoring programs with local high schools. Additionally, we participate in events such as United Way Day of Caring, food drives to support local food banks, blood drives, and holiday programs that provide gifts to families in need.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

 Her Justice selected New York partner Pat Loughlin to receive the Partner Award as part of the organization's 2016 Commitment to Justice Awards. Pat was recognized for his support of Her Justice and his extraordinary pro bono service.

- The Washington State Bar Association presented Seattle attorney David Bateman with its 2016 Pro Bono Award in recognition of his work in co-creating the Cyber Civil Rights Legal Project.
- Miami partner Elisa D'Amico received recognition from several organizations for her achievements.
 - The Miami-Dade Chapter of the Florida Association for Women Lawyers "President's Pro Bono Award"
 - ALM/Daily Business Review Attorney of the Year for 2015 for co-founding the Cyber Civil Rights Legal Project
 - 2016 Florida Bar Young Lawyers Division "Pro Bono Service Award"
 - 2015 Greater Miami Chamber of Commerce's HYPE[®] Miami Award in the "Difference Maker" category
- Perth partner Adam Levine received the 2015 Western Australia (WA) Attorney General's Community Service Law Award in recognition of his pro bono leadership.
- The Woman's Club of Evanston recognized Chicago partner Craig Walker and associates Matt Anderson and Abbey Schmitz with the "Hero Award" for their pro bono work.
- In 2015, Seattle partner Mark Wittow received the Robert C.
 Cumbow Brio Award from Washington Lawyers for the Arts for his volunteer services as counsel and as teacher.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 provide an array of pro bono services that substantially mirror the type of services performed by our lawyers in the United States. In 2015, K&L Gates lawyers outside the U.S. provided more than 14,000 hours of pro bono service.

KASOWITZ, BENSON, TORRES & FRIEDMAN LLP

MAIN US OFFICE LOCATION:

1633 Broadway New York, NY 10019 www.kasowitz.com (212) 506-1700

THE STATS

No. of Attorneys: 270 No. of Offices: 9

Managing Partner: Marc E. Kasowitz

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

David Abrams
Partner and Pro Bono Coordinator
(212) 506-1701
dabrams@kasowitz.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Teresa Matushaj Counsel/Assistant Pro Bono Coordinator (212) 506-1926 tmatushaj@kasowitz.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Does the firm have a pro bono committee?

No

Please describe the composition of the committee:

Manatt's pro bono committee consists of the firm's partner & director of pro bono, as well as attorneys from each of the firm's offices.

THE SCOOP

Does the firm have a written 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, including those referred by legal services organizations the firm works with and cases brought in directly by attorneys, are screened by the firm's pro bono coordinator and are subject to final approval from senior management.

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Disability benefits; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants' rights; Family law; HIV/AIDS advocacy; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Legal Aid Society
- · Sanctuary for Families
- Her Justice
- Human Rights First

- Immigration Equality
- · Lenox Hill Neighborhood Houset
- Bet Tzedek Legal Services
- New York Lawyers for the Public Interes
- Santa Clara County Public Defender's Office
- The Atlanta Volunteer Lawyers Association

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Kasowitz represents the family of Lance Corporal Greg Buckley Jr., who was one of three Marines murdered in a 2012 insider attack at a military base in Afghanistan. The murderer had arrived at the base weeks earlier in the unofficial entourage of a corrupt Taliban-sponsored Afghan police chief, who was well-known by coalition authorities for his illegal activities. Since the attack, the Buckleys, and other Gold-Star families like them, have tirelessly sought information related to the deaths to no avail. In stark contrast to the lack of information received by the Buckleys, the Marine Corps has vigorously prosecuted a highly decorated Marine, Major Jason Brezler, in an attempt to silence and discredit him after he emailed a warning to officers in Afghanistan about the immediate threat posed by the same corrupt police chief. Kasowitz also represents Major Brezler in his effort to save his military career, which has come under attack due to his willingness to assist the Buckley family and members of Congress to secure information surrounding Buckley's death. To date, Kasowitz's representation has secured an internal investigation of the lapses that led to the murder of Lance Corporal Buckley, and the release of substantial amounts of documents and information previously illegally withheld from the Buckleys. Kasowitz continues to pursue the production of all remaining documentation. Kasowitz has also successfully secured a stay of any discharge of Major Buckley.
- Kasowitz represented an indigent mother of four in a contentious divorce proceeding and foreclosure action. The mother received a shock several years ago when she learned that her husband had taken out a million dollar mortgage on their home and absconded to Mexico with the loan proceeds, leaving her with little support and a looming foreclosure action. Kasowitz attorneys engaged in extensive discovery, among other things, to locate hidden assets of the husband, and through their effort were able to stave off foreclosure of the client's home. In addition, Kasowitz attorneys negotiated the sale of the marital property in order to provide funds for the family to relocate and for the mother to support her children. Ultimately, the client's divorce action went to trial in Brooklyn Family Court, where after a bench trial, Kasowitz attorneys were successful in obtaining for the client the release of all of the proceeds, as well as substantial foreign assets that were being held in escrow for the client.
- Kasowitz represents a woman whose ex-husband has refused for nearly two decades to give her a religious bill of divorce (a "Get"). The client is considered an aguna ("chained woman") under Jewish law, and therefore unable to remarry,

which is a serious injustice to the client. Kasowitz has undertaken several actions to try to secure a Get for the client. First, Kasowitz represented the client at an arbitral proceeding before a rabbinic court, which ruled that the ex-husband had to pay the wife over \$80,000 in unpaid child support, as well as \$150 per day for spousal support for each day they remained married under Jewish law. Second, after settlement attempts failed, Kasowitz moved to confirm the arbitral award in New York state court. Over the ex-husband's opposition, the court confirmed the arbitral award and entered a judgment for over \$111,000. Kasowitz served discovery subpoenas upon the ex-husband for information, documents and testimony regarding his assets and employment in order to collect on the Judgment. The court granted a motion filed by Kasowitz to hold the ex-husband in both civil and criminal contempt for refusing to pay the judgment and ignoring the discovery requests, and the ex-husband has been jailed for contempt, but he still refuses to comply. More recently, the court has issued an arrest warrant and has warned the ex-husband that he will not be released until he complies with the court's order.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 13,871 2015: 9,741

What was the attorney headcount in your firm's US office(s)?

2014: 337 2015: 283

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

2014: 41 2015: 34

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 32% 2015: 32%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Kasowitz, Benson, Torres & Friedman LLP

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 538

2015: 252

Average hours per summer associate spent on pro bono work

2014: 38

2015: 42

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

2014: 93%

2015: 100%

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

The firm hosts an annual luncheon for summer associates which provides an overview of the firm's pro bono program and our partner organizations. 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?

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 applicable.

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 has sponsored toy collection drives for Sanctuary for Families and encourages involvement in other volunteer efforts, and many of the firm's attorneys participated in Hurricane Sandy clean-up and victim outreach programs. We also hold 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.

Please see above.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2014 Legal Aid Society Pro Bono Publico Award
- 2015 Legal Aid Society Pro Bono Publico Award

Kasowitz, Benson, Torres & Friedman LLP

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 's pro bono program has broadened its scope in the types of matters handled. Kasowitz makes numerous pro bono opportunities available to interested attorneys and encourages its attorneys to propose pro bono matters in their own areas of interest. In 2015, attorneys worked on well over 100 active pro bono matters in a wide variety of substantive areas, and achieved numerous positive results for our clients.

KATTEN MUCHIN ROSENMAN LLP

MAIN US OFFICE LOCATION:

525 West Monroe St. Chicago, IL 60661 www.kattenlaw.com (312) 902-5200

THE STATS

No. of Attorneys: 656 No. of Offices: 13 Chairman: Roger P. Furey

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Jonathan K. Baum Director of Pro Bono Services (312) 902-5479 jonathan.baum@kattenlaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, 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. The firmwide pro bono committee is made up of the chairs of the office pro bono committees plus the director of pro bono services.

THE SCOOP

Does the firm have a written 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 chair of the pertinent local office pro bono committee, 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?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Elder law; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Death penalty defense; Education

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Chicago Lawyers' Committee for Civil Rights Under Law
- · Council for Children's Rights
- Legal Assistance Foundation of Metropolitan Chicago
- National Immigrant Justice Center
- Bet Tzedek

- · Public Counsel Law Center
- Volunteers of Legal Services
- South Brooklyn Legal Services
- D.C. Bar Pro Bono Program
- Houston Volunteer Lawyers

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In a precedent-setting ruling, Katten attorneys persuaded the U.S. Court of Appeals for the Second Circuit to reverse the district court's dismissal of a transgender ironworker's claim that his labor union's refusal to refer him for work through its hiring hall was unlawful sex discrimination under Title VII of the Civil Rights Act of 1964.
- Katten attorneys persuaded the U.S. Court of Appeals for the Seventh Circuit to abandon its former rule that the errors of a *habeas* counsel—as distinct from trial counsel—can never be unconstitutional ineffective assistance of counsel warranting review of a criminal defendant's sentence. The Court held that *habeas* counsel's errors can warrant reopening a *habeas* proceeding, and found that the errors of habeas counsel for Katten's client—which included failing to provide the court with available documents showing that the client had been incorrectly sentenced as a career offender—warranted reopening his *habeas* proceeding.
- Two federal courts of appeals, for the Second and Seventh Circuits, rejected Second Amendment challenges to state and local bans on assault weapons and large capacity ammunition magazines enacted in the wake of the Newtown tragedy in cases where Katten attorneys represented the Law Center to Prevent Gun Violence and local gun safety organizations as *amici curiae* in defending the constitutionality of the challenged gun laws.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 31,649 2015: 26,635

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 620 As of December 31, 2015: 639

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

2014: 51 2015: 42 What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 42%

2015: 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?

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 all 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.

Katten Muchin Rosenman LLP

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 776

2015: 1,103

Average hours per summer associate spent on pro bono work

2014: 21

2015: 28

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

2014: 65%

2015: 73%

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

- Domestic Violence Legal Clinic (DVLC): Summer associates are licensed as law student attorneys, receive training, and represent victims of domestic violence in obtaining emergency 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? If so, please describe the established program(s) and their duration, if applicable.

Yes.

If so, 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 working part-time (while preparing for the bar exam) and five weeks working full-time (after the exam) for a public interest organization. Katten also offers its own First Year Public Service Fellowship Program, under which a limited number of incoming associates have the opportunity to spend their first year out of law school working full-time for a public interest organization, while being paid by the firm, and then come to Katten 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 applicable.

Katten employs students at the Cristo Rey High School as parttime 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 several offices 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 special recognition or awards your firm has won in the last three years for its pro bono work.

- American Bar Association Pro Bono Publico Award (2016)
- Law Center to Prevent Gun Violence Outstanding Pro Bono Contribution Award (2015)
- Legal Services NYC Pro Bono Leadership Award (2015)
- National Legal Aid & Defender Association Beacon of Justice Award (2014)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 associate pro bono work annually (and more with approval, which is 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 (which include a \$1,000 firm contribution to the charity of the honoree's choice). As a result of these efforts, Katten attorneys render pro bono service in almost every area of practice, from litigation and corporate work to employee benefits and trademark 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 Program," in which incoming associates can spend their first year out of law school being paid by the firm 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 agency, a periodic legal aid clinic in an innercity public school.

KAYE SCHOLER LLP

MAIN US OFFICE LOCATION:

250 W. 55th St. New York, NY 10019 www.kayescholer.com (212) 836-8000

THE STATS

No. of Attorneys: 408 No. of Offices: 9

Managing Partner: Michael B. Solow

Please note that as of January 1, 2017, Arnold & Porter, LLP and Kaye Scholer LLP have merged. The firm's new name is Arnold & Porter Kaye Scholer LLP; the new website is www.apks.com. The information contained in this survey is based on each firm's individual pro bono program and reflects pre-merger information.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Alison King Pro Bono Counsel (212) 836-7037 alison.king@kayescholer.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Elly Spiegel
Manager of Pro Bono and Community Service
(212) 836-7894
elly.spiegel@kayescholer.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.kayescholer.com/legal-services/pro_bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The committee is comprised of partners, counsel and associates, from various practice areas and offices, who have demonstrated a strong commitment to pro bono work.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Political causes; Lobbying

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Legal Aid Society (NYC)
- Transgender Legal Defense & Education Fund (NYC)

- Community Legal Services of East Palo Alto (Palo Alto)
- Immigration Equality (NYC & Chicago)
- Legal Momentum (US)
- International Refugee Assistance Project (NYC & Chicago)
- Lawyers Alliance for New York (NYC)
- Public Counsel (LA)
- Human Rights First (DC & NYC)
- Washington Lawyers' Committee (DC)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 REFORMING NYC SHELTER SYSTEM FOR DEAF HOMELESS POPULATION.

In October 2015, we finalized a settlement with the City of New York that requires the city to pay our client and her family over \$100,000, and to implement system-wide accommodations to aid the hard of hearing and deaf in the city's homeless shelters, including by providing American Sign Language interpreters. A dispute with various shelter operators was also resolved amicably. The settlement resolves a lawsuit that we initiated on behalf of our client in 2013, which was subsequently linked to a parallel investigation brought by the US Attorney's Office for the Eastern District of New York. Our settlement was conditioned upon the city entering into a consent decree with the USAO-EDNY, which mandated sweeping reforms to the shelter system. The decree was negotiated jointly between the city, the USAO-EDNY, Kaye Scholer and our co-counsel, the New York Center for Law and Justice. The litigation arose out of our representation of a deaf mother of three who initially sought a shelter placement for her family when her children were minors. Forced to navigate the complex system with no ASL interpreter because of the city's failure to provide one, she wound up being wrongly placed in a shelter for single adults, separated from her children for several months, with no way to communicate with those around her. After reuniting the family and getting them into more permanent housing, the NYCLJ asked us to jointly bring a lawsuit to compensate the family for the hardship they endured and to prevent this from happening to other deaf individuals in the shelter system. We filed a complaint for damages and injunctive relief in April 2013.

• FIGHTING LABOR TRAFFICKING.

We helped secure a settlement with Signal International Inc. in one the largest series of labor trafficking cases in US history. The July 2015 settlement, which is valued at more than \$20 million and includes an apology from Signal, was achieved as part of Signal's Chapter 11 bankruptcy protection filing. The litigation, first filed by the Southern Poverty Law Center in 2008, involved a number of lawsuits representing more than 200 Indian guest workers, who were defrauded and exploited in a labor trafficking scheme engaged in by Signal, a Gulf Coast marine services company. In cooperation

with an immigration lawyer and an Indian labor recruiter, Signal lured hundreds of workers to Mississippi and Texas shipyards with false promises of permanent US residency. The lawsuits were filed after a judge did not grant class action status, which would have allowed the suit to benefit most of Signal's guest workers. The SPLC coordinated an unprecedented legal collaboration that brought together law firms and civil rights groups to represent hundreds of workers excluded from the original SPLC suit by the denial of class action status. In August 2014, Kaye Scholer attorneys, with the SPLC as co-counsel, filed a complaint against Signal and several other defendants in the Eastern District of Louisiana—the 11th action filed against Signal. We represented 30 individuals who had been trafficked and had worked at Signal's facilities in Pascagoula, Mississippi and Orange, Texas. We also alleged RICO violations, fraud and breach of contract, and successfully represented the clients in association with Signal's bankruptcy filing.

• ADVOCATING FOR TRANSGENDER CLIENTS.

In addition to obtaining name changes for more than 50 transgender clients (since 2011) so that their legal identities conform to the way they identify and live their lives, we and our co-counsel, the Transgender Legal Defense & Education Fund, prevailed in a first-of-its-kind lawsuit against the City of New York, challenging the requirement that transgender people undergo surgery in order to correct their birth certificates. NYC's new policy, enacted in response to our lawsuit, eliminates the surgery requirement for transgender people seeking to correct the sex designation on their birth certificates. Instead, it requires a licensed health care provider to state under oath that based on contemporary expert standards, an individual's true sex is not accurately recorded on their current birth certificate. NYC thus joins other jurisdictions that have eliminated similar surgery requirements. We initiated litigation in late 2012.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 20,745 2015: 20,662

What was the attorney headcount in your firm's US office(s)?

2014: 368

2015: 367

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

2014: 56

2015: 56

Kaye Scholer LLP

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 44%

2015: 46%

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?

Ves

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

200

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 (e.g., transgender name changes, uncontested divorces, child support modification); hosts training seminars (Legal Aid Society, Community Legal Services of East Palo Alto, Sanctuary for

Families), and publicizes pro bono trainings sponsored by other public interest 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,541 2015: 656

Average hours per summer associate spent on pro bono work

2014: 91

2015: 41

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

2014: 100%

2015: 100%

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

Kaye Scholer summer associates are encouraged to participate in our pro bono program, and generally do at least 50 hours, thus completing the requirement for admission to the New York State Bar. They work on ongoing firm matters (e.g., death penalty appeals, asylum cases, nonprofit representation), 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 (assisting transgender clients in applying for a legal name change so that their legal identities conform to the way they identify and live their lives), policy research memos for the Anti-Defamation League, and uncontested divorces for victims of domestic violence.

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 applicable.

Students from Columbia and Fordham law schools are collaborating with a team of Kaye Scholer attorneys working

on behalf of Legal Momentum (formerly NOW Legal Defense & Education Fund), to research soccer programs and gender equality laws enacted in each of the FIFA member countries—including UN documents such countries may have signed re gender equality—with an eye to preparing a report, potentially followed by a lawsuit against FIFA. We also work with UChicago and Fordham law school students on resettlement cases referred by the International Refugee Assistance 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.

Our NYC office partners with a public middle school in Queens (we advise the Debate Team, which competes in the National Middle School Debate Championship) and a public high school in Manhattan (we coach a team that competes in the Moot Court Competition hosted by the Justice Resource Center at Fordham Law School). We have hosted an all-day employment skills workshop for Legal Aid clients seeking to enter or re-enter the workforce. We also participate in the NY Cares Winter Coat Drive and the City Harvest Canned Food Drive. Our Chicago office coaches students from the Legal Prep Charter Academy in the High School Negotiation Competition. Our DC office wears "Jeans for Justice" (i.e., donates money to wear jeans to work) to benefit the DC Bar Foundation's Poverty Lawyer LRAP (Loan Repayment Assistance Program), which helps poverty lawyers meet their educational debt payments while earning a public interest salary, allowing them to continue serving the District's most vulnerable residents. Our Tallahassee office stuffs backpacks with school supplies for disadvantaged students at a local school, as part of an effort coordinated by The Foundation for Leon County Schools.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Law360 Pro Bono Firm of the Year; AmLaw Global Pro Bono Dispute of the Year (for work against labor trafficking); US District Court/Chicago Chapter of the Federal Bar Association

Award for Excellence in Pro Bono Service; City Bar Justice Center Norman Redlich Capital Defense Pro Bono Award; Lawyers Alliance for New York Cornerstone Award; National Legal Aid & Defender Association Beacon of Justice Award; Washington Lawyers' Committee for Civil Rights & Urban Affairs Outstanding Achievement Award; Brooklyn Family Defense Project Pro Bono Award; The Legal Aid Society Pro Bono Publico Award; Urban Justice Center Social Justice Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 for associates and enables all lawyers to fulfill their professional obligation to provide pro bono legal services. The needs of low-income, oppressed, victimized, falsely accused and 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 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 that our lawyers offer.

KELLEY DRYE & WARREN LLP

MAIN US OFFICE LOCATION:

101 Park Avenue New York, NY 10178 www.kelleydrye.com (212) 808-7800

THE STATS

No. of Attorneys: 290 No. of Offices: 7 Chairman: James S. Carr

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Jim O'Gara
Pro Bono Counsel
(212) 808-7711
jogara@kelleydrye.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The committee consists of a partner from each of the firm's domestic office.

THE SCOOP

Does the firm have a written 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 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 2014?

Asylum; Civil rights; Community economic development; Disability benefits; Domestic violence; Education; Family law; First Amendment and constitutional issues; HIV/ AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

Death penalty defense; Education

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Immigration Equality
- Kids in Need of Defense

- The Legal Aid Society
- City Bar Justice Center
- Pro Bono Partnership
- Washington Area Lawyers for the Arts
- Lawyer's Committee for Civil Rights Under Law
- · Center for Family Representation
- · Public Counsel
- Volunteer Lawyers for the Arts

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Kelley Drye attorneys represented a five-year-old child in a neglect proceeding brought against his mother. The mom suffered from untreated schizophrenia, paranoia, and hallucinations and was non-compliant with her prescribed treatment. Twice in a three month period the mother had to be involuntarily held in a psychiatric facility. On both occasions emergency personnel found her to be experiencing auditory hallucinations while the child was alone in her care. On other occasions, the mother exhibited dangerous and aggressive behavior in front of her child. In addition, the mother refused to provide her child with appropriate dental care which left the child's teeth visibly rotted and blackened. The teeth later became so painful that the child could not eat even a cracker. Following an evidentiary hearing, Family Court found that the mother's psychiatric history, together with the credible evidence concerning its impact on the child, constituted neglect. On appeal, the mother challenged the sufficiency of the Family Court's order and claimed that no causal connection had been established between her mental illness and actual or potential harm to her child. The appellate court affirmed the Family Court's decision that the child suffered significant injury due as the direct result of his mother's medical neglect and impaired judgment, and that the mother's untreated and profoundly serious mental illness posed a risk of harm to her child.
- Kelley Drye successfully represent an award-winning, not-for-profit performing arts corporation, which has been a New York institution for decades. The organization's outreach programs services hospitalized children at leading pediatric facilities across the United States, disabled and economically disadvantaged children's groups, and elderly living and residential communities across the nation. So when the financial survival of the organization was threatened by a lawsuit seeking to recover substantial consulting fees for a failed fund raising effort, Kelley Drye attorneys mounted an aggressive defense which culminated in a mediated settlement on terms which allowed the organization to continue to provide its charitable works.
- Kelley Drye represented an Employer in an appeal of an age discrimination/retaliation claim to the Appellate Division, First Department. The Employer extended an offer of employment to Plaintiff on the condition that Plaintiff submit necessary paperwork to process his employment request.

Plaintiff refused to provide date of birth, information about the dates of his previous positions and other information required to be provided by the Employer. Plaintiff then went to EEOC office and complained about being required to provide date of birth. At a subsequent meeting with Employer's personnel Plaintiff stated that he made a complaint to the EEOC about his being required to disclose his date of birth on his employment paperwork. Employer reminded Plaintiff that his offer of employment was conditioned upon completing and submitting the necessary paperwork required of the position he applied. Plaintiff again refused and his offer was withdrawn. Plaintiff commenced an action alleging age discrimination and retaliation for reporting Employer to the EEOC. The court granted Employer's motion to dismiss the complaint finding that the allegations in the complaint do not give rise to any discriminatory intent. Plaintiff appealed. Kelley Drye successfully argued on appeal that the complaint failed to allege sufficient facts to show that Plaintiff was engaged in a "protected activity" because his visit to the EEOC occurred after he was offered the job by Employer, and as such Plaintiff's visit to the EEOC cannot be construed as a protest or complaint concerning any discriminatory employment practice on the part of Employer. The court was also persuaded that Plaintiff failed to plead causal connection between the alleged "protected activity" and Employer's decision to rescind the offer of employment because there was a clear "but for" cause in that Plaintiff's employment offer was rescinded because of his refusal to provide necessary personal information.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 10,131 2015: 8,666

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 2800 As of December 31, 2015: 282

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

2014: 36 2015: 31

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 40% 2015: 27% Kelley Drye & Warren LLP

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 participate in training programs sponsored by organizations including The Association of the Bar of the City of New York, New York Lawyers for the Public Interest (NYLPI), Immigration Equality, The Legal Aid Society and Her Justice.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 234

2015: 107

Average hours per summer associate spent on pro bono work

2014: 47

2015: 15

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

2014: 100%

2015: 50%

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

Kelley Drye summer associates are offered the same pro bono opportunities as partners and associates of the firm. The firm regularly takes on cases and assigns the pro bono matters to groups of summer associates, with supervision by senior Kelley Drye associates or partners.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

Kelley Drye sponsors various fundraising initiatives at New York City law schools to support several public interest programs. Activities include performances, fundraiser sports events and auctions.

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.

Kelley Drye takes pride in making a positive impact in the community. Whether through service or financially, we support organizations that invest in every community where we operate.

 We earned an Outstanding Achievement Award in Public Education for our work and partnership with Noyes Education Campus in DC.

- The "Women of Kelley Drye" group partnered with the NYC Bar Association to offer a workshop on resume building and career coaching for young women.
- The Stamford office has supported the YMCA through community service and pro bono representation.
- 17th annual participation in the Making Strides Against Breast Cancer walk and Bake Sale/Raffle.
- Pride Month events raised funds for a variety of LGBT causes.
- We sponsor the Christo Rey work-study program and provide an annual stipend that helps subsidize the cost of college preparatory education for financially disadvantaged students.

Please list special recognition or awards your firm has won in the last three years 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.

KILPATRICK TOWNSEND & STOCKTON LLP

MAIN US OFFICE LOCATION:

1100 Peachtree St, NE, Suite 2800 Atlanta, GA 30309 www.kilpatricktownsend.com (404) 815-6108

THE STATS

No. of Attorneys: 613 No. of Offices: 18 Chairman: Henry Walker

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Tamara Serwer Caldas
Pro Bono Partner
(404) 815-6006
tcaldas@kilpatricktownsend.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Dionne Hines Morse Pro Bono Manager (404) 685-6792 dmorse@kilpatricktownsend.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 2014?

Asylum; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Employment; Environment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

Parole hearings

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Atlanta Legal Aid Society
- Atlanta Volunteer Lawyers Foundation
- Children's Law Center of Central North Carolina
- Colorado Department of Human Services
- East Bay Community Law Center
- Justice & Diversity Center of the Bar Association of San Francisco
- · Kids in Need of Defense
- Lawyers Committee of Civil Rights Under Law
- Legal Aid of North Carolina
- Pro Bono Partnership of Atlanta

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Since the spring of 2015, Kilpatrick Townsend has represented a transgender woman who was discriminated against by a hospital in Washington DC that refused to provide medical treatment to her because she is transgender. On June 19, 2015, our attorneys filed an action in federal court under both the DC Human Rights Act and Section 1557 of the Affordable Care Act (ACA), which prohibits discrimination on the basis of sex in any health care program or activity. This is among the first cases to be brought under this section of the ACA, and raises important questions about the interpretation of "on the basis of sex" in the context of the ACA's antidiscrimination provision. For this reason, Lambda Legal is seeking leave to submit an amicus brief in support of the Plaintiff's Opposition to the Defendants' Motion for Summary Judgment and the Plaintiff's Motion for Partial Summary Judgment. The firm has invested more than 1,100 hours in this ground-breaking litigation, and has agreed to take on two additional clients subjected to discrimination by hospitals in Washington, DC.
- In 2015, our firm was contacted by members of the Kiowa Tribe of Oklahoma about representation. They had a 160-acre allotment held in trust by the federal government which their family had beneficially owned since the late 1800's. A natural gas provider out of Oklahoma, maintained a natural gas line across the property. The easement for that line had expired 15 years ago and the natural gas provider refused to negotiate a fair price to renew it. The Department of Interior had ordered that the natural gas company remove its line but it never did so and the federal government had taken no action.

Our attorneys contacted the natural gas company and their counsel responded that the landowners had no right to negotiate terms of an easement, only the Department of Interior. Therefore, the firm in conjunction with Oklahoma Indian Legal Services, filed a trespass action in the Western District of Oklahoma against the natural gas company and sought an injunction requiring removal of the line. The natural gas company countered by filing

an action for condemnation of the land. In a case of first impression, the district court dismissed the natural gas company's condemnation action, holding that it had no right to condemn Indian land as the Kiowa Tribe held a 1% ownership interest. It further dismissed the natural gas company's defenses to the action, holding Indian beneficial owners of trust land can maintain their own action for trespass without the involvement of the federal government.

 Kilpatrick Townsend's single biggest pro bono project in 2015 was the Clemency Project. We represented 51 applicants in seeking Federal Clemency through the US Justice Department. To date, six individuals, who were serving a life sentence in federal prison, have been granted clemency by President Obama, and several more applications are pending approval.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 32,543 2015: 32,976

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 575 As of December 31, 2015: 601

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

2014: 57 2015: 55

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 72% 2015: 73%

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

Kilpatrick Townsend & Stockton LLP

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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

If so, 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?

We provide or host frequent in-house trainings for many substantive 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 103

2015: 273

Average hours per summer associate spent on pro bono work

2014: 9

2015: 10

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

2014: 73%

2015: 76%

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

Summer associates have the opportunity to participate in legal research programs with local civil rights organizations, assist low-income individuals in housing and consumer matters, and get involved with domestic violence cases and grandparent adoption cases in some circumstances. They also have the opportunity to work with lawyers on the wide variety of matters the lawyers are handling, including drafting patents for probono clients.

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 applicable.

Kilpatrick Townsend has long served on the Advisory Board of the Emory Public Interest Committee and sponsors two EPIC fellowships each summer. Also, the firm is co-sponsoring an Equal Justice Works Fellow with firm client, The Clorox Company. The Clorox/Kilpatrick Townsend Fellow will be working with the East Bay Children's Law Offices to expand legal advocacy to create access to quality mental health services for Alameda County's foster youth and reduce disproportionate treatment of youth of color.

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.

KT IMPACT's award winning volunteer program creates a spirit of service that is integral to the culture of our firm. In 2016, the majority of our firm-sponsored projects focused on helping diverse students build skills to help them be successful in the legal profession.

Highlights include:

- Reading to over 500 pre-K and kindergarten students as a national sponsor of Jumpstart's annual "Read for the Record"
- Organizing a mock trial in our Atlanta office with teens from a local Boys and Girls Club and supporting twenty-five volunteers who read weekly with Everybody Wins! Atlanta, a more than eleven year old partnership
- Leading students from Cook Elementary in NC on field trips to UNC-Chapel Hill, UNC Law School and the state capital to expose them to college and career options and organizing an annual speech contest in partnership with Wake Forest University School of Law
- Supporting Los Robles Magnet Academy in Silicon Valley by reading monthly to students through the Project Cornerstone Los Dichos Program and donating computer monitors and school supplies for teachers
- Partnering with the Washington Lawyer's Committee's DC Public School Partnership Program at Cardozo Middle School by hosting quarterly honor roll lunches and other activities to support student achievement

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Volunteer of the Year, Georgia Asylum and Immigration Network; 2016
- Pro Bono Law Firm Award, IP Section of North Carolina Bar Association; 2016

- Outstanding Pro Bono Attorney, Legal Services of Southern Piedmont; 2016
- Business-to-Business Partnership Award, Corporate Volunteer Council; 2016
- Outstanding Volunteers, The Justice & Diversity Center of the San Francisco Bar Association; 2016
- Pro Bono Honoree, Legal Aid of North Carolina; 2015
- Pro Bono Honoree, The Pro Bono Partnership of Atlanta;
 2015
- ADL Young Lawyer Award, Anti-Defamation League; 2015
- Commitment to Justice Award, Her Justice; 2015
- Global Pro Bono Dispute of the Year and Grand Prize Global Citizenship Award, The American Lawyer; 2015
- Pro Bono Publico Award, Casa Cornelia Law Center; 2014
- Eléonore Raoul Greene Trailblazer Award, Emory University;
 2014
- 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 Award, Iranian American Bar Association Northern California Chapter; 2014



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



MAIN US OFFICE LOCATION:

300 North LaSalle Chicago, IL 60654 www.kirkland.com (312) 862-2000

THE STATS

No. of Attorneys: 1,895
No. of Offices: 12
Chairman, Global Management Executive Committee
Jeffrey C. Hammes, P.C.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

21

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

Marjorie Press Lindblom
Of counsel, Co-chair, Firmwide Pro Bono Management
Committee
(212) 446-4868
marjorie.lindblom@kirkland.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 25%

Thomas Yannucci Partner, Co-chair, Firmwide Pro Bono Management Committee

(202) 879-5056

thomas.yannucci@kirkland.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 25%

Iulie LaEace

Pro Bono Counsel and Firmwide Director of Pro Bono (312) 862-3389

julie.laeace@kirkland.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.kirkland.com/probono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The firmwide pro bono management committee—overseen by two attorneys who each dedicate approximately 25 percent of their time to pro bono—consists of more than 60 attorneys from each of Kirkland's U.S., European, and Asian offices, including three members of the global management executive committee. The committee is responsible for the management and direction of the firm's pro bono program. The committee is supported by a full-time firmwide pro bono director and support staff.

THE SCOOP

Does the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

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 2014, 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 & Poverty
- Lawyers for the Creative Arts
- · Lambda Legal
- New York Lawyers for the Public Interest
- The Bar Association of San Francisco's Justice & Diversity Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Kirkland won a landmark voting rights case in July 2016, on behalf of the North Carolina State Conference of the NAACP, 94-year-old civil rights icon Rosanell Eaton and numerous other North Carolina citizens and organizations when the U.S. Court of Appeals for the Fourth Circuit invalidated a North Carolina statute that restricted voting opportunities and burdened the right to vote for African Americans. The court held that the statute, which required voters to show photo identification at the polls, eliminated same-day voter registration and student pre-registration, and shortened the early-voting period, violated both the Voting Rights Act and the U.S. Constitution.

Kirkland filed the first case against the law the day it was signed by the governor, contending that it was enacted with the intent to discriminate against certain minorities. Working with the U.S. Department of Justice and other private plaintiffs that followed, Kirkland developed a compelling record of intentional racial discrimination by the North Carolina legislature through discovery involving the production of more than one million pages of documents and more than 180 depositions, including of state election officials, voting experts and affected citizens.

The district court had conducted two trials, together spanning more than four weeks and involving more than 50 live witnesses, and ultimately issued a 479-page opinion denying the plaintiffs' claims. The Fourth Circuit unanimously reversed that decision, invalidated the law and ordered the district court to enter an injunction against its enforcement. Within hours, the district court complied. In August 2016, the Fourth Circuit denied the State's motion to recall or stay the Fourth Circuit's mandate.

 Kirkland attorneys have devoted more than 3,500 hours and counting to the Firmwide Clemency Project, an ongoing groundbreaking pro bono initiative through which Kirkland attorneys directly assist federal inmates serving disproportionately long sentences.

In 2014, President Obama and the U.S. Department of Justice launched a sweeping clemency initiative aimed at addressing the large number of inmates serving unjust and disproportionately long sentences. The Attorney General solicited the assistance of the nation's bar to help the DOJ identify nonviolent prisoners who, if sentenced today under current sentencing laws and policies, would likely have received substantially lower sentences. To be eligible, inmates must be relatively low-level non-violent offenders; have demonstrated good conduct while in prison; not have significant ties to large-scale criminal organizations, gangs or cartels; have no "significant criminal history" or history of violence either before prison or while incarcerated; and already have served at least 10 years in prison.

Kirkland attorneys complete applicant reviews of potentially eligible inmates, draft recommendation memos, and draft petitions for clemency to be submitted to the DOJ for eligible applicants. Partners and associates representing each of Kirkland's domestic offices and many of the firm's practice groups are involved in the project. To date, the firm has processed more than 140 clemency matters through the project.

In December 2015, President Obama commuted the sentence of one of Kirkland's Clemency Project clients who had sought commutation of his 30-year prison sentence for marijuana trafficking.

• Kirkland, along with the Inner City Law Center, reached a settlement in April 2015 on behalf of more than 100 low-income tenants who had filed a negligence lawsuit against their landlord, Bracha Investments LLC and Franco Haiem. The plaintiffs will receive \$2.18 million, in addition to other monies, as part of the settlement that was reached four days

into a jury trial in Los Angeles Superior Court. Tenants of the south Los Angeles building, most of whom are of Mexican descent, endured dangerous living conditions, fire safety violations, mold and sewage problems, physical and mental injuries, faulty sanitation, electric connections and wiring, and serious mouse and cockroach infestation. The building had been cited by the Health Department and L.A. Housing and Community Investment Department for failures to keep the building in compliance with basic health and safety laws and fire codes going back to at least 2009. When the tenants complained to Bracha and Mr. Haiem, their grievances were ignored. Deplorable living conditions persisted in the building from 2009-2012, with many tenants unable to vacate due to the high cost of moving. The tenants claimed negligence, breach of the implied warranty of habitability, unlawful collection of rent, and intentional infliction of emotional distress.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 117,106 2015: 103,846

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,428 As of December 31, 2015: 1,437

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

2014: 82 2015: 72

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 72% 2015: 73%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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?

- In addition to the Kirkland Institute, the firm's extensive practice-specific internal training program, 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, get advice and locate other attorneys interested in working on similar matters.
- The firm partners with various organizations that offer training opportunities for Kirkland attorneys, both offsite 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) petitions for deferred action and permanent legal residence. In Los Angeles, the Disability Rights Legal Center has hosted training programs for Kirkland attorneys related to special education advocacy, and the Alliance for Children's Rights has also hosted training programs for Kirkland attorneys on handling probate guardianship cases and adoptions. In Chicago, the National

Kirkland & Ellis LLP

Immigrant Justice Center hosts training programs and clinics for Kirkland attorneys wanting to help underprivileged youth with Deferred Action for Childhood Arrivals applications as well as Special Immigrant Juvenile Status applications. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 4,610

2015: 4,743

Average hours per summer associate spent on pro bono work

2014: 42

2015: 31

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

2014: 95%

2015: 98%

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 as 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 OneJustice through its Justice Bus Project, OneJustice's mobile legal clinic. Summer associates in the firm's Palo Alto office also participate in the Law Foundation of Silicon Valley's Foster Youth Identity Clinic. In Chicago, summer associates participate in the Cabrini Green Legal Aid Expungement & Sealing 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. In the firm's Los Angeles office, summer associates participate in Public Counsel's CARES Project. In this program, summer associates spend one day assisting homeless and indigent

claimants seeking access to food, shelter and related services. Public Counsel is one of the principal public interest legal organizations in Southern California. Summer associates also participate in the OneJustice Impact LA project, supporting domestic violence survivors by providing legal services in a clinic setting.

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

Yes

If so, 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 applicable.

- 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.
- Several of Kirkland's offices offer public interest scholarships and sponsor the public interest student groups at nearby law schools:
 - In 2016, the firm's Chicago office hosted the Kirkland & Ellis Pro Bono Fellowship Program in conjunction with the University of Chicago Law School for the seventh consecutive year.
 - The firm endows the Kirkland & Ellis Justice Fellowship, a two-year fellowship with the Disability Rights Legal Center in L.A.
 - Since 1995, Kirkland has sponsored the New York Citybased public service work of a graduating student from Columbia Law School and the New York University School of Law.
- The Leadership Council on Legal Diversity, an organization which comprises more than 60 corporate general counsel and

120 law firm managing partners, selected Kirkland as City Lead for the Washington, D.C. area for the 2014-2015 year.

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 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.
- Other office-specific volunteer opportunities include:
 - Kirkland continues to join other major businesses and law firms as a High 5 Partner by giving financial and programming support to Chicago Scholars.
 - Kirkland partners with Verbum Dei High School in L.A. 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.
 - 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.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

• Kirkland has been named three times to *The National Law Journal*'s Pro Bono Hot list, most recently in 2016.

- The ABA Death Penalty Representation Project honored Kirkland with its 2015 Pro Bono award.
- In 2015, for the third consecutive year, Kirkland was named a Law 360 Pro Bono Firm of the Year, and was also chosen as a Pro Bono All Star.
- Who's Who Legal named Kirkland one of 10 Leading Law Firms for Pro Bono in 2015.
- Sanctuary for Families, a nonprofit dedicated to serving victims of domestic violence, honored Kirkland in 2015 for excellence in pro bono advocacy.
- OutRight International recognized Kirkland in 2015 for the firm's Pro Bono work for LGBT rights.
- In 2015, for the third consecutive year, Kirkland was honored by the D.C. Circuit Judicial Conference Standing Committee on Pro Bono Legal Services for pro bono participation.
- In 2016, Kirkland was honored by TrustLaw with its Impact Award for its work with Equality Illinois involving research into bans on "gay conversion therapy."
- The Association for Enterprise Opportunity presented Kirkland with the Corporate Citizenship Award in 2016, recognizing Kirkland's pro bono work on AEO's Dream Fund, a platform to provide business funding to underserved potential borrowers.



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,

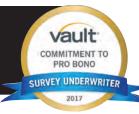
service to nonprofit groups, and more.



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KRAMER LEVIN NAFTALIS & FRANKEL LLP



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THE STATS

No. of Attorneys: 312 No. of Offices: 3

Managing Partner: Paul Pearlman

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Eric Tirschwell
Partner and Pro Bono Committee Chair
(212) 715-8404
etirschwell@kramerlevin.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 30%

Iamie Porco

Manager of Professional Development and Coordinator of Pro Bono Committee (212) 715-7529

Jporco@kramerlevin.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Aaron Frankel

Special Counsel and Deputy Chair of Pro Bono Committee (212) 715-7793

afrankel@kramerlevin.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly and as needed

Please describe the composition of the committee:

The committee is chaired by a partner, deputy chaired by a special counsel, and composed of partners and associates.

THE SCOOP

Does the firm have a written 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 and Deputy Chair of the Committee review requests for new matters and if there is no conflict, the matter may 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Kramer Levin Naftalis & Frankel LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Human Rights First
- Immigration Equality
- Her Justice
- NYLAG
- Lawyers Alliance
- Brooklyn Legal Services
- Legal Services NYC
- Legal Aid Society
- Gay Men's Health Crisis
- Clemency Project 2014

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Kramer Levin has teamed up with Morgan Stanley and the Safe Passage Project to provide pro bono assistance to help immigrant children (principally from Central America) to obtain Special Immigrant Juvenile Status (SIJS), an immigration classification available to certain undocumented immigrants under the age of 21 who have been abused, neglected, or abandoned by one or both parents. Many of these children face imminent deportation, and SIJS is a way for immigrant children to apply for and obtain legal permanent residence.
- Volunteer attorneys advocate for low-income women, usually victims of domestic violence, in a wide range of family law cases including contested and uncontested divorces and matters involving custody, visitation and/or orders of protection. In addition, attorneys provide immigration assistance to battered women and their children through VAWA self-petitions and battered spouse waivers. Attorneys working on family law cases have the opportunity to conduct interviews, engage in discovery, research case law, draft motions and advise and strategize with their clients. Volunteer attorneys may appear in court, handle mediations, negotiate settlements and conduct trials.
- The firm handled nearly two dozen asylum cases, representing individuals from Nigeria, Tibet, Rwanda, Burundi, Togo, Nicaragua, Russia, Ghana, Dominican Republic, Mexico, Sierra Leone, Iran, Bangladesh, Honduras, and Guyana (referred by Human Rights First, New York Legal Assistance Group, Immigration Equality (LGBT and HIV-positive asylees), and Sanctuary for Families (domestic violence-based asylum claims).

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 21,647 2015: 23,726

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 307 As of December 31, 2015: 312

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 75

2015: 82

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 39%

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining bonuses

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. We also encourage first-year and junior lateral associates to become members of a Kramer Levin "Pro Bono Team." Each Team consists of an incoming associate and either a senior associate, special counsel or partner. The Team commits to taking on a pro bono matter within the first several months of the associate's arrival at the firm. We believe that this structure promotes early involvement 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 715

2015: 468

Average hours per summer associate spent on pro bono work

2014: 48

2015: 43

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

2014: 100%

2015: 100%

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Associates may participate in a full-time, four-six month externship at Brooklyn Legal Services representing low-income tenants in Housing Court. Each attorney represents dozens of poor families and individuals in danger of losing their homes. Associates receive Kramer Levin's full salary and benefits, and their time spent at Brooklyn Legal Services counts towards

partnership and bonus eligibility. Kramer Levin also partners with the Legal Aid Society under which associates commit 20-30% of their time over six months to participate in trial level criminal defense work. Under the supervision of Legal Aid mentors, they serve as lead counsel in misdemeanor cases, representing indigent defendants at all stages of proceedings, including arraignment, plea negotiations and trial, and assist 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 applicable.

- Kramer Levin sponsors an Equal Justice Works fellow. Equal Justice Works is a two-year fellowship program that works with law firms and corporate sponsors to support public service fellows throughout the U.S.
- 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. Please limit your answer to 200 words or less.

Below are examples of non-law related volunteer opportunities the firm offers:

- fundraisers for City Harvest, including: 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 the Coalition for the Homeless (collecting camp gear and monetary funds for the camp);
- Bake sale for Hope & Heroes;

• Cycle for Survival, an indoor cycling event in support of cancer research at Memorial Sloan Kettering Cancer Center.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Kramer Levin was selected to receive Legal Services NYC's Pro Bono Leadership Award as one of their top 10 pro bono partners in 2016.
- Katya Chernyak, associate in the Creditor's Rights group was named to a select list of "Lawyers Who Lead by Example" by the New York Law Journal in 2016.
- Catholic Legal Immigration Network Inc. (CLINIC) selected Kramer Levin to receive its annual pro bono award in 2016 for its commitment to providing pro bono representation to immigrants in removal proceedings and for its support of CLINIC's Board of Immigration Appeals Pro Bono Project.
- Her Justice honored Litigation associate Ed Lintz with the 2015 Commitment to Justice Award, which was presented at the 2015 Commitment to Justice Awards at the Walter Reade Theater at Lincoln Center on February 5, 2015. Mr. Lintz was recognized for his significant pro bono contribution to Her Justice.
- Eric Tirschwell, co-chair of the firm's White Collar Defense and Investigations group and chair of its Pro Bono committee, was named to a select list of "Lawyers Who Lead by Example" by the *New York Law Journal* in 2015.
- OUTLaw, the LGBTQ student organization at New York University School of Law, presented its annual Alumnus of the Year award to Jeffrey S. Trachtman at a reception at the Law School. Mr. Trachtman, a member of the class of 1984, was honored for decades of civil rights work on behalf of the LGBTQ community.
- Legal Services NYC recognized Kramer Levin associate Laura S. Milano and former associates Jennifer Batterton and Benjamin Wolf as Top 30 Pro Bono Attorneys for 2014 at the Legal Services NYC Pro Bono Volunteer Reception on October 23, 2014. Associates Jason M. Moff, Kurt M. Denk and Nolan Robinson were also named to the 2014 Honor Roll, as were Ms. Batterton, Ms. Milano and Mr. Wolf. Kramer Levin was named a Pro Bono Leader, one of only 15 firms. Honorees were recognized for their contributions and extraordinary service on behalf of Legal Services NYC's clients in the past year.
- Ms. Batterton, Ms. Milano and Mr. Wolf were recognized for their work as externs in the Housing Unit of Legal Services NYC's downtown Brooklyn office, where they have advocated on behalf of low income tenants and their families against whom their landlords have initiated eviction proceedings in Housing Court guiding them through the legal process, working to ensure that their rights are protected, and representing them in Housing Court, often through active litigation.
- Mr. Moff, Mr. Denk and Mr. Robinson were recognized for their preparation of a comprehensive guide for Legal Services NYC lawyers and other practitioners who are litigating antidiscrimination claims on behalf of low-income clients,

- which addresses the similarities between the federal, state, and city antidiscrimination laws, as well as the unique features of the New York City Human Rights Law.
- Former associate, Rebecca Talbott, received the Legal Aid Society's Pro Bono Publico Award in 2014. She was recognized for her service as an extern with The Legal Aid Society's Criminal Defense Division in Manhattan, where she represented low-income clients facing misdemeanor charges in criminal court. Jennifer Raiola Danzo also won the award and was recognized for her advice on immigration law matters and also for securing employment visas for Legal Aid attorneys so they could continue to help those in need.
- Jeffrey S. Trachtman was presented with the Arthur S. Leonard Award for distinguished service on behalf of the LGBT Community at the City Bar Association's annual reception celebrating LGBT Pride Month in June 2014. The Award, named for the distinguished law professor and scholar of LGBT rights, is given annually to two members of the bar selected by the Committee on Lesbian, Gay, Bisexual, and Transgender Rights.
- On June 23, 2014, at Legal Services NYC's Jazz for Justice benefit, Kramer Levin received the Pro Bono Leadership award 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.
- On February 6, 2014, Litigation partner and Pro Bono Committee 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.
- On November 13, 2013, former Litigation associate Peggy J. Farber was honored by the Brooklyn Family Defense Practice for her pro bono work with the Practice, and commitment to its mission of helping to protect the due process rights of low income families and helping access the benefits and services families need to remain safe and stable.
- Kramer Levin and three Kramer Levin attorneys were honored by the Legal Aid Society as recipients of the 2013 Pro Bono Publico Award for outstanding services to the Legal Aid Society and its clients. Litigation special counsel Susan Jacquemot and former associates Selina M. Ellis and Matan A. Koch, and Leah B. Grossi are among the honorees who received the award on October 29, 2013. Kramer Levin was also one of several law firms receiving the Law Firm award. Each year, the Legal Aid 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 legal services to low income New Yorkers.
- 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.
- Kramer Levin associates Samantha V. Ettari and Laura S. Milano were honored at Her Justice's 2013 Commitment

to Justice Awards ceremony with a Commitment to Justice Award for outstanding legal team for their representation of a Her Justice client throughout her contested divorce proceedings.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Kramer Levin is proud to have a long tradition of treating pro bono as an important part of our practice. We encourage attorneys to pursue pro bono matters of personal interest to them, believing that pro bono works best when it reflects the passions and commitments of individual attorneys. We therefore have always been involved in a wide range of activities, from individual poverty law cases to civil rights amicus briefs to transactional projects for nonprofits. We also have undertaken larger, more coordinated projects to leverage our resources most effectively, including our full-time externship position at South Brooklyn Legal Services and class actions on behalf of homeless children with asthma, children SSI claimants, and others. We have particularly distinguished ourselves in the areas of:
 - (i) LGBT rights, where we have participated in the landmark Dale and Lawrence cases, brought the case

- that established the right to second parent adoption in Delaware, served as cooperating counsel in Lambda Legal's suit seeking recognition of marriage rights for same-sex couples in New York, and most recently filed an amicus brief in the historic *Obergefell v. Henry*, which gave same-sex couples a constitutional right to marry,
- (ii) our longstanding involvement with international human rights and political asylum work, including representing Central American refugees,
- (iii) the representation of indigent criminal defendants, through our Legal Aid externship and the representation of federal inmates through The Clemency Project 2014,
- (iv) SSI, where we have represented dozens of claimants and argued two important Second Circuit appeals.
- We support our pro bono work by counting the hours for all firm purposes, including bonuses, and requiring that pro bono work be supervised and evaluated like any other work. Attorneys are free to propose pro bono matters, which are approved by the chair of the pro bono committee and, if requiring a particularly significant devotion of resources, others in management. All firm resources are made available to support pro bono work as regular firm work. We also encourage attorneys to become involved in other community service activities that use their skills and talents as lawyers, including nonprofit board service, participation in high school mentoring and teaching programs and other nonprofit service.

LATHAM & WATKINS LLP

MAIN US OFFICE LOCATION:

355 South Grand Ave. Los Angeles, CA 90071 www.lw.com (213) 485-1234

THE STATS

No. of Attorneys: 2,209 No. of Offices: 30

Chair and Managing Partner: William H. Voge

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Abid R. Qureshi
Partner, Chair of Global Pro Bono Committee
(202) 637-2200
abid.qureshi@lw.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 20%

Wendy Atrokhov
Public Service Counsel
(202) 637-2142
wendy.atrokhov@lw.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Laura Atkinson-Hope
Pro Bono Managing Attorney
(212) 906-1358
laura.atkinson-hope@lw.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.lw.com/About Us/ProBono And Community Service

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

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 the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual

property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Appleseed
- Ashoka
- Bet Tzedek/Holocaust Survivors' Justice Network
- · Human Rights First
- Lawyers' Committee for Civil Rights Under Law
- · Legal Aid Societies
- National Veterans Legal Services Program (NVLSP)
- PILnet
- Polaris Project
- TrustLaw (Thomson Reuters Foundation)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• We recently engaged on an urgent, high-priority project for the International Rescue Committee (IRC) connected to the EU-Turkey Summit and agreement negotiations concerning the Syrian refugee crisis and resulting mass migration into Turkey and the European Union. IRC is a global humanitarian organization that has provided critical support to more than 3 million Syrian refugees and displaced persons. While engaged in real-time advocacy in Brussels surrounding the summit (convened to establish protocols for the treatment of refugees from Syrian and other conflict zones in the Middle East), IRC needed time-sensitive support to inform and develop positions and approaches to its advocacy to the European Council. This matter proceeded at a rapid pace, and included questions concerning EU, domestic, and international law. Our lawyers based in London led a broader Latham team that included 30 lawyers across our offices in Paris, Brussels, Germany, Dubai, and Riyadh; these lawyers worked collaboratively, day and night, researching, analyzing, organizing, and conveying relevant information to IRC, ultimately providing 42 memoranda addressing each question. This team has since hosted a roundtable discussion with leading experts and continues to provide ongoing pro bono support to IRC connected to its efforts on behalf of refugees. The firm has also engaged on several additional projects related to the refugee crisis, including advising humanitarian organizations on US sanctions affecting their ability to provide on-the-ground support in Syria; holding seminars for refugees and asylum seekers in Germany; and assisting several new charities and nonprofits that have

- emerged in the United States, the United Kingdom, and Germany to assist the refugees.
- Lawyers in nearly all of our US offices participate in Lawyers Serving Warriors, an initiative instituted by the nonprofit National Veterans Legal Services Program (NVLSP) to provide legal assistance to veterans of the conflicts in Iraq and Afghanistan on applications for Combat Related Special Compensation (CRSC). CRSC can provide hundreds of dollars per month in additional tax-free compensation to eligible veterans for the rest of their lives. Through NVLSP, Latham also works on appeals related to disability ratings under consideration of the Physical Disability Board of Review (PDBR). Disability ratings determine whether the service member, upon retirement, will receive a lump-sum severance payment or lifelong retirement benefits. In the past three years, the firm has taken on more than 150 cases referred to us by NVLSP for veterans based throughout the United States concerning CRSC and PDBR disability ratings.
- Latham represents the tenants—all of whom are low-income individuals and families—of a Washington, D.C. apartment building in a lawsuit against the building's landlord for egregious housing code violations. These violations, which include mold, faulty plumbing and electrical wiring, severely cracked walls and ceilings, and rodent, bedbug, and other vermin/insect infestations, have left the tenants living in dangerously squalid conditions, and both adults and children are suffering from several severe health issues as a result. Because they are poor and many do not speak English, tenants are exploited by landlords who fail to maintain the properties on the basis that the tenants are not resourceful and will not have any recourse. Indeed, many similarly situated tenants have no alternatives but homelessness. The firm's substantial, class action-like case has involved a large team of D.C.-based lawyers, paralegals, and summer associates. During a 16-day trial spread over four months, the team presented more than 500 exhibits. The matter is currently pending.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 119,841

2015: 127,200

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,487

As of December 31, 2015: 1,571

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

2014: 78

2015: 81

Latham & Watkins LLP

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 65%

2015: 67%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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 lawyers 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 5,836

2015: 8,002

Average hours per summer associate spent on pro bono work

2014: 36

2015: 44

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

2014: 82%

2015: 86%

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. Opportunities are extremely varied, ranging from representing foster children in adoption proceedings to working on asylum applications for refugees to preparing Violence Against Women Act petitions for immigrant victims of domestic violence to assisting in the decriminalization of homelessness 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?

Yes

If so, please describe the established program(s) and their duration, if applicable.

We participate in the PILI fellowship program in Chicago, a law firm-supported pro bono program which provides resources to legal aid agencies. The program offers recent graduates an opportunity to spend the summer immediately following law school graduation as a fellow, doing legal work for local public interest agencies. The typical fellow works five weeks part-time while studying for the bar exam and five weeks full-time after

the bar exam. We offer a stipend to incoming Latham associates who participate in the PILI 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 applicable.

Latham lawyers are involved in the community in many ways, donating their time, talents, and financial resources to an array of causes. For example, our attorneys serve on boards of directors of community nonprofits and legal service providers, are involved in bar associations, and volunteer and raise money for many organizations.

For many years, the firm has sponsored public interest fellowships through Equal Justice Works. Latham typically chooses a new fellow each year for a two-year fellowship. Our fellows have worked with veterans, asylum-seekers, human trafficking victims, and diverse, low-income entrepreneurs, among many other individuals and organizations in need.

The firm also contributes financially to nonprofit legal service providers and community organizations, and sponsors a variety of community service activities across the globe. Latham often provides matching contribution programs and makes firm donations in response to major world disasters. For example, the firm has matched more than US\$250,000 in donations to nonprofits and NGOs that work directly with those impacted by the Syrian refugee crisis.

Around the firm, our lawyers and staff engage in various law-related public interest and community-focused projects. Personnel in our Hong Kong office, for instance, regularly volunteer at a local organization that offers programs and services to children and the elderly.

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 and staff give back to the community in a number of ways. What follows are a few examples of these efforts:

- Latham supports anti-poverty initiatives by fundraising and volunteering. We regularly host food and clothing drives in our Hong Kong, Italy, Los Angeles, Moscow, New York, Orange County, San Francisco, Spain, and Washington, D.C. offices, with additional personnel volunteering at soup kitchens and shelters.
- Over the last decade several Latham offices have built homes for families in need with Buildable Hours, a nonprofit founded in part by a D.C. partner that connects lawyers with Habitat for Humanity.
- The firm supports several programs dedicated to preparing students for success and teaching real-life legal and management skills. Our Chicago office sponsors and helps organize the Do the Write Thing Challenge, an initiative of

- the National Campaign to Stop Violence, with 80+ Latham volunteers reading essays written by local students and helping at an awards dinner.
- Latham lawyers and staff also show their athletic side in support of causes. Personnel in our New York office participate in the annual JDRF One Walk, which raises funds for diabetes research, while colleagues in Madrid have participated in a race to benefit the local Paralympics Federation.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

2016

- International Law Firm of the Year and Pro Bono Collaboration Award, TrustLaw
- Law Firm of the Year/La Mancha Award, Casa Cornelia
- Pro Bono Partner of the Year Award, Swords to Plowshares
- Law Firm of the Year Award, Community Legal Services in Palo Alto
- Impact Award, Chicago Charity Challenge
- National Corporate Citizenship Award, American Chamber of Commerce in Singapore
- Law Firm of the Year, Asian Americans Advancing Justice
- Pro Bono Partner of the Year, National Veterans Legal Services Program
- Outstanding Achievement Award, Washington Lawyers' Committee
- NYC Mayoral Service Corporate Honoree
- Champions for Children Award, Children's Law Center
- · Virtuoso Award, Dance Theatre of Harlem
- Law Firm Award and Most Cases Handled Award, Lone Star Legal Aid

2015

- Pro Bono Law Firm of the Year, International Financial Law Review
- Freedom of Information Award, American Civil Liberties Union
- · Marvin Frankel Award, Human Rights First
- Scott C. Solberg Pro Bono Award, Legal Aid Society of Metropolitan Family Services
- Legal Excellence Award, Neighborhood Legal Services
- Civil Rights Pro Bono Recognition Award, Lawyers' Committee for Civil Rights and Economic Justice
- Commitment to Justice Award, Youth Advocacy Foundation
- Judge Learned Hand Award, American Jewish Committee
- Caring Company Award, Hong Kong Council of Social Service

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Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Pro bono is central to the culture and ethos of Latham & Watkins. Our lawyers recognize that they have a duty to help ensure the doors of justice are open to all, regardless of means or circumstance. As a result, personnel throughout the firm's 30+ offices contribute their time and expertise to help those who might otherwise be denied access to the legal system.
- Between 2000 and 2015, Latham donated more than 2.7
 million hours in free legal services—valued at over US\$1.1
 billion—to underserved individuals and the organizations
 who serve them.
- We strongly encourage our attorneys to perform pro bono work throughout their careers. Latham lawyers are encouraged to establish relationships with legal service organizations and to bring new pro bono clients to the firm in areas of their interest, from asylum to social enterprise to animal rights. We treat pro bono the same as commercial work, applying identical quality standards and valuing pro bono hours as equal to commercial billable hours.

To learn more about the firm's enthusiastic commitment to public service, see our Pro Bono Annual Review at www.lw.com

LINKLATERS LLP

MAIN US OFFICE LOCATION:

1345 Avenue of the Americas New York, NY 10105 www.linklaters.com (212) 903-9000

THE STATS

No. of Attorneys: 2,000+ No. of Offices: 29

Senior Partner: Charlie Jacobs

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Lance Croffoot-Suede
Partner
(212) 903-9261
lance.croffoot-suede@linklaters.com

Sabrena Silver Partner (212) 903-9123 sabrena.silver@linklaters.com

Karen Carbonell Pro Bono & Community Investment Manager (212) 830-9519 karen.carbonell@linklaters.com

Does the firm have a pro bono committee?

Yes

Monthly

If so, how often does the committee meet?

Please describe the composition of the committee:

The committee is made up of two partners and the Pro Bono & Community Investment Manager.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

168

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

The committee evaluates the proposed client and services to be provided and determines whether the work to be done should qualify for pro bono and meets 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 2014?

Asylum; Bankruptcy; Community economic development; Death penalty defense; Domestic violence; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; 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? If so, please indicate the specific areas below. If not, please select "none."

Nonprofit intellectual property; Real estate transactions

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Immigration Equality
- International Refugee Assistance Project
- · Kids in Need of Defense
- Lawyers Alliance for New York
- Lawyers Without Borders
- · New York Lawyers for the Public Interest
- New York State Office of the Appellate Defender



Linklaters LLP

- Safe Passage
- Sanctuary for Families
- Urban Justice Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Linklaters contributed in a variety of ways to the firstever World Humanitarian Summit (WHS), a 2+ year process launched by UN Secretary-General Ban ki-moon in 2014 to generate transformative ideas for improving and re-shaping humanitarian aid for the most vulnerable people affected by conflicts and disasters. The WHS culminated with the Summit itself, which took place in May 2016 in Istanbul Turkey. In 2015, Linklaters worked closely with the senior leadership of the WHS Secretariat to ensure good governance in the Summit process, particularly regarding the unprecedented consultations that took place with thousands of stakeholders of humanitarian action around the world. The aim of this consultative process, and the resulting synthesis report—entitled Restoring Humanity: Global Voices Calling for Action, which sets out a bold new vision for humanitarian aid—was to gather all of these perspectives on humanitarian aid from all corners of the globe and all walks of life, and synthesize the information gathered in a systematic and impartial way, while remaining true to the multitude of voices heard during the process. Linklaters' unique International Governance and Development Practice (IGDP) played a significant role in this process and in the development of this report as the WHS Secretariat engaged our IGDP team to conduct an independent review and analysis to help ensure the integrity of the evidence base for, and foster the legitimacy of, the report.

During this process, more than 20 Linklaters lawyers developed a tailored methodology to address the governance challenges of this project. The team also created a novel methodology for reviewing documents which allowed reviewers to identify the multiple issues raised by each submission, highlight links between issues and collect that information into digestible reports for the benefit of the report's drafters.

Linklaters is continuing to advise on legal aspects related to developing innovative sources of financing for humanitarian action. Linklaters lawyers also served on the Regional Steering Group of the Europe and Other States gathering, providing strategic guidance to the organizers of the gathering; and spearheaded the WHS's efforts to ensure good governance in the commitments process coming out of the Summit, which consisted of an unprecedented number of financial, programmatic, and operational commitments by States, national and local government agencies, multilateral organizations, INGOs and members of the private sector.

 Linklaters is representing a Texas death row inmate, in connection with his federal habeas appeal, which is based on ineffective assistance of counsel and other constitutional concerns. Among other things, our client's trial counsel did not prepare for the trial, did not confront key trial witnesses with prior inconsistent statements, and slept continuously throughout the trial. When asked by a reporter from the Houston Chronicle about defense counsel's sleeping during the capital trial, the trial judge replied, "[t]he Constitution says everyone's entitled to the attorney of their choice The Constitution doesn't say the lawyer has to be awake." Our client's petition for a federal writ of habeas corpus is fully briefed and is awaiting decision by a federal District Court judge in the United States District Court for the Southern District of Texas.

• Linklaters secured the resettlement of an Iraqi refugee family to the United States. The father had served as a translator for the U.S. military in Baghdad. As a result, the family had received death threats and was being hunted by insurgents in Iraq. When we first made contact with our client through the International Refugee Assistance Project (IRAP), the father was living in hiding in Baghdad and for safety had sent his wife and young daughter to live in Tikrit. The main obstacle with their case was that the resettlement office (IOM) required a letter from the father's employer confirming that he had worked for the U.S. military, but the contractor that hired him did not keep any of its employment records after the war ended. We were able to convince IOM to accept other proofs of employment, including letters from U.S. soldiers who had worked with our client. IOM also agreed to change its policy of requiring employment letters, which was a major victory for IRAP, our client and many other former military translators seeking resettlement. We are happy to report that the family is doing very well in the United States. They lost three of their six suitcases during the flight to the United States, but that did not curb their excitement about arriving in the U.S. Our client said "I do not care about the suitcases—I love this country so much and am so happy and relieved to be here with my family so we can live together and be safe. I cannot wait to start this new life."

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 4,448 2015: 8,685

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 121 As of December 31, 2015: 110

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

2014: 37 2015: 79

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 36%

2015: 57%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, 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?

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?

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 432

2015: 770

Average hours per summer associate spent on pro bono work

2014: 20

2015: 39

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

2014: 100%

2015: 86%

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 2014 and 2015, our summer associates spent time working on various types of pro bono matters including rule of law matters, immigration matters, and provided transactional support to non-profits. Some of our summer associates participated in the Sanctuary for Families, CAP 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 applicable.

Linklaters is committed to a worldwide legal pro bono and community investment program. Linklaters supports organizations through financial contributions to, and annual Linklaters LLP

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 support organizations like WildHearts, a charity that provides micro-finance loans to women in the developing world. It's mission is very much in line with Linklaters' commitment to the UN Sustainable Development Goals particularly as it relates to gender equality and empowering women and girls. We partner with local community organizations to organize 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, and creating gift bags for children in need,. Linklaters has sponsored the production of anthologies for several inner city schools. The firm compliments this support by donating books and having our lawyers and staff speak with students about the legal profession. Our volunteers 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 gifts to local day care centers for children of low-income families.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- FT Innovative Lawyers Awards 2015 Europe Standout for Social Responsibility
- The American Lawyer 2014, Global Pro Bono Project of the Year, Africa
- Urban Justice Center, Social Justice Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary

structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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: Growing Capabilities, using of our skills and experience to grow the skills of non profits; and Raising Aspirations, 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 multijurisdictional 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 12 hours a 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.

LOWENSTEIN SANDLER LLP

MAIN US OFFICE LOCATION:

65 Livingston Avenue Roseland, NJ 07068 www.lowenstein.com (973) 597-2500

THE STATS

No. of Attorneys: 300 No. of Offices: 5

Chairman and Managing Partner: Gary M. Wingens

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Catherine Weiss

Partner and Chair, Lowenstein Center for the Public Interest (973) 597-2500

cweiss@lowenstein.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Natalie J. Kraner Pro Bono Counsel (973) 597-2500

nkraner@lowenstein.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Jeseñia Brown Pro Bono and Community Service Manager (973) 422-6518 jbrown@lowenstein.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.lowensteinprobono.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The committee includes partners and counsel from all departments/offices within the firm.

THE SCOOP

Does the firm have a written 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, who is also chair of the pro bono committee, may approve matters that are anticipated to take 20 hours or fewer or that are for pre-existing pro bono clients. The full pro bono committee votes on all other proposed pro bono matters, evaluating them to determine whether they meet the Pro Bono Institute's definition and whether they fit the firm's pro bono strategic plan.

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Probate law; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Lowenstein Sandler LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Kids in Need of Defense
- Pro Bono Partnership
- · Human Rights First
- American Civil Liberties Union
- · Lawyers' Committee for Civil Rights Under Law
- · Lawyers Alliance
- California Lawyers for the Arts
- Essex-Newark Legal Services
- HerJustice
- D.C. Legal Aid Society

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- The firm works on several fronts to ensure that low-income people have access to safe, decent, affordable housing. Our corporate lawyers represent large nonprofits in acquiring blocks of non-performing mortgages in at-risk neighborhoods. The nonprofits then work with families to restructure their debts and keep them in their homes. Our corporate lawyers also assist nonprofits in acquiring and redeveloping properties as affordable housing. This work has maintained or created affordable housing for more than 800 families in the last five years. On the litigation side, the firm has for decades rotated associates through 4-month fellowships in the housing unit of a local legal services agency where they defend low-income tenants from eviction. Leveraging the expertise gained through this fellowship, we have worked with a legal aid office and a corporate legal department to create a courtbased clinic to assist tenants in representing themselves in eviction actions. In three of our offices, we represent tenants in eviction defense, important appeals, and actions to secure decent housing conditions.
- Working closely with Kids in Need of Defense (KIND), whose staff we house at the firm, our attorneys represent children in complex and sensitive immigration cases, including one last year on behalf of two boys from Honduras who lost all the adults in their family to a massacre and then fled here with their older siblings and cousins; one of the boys has severe neurological disabilities and cannot walk or talk. We went to family court for these clients to vest legal custody in the surviving relatives, and we secured asylum for the boys. In addition, the firm handled an important appeal to the NJ Supreme Court for leading national advocacy organizations, including KIND, and won a decision that restored to immigrant children who are reunited with a single parent in

- this country the opportunity to apply for Special Immigrant Juvenile Status. Our brief has been the basis for appellate advocacy in other states around the nation, and the decision we won is now an important precedent in those parallel state appeals.
- As a founding member of a juvenile justice coalition, Lowenstein published a survey that detailed rules and policies on juvenile solitary confinement in 51 jurisdictions. The Coalition relied on the survey to achieve reform in New Jersey, which became the 21st state to ban punitive solitary confinement in juvenile facilities. The law advanced by the coalition also reduces the number of youth prosecuted as adults; makes juvenile facilities the standard placement for vouth who are tried and sentenced as adults, until they turn 21; and requires due process before youth can be involuntarily transferred from a juvenile facility to an adult prison for behavioral reasons. Advocates around the country are relying on the survey's data in campaigns to eliminate or limit the use of juvenile solitary confinement in their jurisdictions. The survey has already prompted several states to adopt new policies that prohibit punitive solitary confinement.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 20,961 2015: 23,870

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 275 As of December 31, 2015: 276

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

2014: 76 2015: 86

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 61% 2015: 62%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

No

If so, what is the requirement and to whom does it apply?

While there is no requirement, the firm encourages a minimum of 20 hours per year from all attorneys.

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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

Pro bono hours beyond 250 per year must be approved in order to count toward billable targets, bonuses, and advancement.

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 on-site opportunities through our nonprofit pro bono partners and encourages (and pays for) attorneys with interest in specific practice areas to attend outside 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 287

2015: 852

Average hours per summer associate spent on pro bono work

2014: 16

2015: 34

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

2014: 61%

2015: 80%

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

All pro bono matters are available to summer associates.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

The firm places junior associates in full-time fellowships of 4-6 months in the housing unit of Essex-Newark Legal Services each 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 applicable.

Among other activities, we sponsor scholarships for minority students at select law schools in the eastern United States and a summer internship for a local law school minority student at a public service organization. The firm also makes annual charitable contributions to a wide array of public interest law 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.

The firm encourages staff to be active in the community by sponsoring several community service days per year for legal and non-legal staff and by promoting nonprofit board service Lowenstein Sandler LLP

through training and board placement. In addition, several attorneys teach at law schools and mentor students at a variety of educational levels.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Big Brothers Big Sisters of Northern New Jersey: Recipient of the Corporate Partner of the Year award for assisting with the merger of an affiliated chapter into Big Brothers Big Sisters of Northern New Jersey (2016)
- New Jersey Law Journal: Catherine Weiss Recipient of a Lifetime Achievement Award presented to accomplished attorneys who have helped to shape the law in New Jersey (2016)
- Kids in Need of Defense (KIND)
 - Recipient of the Founder's Award for sustained commitment to KIND since its founding (2016)

- Recipient of the Allegiance Award for partnering with KIND to protect and represent children in immigration proceedings (2013)
- Literacy New Jersey: Recipient of the John and Regina Heldrich Award for the firm's dedication to the Literacy New Jersey merger and commitment to pro bono service
- Community Hope: Recipient of Award for the firm's outstanding service and dedication to representing Veterans (2015)
- National Legal Aid and Defender Association: Recipient of Beacon of Justice Award for innovation in pro bono service to America's most marginalized populations (2014)
- Pro Bono Partnership: Recipient of Outstanding Law Firm Volunteer of the Year Award for representing nonprofits in corporate matters (2014)

MANATT, PHELPS & PHILLIPS, LLP

MAIN US OFFICE LOCATION:

11455 W. Olympic Blvd. Los Angeles, CA 90064 www.manatt.com (310) 312-4000

THE STATS

No. of Attorneys: 333 No. of Offices: 9

Managing Partner: Stanley A. Twardy Jr.

WHO'S WHO

Scot Fishman

How many pro bono coordinators and/or partners does the firm have?

2.

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

Partner & Director of Pro Bono (310) 312-4161 SFishman@manatt.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Gisella Soto
Pro Bono Paralegal
(310) 231-5913
GSoto@manatt.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, 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 partner & director of pro bono, as well as attorneys from each of the firm's offices.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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

All matters are approved by at least one member of the firm's pro bono committee and the director of pro bono. All such decisions are made in accordance with 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 2014?

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; Health care; HIV/AIDS advocacy; Holocaust reparations; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Malpractice; Personal injury



Manatt, Phelps & Phillips, LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Alliance for Children's Rights
- Bet Tzedek Legal Services
- Lawyers' Committee for Civil Rights (National and SF)
- Legal Counsel for the Elderly (DC)
- LSC Legal Aid Affiliates (including Legal Aid Foundation of Los Angeles, Bay Area Legal Aid and Legal Services NYC)
- NY Transactional Work: Lawyers Alliance for New York and Start Small Think Big
- Public Counsel Law Center
- Public Law Center (Orange County)
- Swords to Plowshares
- · Victim Rights Law Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In an important, high profile pro bono victory, Manatt and Public Law Center—a longstanding pro bono partner and fantastic legal aid organization based in Orange County, California - secured a decision from the U.S. Court of Appeals for the Ninth Circuit, granting deferral relief under the Convention Against Torture (CAT) to an undocumented transgender woman. Our client came to the United States seeking protection after being threatened, beaten and raped by law enforcement and military officials in Mexico. One of our associates argued before the Court, and subsequently, The Ninth Circuit rebuked the Board of Immigration Appeals (BIA) for denying CAT relief due to misassumptions about the threat of future torture to our client. Specifically, the court found that the BIA had conflated gender identity with sexual orientation and erroneously concluded that the passage of same-sex marriage laws in Mexico demonstrated a commitment to protecting the rights of transgender people. The Court relied in part on Vitug v. Holder, 723 F.3d 1056 (9th Cir. 2013), another Manatt pro bono immigration case. PLC noted that the decision is transformative and precedentsetting for transgender immigrants fleeing from persecution and torture and who seek refuge in the United States. Since the decision, the story has been reported widely in the Daily Journal, The Recorder and Law360.
- Manatt was asked to represent a widow of a retired marine and naval officer in a death benefits claim before the Veterans Administration. Our client filed a death benefits claim with the VA in September 2002 after her husband died suddenly from complications related to gran mal seizure. He had served in the Marine Corps during the 1980s and in the Navy during the First Gulf War. During and after his service, he suffered from severe sinusitis and mastoid disease. Our client claimed that the sinusitis and mastoid disease were caused/exacerbated by toxic chemicals and vapors her husband was exposed to during his service, and that the sudden onset of the gran mal seizure was caused either by the mastoid disease or Gulf War Syndrome. The VA denied her claim in 2008, and again in 2013 after reviewing additional military records on remand.

- Our client once again again appealed to the Board of Veterans Appeals, and in February 2014, the Board affirmed the VA's determination that there was no causal link between the Veteran's death and his service. Attorneys from Manatt's Los Angeles and New York offices represented our client before the Court of Appeals for Veterans Claims (CAVC). On appeal to the CAVC, our client contended that the Board's decision affirming the VA's denial of benefits should be reversed because the Board a) failed to obtain a medical opinion supporting its conclusion; b) failed to review or obtain medical records that potentially support her claim; and c) failed to provide an adequate statement of reasons and bases for its decision. Appeals before the CAVC are very difficult to win, but in this case, the CAVC agreed that the Board of Veterans Appeals had failed to obtain a medical opinion. Thus, the CAVC set aside the Board's February 2014 decision.
- · Manatt represented a Holocaust survivor who applied for onetime payment from the German government in recognition of the work he did in Hungarian ghettos. Our client had filed an application with the proper German authority, the BADV, which was denied based on an application for restitution that he had filed in 1965 with the Federal Restitution Office that seemed to conflict with the historical account set forth in the application to the BADV. Specifically, the documents filed with the Federal Restitution Office seemed to suggest that our client was sent to forced labor camps at the same time that he claimed to be in the aforementioned ghettos doing voluntary work. Over several months, out attorneys obtained copies of the documents in question from the Federal Restitution Office in Germany and studied those records, along with the historical record of the region during the War. Based on those investigations, we prepared an appeal in which they argued that a careful study of the documents and the history shows that there actually was no conflict between the client's earlier and later applications. In response to our appeal, the BADV produced further documentation, including an affidavit signed by our client nearly 50 years ago, that seemed to strengthen the basis for the original denial. This prompted our team to reexamine the issues and consult with other experts, whereupon they crafted additional arguments that addressed the BADV's new concerns and further bolstered the case that our client's different applications were consistent. In response, the BADV notified us and our client that the decision had been reversed.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 21,552 2015: 21,603

What was the attorney headcount in your firm's US office(s)?

2014: 343

2015: 344

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

2014: 63

2015: 63

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 74%

2015: 75%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes

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 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?

Does the firm consider pro bono hours when determining bonuses?

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 informal teams of attorneys who work together on various types of pro bono projects, including immigration, adoption, Holocaust reparations, and veterans' benefits. Those teams provide ongoing support to attorneys working on 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 203 2015: 373

Average hours per summer associate spent on pro bono work

2014: 34

2015: 53

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

2014: 100% 2015: 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

Manatt, Phelps & Phillips, LLP

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 applicable.

- Manatt donates charitable contributions to certain legal and community service organizations that serve 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 certain 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.
- Our attorneys are active in various moot court programs across the country, serving as judges and coaches for the teams.
- The firm partners with the Verbum Dei school 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 attorneys serve in leadership capacities in the pro bono/legal services community, including board service and advisory councils.

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.
- From time to time, most of our offices undertake an 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 have hosted 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. When such a team of Manatt employees gathers together to support a cause in this way, the firm typically supplements their charitable efforts by making a donation to the beneficiary organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Firm Awards since 2014:

- Max Gillam Award, Western Center on Law & Poverty (2016)
- Safe Haven Award, Immigration Equality (2016)
- James T. Caleshu Award, Lawyers' Committee For Civil Rights of the San Francisco Bay Area (2016)
- Volunteer Recognition Award, Asian Americans Advancing Justice (2016)
- First Annual Pro Bono Firm of the Year, Swords to Plowshares (2015)
- Southern Poverty Law Center Pro Bono Recognition, Human Trafficking (2015)
- 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)
- Bienestar Human Services, Inc., Fuego Award (2014)
- Southern Poverty Law Center Pro Bono Recognition, Human Trafficking (2014)

Individual Awards since 2014:

- DC Volunteer Lawyers Project Law Firm Lawyer of the Year (Adam Riedel, 2016)
- Empire State Counsel Awards (Samantha Katze; Andrew Case; Ben Wolfert; Ashley Antler; Raisa Patron, 2015)
- California Lawyer CLAY Award (Erin Witkow, 2015)

- Justice & Diversity Center, San Francisco Bar Association, Outstanding Volunteer in Public Service (Khoi Ta, Christian Baker, 2015)
- Legal Services NYC Pro Bono Honor Roll (Diana Lee, 2014)
- 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)
- Keshet, Landres Courage for Dignity Award (Jennifer Gorovitz, 2014)
- 1OC Spirit of Volunteerism Award (Roger Grable, 2014)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

• 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 2004 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, Bet Tzedek and the Western Center on Law & Poverty in Los Angeles and Human Rights First in New York). Our attorneys continue to serve on the boards of these and many more legal services organizations across the country. Our professionals also serve and help lead numerous civil rights and human rights organizations, youth service groups, civic and cultural entities, 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' community 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 collection credit for time devoted to pro bono clients. The firm and its professionals 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.

Americas | Asia | Europe | Middle East | www.mayerbrown.com

MAYER • BROWN

MAYER BROWN LLP



MAIN US OFFICE LOCATION:

71 South Wacker Drive Chicago, IL 60611 www.mayerbrown.com (312) 782-600

THE STATS

No. of Attorneys: 1,507 No. of Offices: 25 Chairman: Paul Theiss

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

4

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

Marcia Tavares Maack
Director of Pro Bono Activities
(202) 263-3397
mmaack@mayerbrown.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Patricia McCann
Pro Bono Coordinator
(312) 701-8691
pmccann@mayerbrown.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Heidi Newbigging CSR Manager hnewwbigging@mayerbrown.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 25%

Pro Bono website (if different from main site):

www.mayerbrown.com/experience/pro-bono/

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The global pro bono committee is made up of representatives from every office or region. The U.S. pro bono committee is made up of partner representatives from each of our U.S. offices, and we also have EU, Asia and Brazil Pro Bono committees. In addition, we have local pro bono committees in our larger U.S. offices, which are made up of partner and associate representatives from each of the practice groups in that office.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; 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



Mayer Brown LLP

reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Accion International
- Cyrus R. Vance Center for International Justice
- Sanctuary for Families
- Houston Volunteer Lawyers Program
- · Kids in Need of Defense
- National Immigrant Justice Center
- · Cabrini Green Legal Aid
- Legal Services of Southern Piedmont
- The Nature Conservancy
- · Alliance for Children's Rights

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Mayer Brown achieved an important victory in the US Supreme Court in *Shapiro v. McManus*. In that case, the Court ruled unanimously that a case filed by a group of Maryland residents challenging the state's 2011 redistricting map was entitled to be heard by a three-judge federal district court. The petitioners argued that a single-judge district court prematurely threw out their challenge to the state's redrawing of its congressional districts. On remand, the plaintiffs are challenging the state's redrawing of its congressional districts on First Amendment grounds.
- Mayer Brown lawyers persuaded the US Court of Appeals for the Ninth Circuit to overturn a Board of Immigration Appeals' decision rejecting a Mexican transgender woman's asylum application. This case is just one of the more than 40 cases the firm handled last year on behalf of individuals seeking safety from persecution in the United States, including 10 cases on behalf of unaccompanied immigrant children fleeing violence in Central America. It is also part of the firm's overall efforts to protect LGBT rights. These efforts included significant involvement in the marriage equality cases, a project with ALDES El Salvador and the Cyrus R. Vance Center for International Justice to train El Salvadoran lawyers to represent LGBT individuals who have been subject to violence and discrimination, and a cross border research project relating to the treatment of LGBT individuals in Jamaica.
- Mayer Brown partnered with its corporate client, Caterpillar, Inc., on the Forced Marriage Project for the Tahirih Justice Center, a non-profit dedicated to protecting immigrant women and girls from gender-based violence. Nearly 80 Mayer Brown and Caterpillar lawyers teamed up to research laws in 25 countries related to marriage, dissolution of marriage, border controls, and domestic violence. The

teams subsequently developed reports profiling human rights conditions, law, and customs in these countries. In February 2015, Tahirih used the research to launch preventforcedmarriage.com, a website with an interactive map providing information on each country, designed to help local organizations and lawyers who may be contacted by victims. The project is helping people who are facing forced marriage overseas find safety, dignity and freedom)

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 43,785 2015: 43,224

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 812 As of December 31, 2015: 819

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

2014: 54 2015: 53

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 42% 2015: 45%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

Is there a pro bono requirement at your firm?

Yes

If so, 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 that 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,602

2015: 770

Average hours per summer associate spent on pro bono work

2014: 18

2015: 12

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

2014: 48%

2015: 33%

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

Yes

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

Yes

If so, 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 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 applicable.

- 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 merit 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 each year.
- Mayer Brown attorneys also serve on the boards 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, the Legal Aid Societies of New York City and the District of Columbia, DC Appleseed, the Chicago and Washington Lawyers Committee for Civil Rights, Human Rights First, Sanctuary for Families, the Tahirih Justice Center, the Texas Defender Service, the Cyrus R. Vance Center for International Justice, the Legal Assistance Foundation, and Cabrini Green 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.

One of the crucial ways we fulfill our social responsibility is by supporting education related programs and organizations. The Chicago office participates in TutorMate, which provides weekly virtual reading tutors to at-risk public school students. In 2014, the DC office launched "Making the Case for Kids," a community service and pro bono campaign aimed at supporting children and education. Since the launch, the office has worked with numerous organizations to improve the lives of children in DC. Those include Higher Achievement, an academic program that aims to close the opportunity gap

Mayer Brown LLP

for middle school youth in at-risk communities, and Critical Exposure, which trains students to use photography and advocacy to make changes in their schools and communities. The Palo Alto office works with the Silicon Valley Urban Debate League, which helps low-income youth tap the power of their voices to compete, excel, and change the world; and the NY office has partnered with Youth About Business, an organization dedicated to demystifying the world of business for students from diverse and underserved communities.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Mayer Brown and Caterpillar were recognized as 2016 Pro Bono Innovators of the Year by LegalTech News and The Recorder for our work on the Forced Marriage Initiative with the Tahirih Justice Center.
- Mayer Brown received the "Bill of Rights in Action Award" from the Constitutional Rights Foundation for our work on marriage equality cases.
- Mayer Brown was named to the Public Interest Law Initiatives 2016 Pro Bono Recognition Roster for the firm's substantial pro bono contributions.
- DC Appleseed honored Mayer Brown for helping the District of Columbia gain budget autonomy.
- The Texas Defender Service honored Mayer Brown's Houston office for pro bono death penalty representation.
- 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.
- The National Pro Bono Committee of the AT&T Legal
 Department named Mayer Brown the inaugural winner of
 the "AT&T Pro Bono Partner Law Firm of the Year" for 2014.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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.
- 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. We have created a structure and policies that facilitate participation in the pro bono program and ensure that pro bono clients receive the same quality of legal services as our billable clients. Lawyers are encouraged to bring pro bono matters of interest to the firm and summer associates are strongly encouraged to become involved in the pro bono program.
- Mayer Brown was the first law firm to implement a pro bono strategic plan. The strategic plan was designed to provide even higher quality pro bono legal opportunities to all our lawyers from all 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 first class to world class, so that we can help to ensure access to justice for all.

McCarter & English LLP

MAIN US OFFICE LOCATION:

Four Gateway Center 100 Mulberry Street Newark, NJ 07102 www.mccarter.com (973) 622-4444

THE STATS

No. of Attorneys: 400 No. of Offices: 9

Firm-wide Managing Partner: Joseph T. Bocccassini, Esq.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Michelle Movahed, Esq. Pro Bono Director (973) 849-4034 mmovahed@mccarter.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Nicholas M. Insua, Esq. Partner/Chair of Pro Bono Committee (973) 639-6988 ninsua@mccarter.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Romain Hughes Pro Bono Paralegal/Coordinator (973) 639-2034 rhughes@mccarter.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

No

If so, how often does the committee meet? Monthly

Please describe the composition of the committee:

The committee is made up of partners from virtually all of our offices and the pro bono director.

THE SCOOP

Does the firm have a written 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 policy governs intake of new matters, including by establishing financial thresholds. Representations of individuals may be accepted only by referral from legal services and/or civil rights organizations. Representations of entities are also accepted by referral and are approved only by majority vote 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 2014?

Asylum; Civil rights; Consumer law and small claims court; Criminal re-entry; Disaster relief (Superstorm Sandy); Domestic violence; Education; Elder law; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Human trafficking; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None



McCarter & English LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Pro Bono Partnership
- Volunteer Lawyers for Justice
- · Partners for Women and Justice
- KIND
- · Human Rights First
- · Start Small Think Big
- Philadelphia VIP
- Delaware Volunteer Legal Services
- Immigration Equality
- Connecticut Veterans Legal Services

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- In 2015, McCarter attorneys helped M.S., a survivor of human trafficking, obtain the first-ever vacatur of her criminal record under New Jersey law. For years, M.S. was under the control of a pimp who beat her and branded her with his street name; she was repeatedly arrested during this period. M.S. was able to escape the pimp and to begin rebuilding her life, but her criminal record kept her from getting stable employment. McCarter attorneys petitioned for relief on M.S.'s behalf under a new state law, and succeeded in persuading a judge to vacate M.S.'s New Jersey record and to order a refund to M.S. of the criminal fines she paid.
- McCarter attorneys, together with ACLU-NJ as co-counsel, brought a free speech challenge to anti-panhandling laws in New Brunswick. One of the plaintiffs, a homeless, wheelchair-bound man, had been repeatedly cited and arrested for asking for money via a sign that read "Broke Please Help Thank you God bless you." On his behalf, and on behalf of co-plaintiff New Jersey Coalition to End Homelessness, McCarter and the ACLU-NJ obtained preliminary injunctive relief and ultimately negotiated a settlement to permanently preclude further enforcement of the laws and to require the city to donate funds to a local shelter.
- The firm has a long history of representing refugees seeking asylum in the United States. For example, in 2015, we represented a young gay man from Jamaica, who had been subjected to ongoing harassment and violence because of his sexual orientation. He came to the United States to visit family but, when they found out he is gay, they threw him out; he was homeless for two years. McCarter attorneys helped him obtain asylum and to move forward with his life here.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,492

2015: 11,962

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 414

As of December 31, 2015: 396

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

2014: 40

2015: 30

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 44%

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

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?

Many 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,465

2015: 1,230

Average hours per summer associate spent on pro bono work

2014: 31

2015: 22

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

2014: 98%

2015: 93%

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

We offer summer associates a number of specialized projects, including uncontested divorces, wills, name changes, orders of protection, and special immigrant juvenile status cases. In addition to these specific projects, summer associates are encouraged to either get involved with existing pro bono cases or to suggest other matters that would suit their interest.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

The firm has offered a 10-week Fellowship to first year associates at various pro bono programs. Beginning in 2018, that program will be replaced with a requirement that all first year associates take a pro bono case and perform at least 25 hours of pro bono. This new initiative will be formally integrated into associate training and will include strong mid-level associate and partner participation.

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 applicable.

Milbank contributes financially to various public interest programs and encourages board service on legal aid boards, law teaching, bar association service 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 special recognition or awards your firm has won in the last three years for its pro bono work.

Milbank and its lawyers have been honored by a diverse group of programs such as HerJustice, Legal Services NYC, The Legal Aid Society, The Urban Justice Center, *Law360*, Grand Street Settlement, Learning Enterprises, and *The American Lawyer* A List.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Milbank has a long and proud tradition of pro bono service. We were one of the first firms to appoint a partner full-time to run the program. Also, we are one of only a handful of firms in the country that has a pro bono requirement for every lawyer of 20 hours per year. In 2015, Milbank lawyers did over 46,000 hours of qualifying pro bono. During that time, our lawyers averaged 96 hours each, and 86 percent of them did at least 20 hours. In 2016, Milbank ranked No. 8 in the country in pro bono, according to *The American Lawyer*; and we were No. 3 on *The American Lawyer* A List.
- Milbank lawyers handle a range of cases from large complex litigation involving the death penalty to civil rights such as ensuring that New York City accommodates disabled benefits recipients, to smaller matters involving wills for seniors or a divorce for an abused woman. We also help to form dozens of not-for-profits each year and provide legal assistance on issues such as contracts, employment, loans, mergers, compliance, board governance and other matters. Milbank lawyers can choose a pro bono opportunity developed by the firm or they can suggest their own. We have no cap on pro bono hours.

MICHAEL BEST & FRIEDRICH LLP

MAIN US OFFICE LOCATION:

100 E. Wisconsin Ave. Milwaukee, WI 53202 www.michaelbest.com (414) 271-6560

THE STATS

No. of Attorneys: 237 No. of Offices: 12

Firm Managing Partner: David A. Krutz

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Edward Sarskas Partner (414) 223-2521 sesarskas@michaelbest.com

Daniel O'Callaghan Partner (608) 283-0117 daocallaghan@michaelbest.com

Does the firm have a pro bono committee?

Yes

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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 2014?

Family law; Immigration; Prisoners' rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Eastbrook Church
- Milwaukee County and WMC Restructuring
- · Skylight Opera Theatre/Board of Directors
- Charles Allis / Villa Terrace Art Museums Board of Trustees
- Waterloo Youth Sports Organization, Inc.
- Downtown Madison, Inc.
- Charles Allis Villa Terrace H.R. Committee
- TEMPO
- St. Bruno Parish
- SRS Roofing & Sheet Metal, Inc.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 8,552 2015: 8,301

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 219 As of December 31, 2015: 225

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

2014: 39

2015: 37

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 47%

2015: 57%

SUPERVISION AND 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?

Yes

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

250

Does the firm consider pro bono hours when determining bonuses?

No

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

Yes

MILBANK, TWEED, HADLEY & McCLOY LLP

MAIN US OFFICE LOCATION:

28 Liberty Plaza New York, NY 10005 www.milbank.com (212) 530-5000

THE STATS

No. of Attorneys: 682 No. of Offices: 12 Chairman: Scott Edelman

WHO'S WHO

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

Joseph S. Genova Partner, Director of Public Service (212) 530-5532 jgenova@milbank.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Anthony Perez Cassino
Assistant Director of Public Service
(212) 530-5245
acassino@milbank.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Legal Aid Society
- Legal Services for NYC
- The Door Legal Services
- HerJustice
- New York Lawyers for the Public Interest
- The Innocence Project
- · Public Counsel
- LAMBDA
- NAACP
- Urban Justice Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- John Francis Wille languished on death row in Louisiana for nearly 30 years for a murder he did not commit. In May 2014, a team of Milbank lawyers persuaded the local district attorney to file a Joint Motion to Vacate Mr. Wille's death sentence and obtained a stunning court order re-sentencing Mr. Wille to life imprisonment, moving him off death row while Milbank continued to litigate his claims for actual innocence. Shockingly, in July 2015, following the election of a new district attorney, the State abruptly changed its mind and filed an unprecedented motion to reinstate Mr. Wille's death sentence and send him back to death row. Crafting significant and novel legal arguments under complex Louisiana capital sentencing law, Milbank attorneys successfully defeated the State's Motion in March 2016. The State appealed and Milbank opposed. Louisiana's Fifth Circuit Court of Appeals agreed with Milbank and denied the State's writ. Both the majority decision and the concurrence adopted Milbank arguments. Future defendants who engage in similar joint motions with the State will now have comfort that the State cannot agree to life, only to change its mind when the political climate shifts. Mr. Wille remains off death row in the general population while Milbank lawyers continue the battle to overturn his conviction.
- Milbank filed successful amicus briefs in two of the most significant cases to be decided by the US Supreme Court in decades. In Whole Woman's Health v. Hellerstedt, Milbank filed an amicus brief on behalf of numerous medical professionals in a case involving abortion restrictions imposed by the state of Texas. The US Supreme Court ruled that the Texas law placing restrictions on clinics that provide abortions is unconstitutional. Milbank's amicus brief, which opposed the Texas restrictions, outlined the substantial harm that Texas women would face if the law's most damaging provisions had gone into effect. Those provisions required all clinics to meet the standards for ambulatory surgical centers, and required doctors performing abortions to have admitting privileges at a nearby hospital. The brief went on to argue that unjustifiable health care regulations such as the Texas law "decrease the quality and quantity of services available while increasing their price. In the context of abortion, such regulations not only distort the market for and circumscribe access to the relevant services by dictating how physicians and other health care providers practice medicine; they also undermine a patient's liberty, autonomy, and ability to make health care decisions responsibly."

The second case, *Fisher v. University of Texas at Austin*, involved the issue of whether a college can take race into account as part of its admissions process. In this case, the US Supreme Court found that the University of Texas at Austin's use of race as a factor in its admissions process is constitutional. Milbank filed an amicus on behalf of a coalition of educators and educational institutions that argued that eliminating race from the admissions process would diminish the quality of K-12 education for all students,

- promulgate stereotypes that certain minority groups are inferior and decrease diversity in the K-12 teaching force.
- Milbank represented the parents of a developmentally disabled child seeking to hold a school district in New Jersey and certain of its employees responsible for years of unlawful denial of special educational benefits. The child was first classified with neurological disabilities in 2006. If not appropriately addressed, his disabilities would have resulted in developmental regression. From 2006 to 2014, the child's parents repeatedly sought appropriate education services for him. Defendants repeatedly denied them so his parents commenced numerous administrative proceedings to get services. The District would eventually settle, only to renege on its agreements. The District's conduct was so bad that, in late 2010, an Administrative Law Judge found the district's behavior "unconscionable" and displaying a "systematic disregard . . . for [client's] academic and related needs." Notwithstanding that ruling, the District still denied appropriate services. In March 2014, Milbank filed a complaint in NJ federal court, on behalf of the child's parents, seeking damages arising from the District's failure to provide appropriate special education services. After a long court battle, Milbank obtained a settlement: \$150,000 for the child's care and therapies, and the parents' ability to return to federal court, bypassing the NJ administrative law system, if the school district again failed to comply with state and federal laws governing the child's educational needs

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 44,271 2015: 46,091

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 471 As of December 31, 2015: 478

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

2014: 94 2015: 96

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 79% 2015: 86% Milbank, Tweed, Hadley & McCloy LLP

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?

Ves

If so, are those evaluations taken into account in determining salary or bonuses?

Yes

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

Twenty hours per year for all lawyers in the firm

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 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,465

2015: 1,230

Average hours per summer associate spent on pro bono work

2014: 31

2015: 22

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

2014: 98%

2015: 93%

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

We offer summer associates a number of specialized projects, including uncontested divorces, wills, name changes, orders of protection, and special immigrant juvenile status cases. In addition to these specific projects, summer associates are encouraged to either get involved with existing pro bono cases or to suggest other matters that would suit their interest.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

The firm has offered a 10-week Fellowship to first year associates at various pro bono programs. Beginning in 2018, that program will be replaced with a requirement that all first year associates take a pro bono case and perform at least 25 hours of pro bono. This new initiative will be formally integrated into associate training and will include strong mid-level associate and partner participation.

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 applicable.

Milbank contributes financially to various public interest programs and encourages board service on legal aid boards, law teaching, bar association service 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 special recognition or awards your firm has won in the last three years for its pro bono work.

Milbank and its lawyers have been honored by a diverse group of programs such as HerJustice, Legal Services NYC, The Legal Aid Society, The Urban Justice Center, *Law360*, Grand Street Settlement, Learning Enterprises, and *The American Lawyer* A List.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Milbank has a long and proud tradition of pro bono service. We were one of the first firms to appoint a partner full-time to run the program. Also, we are one of only a handful of firms in the country that has a pro bono requirement for every lawyer of 25 hours per year. In 2015, Milbank lawyers did over 46,000 hours of qualifying pro bono. During that time, our lawyers averaged 96 hours each, and 86 percent of
- them did at least 20 hours. In 2016, Milbank ranked No. 8 in the country in pro bono, according to *The American Lawyer*; and we were No. 3 on *The American Lawyer* A List.
- Milbank lawyers handle a range of cases from large complex litigation involving the death penalty to civil rights such as ensuring that New York City accommodates disabled benefits recipients, to smaller matters involving wills for seniors or a divorce for an abused woman. We also help to form dozens of not-for-profits each year and provide legal assistance on issues such as contracts, employment, loans, mergers, compliance, board governance and other matters. Milbank lawyers can choose a pro bono opportunity developed by the firm or they can suggest their own. We have no cap on pro bono hours.

MINTZ, LEVIN, COHN, FERRIS, GLOVSKY AND POPEO, P.C.

MAIN US OFFICE LOCATION:

One Financial Center Boston MA, 02111 www.mintz.com (617) 542-6000

THE STATS

No. of Attorneys: 522 No. of Offices: 8

Managing Member: Robert I. Bodian

WHO'S WHO

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

Susan Finegan Member/Pro Bono Partner/Chair, Pro Bono Committee (617) 348-3005 SMFinegan@mintz.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Semi-Annually and as needed

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 the firm have a written 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 2014?

Asylum; Bankruptcy; 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; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

Death penalty defense

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Political Asylum/Immigration Project
- · Lawyers Clearinghouse
- Greater Boston Food Bank
- Kids in Need of Defense
- · 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Mintz Levin continued to support its flagship pro bono effort, the Domestic Violence Project. The Domestic Violence Project was started by two first-year associates in 1989 and, since then, the firm has made a strategic commitment to focus on domestic violence as a signature pro bono and community service initiative. Mintz Levin has represented hundreds of victims of domestic violence and sexual assault, assisted with appellate and amicus brief writing, and successfully represented dozens of nonprofits dedicated to eradicating domestic violence. In the past year, the firm has provided legal assistance to several families whose daughters were murdered by their partners. Mintz has also assisted Elizabeth Stone House, which offers programs for battered women, in acquiring a new housing facility for its residents. In the JES v. FAP brief, Mintz assisted the Victim Rights' Law Center in successfully defending a judge's entry of a G.L. c. 258E harassment prevention order to protect our client, a minor girl. It clarified the standard by which a judge should assess ch. 258E matters involving the involuntary sexual relations prong. When Massachusetts' Supreme Judicial Court was considering a case involving threats made on Facebook, Commonwealth v. Walters, Mintz submitted a brief in support of the Commonwealth on behalf of Jane Doe Inc., Women's Bar Association, Women's Bar Foundation, National Network To End Domestic Violence, and National Center For Victims Of Crime. In their brief, Amici explained that perpetrators of domestic violence were increasingly using Facebook and other forms of social media to threaten their victims, and argued that content posted on Facebook can, under appropriate circumstances, constitute a true threat under the threat statute even if the intended target's attention is not drawn to it.
- Mintz Levin has also played an instrumental leadership role on the Massachusetts Access to Justice Commission in which partner Susan Finegan serves as co-chair. For example, partnering with the Lawyers Clearinghouse and the Access to Justice Commission, Mintz Levin played a key role in continuing the success of the Access to Justice Fellows Program, which pairs senior lawyers with nonprofits, legal services organizations, and the courts for an academic year, volunteering 10-20 pro bono hours per week. Since its inception, the program has had 53 Fellows who have cumulatively provided over 40,000 hours of pro bono service to over 40 different non-profit organizations, courts, and other public interest entities.
- In an effort to address the glaring need for pro bono legal help for self-represented litigants in appeals, a Massachusetts Access to Justice Commission committee co-chaired by Sue Finegan developed the Civil Appeals Clinic. Massachusetts Appeals Court clerk's office staff members report fielding questions from dozens of self-represented litigants each day. Managed by the Volunteer Lawyers Project and Mintz

Levin, the program provides pro bono legal consultation and representation to self-represented low-income litigants seeking assistance with appellate issues. In initiating this effort, Massachusetts joins more than a dozen other states that have established pro bono appellate programs. To help create and run the six-month pilot program, the Volunteer Lawyers Project and Mintz Levin joined forces with a number of other large law firms. Together with the Mintz Levin organizers, they held clinics in Boston every Wednesday from May to October 2015. At each clinic, self-represented litigants who qualified for assistance met with volunteer attorneys from the participating law firms who screened their cases, gave general advice concerning appellate issues and procedure, and provided self-help materials. In addition, the attorneys assessed whether litigants' cases should be reviewed for further representation. If so, the volunteer attorneys referred the cases to a panel of experienced appellate and legal services attorneys for closer examination, with the goal of sending several cases out to the law firms for representation on appeal. Additionally, on appeal, we represented a low-income single mother from Springfield. The issue in this case was cutting edge—whether the right of indigent parents to counsel in guardianship of a minor proceedings extends to parents' petitions to remove court-appointed guardians of their minor children. If granted, this civil right to counsel would extend to about 5,000 parents each year. The right to counsel now extends to several hundred parents a year.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,854 2015: 16,666

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 478 As of December 31, 2015: 490

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

2014: 35 2015: 34

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 28% 2015: 27% Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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 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 deposition training, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 318

2015: 660

Average hours per summer associate spent on pro bono work

2014: 29

2015: 36

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

2014: 82%

2015: 78%

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. 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? If so, please describe the established program(s) and their duration, if applicable.

Yes

If so, please describe the established program(s) and their duration, if applicable.

Mintz Levin sends mid-level litigation associates to work as prosecutors for four to 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 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 applicable.

The Richard Mintz Summer Associate Diversity Scholarship is designed to help make our workplace and profession more diverse. Named in memory of Richard Mintz, a partner in the firm for 57 years and the son of one of the firm's original members, the annual scholarship provides its recipient with \$10,000 toward tuition for the third year of law school and a paid summer position in Mintz Levin's Boston, New York, or San Diego office between the second and third years of 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.

Mintz Levin has a longstanding 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 special recognition or awards your firm has won in the last three years for its pro bono work.

2013

- The Massachusetts Supreme Judicial Court named Mintz Levin as part of its Honor Role for the firm's pro bono hours and policies.
- Jane Doe, Inc. honored Mintz Levin, and specifically
 attorneys Sue Finegan and Peter Biagetti, with the Kelly
 Timilty Advocate for Justice Award, for those who have made
 a significant impact on improving the lives of victims and
 survivors of domestic violence.
- The PAIR Project awarded Jamie Arterton, Sue Finegan, John Koss, and Amarynth Sichel the 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.

2014

- The National Legal Aid & Defender Association awarded Mintz Levin the Beacon of Justice Award, for law firms that have created and implemented innovative strategies to improve life outcomes for those unable to afford counsel.
- Mintz Levin and attorney Kim Gold received recognition by the New York State Courts Access to Justice Program for the firm's commitment and Kim's leadership in promoting access to justice.
- Mintz attorney Katy Ward was selected for the Boston Bar Association's Public Interest Leadership Program, a highly selective program that promotes civic engagement and public service by advancing the leadership role of lawyers in service to their community. Katy was also awarded the

- Massachusetts Lawyers Weekly and Massachusetts Bar Association's Excellence in Pro Bono Award.
- The United States Bankruptcy Court named Richard Mikels and Adrienne Walker to the Pro Bono Honor Roll.
- The National Association of Health Services Executives honored Stephanie Willis for her dedication and work in the Washington Metropolitan Area.

2015

- The Political Asylum/Immigration Representation Project (PAIR) awarded Mintz attorneys Martha Koster and Jacque Burke the Outstanding Achievement Award for their dedicated service and commitment to the organization.
- Mintz attorney Megan Gates was honored at the Casa Myrna annual breakfast fundraiser for her steadfast work as Board Chair.
- Mo Cowan, President and CEO of ML Strategies, was awarded the Annual "Good Guys" Award by the Mass Women's Political Caucus.
- Mintz attorney Lindsey Leone received a Pro Bono Award from the Lawyers Committee for Civil Rights and Economic Justice for her pro bono work with the organization's Economic Justice Project.
- Mintz attorney Jeff Moerdler received the New York State Bar Association's Root/Stimson Award, for lawyers who have given unstintingly their time and experience in service to the community.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

MOORE & VAN ALLEN PLLC

MAIN US OFFICE LOCATION:

100 N. Tryon Street Charlotte, NC 28202 www.mvalaw.com (704) 331-1000

THE STATS

No. of Attorneys: 280 No. of Offices: 3

Managing Partner: Ernie Reigel

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Brian Heslin
Member, Litigation, and Chair of the MVA Public Service
Committee
(704) 331-1000
brianheslin@mvalaw.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 15%

Stephanie Gryder
Manager of Diversity and Community Initiatives
(704) 331-1000
stephaniegryder@mvalaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

Founded in 2001, the Moore & Van Allen Public Service Committee is an action-oriented grout that seeks to identify, coordinate and facilitate public service and pro bono opportunities for our attorneys and staff.

The Public Service Committee supports the firm's facilitation of and participation in pro bono work in an effort to augment legal services provided to low-income individuals. To better

focus its efforts, the committee manages a series of internal public service and pro bono projects.

THE SCOOP

Does the firm have a written 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 several partnership with 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 2014?

Asylum; Bankruptcy; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Elder law; Environment; Fair housing/tenants' rights; Family law; Human trafficking; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Service of Southern Piedmont
- · Legal Aid of North Carolina
- Safe Alliance Legal Representation Project
- NC LEAP
- NC Lawyer on the Line
- Hope House
- · Lily Pad Haven
- · Queen City Forward
- · Charlotte Housing Authority
- · Council for Children's Rights

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 4,024

2015: 4,083

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 281

As of December 31, 2015: 291

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

2014: 14

2015: 14

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 47%

2015: 48%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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

If so, 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?

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 and human trafficking, landlord tenant matters, low income tax clients and will 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 218

2015: 42

Moore & Van Allen PLLC

Average hours per summer associate spent on pro bono work:

2014: 18

2015: 4

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

2014: 73%

2015: 28%

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? If so, 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 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 applicable.

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 clerks 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 Domestic Violence Shelter - lunch service; Adoption of Devonshire Elementary third grade class (reading program, backpack program, box top and coke rewards program); Habitat for Humanity home build; Founder of the North Carolina Legal Food Fight (now known as Legal Food Frenzy); Bright Blessings backpack stuffing project (serving student homeless population).

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2016 Large Law Firm Pro Bono Award Legal Aid of North Carolina
- 2015 Large Law Firm Pro Bono Award Legal Aid of North Carolina
- The Junior League of Charlotte honored MVA with the 2015 Outstanding Community Partner Award
- Moore & Van Allen earned the title of Large Firm division winner for the third year in a row for the 2015 Legal Feeding Frenzy, hosted by the North Carolina State Bar

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 6.1 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 with Stephanie Marella Gryder (stephaniegryder@mvalaw.com) to discuss MVA's focus areas.

MORGAN, LEWIS & BOCKIUS LLP

MAIN US OFFICE LOCATION:

1701 Market Street Philadelphia, PA 19103 www.morganlewis.com (215) 963-5000

THE STATS

No. of Attorneys: 1,804 No. of Offices: 29 Chair: Jami McKeon

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

5

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

Amanda D. Smith Associate Talent & Pro Bono Partner (212) 309-7130 amanda.smith@morganlewis.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 25%

Rachel L. Strong
Senior Pro Bono Counsel
(202) 373-6743
rachel.strong@morganlewis.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Namita E. Mani Pro Bono Counsel (212) 309-6156 namita.mani@morganlewis.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The firm has an established office pro bono committee in each of its largest offices, and it is comprised of partners and

associates from the different practice groups. A partner serves as chair of the committee and as associate serves as vice chair. The firmwide pro bono committee is comprised of the chair and vice-chair of each local office pro bono committee and the firm's pro bono partner and counsels.

THE SCOOP

Does the firm have a written 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?

Every potential pro bono matter is screened for eligibility, as set forth in the firm's pro bono policy, and conflicts.

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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Social security law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Morgan, Lewis & Bockius LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

Probate law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Human Rights First
- Justice & Diversity Center of The Bar Association of San Francisco
- Kids in Need of Defense (KIND)
- Lawyers' Committee for Civil Rights Under Law
- National Veterans Legal Services Program
- New York Legal Assistance Group
- Pennsylvania Innocence Project
- Pro Bono Partnership
- · Public Law Center
- Tahirih Justice Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Through the Tahirih Justice Center, which assists immigrant women and girls fleeing gender-based violence, Morgan Lewis was retained to represent a victim of sex trafficking in Houston who was called to testify against the matriarch of a very large trafficking ring in one of the most significant trafficking trials to date. Our client was just 15 years old when she was brought across the border from Mexico and coerced into prostitution at a brothel on the outskirts of Houston. After a jury trial, the defendant was convicted on all counts, including conspiracy to commit sex trafficking and money laundering. Our team then prepared a victim impact statement and filed a motion for restitution seeking monetary recovery from the defendant. The motion for restitution was novel in a case of this nature, and we retained a forensic accountant with valuation expertise to prepare a traditional lost wages/profits analysis in a very non-traditional context. Our team argued that our client's restitution should include as lost earnings the reasonable estimate of future wages she would have received but for the lower educational attainment and challenges of progressing in her employment due to the emotional and psychological impact of the sex trafficking. In addition, our team argued that our client should receive mandatory restitution equal to the value to the defendant of our client's labor, which was greater than the wages and overtime guaranteed her by the Fair Labor Standards Act. The judge sentenced the defendant to life in prison and granted our motion for restitution in its entirety, ordering payment in the amount of \$490,000 to our client. Our Houston office was honored with Tahirih's Law Firm of the vear award in 2016 for our work on this case, as well as our assistance to several other pro bono clients referred to us for representation on U visas and T visas.

- On July 26, 2016, the U.S. Court of Federal Claims made an extraordinary award of \$3.8 million in attorney fees—100% of our request—in one of the largest, and longest running, pro bono cases handled by Morgan Lewis. In the underlying case, Sabo v. United States, we partnered with the National Veterans' Legal Services Program (NVLSP) on behalf of a class of more than 2,100 combat veterans from Iraq and Afghanistan who were discharged by the Armed Services due to post-traumatic stress disorder. For years, the Armed Services had systematically understated the "disability ratings" for such veterans, which effectively resulted in the denial of critical benefits such as personal and family healthcare. We believed such practices to be contrary to law, and, in December 2008, we filed the class action lawsuit. The ensuing years were a roller-coaster of contested litigation, involving an initial agreed-upon settlement framework; delays by the government; a resulting motion by us for summary judgment on the merits; renewed negotiations and a consent decree over which the court retained jurisdiction; motions for enforcement of that agreement; partial settlements of those enforcement disputes; counseling to thousands of individual veterans; and, eventually, courtordered relief in the form of increased disability benefits, back pay, individual and family healthcare, and a host of other privileges to which the veterans were, we contended, entitled by law. As the class members began to secure relief, we, on behalf of ourselves and NVLSP, filed applications for fees under the Equal Access to Justice Act. In her 44-page opinion on the fee applications, Judge Margaret Sweeney rejected procedural, anti-assignment defenses by the government, asserted upon the basis of the pro bono nature of our representation. The court further found the government's positions to be not "substantially justified" under the statute, and rejected government challenges to the adequacy of the support for the fee request. The court concluded by granting the applications "in their entirety."
- In 2015, Morgan Lewis successfully settled a Voting Rights Act suit against the State of Alaska (*Mike Toyukuk et al. v.* Byron Mallott et al) on behalf of Alaska Natives throughout the state to ensure that in future elections they have access to voting materials and assistance in their native languages and dialects. The settlement followed a two-week trial and rulings by the U.S. District Court in Anchorage that the State was violating the rights of Alaska Native speakers of Gwich'in and Yup'ik by failing to provide oral and written translations of ballot measures, the official election pamphlet, and other voting materials. Under the settlement, the State now provides for the first time in Alaska's history versions of the 100-page official election pamphlet and other materials in Alaska Native languages and dialects, as well as outreach workers to translate election materials and a tollfree resource number. Morgan Lewis also led a team in a Voting Rights Act suit again the State of North Dakota which successfully obtained a temporary restraining order from a federal judge, blocking the state from enforcing its voter identification law during the 2016 election cycle on the basis that the law imposes an undue burden on Native American voters. Finally, the firm is engaged in non-partisan Election Protection work across its U.S. offices through the Lawyers'

Committee for Civil Rights Under Law, both hosting call centers and conducting poll monitoring to help ensure that every eligible voter can participate in our democracy.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 71,276 2015: 82,453

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,208 As of December 31, 2015: 1,637

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

2014: 59 2015: 50

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 56% 2015: 56%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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?

Morgan Lewis makes sure that associates receive the training and guidance needed to handle a pro bono matter by providing the necessary training internally, collaborating with our partner legal services organizations who conduct trainings, or by covering the expense of attending an outside 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 702 2015: 1,149

Average hours per summer associate spent on pro bono work:

2014: 12 2015: 20

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

2014: 100% 2015: 100%

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

Summer associates at Morgan Lewis are encouraged to work on pro bono matters by joining a team handling an existing matter and participating in limited scope clinics. The firm makes every effort to provide summer associates with a pro bono opportunity in their preferred substantive pro bono practice area. Also, all Morgan Lewis summer associates have the option to participate in the Community Experience program, which enables them to spend part of their summer at a public interest

Morgan, Lewis & Bockius LLP

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

If so, 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 offers the opportunity for firm attorneys to participate in externships with approved public interest and government organizations. Attorneys receive full billable hour credit for their time spent participating in an approved externship.

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 applicable.

Morgan Lewis participates in many law-related public interest and community service programs, including sponsorship of Equal Justice Works Fellows (in collaboration with firm commercial clients), 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 giving program in each office, through which all personnel

can participate in activities such as tutoring, hunger relief, and many other volunteer efforts. Every year, the firm also holds a week-long celebration of pro bono and community service activities called Community Impact Week, which includes more than 150 hands-on activities across 23 offices ranging from book drives to improving the grounds and facilities of local schools to producing artwork that was auctioned off at a fundraiser for education programs.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Leadership Conference on Civil and Human Rights: Judith L. Lichtman and William L. Robinson Chair Award (2016)
- Bridge Way School (Philadelphia): Community Partner Award for Pro Bono Legal Services (2016)
- Capital Area Immigrants' Rights (CAIR) Coalition: Detained Children's Champion Award (2016)
- Tahirih Justice Center: Law Firm of the Year (2016)
- Dallas Volunteer Attorney Program: Gold Award for Pro Bono Service (2016)
- Inner City Law Center: Katherine Krause Award (2015)
- Public Counsel: Law Firm Pro Bono Award (2015)
- Lawyers Committee for Civil Rights of the San Francisco Bay Area: Corporate Courage Award (inaugural) (2015)
- Lawyers Alliance for New York: Cornerstone Award (2015)
- Legal Aid Society of San Mateo County: Guardians of Justice Award (2015)
- Allegheny County Bar Foundation: Pro Bono Achievement Award (2015)
- AIDS Legal Referral Panel: Law Firm of the Year (2014, 2016)
- United Way of Russia: Leadership Award (2014, 2015, 2016)

MORRISON & FOERSTER LLP

MAIN US OFFICE LOCATION:

425 Market Street, 32nd Floor San Francisco, CA 94105 www.mofo.com (415) 268-6000

THE STATS

No. of Attorneys: 1,032 No. of Offices: 16

Chair: Larren M. Nashelsky

WHO'S WHO

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

Jennifer K. Brown
Senior Pro Bono Counsel
(212) 336-4094
JBrown@mofo.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Dorothy Fernandez Pro Bono Counsel (415) 268-6009 DFernandez@mofo.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Rachel Williams
Pro Bono Counsel
(415) 268-6340
RachelWilliams@mofo.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.mofo.com/generalcontent/culture/pro-bono/overview

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

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. All of our domestic offices have at least one representative on the firmwide pro bono committee, as do our offices in Berlin, Hong Kong, London and Tokyo.

THE SCOOP

Does the firm have a written 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, small businesses and social entrepreneurs 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 the 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



Morrison & Foerster LLP

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Center for Reproductive Rights
- Justice and Diversity Center of the Bar Association of San Francisco
- DC Bar Pro Bono Program
- American Civil Liberties Union
- California Lawyers for the Arts
- Lawyers Alliance for New York
- Disability Rights Legal Center
- · Public Counsel
- San Diego Volunteer Lawyer Program
- Lawyers' Committee for Civil Rights Under Law

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Freeing Richard Rosario: Thanks to the tireless efforts of New York partner Chip Loewenson and lawyers from the Exoneration Initiative, Richard Rosario is a free man.

On March 23, 2016, Richard Rosario was released from prison after serving nearly 20 years of a 25-to-life sentence for a murder that was committed in the Bronx in 1996. His conviction rested solely on the testimony of two eyewitnesses. 13 alibi witnesses who could have testified that he was in Florida at the time of the murder were never contacted by police or prosecutors, and his lawyer called only 2 of them to testify at trial. Morrison & Foerster joined Richard's legal team for a post-conviction hearing in 2004, but despite the testimony of multiple alibi witnesses at that hearing, his conviction was left in place. Federal courts refused to grant him a new trial as well. Our lawyer persisted, getting the Exoneration Initiative involved in Richard's case, and

contacting an NBC reporter. New evidence was uncovered, and a new district attorney took a fresh look at the case, leading to Richard's freedom. An 11-part web series exploring the case was released by "Dateline NBC" and is available here: www.nbcnews.com/dateline/20-years-13-alibis-later-bronxdaagrees-vacate-richard-n542976.

 Whole Woman's Health: Supreme Court Strikes Down Texas Abortion Law

The U.S. Supreme Court handed down its decision on June 27, 2016, in *Whole Woman's Health v. Hellerstedt*, a closely watched case that reviewed a Texas law designed to shut down clinics that provide abortion services. The case sought to overturn a 2015 federal appeals court ruling that would have led to the closure of all but 10 clinics in the state. The Supreme Court found that the Texas law's admitting-privileges and ambulatory surgical center requirements imposed an "unconstitutional burden" on a woman's right to choose abortion. The victory renews the promise of *Roe v. Wade* for the next generation of women.

New York partner Alexander Lawrence co-counseled the case with the Center for Reproductive Rights and the Texas firm O'Connell & Soifer, representing clinics and physicians who challenged the Texas law.

For more information, read CRR's press release: www. reproductiverights.org/press-room/us-supreme-court-strikes-down-texas-clinic-shutdown-law-in-historic-victory-for-women

• Peoples v. Annucci: Reforming Solitary Confinement. In late March 2016, MoFo lawyers and our co-counsel finalized an historic settlement overhauling solitary confinement practices in New York State. The reforms follow two-and-a-half years of negotiation with New York State officials and aim to decrease the use of solitary confinement for disciplinary violations, shorten solitary confinement sentences, and change the conditions of solitary confinement. Historically, solitary confinement has been overused as a tool to arbitrarily punish inmates for infractions, many of which were nonviolent. When fully implemented, the settlement will keep up to 1,100 inmates out of solitary confinement and instead place them in alternative units that are less isolating and more rehabilitative.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 90,349 2015: 81,749

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 797

As of December 31, 2015: 781

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

2014: 113

2015: 116

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 55%

2015: 59%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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 and given by PLI. The firm also 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 2,512

2015: 2,263

Average hours per summer associate spent on pro bono work

2014: 45

2015: 34

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

2014: 82%

2015: 70%

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

Each summer associate is encouraged to work on at least one ongoing pro bono matter during the summer. In addition to assignments on ongoing cases, summer associates in some offices have opportunities to serve individual clients directly through legal clinics. San Francisco and Palo Alto summer associates may participate in the Bar Association of San Francisco's Justice and Diversity Center Programs including the Housing Negotiation Project, where they help attorneys negotiate settlements in eviction cases. They may also help veterans in clinics organized by Swords to Plowshares, or take part in the Legal Services for Entrepreneurs Business Clinic put on by the Lawyers' Committee for Civil Rights of the San Francisco Bay Area. New York summer associates obtain protective orders for victims of domestic violence through the Courtroom Advocates Program run by Sanctuary for Families.

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

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

Yes. The firm participates in several government externship programs. This provides a much-needed resource for governmental entities that are overburdened and experiencing severe budgetary constraints. These opportunities give our senior litigation associates intensive trial experience.

If so, please describe the established program(s) and their duration, if applicable.

- In New York, litigation associates can spend one day a week taking depositions in civil cases in the City of New York 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 and more recently, with the Montgomery County (MD) Public Defender.
- 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.
- In Los Angeles, litigators have worked 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 applicable.

Law-Related Fellowships:

- Equal Justice Works' General Legal Fellowship and Post-Graduate Legal Fellowships at:
- Advocates for Children of NY
- Children's Law Center DC
- Community Legal Services in East Palo Alto
- Lawyers for Children NY
- Legal Aid Justice Center VA
- Legal Aid Society of San Diego
- Legal Services for Children CA

- Public Counsel CA
- Rocky Mountain Children's Law Center CO

Law-Related Scholarships:

- ABA Fund for Justice & Education's Legal Opportunity Scholarship Fund
- American Intellectual Property Law Education Foundation's Scholarships for Minority Scholars Program – VA
- CA Bar Foundation's Diversity Scholarship Program
- BASF Justice & Diversity Center's Bay Area Minority Law Student Scholarship Program
- La Raza Lawyers of Santa Clara County Charitable Foundation's Law School Scholarship Program
- The Morrison & Foerster Foundation Stephen S. Dunham Scholarship USD Law School
- NAACP Legal Defense and Educational Fund's Scholarship Programs – NY

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.

- AIDS Walk (San Francisco)
- A Wider Circle: Business Clothing Drive (Washington, DC)
- American Heart Association Wear Red Day (Washington, DC)
- Adopt-a-School- partner with Bessie Carmichael Elementary School to provide classroom volunteers, assist with fundraising and provide classroom supplies (San Francisco)
- American Heart Association: Fundraiser (Los Angeles)
- Arc of San Francisco (ARC members on MoFo staff; sponsor Work-Life Awards and Arc Angel Breakfast events) (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)
- Bar Association of San Francisco Mock Trial Program: mock trial classes for high school students (San Francisco)
- Canned Food Drive to support Central Union Mission (Washington, DC)
- Casa Cornelia-Holiday Toy Drive (San Diego)
- Children's Law Center Adopt a Family (Washington, DC)
- Constitutional Rights Foundation (CRF) (Los Angeles)
- Corporate Challenge Road Race (San Francisco)
- Crawford Academy of Law (San Diego)

- Cristo Rey New York High School's Corporate Work Study Program (New York)
- East Bay Community Law Center's (EBCLC) first-ever Associates Giving Campaign (San Francisco)
- Everybody Wins! (Washington, DC)
- Family Giving Tree Backpack Drive (Palo Alto)
- Family Violence Appellate Project: Fundraiser (Los Angeles)
- Gifts for the Homeless Clothing Drive (Washington, DC)
- Giles Sutherland Rich Memorial Moot Court Competition Western Regionals (Palo Alto and San Francisco)
- Grossmont Community College: Job Training Program Business Clothing Drive (San Diego)
- Head Start Holiday Gift Program (San Francisco)
- House of Ruth, So Others Might Eat, and Food & Friends (Washington, DC)
- ICA Cristo Rey Corporate Work Study Program (San Francisco)
- Imperial Court de San Diego Blanket Drive (San Diego)
- Juma Ventures (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 (Northern Virginia; Washington, DC)
- Little Brothers Friends of the Elderly (San Francisco)
- Los Angeles Regional Food Bank-Food for the Bar (Los Angeles)
- Legal Outreach Summer Internship Program (New York)
- Mayor's Youth Education and Employment Program (San Francisco)
- New York Cares Coat Drive (New York)
- Rebuilding Together (San Francisco)
- Salvation Army Angel Tree Holiday Assistance Program (Washington, DC)
- San Francisco Education Fund Read-a-Thon (San Francisco)
- San Francisco Mock Trial Competition (San Francisco)
- San Francisco Pathways to Citizen Initiative-Naturalization Workshops (San Francisco)
- Summer Intern Program (San Francisco)
- Toys for Tots (New York)
- Voices for Children (San Diego)

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

• 2016: Vault ranked the firm no. 9 in its list of best law firms for pro bono; Law360 Pro Bono Firm of the Year Award;

- San Francisco partner Susan Mac Cormac was honored with the 2016 ABA Business Law Section's National Public Service Award; Bar Association of San Francisco's Justice and Diversity Center 2015 Outstanding Law Firm in Public Service Award.
- State Bar of California Jack Berman Award of Achievement for exemplary pro bono service in first five years of practice received by associate Elizabeth Balassone.
- California Innocence Project EXONR8R (Exonerator) award.
- 2015: AmLaw No. 8 Pro Bono Ranking; Law360 Pro Bono
 Firm of the Year Award; Legal Services NYC Pro Bono
 Leadership Award; National Law Journal Pro Bono Hot List;
 NLADA Beacon of Justice Award; Who's Who Legal (UK)
 Pro Bono Law Firm Award.
- 2014: Chambers USA Women in the Law Award; Equal Rights Advocates Pioneer of Justice Law Firm Award; Federal Pro Bono Project of the Bar Association of San Francisco Outstanding Public Service Award; Law360 Pro Bono Firm of the Year Award; Legal Services for Children Pro Bono Leadership Award; Northern California Innocence Project Pro Bono Award; Super Lawyers Pro Bono Award; Who's Who Legal Pro Bono Law Firm Award.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 legal services for the public good has been at the core of our mission since firm founder Alexander Morrison assisted in the creation of the Legal Aid Society of San Francisco in 1916. Today, pro bono work at our offices covers the full range of public service engagement. In 2016, MoFo lawyers contributed over 97,000 pro bono hours including helping low-income individuals in court and staffing legal service clinics; counseling nonprofits and social entrepreneurs; and handling high-impact litigation. Every lawyer in the firm is expected to provide pro bono aid, and we offer ample resources to help lawyers find pro bono opportunities. Pro bono matters receive the same consideration during evaluations, including bonuses and partnership decisions. MoFo attorneys were instrumental in the development of the Law Firm Pro Bono Challenge, which calls upon the nation's top 500 law firms to commit to specified levels of pro bono as a percentage of billable hours, and we regularly exceed our commitment to provide at least 5% of our annual billable hours in pro bono service.

MUNGER, TOLLES & OLSON LLP

MAIN US OFFICE LOCATION:

355 S. Grand Avenue Los Angeles, CA 90071 www.mto.com (213) 683-9100

THE STATS

No. of Attorneys: 220 No. of Offices: 3

Co-Managing Partners: Sandra A. Seville-Jones and

Brad D. Brian

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

David Fry Partner (415) 512-4082 David.Fry@mto.com

Stephen Kristovich Partner (213) 683-9251 Steve.Kristovich@mto.com

Pro Bono website (if different from main site):

www.mto.com/pro-bono

Does the firm have a pro bono committee?

Yes

If so, 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 2015 committee included 20 associate and partner members with two co-chairs, partners David Fry and Steve Kristovich.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; 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; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- ACLU
- Bay Area Lawyers for Individual Freedom (BALIF)
- Disability Rights Legal Center (DRLC)
- Kids in Need of Defense (KIND)
- Legal Aid Foundation of Los Angeles (LAFLA)
- Mexican American Legal Defense and Educational Fund (MALDEF)
- OneJustice
- · Public Counsel
- San Francisco Blue Ribbon Panel on Transparency, Accountability, and Fairness in Law Enforcement
- Western Center on Law & Poverty

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 Munger Tolles attorneys, working with Public Counsel and the ACLU as co-counsel, obtained a settlement that will protect farm workers and improve agricultural workplace safety in California. Announced by the United Farm Workers (UFW) labor union on June 10, 2015, the settlement comes almost six years after the original lawsuit was filed in July 2009 by the UFW and individual California farm workers against the State of California.

The settlement seeks to improve enforcement of California's recently enhanced heat-illness-prevention regulations. The Division of Occupational Safety and Health (Cal/OSHA) agreed to improve inspections of outdoor worksites during heat waves and will take more meaningful action against repeat violators. The union will also now have the ability to report violations of heat regulations to Cal/OSHA under newly established procedures with clear guidelines for agency response. Confidential audits of heat standards enforcement will also be conducted to determine if investigations of complaints are being conducted in a timely manner.

Another result of the settlement is a pilot project aimed at improving heat-illness prevention enforcement by taking worker declarations during heat inspections.

• Munger Tolles worked with others to obtain a settlement in a suit against the U.S. Department of Veterans Affairs (VA) that promises to reverse decades of misuse of a 387-acre West Los Angeles parcel deeded in 1888 for the specific purpose of housing disabled U.S. veterans. Munger Tolles worked with Public Counsel, Arnold & Porter, the ACLU and other counsel to secure the widely publicized settlement announced Jan. 28, 2015.

Under the agreement, the VA will develop a plan to serve Los Angeles' veterans, particularly homeless veterans, women veterans, aging veterans and veterans that are severely disabled. The agency will also accelerate the creation of a new long-term master plan outlining the future use of the West Los Angeles VA campus with a focus on providing supportive housing, as well as an exit strategy for third-party land use agreements that do not comply with applicable laws and do not fit within the plan.

Filed in 2012, the original lawsuit alleged the Department of Veterans Affairs failed to provide necessary housing and treatment for homeless veterans and instead leased nearly 30 percent of the West Los Angeles VA campus to private entities, while other parts remained vacant or underused. The suit was filed on behalf of a putative class of homeless veterans suffering from post-traumatic stress disorder and other conditions; the Vietnam Veterans of America; and a descendant of Arcadia de Baker, one of the original donors of the property.

 Working with the ACLU of Missouri, Munger Tolles successfully argued that law enforcement officials in Ferguson, Missouri cannot enforce a rule prohibiting peaceful protestors from standing still.

In response to the protests, law enforcement implemented the "five-second rule" barring individuals from standing still for more than five seconds on public sidewalks. After the court denied a request for a temporary restraining order barring enforcement of this rule, Munger Tolles attorneys teamed with the ACLU of Missouri to prepare the briefs and handle the hearing at the preliminary injunction stage.

The Munger Tolles team argued that the five-second rule was unconstitutional because it infringed the First Amendment rights of peaceful protestors, gave excessive discretion to local law enforcement officers, and was applied inconsistently. The testimony presented at the preliminary injunction hearing—which was backed up by contemporaneous Twitter feeds and videos posted on social media—showed that law enforcement officers applied the rule to individuals who had stopped to pray, to small groups of peaceful protestors in broad daylight, and to reporters covering the protests. The testimony also showed that law enforcement officers applied the rule haphazardly, instructing some protestors they could not stop at all, others that they could stop for no longer than five seconds and still others that they had to keep walking at a certain speed.

On Oct. 6, 2014, U.S. District Judge Catherine Perry granted a preliminary injunction against the rule, finding that Munger Tolles' client was likely to prevail on his First Amendment and due process challenges to the five-second rule. Judge Perry wrote in her ruling that "the rule of law is essential to our constitutional system of government and it applies equally to law enforcement officers and to other citizens."

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

Munger, Tolles & Olson LLP

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 16,046 2015: 26,978

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 202 As of December 31, 2015: 220

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

2014: 79 2015: 123

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 44% 2015: 56%

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 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 791

2015: 1,821

Average hours per summer associate spent on pro bono work:

2014: 26

2015: 54

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

2014: 70%

2015: 74%

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

Summer associates have the opportunity to work on a variety of pro bono matters and the vast majority of our summers consistently do 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?

Yes

If so, 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 handle the entire trial on their own—jury selection, opening statement, direct and cross examination and closing argument. Attorneys in Munger Tolles' San Francisco office derive a similar benefit from the "Volunteer District Attorney Program" run by the San Francisco District Attorney or can get similar experience on the defense side with the San Francisco Public Defender's office.

Our 1L 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 law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships applicable.

- Munger Tolles lawyers are co-chairing a \$17 million capital campaign to build LAFLA's new headquarters, named the Ron Olson Justice Center in honor of our name partner's dedication to public service. The new building, which is slated for completion in 2017, will be home to Los Angeles's frontline law firm for low-income residents, serving approximately 80,000 individuals annually.
- Funded by contributions from the firm's partners, the MTO Foundation supports primarily Los Angeles- and San Francisco-based providers of legal services to the indigent and underserved. It is a significant contributor to law-related charities and other community organizations, with aggregate donations in excess of \$900,000 per year.
- The MTO Foundation funds the Equal Justice Works
 Fellowship Program, which affords underrepresented
 populations' effective access to the justice system and offers
 Fellows salary and loan repayment assistance, a national
 training and leadership development program and other
 forms of support.
- Funded by voluntary contributions by firm associates, the Paul Davis MTO Associate Fund makes 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 \$296,000.

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 leading firm in the Food From the Bar campaign, an annual 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, focusing particularly on food-insecure children who could go hungry in the summer months. In 2016, Munger Tolles raised more than \$89,000 for the Los Angeles

- campaign (winning first place in the region) and more than \$82,000 for the San Francisco campaign.
- For the last 18 years, Munger Tolles' Case Support Services (CSS) department has hosted an annual charity auction during the holidays to benefit a range of charities. In 2015, our fundraiser collected more than \$5000 to provide two scholarships to Camp Wonder, a specialized camp for children with disfiguring and often life-threatening skin diseases; hearing aids for NO LIMITS, an organization that provides underprivileged hearing-impaired children with access to educational support and other services; and food, vaccinations and veterinary supplies for the Downtown Dog Rescue.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2016, Munger Tolles ranked No. 10 on *The American Lawyer*'s list of top Big Law firms for U.S. pro bono commitment. We were also named among *Law360*'s Pro Bono Firms of the Year in 2015 and 2016.
- In 2013, Munger Tolles was awarded the California State Bar President's Pro Bono Service Award for a Law Firm Team.
 We were also recognized by Bay Area Lawyers for Individual Freedom (BALIF) for our outstanding pro bono contribution to the advancement of LGBT rights and Western Justice Center for our longtime support of the organization.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Contributing to the community through pro bono work and other forms of volunteerism is a core tenet of the culture at Munger Tolles. The firm encourages attorneys to choose pro bono matters that they care about deeply. *The American Lawyer* described the firm's pro bono philosophy as "the Munger, Tolles & Olson way. . . a sense of ownership that extends from patriarch Ronald Olson all the way down to the first-year associates."

WHETHER IT IS FOR THE GREATER GOOD OF **ONE** OR THE GREATER GOOD OF **ALL**...



As a 20-year resident of the Lakeview neighborhood, David serves on the Board of Directors and volunteers at the Lakeview Pantry, one of Chicago's largest and longest-operating food pantries.



Sonya is proud to serve as employment counsel to Cabrini Green Legal Aid, assisting in individuals facing barriers stemming from an encounter with the criminal justice system.



Lisa serves on the Board of Directors for Meals on Wheels and addresses the unmet needs of homebound seniors and individuals with disabilities.



David became involved with CARPLS because he believes that attorneys have a responsibility to ensure that low-income individuals and families have access to quality legal services.

PRO BONO matters.

NEAL = GERBER = EISENBERG

WWW.NGFLAW.COM

NEAL, GERBER & EISENBERG LLP



MAIN US OFFICE LOCATION:

2 North LaSalle Street, Suite 1700 Chicago, IL 60602 www.nge.com (312) 269-8000

THE STATS

No. of Attorneys: 137 No. of Offices: 1

Managing Partner: Scott J. Fisher

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Steven F. Pflaum Partner, General Litigation; Chair, Pro Bono Committee (312) 269-8038 spflaum@nge.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Kathleen Blouin Professional Development and Pro Bono Manager (312) 269-5393 kblouin@nge.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 40%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The pro bono committee is chaired by the general litigation practice group leader and consists of five partners and two associates from different key practice areas, the Chief Operating Officer, the Director of Professional Recruitment and Development and the Professional Development and Pro Bono Manager. The committee develops and oversees implementation of the firm's pro bono policy, encourages attorneys to render pro bono services and forms and manages relationships with legal aid agencies.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm? \mathbf{v}_{can}

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

Neal Gerber Eisenberg encourages all of its legal professionals, from the most junior associate to managing partner, 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability



Neal, Gerber & Eisenberg LLP

benefits; Domestic violence; Education; Elder law; Employment; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · AIDS Foundation of Chicago
- · Equip for Equality
- Chicago Volunteer Legal Services
- Lawyers for the Creative Arts
- Domestic Violence Legal Clinic
- · CommunityHealth
- Chicago Low Income Housing Trust Fund
- National Immigrant Justice Center
- · Cabrini Green Legal Aid
- · Federal Defender's Office

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- The firm represented a medical research foundation in providing seed financing to a company that created a new investigational drug, which was approved by the FDA to begin use in clinical trials treating patients with Sanfilippo Syndrome. Sanfilippo Syndrome is a deadly genetic disease that causes progressive intellectual and motor decline leading to speech difficulties, seizures and premature death. As there is currently no FDA-approved treatment for Sanfilippo Syndrome, this is groundbreaking progress.
- The firm represented an individual who incurred more than \$260,000 in student loan debt from a variety of public and private lenders while attending law school. Despite battling mental health issues during his law school career, the client managed to graduate. However, due to his illness and other issues, he was unable to obtain a license to practice law and works at FedEx, earning less than \$19,000 annually. Following arduous negotiations, our attorney obtained agreements that capped the client's student loan repayments and tied the amounts to a portion of his income. The settlements freed him from facing hundreds of thousands of dollars of indebtedness with ever-accruing interest. The United States District Court, in conjunction with the Chicago Chapter of the Federal Bar Association, awarded our attorney

- with an Award for Excellence in Pro Bono Service for his work on this matter.
- Two of our attorneys teamed up to represent a seventh grade student diagnosed with autism and Central Auditory Processing Disorder (CAPD) to ensure she received an appropriate education. CAPD is a neurological disorder that prevents people from recognizing differences between sounds in words, making it difficult to understand what they hear. This is particularly challenging when a student is trying to understand and follow instructions in an educational setting. She was placed in a mainstream classroom with minimal services, and as a result, she was extremely agitated as she faced the speed of mainstream instruction and distractions of a large classroom. She hated school and fell drastically behind her peers. Upon taking the case, our attorneys spent hours interviewing numerous specialists to fully understand the lengthy medical and school history. They then met with the school and entered into negotiations with the district. As a result of their work, the student now attends a new school with a self-contained classroom and programming specifically designed for children with communication disorders such as CAPD. Her parents are thrilled after they spent years battling the district without success.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 8,578 2015: 7,778

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 138 As of December 31, 2015: 136

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

2014: 62 2015: 57

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 45% 2015: 45%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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 legal aid 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 broadcast pro bono training opportunities. Examples include training provided by Uptown People's Law Center on prisoners' rights matters, 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 guardian ad litem cases presented by Chicago Volunteer Legal Services at the firm. Whenever possible, training programs hosted at the firm are made open to clients, guests of the agency, and attorneys at other firms.

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

If so, 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 applicable.

- 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 also 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.
- Our attorneys participate in initiatives designed to increase minority students' exposure to the legal profession, such as Loyola Law Academy and 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.

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 limit your answer to 200 words or less.

- Through its staff and attorneys, Neal Gerber Eisenberg supports and promotes a variety of volunteer activities. This year, our attorneys and staff teamed up with one of our pro bono clients, CommunityHealth, to build bikes for patients of CommunityHealth, the largest provider of free healthcare services in Illinois.
- The firm supports mentoring programs for minority or underserved youth, including the All Stars Project. 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.

Neal, Gerber & Eisenberg LLP

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2014, 2015 and 2016, 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 2015, CommunityHealth, the largest provider of free health care, awarded Neal Gerber Eisenberg its inaugural Corporations That Care Award award for its pro bono and other contributions. The AIDS Foundation of Chicago also honored the firm with its Inspiration Award, which is given annually to an organization that provides exemplary support to AFC and the fight against HIV. Neal Gerber Eisenberg has devoted over 1,000 hours in supporting AFC's mission.
- Individual partners and associates also received recognition for their tireless pro bono work from both courts and legal aid agencies. One partner was recently honored by the Gorton Community Center for his many years of legal services. Gorton Community Center enriches area residents through cultural art, education and charitable service. This year, the United States District Court, in conjunction with the Chicago Chapter of the Federal Bar Association, awarded one of our associates with an Award for Excellence in Pro Bono Service for his work on a bankruptcy matter.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Neal Gerber Eisenberg has valued pro bono service since
 its inception. We believe pro bono work should be a direct
 investment in and of direct benefit to the communities in
 which we live and work, and we feel strongly that public
 service makes us better, more well-rounded attorneys. The
 firm provides full billable credit to associates for all pro
 bono work, and attorneys are encouraged to expand their
 knowledge base and are provided with training, supervisors
 and resources to develop new skills through pro bono work.
- As a gold-level member of the Chicago Bar Foundation Law Firm Leadership Circle, the firm established the goal that each of our 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 established an additional goal of providing pro bono legal service that averages at least 50 hours per lawyer per year. We have consistently met that goal the last few years.

NIXON PEABODY LLP

MAIN US OFFICE LOCATION:

100 Summer Street Boston, MA 02110 www.nixonpeabody.com (617) 345-1000

THE STATS

No. of Attorneys: 650 No. of Offices: 17

CEO and Managing Partner: Andrew I. Glincher, Esq

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Stacey B. Slater, Esq.
Pro Bono Partner
(212) 940-3119
sslater@nixonpeabody.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 2014?

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; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Volunteer Legal Services Project
- Transgender Legal Defense & Education Fund
- Greater Boston Legal Services
- The Lawyers Committee for Civil Rights



Nixon Peabody LLP

- 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Immigrants: In 2015 we obtained asylum or Special Immigrant Juvenile Status for many indigent clients, including several children from Central America, and a celebrated Ugandan athlete who was persecuted by the Ugandan government for his support of pro-democracy political candidates. He was captured and tortured and eventually fled Uganda for the U.S., leaving his wife and baby behind. He won asylum and now lives in Massachusetts, holds two jobs, is learning English and hopes to soon be reunited with his family.

Working with the Iraqi Refugee Assistance Program at Berkeley Law School, we also helped to obtain a Special Immigrant Visa for an Iraqi engineer who was forced into hiding after being tortured in his community because of his work as an IT contractor with the U.S. military forces in Baghdad. He, too, now lives safely in the U.S. And, we helped many immigrant victims of domestic violence to obtain U Visas, which will give them a pathway to citizenship.

• First Amendment: One of our Manchester associates represented the New Hampshire Civil Liberties Union pro bono in filing a successful *amicus* brief. The matter involved a tortious interference lawsuit brought by the City of Keene, NH, against a group of political activists who were feeding meters before parking enforcement officers could write tickets. The New Hampshire State Supreme Court ultimately agreed in part with the arguments in our brief and ruled that the First Amendment barred the city's tort claims against the protestors.

This important decision is based on principles that emanate from the civil rights protests of the 1960s and will continue to set precedent in future cases.

• Children: In a reversal of a district court ruling in June 2016, the U.S. Court of Appeals for the Ninth Circuit overturned a decision in *Timothy O. v. Paso Robles Unified School District*. The case involved a child with autism who had not received the individualized education program needed to address his disability because his school district did not properly assess him. Nixon Peabody attorneys represented the Learning Rights Law Center (LRLC), filing an amicus curiae brief in support of the child.

In the reversal, the Ninth Circuit panel held that the school district violated the procedural requirements of the Individuals with Disabilities Education Act (IDEA) by failing to formally assess the child's suspected disability. As a result,

the school district was unable to design an educational plan that addressed the student's unique needs, denying him a free appropriate public education. The panel remanded for determination of an appropriate remedy.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 33,568 2015: 29,739

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 609 As of December 31, 2015: 648

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

2014: 59 2015: 46

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 58% 2015: 54%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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?

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 939

2015: 1,008

Average hours per summer associate spent on pro bono work

2014: 39

2015: 37

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

2014: 89%

2015: 100%

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 on 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 participate in the CAP domestic violence program sponsored by Sanctuary for Families in which they appear before family court judges; 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 memo-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? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

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, with some offices participating in the "One Warm Coat" initiative We collected hats and mittens for a local elementary school in Rochester. We did the back pack program in Long Island and NYC. And, we collected food supplies across the firm to assist food banks and other such causes.

Nixon Peabody LLP

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- New Hampshire Bar Foundation Robert E. Kirby Award (2016); Learning Rights Law Center Champion of Education Award (2016)
- City & State's Reports—The Responsible 100 Award (2015)
- NYSBA Empire State Counsel® Law Firm Honoree (2017)
- NYSBA Empire State Counsel® Individual Attorney Honoree (2017)
- The Daily Record Attorney of the Year, Leader in Law (2016)
- ECBA Volunteer Lawyers Project Champions for Justice (2016)
- New Hampshire Bar Foundation Robert E. Kirby Award (2016)
- Learning Rights Law Center Champion of Education Award (2016)
- San Francisco Bar Justice and Diversity Center Pro Bono Award (2015)
- New York's Law, Consulting & Business Services Award (2015)
- City & State's Reports The Responsible 100 Award (2015)
- Lawyers Alliance Cornerstone Award (2015)
- Accountability Counsel Partner-in-Justice Award (2015)
- Justice & Diversity Center Outstanding Volunteer in Public Service (2015)
- City & State Reports- Award for Outstanding Achievement in Protecting the Rights of At-Risk Populations (2015)
- Louis J. Lefkowitz Public Service Award (2015)
- Pro Bono Partnership Volunteer of the Year (2015)
- Volunteer Legal Services Project NYSBA Attorney Emeritus Award (2014)
- NYC Bar Justice Center Pro Bono Award (2014)
- NHCLU's Bill of Rights Award (2014)
- 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 (2014)
- Long Island Coalition for the Homeless Corporate Partner Award (2014)
- Rita Bourgeois Leadership Award by RESPOND (2014)
- 60+ NP lawyers were honored as Empire State Counsel for their pro bono service by the NYSBA (2013-2015

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 is 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



WHAT DO YOU WANT TO ACHIEVE?

HUMAN IMPACT

For O'Melveny, pro bono has never been an afterthought. It's part of our DNA. It's what drives our lawyers to do better, be better, and make the world better. From founding the Legal Aid Foundation of Los Angeles in 1929 to working with the White House to improve low-income legal services, O'Melveny continues to seek innovative solutions to help those who need it most. Through these efforts, we grow as lawyers, we grow as leaders, and we grow as people.

Our vibrant and award-winning pro bono practice tackles the critical issues of the day, including criminal justice, immigration, housing, women's rights, foster care, education, veterans affairs, and community building. Our clients—from same-sex couples seeking marriage equality to nonprofits stitching together a social safety net—are as diverse as the communities we serve. And we continue to challenge ourselves to do more.



BEIJING BRUSSELS CENTURY CITY HONG KONG LONDON LOS ANGELES NEW YORK
NEWPORT BEACH SAN FRANCISCO SEOUL SHANGHAI SILICON VALLEY SINGAPORE TOKYO WASHINGTON, DC

O'MELVENY & MYERS LLP



MAIN US OFFICE LOCATION:

400 South Hope Street Los Angeles, CA 90071 www.omm.com (213) 430-6000

THE STATS

No. of Attorneys: 680 No. of Offices: 15 Chair: Bradley J. Butwin

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

David Lash

Managing Counsel for Pro Bono and Public Interest Services (213) 430-8366

dlash@omm.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Jerri Shick

Pro Bono Counsel

(212) 326-2868

jshick@omm.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Brian Berliner

Partner-in-Charge of Public Interest and Pro Bono Services (213) 430-7424

bberliner@omm.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 10%

Pro Bono website (if different from main site):

www.omm.com/pro-bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Our Community Legal Services (CLS) Committee, comprised of designated office 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 has a pro bono partner who serves as the chair of that office's pro bono committee. The committee focuses on pro bono performance at the local level.

THE SCOOP

Does the firm have a written 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 for 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Elder law; Employment; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights

List up to 10 of your firm's pro bono clients or partners since 2014, 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
- Kids in Need of Defense (KIND)
- Trial Advocacy Prosecution Program
- The Alliance for Children's Rights
- Brennan Center for Justice

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• O'Melveny, as co-counsel with the Mexican American Legal Defense and Educational Fund (MALDEF), represented three undocumented mothers of US citizen children before the US Supreme Court as intervenors in *United States v.* Texas. Texas and 25 other states challenged the Obama Administration's Deferred Action for Parents of Americans and Lawful Permanent Residents (DAPA) policy, which would have allowed an estimated 4-5 million undocumented parents of US citizen children to apply for discretionary grants of "deferred action"—temporary, revocable relief from deportation—and legal employment authorization. DAPA has never been implemented, as Texas filed suit in federal district court days after its announcement, obtaining a preliminary injunction halting the policy in February 2015. O'Melveny's involvement represents the culmination of an extensive effort, leading to the immigrant mothers being added as parties to the case on November 19, 2015, allowing the mothers to participate as intervenors in the Supreme Court appeal.

- In the Supreme Court, the O'Melveny team filed briefs in support of the petition for writ of certiorari and at the merits stage. In addition to supporting the Federal Government's arguments that Texas lacked standing to sue and that DAPA was a lawful exercise of executive authority, the O'Melveny briefs made the unique argument that Texas's alleged financial injury underlying standing was a speculative, illusory harm too conjectural to support jurisdiction. The O'Melveny team then prepared MALDEF President Thomas Saenz to argue on behalf of the Jane Doe clients at the Supreme Court oral argument. Though the Supreme Court ultimately deadlocked in a 4-4 decision, leaving in place a lower ruling blocking the programs, O'Melveny's work with MALDEF ensured that the families principally affected by this policy had a voice as parties in the case.
- O'Melveny obtained a reversal from the Maryland Court of Appeals of three lower opinions that ironically branded a mother as a child abuser for taking seriously her daughter's disclosures of sexual abuse. Over the course of several years, the daughter told her mother that she was abused during visits with her father, each time accompanied by medical evidence. The mother took her to doctors for examinations and made reports to Child Protective Services (CPS). CPS each time ruled out sexual abuse, despite compelling evidence to the contrary. CPS thereafter blamed the mother for her child's deteriorating psychological condition, theorizing that the child was feigning the abuse to induce a supportive reaction and the mother should have stopped reacting to the disclosures. CPS charged the mother with mental abuse, a finding that was upheld by an administrative law judge (ALJ) in a decision based on a strict liability standard. The mother was herself branded a child abuser, entered into a database identifying her as such, and stripped of unsupervised access to her child. ALJ's determination was appealed to the circuit court and then the Maryland Court of Special Appeals, but both affirmed the decision. O'Melveny entered the case after cert was granted in Maryland's highest court. O'Melveny argued that parents cannot be branded as child abusers on a strict liability standard and certainly not for making reports of abuse to CPS, which Maryland law requires parents to do. The Court agreed, holding that the state's ruling was "inconsistent with common sense" and henceforth a person must "intend to injure the child" or "act in reckless disregard of the child's welfare" to be labeled a child abuser. This precedent-setting case will ensure that protective parents who follow the law and report child abuse will not have to fear being labeled abusers themselves.
- O'Melveny worked with Compassion & Choices to represent terminally ill patients and physicians in their challenge to California Penal Code Section 401, which makes it a felony to aid a person in committing suicide. On May 15, 2015, the O'Melveny team filed suit in San Diego Superior Court on behalf of three terminally ill cancer patients and a physician specializing in palliative care for the terminally-ill. Filed with co-counsel from Compassion & Choices, a national nonprofit organization advocating for better healthcare and more patient choice at the end of life, the suit raised a constitutional challenge to the law. Ultimately, the Superior Court, Appellate Court, and California Supreme Court,

O'Melveny & Myers LLP

while sympathetic to the circumstances faced by plaintiffs, ruled that the law would need to be changed through legislative means rather than litigation. The group continued its challenge in the California legislature, lobbying for the End of Life Option Act (EOLOA), which permits doctors to provide prescriptions for life ending medication to mentally competent terminally ill adults expected to die within six months. The EOLOA was passed and enacted on June 9, 2016, marking a foundational shift in California policy and ensuring that our clients, along with 38 million Californians, have important options at the end of life.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 62,903 2015: 54,779

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 609 As of December 31, 2015: 603

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 107 2015: 91

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 54% 2015: 61%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

Under our Pro Bono Initiative, new lawyers in all US offices are required to handle at least one pro bono matter in their first year at the firm. Each attorney is expected to record no less than 20 hours and encouraged to perform at least 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?

N/A

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—embodying 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. In addition, the firm offers particular skills training programs that are linked to pro bono projects.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 2,682

2015: 2,241

Average hours per summer associate spent on pro bono work:

2014: 38

2015: 41

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

2014: 74%

2015: 60%

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, Sanctuary for Families Courtroom Advocates Project, SSI disability appeals, Bronx Defenders Desk Appearance Ticket arraignment program, OneJustice's Justice Bus Program, the OneJustice Summer Research Project, various domestic violence projects, 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?

Yes

If so, please describe the established program(s) and their duration, if applicable.

O'Melveny offers the Trial Advocacy Prosecution Program in partnership with the City of Redondo Beach where O'Melveny lawyers can take on cases, often in front of juries, to assist the City of Redondo Beach in handling its caseload. During the course of the matter, the O'Melveny associate, counsel, or partner works out of the prosecutor's office to try the case. We also sponsor select attorneys in our San Francisco office for a four-month "volunteer attorney program" at the SF Public Defender's office. O'Melveny also offers a sabbatical program called "Bridges," where lawyers may take time off—up to two years—to work on causes that are important to them. For example, we have had associates take a sabbatical to assist a non-profit start-up and to work at a pro bono organization. Lastly, O'Melveny offers secondments to its lawyers on a caseby-case basis. One recent secondment lasted for 10 weeks and involved a Newport Beach associate who was seconded to the Orange County District Attorney's office where she handled a full case load and numerous 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 applicable.

O'Melveny invests heavily in the communities it serves. Each
office contributes to numerous local charities and the firm
offers support to causes around the globe.

- Among O'Melveny's public interest activities, the firm is a founding sponsor of the Court Square Law Project (CSLP), a start-up that deploys lawyers to provide "low bono" legal services to moderate-income clients bringing resources from "BigLaw," the bar, and law students to address the justice gap and underemployment among new law graduates. O'Melveny chair Bradley J. Butwin serves on CSLP's Executive Committee and helped lead the NYC law firm community to contribute funding, raising US\$100,000 from 19 firms. CSLP lawyers receive a stipend, legal experience, training from firms like O'Melveny, mentoring, legal supervision, and other tools to help them transition to a self-sustaining law practice.
- Additionally, O'Melveny is a founding member of the IP and High Technology Consortium at UCI, supported UCI's Veteran's Symposium, provided attorney volunteers and funding to UCLA and Harvard for their appellate clinics, and presented on campus at Boalt, Stanford, and Penn about Corporate Social Responsibility at O'Melveny. Further, many partners teach law school courses at no cost. In 2014-2015, O'Melveny donated over US\$238,000 to 25 law schools.

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 ways that
 O'Melveny attorneys 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. During the past 15 years, the Firm has contributed over US\$9 million toward 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. In addition to monetary support, O'Melveny employees often serve as mentors for the scholarship recipients.
- Several offices also have Community Involvement
 Committees that organize volunteer events, such as
 fundraising drives, planting gardens, working in soup
 kitchens, painting schools in low-income areas, sending
 packages to active-duty military, and providing presents for
 disadvantaged children during the holidays.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Top 10 "A-List" Firm: The American Lawyer (2016, 2015, 2014): recognizes well-rounded firms, heavily weighs pro bono commitment
- Pro Bono All Star: Law360 (2015): chosen for "exceptionally stalwart commitment to pro bono work"

O'Melveny & Myers LLP

- Pro Bono Firm of the Year: *Law360* (2015, 2014): honored as a top pro bono firm for the sixth straight year in 2015
- Beacon of Justice Award, National Legal Aid & Defender Association (2015, 2014): honored for devising innovative solutions to improve life outcomes for those unable to afford counsel
- Cornerstone Award, Lawyers Alliance for New York -Associate Todd Arena (2015): recognized for outstanding contribution of pro bono legal services to nonprofit organizations
- Public Service Award: The Weingart Center for the Homeless (2014): honored for devoting eight decades of public service to the LA community
- Rose L. Schiff Commitment to Justice Award—Bet Tzedek— Counsel David Lash (2014): honored for helping build the agency into one of the nation's preeminent nonprofit legal service organizations
- Lawyers Who Lead by Example: Pro Bono, New York Law Journal, Counsel Jerri Shick (2014): recognized for work assisting Holocaust survivors, earthquake victims in Haiti, and New Yorkers recovering from Hurricane Sandy

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Throughout the firm's history, O'Melveny has channeled the creativity and passion of its lawyers into public interest efforts. Firm founder Henry O'Melveny was a prominent civic leader in turn-of-the-century Los Angeles who played a leadership role in multiple institutions that served the public good. Following his father's example, Jack O'Melveny in 1929 helped found the Legal Aid Foundation of Los Angeles, the oldest and largest provider of free legal services in California. Early recognition of O'Melveny's leadership in the public interest arena came in 1963 when President Kennedy invited firm lawyers to a White House meeting to rally the legal profession in defense of the civil rights movement. That tradition grew under the leadership of Warren Christopher and continues today, with the firm helping convene of a series of meetings with Vice President Biden that spurred a new nation-wide pro bono initiative. Our pro bono ethic now extends to our offices in Europe and Asia where our lawyers are part of the UK pro bono collaborative as well as programs being launched in Asia. Our steadfast commitment has always been evident in policies that support pro bono and encourage participation in the most important public interest issues of the day.

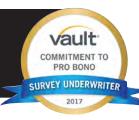


Social impact matters

That's why more than 90% of Orrick's U.S.-based lawyers completed 20+ hours of pro bono work last year, ranking us #9 among the *Am Law* 200 firms. We ranked #9 for our international pro bono work, too. If you're looking to join a team that's inspired by making our communities stronger, please visit orrick.com/careers or orrick.com/community/pro-bono.



ORRICK, HERRINGTON & SUTCLIFFE LLP



MAIN US OFFICE LOCATION:

51 West 52nd Street New York, NY 10019 www.orrick.com (212) 506-5100

THE STATS

No. of Attorneys: 1,000 No. of Offices: 25 Chairman: Mitchell Zuklie

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Rene Kathawala
Pro Bono Counsel
(212) 506-5100
rkathawala@orrick.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Perry Teicher Impact Finance Fellow (212) 506-5253 pteicher@orrick.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

In addition to the pro bono counsel, the committee is composed of representatives from each of our offices.

THE SCOOP

Does the firm have a written 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 one of two individuals on the committee designated to approve 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 2014?

Asylum; Bankruptcy; Civil liberties; Civil rights; Community economic development; Consumer law and small claims court; Criminal Defense; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; General Commercial Litigation; HIV/AIDS advocacy; Homeless advocacy; Immigration; Impact finance and social enterprise; Indigent criminal defense; International human rights; Juvenile justice reform; Landlord tenant; Matrimonial law; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Justice & Diversity Center
- D.C. Bar Pro Bono Program

- Calvert Foundation
- Law Foundation of Silicon Valley
- · Lawyers Alliance for New York
- Lawyers Committee for Civil Rights of the Bay Area
- Los Angeles Bar Association
- New York City Bar Public Justice Center
- New York Lawyers for the Public Interest
- Public International Law and Policy Group

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- City of Richmond: First-Time Use of Social Impact Bonds to Rehabilitate a U.S. City. Closed a groundbreaking transaction for the city of Richmond to sell social impact bonds to raise money that a community foundation will use to buy homes that have been foreclosed on and required significant city expenditures to maintain. Local workers will rehabilitate the homes, which are then sold to people through first-time home buyer programs.
- Ensuring Access to Humanitarian Relief For Non-Citizens in Three Circuit Courts. When the First Circuit issued a precedential decision in October 2015 that would make it nearly impossible for noncitizens with criminal convictions to avoid deportation, we partnered with the Immigrant Defense Project to fight back. On behalf of our noncitizen client, we filed a rehearing petition which argued that the three-judge panel's ruling contradicted U.S. Supreme Court precedent. Over the federal government's objection, the First Circuit granted panel rehearing – an extremely rare step. The panel vacated its opinion, ordered extensive briefing to be filed in less than two weeks, and set the case for oral argument. The Department of Justice sent its top immigration litigator to argue opposite us. Less than three weeks later, in April 2016, the court issued a unanimous opinion departing from its earlier decision and adopting all of our arguments. The decision is a precedent that will ensure noncitizens are not denied the opportunity to seek critical humanitarian relief, like asylum and cancellation of removal, simply because conviction records they do not control and did not create are inconclusive. We brought similar challenges and in 2016 obtained
 - We brought similar challenges and in 2016 obtained successful decisions from the Fifth and Tenth Circuits on this issue.
- Exonerating a Nun and Two Other Peace Activists. A senior associate, working with a team of colleagues, won a highly publicized appeal before the Sixth Circuit for an octogenarian Catholic nun and two Army veterans who broke into a government nuclear facility. The clients had been convicted in 2013 for sabotage at the same Tennessee nuclear complex that once housed the Manhattan Project and were sentenced to long prison terms. As a result of the Orrick team's work, the clients were released with time served.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 64,035

2015: 60,248

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 694

As of December 31, 2015: 658

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

2014: 95

2015: 92

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 88%

2015: 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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

Orrick, Herrington & Sutcliffe LLP

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 encouraged to attend training sessions organized by third parties, including the D.C. Bar Pro Bono Program, Human Rights First, Her Justice, Inc., the Lawyers Committee for Civil Right Under Law of the Bay Area, Bay Area Legal Aid, the Legal Aid Foundation of Los Angeles, the Legal Aid Society of New York, the Los Angeles County Bar Association, New York City Bar Public Justice Center, Public Counsel, Sanctuary for Families, the Justice & Diversity Center and Volunteer Lawyers for the Arts just to name a few. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 5,475

2015: 4,996

Average hours per summer associate spent on pro bono work:

2014: 47

2015: 51

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

2014: 89%

2015: 93%

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 with the support of several of our legal services organization partners 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 County 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 our firm.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

The firm's west coast offices regularly send attorneys to work four months at a time at local District Attorney offices.

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 applicable.

- Orrick Cares is a firm-wide initiative for Orrick lawyers and staff to give back to our communities by holding signature community building marquee events in each of our locations. In 2015, our colleagues, clients and friends helped us make a difference in communities around the world through more than 40 Orrick Cares initiatives.
- 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 example our Orrick Cares initiative, 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.
- Since 2008, we have sponsored an LGBT 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 was the first legal services organization staff attorney to perform direct representation full-time on behalf of the LGBT 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.

• The Children's Storefront is a forty-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 twelfth 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—and the panel of judges included Orrick New York partners. No surprise—100% of Legal Outreach seniors graduated and went on to college.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

As a result of its multifaceted pro bono program, Orrick and its lawyers were honored with the following awards and recognition for their pro bono efforts in 2015:

- National Law Journal 2015 Pro Bono Hot List: Orrick recognized for its cutting-edge work on human trafficking for the International Bar Association.
- Who's Who Legal Pro Bono Law Firm honoree: 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 third consecutive year.
- 2015 Trustlaw Social Impact Award by the Thompson Reuters Foundation: Given to the firm for its collaboration with pro bono client, UnLtd. in developing a report analyzing the legal entities available to "profit with purpose" businesses across the G8.
- Legal Aid Foundation of Los Angeles Pro Bono Service Award: given to the firm for its long-standing representation of immigrants and others in need in matters of grave importance.
- Justice & Diversity Center of the Bar Association of San Francisco Outstanding Law Firm in Public Service Award: awarded to the firm for its demonstrated effort to represent low-income individuals in housing, economic justice and other areas.
- 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 D.C. Circuit Judicial Conference at its "40 at 50" breakfast for being one of a small group of D.C. firms that had at least 40% of its lawyers perform 50 or more pro bono hours in 2015.

 Orrick was honored by the New York State Bar Association at its Empire State Counsel luncheon in the "Silver" category as measured by the significant number of New York-based lawyers who worked no less than 50 pro bono hours in 2015.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- · 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 have consistently expanded their reach and pro bono impact. In 2015, more than 40% of lawyers based in Europe and Asia worked at least 20 pro bono hours. In addition, our partners and associates have taken leadership positions in organizations such as Pro Bono Deutschland that are elevating the dialogue and action around pro bono.
- In addition to our pro bono work and serving on boards
 of various nonprofit organizations, Orrick attorneys and
 professional staff firmwide 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

MAIN US OFFICE LOCATION:

1133 Avenue of the Americas New York, NY 10036 www.pbwt.com (212) 336-2000

THE STATS

No. of Attorneys: 203 No. of Offices: 1

Co-Chairs: Lisa E. Cleary and William F. Cavanaugh Jr.

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Eugene M. Gelernter
Partner
(212) 336-2553
emgelernter@pbwt.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: <50%

Peter W. Tomlinson
Partner
(212) 336-2977
pwtomlinson@pbwt.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: <50%

Pro Bono website (if different from main site):

www.pbwt.com/pro-bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

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 the firm have a written pro bono policy?

Yes

 $\label{lem:can_associates} \textbf{Can associates bring pro bono matters of interest to the firm?}$

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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; State central registry/clemency projects at state and federal level; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Aid Society
- MFY Legal Services, Inc.
- Volunteers of Legal Service, Inc.
- Southern Poverty Law Center
- New York Lawyers for the Public Interest
- Immigration Equality
- Brooklyn Legal Services Corp. "A"
- · Lawyers Committee for Civil Rights Under Law
- Human Rights First
- Brooklyn Defender Services (and many others as well)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- On August 30, 2016, the firm's pro bono client was granted executive clemency by President Barack Obama. The client is thirty-eight years old and was serving a mandatory life sentence for nonviolent offenses involving the distribution of a small amount of controlled substances. President Obama commuted Mr. B's sentence to 180 months, most of which has already been served. This client had been referred to the firm prior to the launch of the Justice Department Clemency Project Initiative. The Patterson Belknap team worked relentlessly to secure the commutation. These efforts included working with the U.S. Attorney's Office; securing a letter of support from his sentencing judge; securing a letter of support from Clemency Project 2014; gathering twenty-one letters of support from friends and family, including Mr. B's four children; and helping Mr. B to publish a November 2015 op-ed in the *Huffington Post* urging Congress to support reasonable sentencing reform.
- In December 2013, the firm and the Legal Aid Society filed a class-action lawsuit demanding that the City provide shelter for its runaway and homeless youth. The shelter that the City provides is woefully inadequate, leaving thousands of youth homeless, while also failing to transition the youth to more stable living arrangements. The Complaint alleges that these failures violate the NY Runaway and Homeless Youth Act, which requires youth bureaus to provide a shelter bed to each homeless youth. In prosecuting this matter, Plaintiffs identified appropriate named plaintiffs, secured class certification, deposed 14 current and former City employees and shelter providers, commissioned multiple expert reports, and opposed the City's motion for partial summary judgment. Plaintiffs have deposed the City's expert witnesses. In January 2016, Mayor De Blasio announced that the City would fund 300 additional shelter beds for youth over the next three years, and committed to adding more beds if necessary.

• For over five years, the firm has worked as co-counsel with MFY Legal Services, Inc. in litigating a class action lawsuit in Brooklyn regarding certain "three-quarter houses"—a term coined for residential buildings that have been leased by private companies and illegally converted into boarding houses. The primary defendant in the class action, Yury Baumblit, was the focus of an extensive New York Times investigative piece in May 2015. The Times article detailed how Mr. Baumblit's operation recruits vulnerable tenants and then exploits them by forcing them to live in overcrowded and decrepit conditions and requiring them to attend daily outpatient treatment programs that allegedly pay kickbacks to Mr. Baumblit. Once tenants complete a treatment program, the Times alleged that Mr. Baumblit evicts them without court process or in some instances even encourages tenants to relapse so they can enter a new treatment program. In April 2016, Mr. Baumblit and his wife, also a defendant in the class action, were arrested and charged with multiple felonies in connection with their three-quarter house operations.

The class action being litigated was brought on behalf of all former and current tenants of Mr. Baumblit's houses and seeks relief for misconduct consistent with that detailed in the *Times* article. The lawsuit asserts claims against Mr. Baumblit and his operations for, among other things, deceptive business practices and unlawful evictions. The Appellate Division reversed the trial court's dismissal of the case, and the parties are currently engaged in discovery.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 18,978 2015: 22,857

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 192

As of December 31, 2015: 203

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 99

2015: 113

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 81%

2015: 90%

Patterson Belknap Webb & Tyler LLP

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

If so, 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

If so, 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 the pro bono cases that we have initiated at the firm. We often bring in legal services lawyers to lead such 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 424

2015: N/A

Average hours per summer associate spent on pro bono work

2014: 61

2015: N/A

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

2014: 100%

2015: N/A

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

All judicial clerks, law students, and laterals are told in the recruiting process that Pro Bono is one of the firm's core values and that everyone is expected to make a meaningful contribution. All of our past summer associates have enthusiastically participated in Pro Bono. As of 2015, our firm discontinued our Summer Associate program.

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

Yes

If so, 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 applicable.

- The firm gives charitable contributions 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 special recognition or awards your firm has won in the last three years for its pro bono work.

2016

Hope Plasha was honored at the Urban Justice Center's
 Community Economic Development Project annual event
 in recognition of her pro bono work involving the relocation
 of a group of immigrant-owned small businesses from their
 current location in Willets Point to a new building in the
 Bronx.

 Partnership for Children's Rights ("PFCR") presented the firm with the Tom Sobol Award for Excellence in Educational Advocacy at their 16th Anniversary Fundraiser. PFCR provides free legal services to disabled children from lowincome families throughout New York City in the areas of special education and children's Social Security Income disability benefits.

2015

- Patterson Belknap was honored to be the first recipient of The Legal Aid Society's newly re-named 2015 Honorable Jonathan Lippman New York Pro Bono Publico and Public Service Law Firm Award for outstanding service to The Legal Aid Society and its clients.
- MFY Legal Services, Inc. honored Patterson Belknap at their 2015 Annual Benefit, for the firm's outstanding contributions to securing access to justice for adult home residents with mental illness.
- Patterson Belknap received a "Pro Bono Leadership Award" from Legal Services NYC, for helping bring justice to lowincome New Yorkers.
- The Brooklyn Bar Association Volunteer Lawyers Project awarded Patterson Belknap litigation associate Muhammad Faridi the TD Bank Champion of Justice Award at its 25th Anniversary Gala. Established in 1990, the Volunteer Lawyers Project has worked to make the legal system accessible to low-income Brooklyn residents through the pro bono involvement of the private bar.

2014

- Patterson Belknap was named one of 20 exceptional Pro Bono Firms of 2014 by Law360. The publication highlighted the firm's class action on behalf of runaway and homeless youth and our work to help veterans secure their deserved benefits as "just a sampling of New York-based Patterson Belknap's robust pro bono program."
- 15 firm attorneys and 1 paralegal received the The Legal Aid Society's Pro Bono Publico Award for their outstanding service to The Legal Aid Society and its clients. The Honorable Jonathan Lippman, Chief Judge of the State of New York presented the awards.

PAUL HASTINGS LLP

MAIN US OFFICE LOCATION:

515 S. Flower Street Los Angeles, CA 90071 www.paulhastings.com (213) 683-5687

THE STATS

No. of Attorneys: 759 No. of Offices: 21 Chairman: Seth Zachary

WHO'S WHO

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

Tollie Besson
Pro Bono Senior Counsel
(213) 683-6288
wtoliverbesson@paulhastings.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Jeffrey Varga Vice Chair, Pro Bono and Community Committee (213) 683-6332 jeffreyvarga@paulhastings.com

Bronwen Young Manager, Corporate Social Responsibility (213) 683-5687 bronwenyoung@paulhastings.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The pro bono committee is composed of attorney and staff representatives from each of the offices of the firm.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic Asylum; Civil rights; Community economic development; Disability benefits; Education; Employment; Environment; Fair housing/tenants' rights; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- ACLU of Southern California
- Duke Law School Wrongful Convictions Clinic
- Kids in Need of Defense (KIND)

- Nature Conservancy
- Human Rights First (HRF)
- National Veterans Legal Services Program
- Sanctuary for Families
- Public Counsel
- Chinese Initiative on International Law (CIIL)
- · TrustLaw Connect

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• The firm has been working with Human Rights First (HRF), a non-profit, nonpartisan, independent international human rights organization to represent LGBT individuals seeking asylum from Russia, Ukraine and other former Soviet countries. LGBT individuals living in those countries are at serious risk of physical violence and discrimination due to their sexual orientation. They are unprotected by governmental legislation and are subject to general societal homophobia. Over the past decade, many of these countries have enacted laws that profoundly restrict the free speech and expression of their LGBT citizens. The most evident example of such laws is the infamous "Anti-Gay Propaganda" law, which prohibits the distribution of materials promoting non-traditional sexual relationships to minors. Because the language of the law is vague, it can be applied to nearly any instance in which an LGBT person expresses, or is perceived to express, their sexuality in public.

Paul Hastings has established and developed a pro bono relationship with HRF to represent these individuals in their asylum cases. So far, the firm has represented nine HRF clients, seven of which are ongoing and two of which have resulted in a grant of asylum. In the course of preparing the asylum applications, Paul Hastings conducts interviews to understand the persecution, discrimination, harassment and, oftentimes, violence, that their clients have suffered in their home country on account of their sexual orientation. PH lawyers then prepare affidavits and memorandum of law in support of their clients' applications and attend their interviews with the Asylum Office.

• Paul Hastings continues to partner with the American Civil Liberties Union (ACLU) to help protect the rights of those in need. Most recently, the firm joined with the ACLU Foundation of Southern California to represent disabled homeless persons in suing the City of Laguna Beach to compel it to cease police conduct that criminalizes being homeless in Laguna Beach and to provide permanent supportive housing for those in need. The case asserts that the actions of the city and its police department violate the plaintiffs' rights under the 8th Amendment of the U.S. Constitution and Laguna Beach's homelessness program violates the Americans with Disabilities Act. Previously, PH lawyers worked closely with the ACLU of Southern California and the ACLU National Prison Project to help achieve a historic settlement in Rosas v. Scott (formerly Rosas v. Baca), a federal class-action suit that alleged a longstanding pattern of violence against inmates in the L.A. County jails. The

firm's efforts on this landmark agreement will help bring widespread reforms to the country's largest jail system.

• In partnership with the Duke Law School Wrongful Convictions Clinic, one of the most successful organizations in America in redressing wrongful convictions in non-capital cases, Paul Hastings lawyers are providing legal assistance on claims of factual innocence that the clinic has already fully screened. They are helping to overturn several wrongful convictions of North Carolina inmates by preparing state and federal habeas briefs on behalf of three inmates who have collectively served approximately 80 years in prison.

The firm's lawyers are also working to determine potential issues for reform in the North Carolina criminal justice system. Since last fall, they have analyzed post-conviction relief under North Carolina state law by reviewing over 200 post-conviction petitions to identify trends across such cases. To date, five Litigation partners, including the Global Chair of the Litigation Department, have participated in the Clinic's work. Their involvement has ranged from providing strategic input and advice on associate work product to supervising the drafting of a federal habeas petition. Paul Hastings is proud to be the first and only law firm partner of the Clinic.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 77,548

2015: 68,582

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 744

As of December 31, 2015: 766

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

2014: 104

2015: 89

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 98%

2015: 99%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Paul Hastings LLP

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

Each lawyer in the 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 968

2015: 1,262

Average hours per summer associate spent on pro bono work

2014: 14

2015: 19

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

2014: 55%

2015: 60%

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 Sanctuary for Families, meeting with clients who had recently received U-Visa status and are eligible to apply for green cards, reviewing the necessary documentation for submission, and preparing the cases for filing with the United States Citizenship and Immigration Services. 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? If so, please describe the established program(s) and their duration, if applicable.

Yes

If so, please describe the established program(s) and their duration, if applicable.

Our established programs include secondment to various organizations, such as KIND, 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 applicable.

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 21 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, D.C., 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, such as the Harvey Milk High School, 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 L.A. area. These are just a few examples of our volunteer efforts. For more information, please visit www.paulhastings.com/csr

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Shortlist Financial Times Innovative Lawyers Report 2016
- Highly Commended CSR/Pro Bono Program Lawyer's Business Leadership Awards 2016
- Ranked #6 The American Lawyer's top Law Firms for Pro Bono 2016
- Pro Bono Law Firm of the Year Law360 2015
- Collaboration Award Thompson Reuters Foundation 2015
- Courageous Luminary National Immigration Law Center 2015
- Founder's Award Kids in Need of Defense (KIND) 2015
- Grand Prize Winner Chicago Charity Challenge 2015
- Highly Commended Pro Bono Case FT North America Innovative Lawyers - 2015
- Pro Bono Firm of the Year Constitutional Rights Foundation 2014

PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP

MAIN US OFFICE LOCATION:

1285 Avenue of the Americas New York, NY 10019 www.paulweiss.com (212) 373-3000

THE STATS

No. of Attorneys: 948 No. of Offices: 8 Chair: Brad S. Karp

WHO'S WHO

Emily Goldberg

How many pro bono coordinators and/or partners does the firm have?

3

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

Pro Bono Counsel (212) 373-2895 egoldberg@paulweiss.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

BJ Jensen Pro Bono Associate (212) 373-3953 bjjensen@paulweiss.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Craig Milch
Pro Bono Coordinator
(212) 373-2859
cmilch@paulweiss.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.paulweiss.com/practices/pro-bono.aspx

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The committee is comprised of 13 partners from across the firm's departments and practices areas, led by two partner co-chairs.

THE SCOOP

Does the firm have a written 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, based primarily on the firm's ability at the time 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 2014?

Asylum; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Gun control; HIV/AIDS advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Children's Law Center
- Human Rights First
- Immigration Equality
- Kids in Need of Defense
- · Legal Aid Society
- New York Lawyers for the Public Interest
- · Start Small Think Big
- The Bronx Defenders
- The Innocence Project
- Urban Justice Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Paul, Weiss submitted an amicus brief on behalf of the American Bar Association in Fisher v. University of Texas at Austin before the Supreme Court. In its historic decision, the Supreme Court upheld the use of race as one factor among many that may be taken into account by the University of Texas in its admissions policy at its flagship Austin campus. In doing so, the Court reaffirmed a university's compelling interest in achieving a diverse student body through a "holistic" review of an applicant's personal qualifications, such as leadership experience, extracurricular activities, awards and honors, and socioeconomic circumstances, including race as only one factor, in addition to grades and test scores. The Paul, Weiss brief had advocated that result and emphasizing the importance of diversity in higher education for lawyers free from racial bias, especially given the vital role lawyers play in our nation's justice system.
- As was widely reported in the media, in March 2016, Paul, Weiss filed an amicus brief before the Supreme Court in Whole Woman's Health v. Hellerstedt, on behalf of women lawyers, detailing the importance of abortion rights in their own lives. The brief conveyed that safe and legal access to abortions is critical to the lives and careers of women attorneys, and to the legal profession itself. The case involved a challenge to Texas law that required all abortions to take place in ambulatory surgical centers and requires abortion providers to obtain admitting privileges at a local hospital nearly impossible in areas with hospitals opposed to abortion. Broadly, the brief was intended to amplify the language in Planned Parenthood of Se. Pennsylvania v. Casey, which observed that "[t]he ability of women to participate equally in the economic and social life of the nation has been facilitated by their ability to control their reproductive lives." The firm's

clients were 113 brave female members of the legal profession who agreed to share their stories regarding how reproductive freedom was a necessity in their lives, including by placing their names on the brief. For many of these women, abortion was the "but for" clause to becoming the successful lawyers they are today. One of the signers has argued several cases to the Supreme Court, including a recent victory in a major voting rights case. Many of the law professors train future generations of lawyers. The brief sent the strong message that it is critical for the Court to hear the voices of real women when adjudicating issues critical to their reproductive rights. The Supreme Court found the Texas law to be unconstitutional, as it placed a substantial obstacle in the path of women seeking an abortion and constituted an undue burden on abortion access.

• On behalf of the Campaign for Southern Equality, Paul, Weiss achieved full compliance with the Supreme Court's marriage equality ruling in *Obergefell v. Hodges* in Mississippi. As of July 2015, clerks in all 82 counties in Mississippi had agreed to issue marriage licenses to gay couples. As CSE noted at the time, "[T]here are LGBT kids in each of those counties who will grow up knowing they don't have to leave Mississippi to be who they are... I hope everyone can take a moment tonight and just take this in: Mississippi. Marriage. All 82 counties."

In March 2016, as a result of Paul, Weiss litigation, Judge Daniel P. Jordan III of the Southern District of Mississippi issued an opinion striking down Mississippi's ban on adoption by gay couples as unconstitutional under the Equal Protection Clause of the United States Constitution. Judge Jordan granted our clients' motion for a preliminary injunction against the Mississippi Department of Human Services and barred Mississippi from enforcing the law. Mississippi was the country's last state that explicitly banned married gay and lesbian couples from adopting children.

In April 2016, Governor Phil Bryant signed into law HB 1523, which authorizes, indeed encourages, discrimination against LGBT Mississippians in practically every aspect of their lives: from "floral arrangements," to "jewelry sales," to "adoption or foster care," to "psychological [or] counseling [] services." The law also would enable county clerks to "refuse to license same-sex couples based on their religious belief that '[m] arriage is or should be recognized as the union of one man and one woman.' Paul, Weiss filed a motion to reopen the Marriage Equality case, and to modify the injunction issued so that no official could frustrate same-sex couples' right to marry.

On June 30, Judge Carlton W. Reeves of the United States District Court for the Southern District of Mississippi issued a preliminary injunction staying enforcement of HB 1523. That injunction remains in place.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

Paul, Weiss, Rifkind, Wharton & Garrison LLP

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 58,059 2015: 54,641

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 892 As of December 31, 2015: 907

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

2014: 65

2015: 59

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 42%

2015: 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

If so, 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?

Paul, Weiss provides extensive and on-going training to all associates through the Professional Development Department, including more general training on ethical obligations and cultural competency, as well as subject-matter specific training to equip associates to succeed in their representations of and relationships with 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 and hosts periodic practice area-specific luncheons and meetings to discuss pro bono matters. Finally, all matters are supervised by partners and associates benefit from one-on-one partner interaction as well as ongoing guidance from the pro bono counsel and pro bono associate.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 5,430

2015: 7,923

Average hours per summer associate spent on pro bono work:

2014: 48

2015: 53

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

2014: 82%

2015: 80%

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?

Yes

If so, please describe the established program(s) and their duration, if applicable.

We sponsor an Equal Justice Fellow.

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 applicable.

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.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- The 2016 Marvin Frankel Award from Human Rights First for our work on political asylum cases
- Recognition as a "Champion of Choice" by the National Institute for Reproductive Health in 2016
- The 2016 "Best Law Firms for Pro Bono" list from Vault.com
- DC Appleseed's 2015 Pro Bono Award
- The 2015 "Pro Bono Law Firm of the Year" by Law360
- Honored for our "hundreds of hours of pro bono legal support over many years on a range of important issues" at the Innocence Project's 2015 Annual Gala
- The Washington Lawyers' Committee for Civil Rights and Urban Affairs 2015 Outstanding Achievement Award

- Recognition in 2014 by the D.C. Judicial Conference's Standing Committee on Pro Bono Legal Services
- Award for Outstanding Pro Bono Immigration Work in 2014 by the Immigrant Women and Children Project
- The 2014 Pro Bono Publico Award from the Legal Aid Society
- The 2014 Pro Bono Partner of the Year from the Bronx Defenders
- The 2014 Elizabeth Rohatyn Award for Community Service, presented by Lenox Hill Neighborhood House
- The National Legal Aid & Defender Association's Beacon of Justice Award in 2014
- In addition, individual Paul, Weiss attorneys have been recognized for their pro bono work

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Throughout our firm's history, we have maintained an unwavering commitment to providing pro bono legal assistance to those in need and to serve the public interest. This commitment is a part of the very fabric of the firm's identity, and is embraced by every practicing member of the Paul, Weiss community, from the most senior leaders across all departments of the firm to the summer associates who join us each year.

From helping Thurgood Marshall prepare and argue *Brown v. Board of Education*, to winning landmark victories in civil rights cases, and from representing Edith Windsor in *United States v. Windsor* before the lower courts and the United States Supreme Court, to handling death row cases, our lawyers' pro bono work has improved the world significantly and benefited an immeasurable number of people.

PERKINS COIE LLP

MAIN US OFFICE LOCATION:

1201 3rd Ave., Suite 4900 Seattle, WA 98101 www.perkinscoie.com (206) 359-8000

THE STATS

No. of Attorneys: 929 No. of Offices: 19

Managing Partner: John Devaney

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Leah Medway
Pro Bono Counsel
(206) 359-3985
Imedway@perkinscoie.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The firmwide pro bono committee has 19 members, comprised of the partner chair from each of the 16 U.S. offices, the pro bono counsel, a management committee representative and an associate management chair representative. Most U.S. offices also have a local pro bono subcommittee and these vary in number and composition.

THE SCOOP

Does the firm have a written 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 are proud to serve pro bono clients on a wide variety of matters at all levels of complexity and dealing with a broad range of issues, according to clients' needs and our lawyers' interests.

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 2014?

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; Holocaust reparations; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · American Civil Liberties Union
- Bet Tzedek Legal Services

- City Bar Justice Center (New York)
- Community Legal Services in East Palo Alto
- Florence Immigrant and Refugee Rights Project
- Kids In Need of Defense
- Lawyers for the Creative Arts
- Legal Services for Entrepreneurs
- National Veterans Legal Services Program
- Northwest Immigrant Rights Project

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Clemency Project 2014. Over 75 of our firm's attorneys and paralegals in offices across the United States participated in Clemency Project 2014. Through this project, law firms across the county sought sentence commutations from President Obama for thousands of deserving, nonviolent federal prisoners who, if sentenced today under current sentencing laws and policies, would likely have received substantially lower sentences. Under this clemency initiative launched in January 2014, prisoners meeting specific criteria, such as nonviolent criminal history and good behavior in prison, are eligible to have their sentences reduced through the president's exercise of executive clemency. Perkins Coie played a unique role as counsel to the project by conducting preliminary screening of applications. In 2015, our attorneys screened over 3,000 applications. In 2016, we worked with the project in its next stage by directly preparing clemency petitions for individual clients. The project has supported 2,581 petitions submitted to President Obama, of those 650 have been granted clemency, several of whom were Perkins Coie clients.
- Improving Opportunities for Individuals With Disabilities. In the first class-action lawsuit of its kind in the nation, eight individuals with disabilities and United Cerebral Palsy of Oregon & SW Washington filed suit in 2012 under the Americans with Disabilities Act (ADA). The action was brought on their behalf as well as other individuals with intellectual and developmental disabilities (I/DD) who were in or referred to sheltered workshops. The plaintiffs claimed that although they would have preferred to work in an integrated employment setting, the Oregon Department of Human Services failed to provide adequate resources to help them find community-based jobs, which kept them unnecessarily segregated in jobs that paid less than minimum wage and violated the ADA's integration mandate. In 2015, the U.S. District Court for the District of Oregon approved a settlement agreement providing significantly improved opportunities to thousands of Oregonians with I/DD who can and want to work in typical employment setting in the community.
- Helping One Man Find Freedom. Our attorneys successfully vacated a first-degree murder conviction for Teshome Campbell, wrongfully incarcerated for 18 years of a 55-year sentence in Illinois, for a murder he did not commit. He was one of 12 men indicted in 1997 for the crime, which was

the result of a drug deal gone wrong and its ensuing melee. At the end of 2015, the U.S. District Court for the Central District of Illinois vacated his conviction, finding that during his murder trial, Teshome's attorney provided ineffective assistance of counsel and failed to interview and call to testify three witnesses in his defense. If those witnesses had been called to testify, according to the court's finding, their testimony would have been in complete conflict with the state's case and would have caused reasonable doubts about Teshome's involvement in the incident that led to the death of the victim. Teshome gained his freedom and release from prison in early 2016 following the move to dismiss charges by the state's attorney.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 60,640 2015: 54,408

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 935 As of December 31, 2015: 982

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

2014: 67 2015: 59

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 44% 2015: 44%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining bonuses

Perkins Coie LLP

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

50 hours for all attorneys (strongly encouraged)

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 work strategically to develop their skills. For litigators, there are many opportunities to work on matters that involve trial and appellate advocacy, including associates' first trial and appellate oral argument experience. Transactional attorneys can also get great training in client counseling, negotiations, written advocacy and other skills. The firm also hosts a number of in-house formal training programs and notifies associates of online 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 690

2015: 770

Average hours per summer associate spent on pro bono work:

2014: 15

2015: 15

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

2014: 43%

2015: 52%

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

We encourage summer associates to participate in pro bono projects. To facilitate this, we contact summer associates prior to their arrival regarding their interest in pro bono work 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 information 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

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 applicable.

- 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 attending law school and to improve outcomes for diverse law students and lawyers. For example, 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. The firm promotes and supports numerous fundraising drives in which firm personnel participate and donate cash and goods. Some of the organizations for which we sponsored hands-on volunteer activities since 2014 include:

Adopt-a-Family; AIDS Walk; American Cancer Society; American Heart Association; American Red Cross; Back to School Supply Drive for Chicago Public Schools; Big Brothers & Big Sisters; BIKE MS-National MS Society; Boise Veterans' Affairs Medical Center; Central Arizona Shelter Services; Chicago Lights Tutoring Program; Children's Medical Center Dallas; Cystic Fibrosis Foundation; Dallas Volunteer Attorney Program; Denver Children's Home; Earth Corps; Fare Start; Food Lifeline; Gilda's House Chicago; Habitat for Humanity; Her Justice; Human Rights Initiative of North Texas; Leukemia & Lymphoma Society; Make-A-Wish Foundation; March of Dimes; North Texas Food Bank; Oregon Food Bank; Ronald McDonald House Charities; The Salvation Army; Second Harvest Food Bank of Santa Clara & San Mateo Counties; San Francisco Animal Care & Control; St. Mary's Food Bank; United Way; Wounded Warrior Project

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

The following are some of the recognitions our firm and our attorneys have received:

- Washington State Bar Association's 2016 Apex Award
- Domestic Violence Legal Clinic's 2016 Champion of Justice Award
- Innocence Project Northwest Pro Bono Award (2016)
- Florence Immigrant and Refugee Rights Project Pro Bono All-Star Award (2016)
- Oregon State Bar Pro Bono Committee's "Individual at a Firm" Pro Bono Award (2016)
- Chinatown Community Development Center Community Leader Award (2015)
- Coalition to End Gender-Based Violence 2015 Take Action Award
- Alaska Attorney General's Award for Pro Bono Service (2015)
- ABA Death Penalty Representation Project Exceptional Service Award (2015)
- Arizona Center for Disability Law Disability Justice Award (2015)
- Kids in Need of Defense Allegiance Award (2015)
- National Legal Aid and Defender Association 2015 Beacon of Justice Award
- Legal Services NYC Pro Bono Leadership Award (2015)

- Financial Times Innovative Lawyers 2014 Recognition
- · ACLU of Washington 2014 Civil Libertarian Award
- Eastside Legal Assistance Program Law Firm of the Year (2014)
- Washington Association of Criminal Defense Lawyers Champion of Justice Award (2014)
- Century City Bar Association Pro Bono Law Firm of the Year (2014)
- Washington Defender Association President Award (2014)
- King County Dependency CASA Program Pro Bono of the Year (2014)

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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 past few years 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 staff 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 nine years, we have exceeded our Pro Bono Challenge goals. For the past 15 years, 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.

PILLSBURY WINTHROP SHAW PITTMAN LLP

1540 Broadway New York, NY 10036 www.pillsburylaw.com (212) 858-1000

THE STATS

No. of Attorneys: 677 No. of Offices: 20

Chairman: David T. Dekker

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

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

Blaine I. Green, Partner Chair of the Pro Bono Committee (415) 983-1476 blaine.green@pillsburylaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Benjamin M. Dean, Partner Vice Chair of the Pro Bono Committee (202) 663-8460 benjamin.dean@pillsburylaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Valerie Fitch Senior Director of Talent Development (212) 858-1718 valerie.fitch@pillsburylaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The pro bono committee is comprised of attorneys from offices throughout the firm; most offices have at least one partner

member and one associate/counsel member. Members are responsible for coordinating the pro bono activites in their respective offices.

THE SCOOP

Does the firm have a written 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 majority of our pro bono matters are derived from two sources: First, cases are referred to the firm by local nonprofit organizations with whom we have longstanding, ongoing professional relationships. Second, individual attorneys—both partners and associates—bring pro bono opportunities to the attention of their local office pro bono committee members and obtain approval to represent prospective clients on a pro bono basis.

All matters recommended by local office committee members are reviewed and approved by the chair or vice chair of the committee. This review confirms 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 2014?

Asylum; Bankruptcy; Civil rights; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Employment; Environment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Legal Aid Society, DC and NY
- Kids in Need of a Defense (KIND)
- ACLU of Northern California
- Law Center to Prevent Gun Violence
- New York City Bar Justice Center
- Western Center on Law & Poverty
- Lawyers Committee for Civil Rights
- Immigrant Legal Resource Center
- The Public Interest Law Project
- Domestic Violence Legal Empowerment and Appeals Project (DV-LEAP)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• In one of the last opinions of its 2015-16 Term, the United States Supreme Court sided with a Pillsbury pro bono *amicus* brief and issued a landmark ruling that helps protect victims of domestic violence. In *Voisine v. United States*, the court addressed a federal statute that bars anyone convicted of a "misdemeanor crime of domestic violence" from owning a gun. The issue in the case was whether a conviction for reckless assault triggers the gun ban—the parties in the case debated at length whether the common law defined assault to include reckless conduct (as opposed to intentional conduct).

Pillsbury's *amicus* brief for the Domestic Violence Legal Empowerment and Appeals Project (DV- LEAP) and several other public interest groups took a different approach, arguing that the common law meaning of assault need not be followed and, in any event, there was no well-settled common law definition that Congress could ever have intended to follow. Further, Pillsbury argued that limiting the state to exclude convictions based on a reckless state of mind, as the petitioners proposed, would render the federal Gun Control

Act ineffectual with respect to misdemeanor convictions in the 34 states with misdemeanor assault statutes that extend to reckless conduct.

The court took Pillsbury's approach (rather than that advocated by either party) and, in a 6-2 decision with the majority opinion by Justice Kagan, held that the gun ban includes convictions for assault based on reckless conduct regardless of the common law, with several passages and specific examples in the decision tracking Pillsbury's *amicus* brief.

• Earlier this year, U.S. District Judge James Donato granted a preliminary injunction motion on behalf of a class of present and future recipients of food stamps under the CalFresh program in Alameda County, CA. The injunction required Alameda County to adhere to strict timelines established under federal and state law for processing CalFresh applications and awarding benefits to residents entitled to receive food stamps. Federal law requires that food stamp applications be processed within 30 days, and expedited benefits must be paid in three days to eligible applicants. The injunction stemmed from a class action filed in 2015 alleging that Alameda County had been chronically out of compliance with those legally mandated deadlines and had persistently ranked last out of 58 California counties in timely processing these applications. The class action also alleged that the county refused to take the steps needed to remedy those chronic delays. Pillsbury attorneys from our San Francisco and Los Angeles offices represented the plaintiffs along with two legal nonprofits, the Public Interest Law Project and the Western Center on Law & Poverty.

Most importantly, the court's order worked. In granting injunctive relief, the district court noted to the county that, despite its claimed good faith attempts to comply with the law, "maybe a little energy from the federal district court will help the county actually get it done." Under the order, the Alameda County Social Services Agency must file monthly compliance reports with the judge and plaintiffs' attorneys showing that it is processing applications on time. Within months, the county was processing over 98 percent of its applications for food stamps on time—a 75% improvement.

· Along with co-counsel from the Washington Lawyers' Committee for Civil Rights and Urban Affairs, Pillsbury represented the American Council for the Blind (ACB) and its executive director in a lawsuit against four D.C. taxicab companies for discrimination against blind passengers with service animals. The four taxicab companies, comprising more than one-fifth of the D.C. taxicab industry, entered into an Accessibility Initiative Agreement, implementing policies for the protection of blind passengers, mandating training of all taxicab drivers, and funding a testing program to be administered by the ACB. The taxicab companies further agreed to advocate for better policies and training to be administered by the D.C. Taxicab Commission, which has now implemented a new training program including appropriate treatment of blind passengers. As a direct result of this case, all new cab drivers in D.C. will be required to receive this training.

Pillsbury Winthrop Shaw Pittman LLP

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 25,179 2015: 28,506

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 629 As of December 31, 2015: 647

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

2014: 40 2015: 44

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 35% 2015: 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?

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

All attorney—both partners and associates—are required to contribute at least 25 hours annually to 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?

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, and specific to the substance of matters handled, are conducted from time to time. The firm also encourages attorneys to participate in training programs sponsored by pro bono organizations, which take place both on-site at the organizations or here at the firm. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 377

2015: 745

Average hours per summer associate spent on pro bono work:

2014: 11

2015: 20

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

2014: 42%

2015: 57%

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

Summer associates have the same broad opportunities to work on pro bono matters as permanent associates do, and like them, there is no limit on the number of hours that summer associates may spend on these matters. Pillsbury attorneys are encouraged to take summer associates to client meetings,

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depositions and court appearances, and a number of these opportunities arise out of the firm's pro bono work. Summer associates in our various offices attend practice group meetings, which often include presentations by pro bono organizations with which the firm has a relationship. An example is the New York City Bar Justice Center, which has presented at Pillsbury on a number of its services, including its Monday Night Law project, where attorneys spend an evening working with various walk-in clients and assess their legal needs and issues. Our summer associates know that as first year associates and again as mid-level associates, they have the opportunity to apply for our Stimson Fellowship and our Pillsbury mid-level associate fellowship, both of which enable the associates to spend extended amounts of time working with a pro bono organization (see below).

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

Pillsbury's Stimson Fellowship is designed for an incoming first year associate, and provides an annual stipend to allow the associate to engage in a year-long pro bono project, outside of the firm. The Stimson Fellow is invited to all firm activities during the year, including the First Year Associate Conference. At the end of the Fellowship year, the recipient matriculates into the firm as an associate, joining their class. Pillsbury also offers a year-long fellowship to a mid-level (3rd-5th year) associate, during which the associate, while at the firm, devotes 50% of her/his time to a meaningful pro bono project outside of the firm. In addition, some of the firm's offices have loaned associates to local public sector or public interest offices.

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 applicable.

- Attorneys at Pillsbury 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, mentorship of law students and participation in moot court and mock trial competitions. The firm makes annual contributions to our key nonprofit legal service providers; partners and individual attorneys at the firm provide significant financial support to those organizations and other similar nonprofits. An associate in our D.C. office was recently a city-wide coordinator for DC Legal Aid's "Generous Associates" campaign, which raised nearly \$1.5 million city-wide.
- Through Equal Justice Works, Pillsbury established a public service fellowship, which 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 migrant workers, to develop adoption law services for low-income families, to promote systematic reform in the foster care system, and to create a self-sustaining program ensuring that low- to moderate-income minority and women-owned businesses have access to transactional 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.

Our New York office works with high school students in the New York State Mock Trial Competition, participates in toy drives during the holidays, contributes to a program that provides backpacks and school supplies to underprivileged children, and participates in City Harvest's Skip Lunch/Fight Hunger program. Our Houston office participates in the bi-annual Buffalo Bayou cleanup project, holds fundraisers to support veteran organizations in recognition of Memorial Day and Veterans' Day, and works at the Houston Humane Society and the Houston Food Bank. Our Washington, DC and Northern Virginia offices team up throughout on a number of community outreach events, including contributing to the Capital Area Food Bank. Our various California offices participate in the high school Mock Trial program run by the Justice & Diversity Center of the Bar Association of San Francisco, hold book and bake sales to raise money for the In-Out Foundation, which assists abused children, and produce a "Pets of Pillsbury" calendar, giving the proceeds to Shelter Pet Partners, an organization that rescues, rehabilitates and finds homes for shelter animals. Our San Francisco office has consistently been honored by the Bay Area General Counsel Group for its commitment to the annual United Way campaign.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- The Legal Aid Society honored two of our NY associates— Amanda Freyre and Danielle Vrabie—during its annual Pro Bono Publico Awards Ceremony in October 2015. Amanda and Danielle were recognized for their service to an indigent client who suffered breast cancer and lymphedema and lost her job. They worked with the Legal Aid Society on a disability discrimination suit against the Wyckoff Heights Medical Center that claims violations of the Americans with Disabilities Act, the New York State Human Rights Law, and the New York City Human Rights Law.
- This year, DV-LEAP—the Domestic Violence Legal Empowerment and Appeals Project—presented Pillsbury with its highest honor, the Leap for Justice Award. Pillsbury's involvement in DV-LEAP is multi-office and multi-practice, with over 18 Pillsbury attorneys staffed on DV-LEAP's most challenging cases, including the push for Congressional adoption of the client's Concurrent Resolution on "Safety First for At-Risk Children in Court."

Pillsbury Winthrop Shaw Pittman LLP

- The Washington Lawyers Committee for Civil Rights and Urban Affairs awarded Pillsbury an Outstanding Achievement Award for the firm's successful representation of the American Council for the Blind against four D.C. taxicab companies for discrimination against blind passengers with service animals.
- Our Los Angeles office received the 2016 Pro Bono Award from Public Counsel's Community Development Project (CDP), which Pillsbury has participated in and supported for many years.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

 All attorneys are expected to devote a minimum of 25 hours annually to pro bono representation, and pro bono hours are treated the same as client billable hours for salary

- and bonus purposes. The firm encourages attorneys to provide legal services for disadvantaged members of our communities. All pro bono clients become clients of the firm, and are supported by the firm's considerable resources. The experience and personal satisfaction from this work is boundless, and is a positive factor in evaluating an attorney's development.
- Our pro bono work spans beyond U.S. borders. Our London office has helped pro bono client Bridges Self-Management support individuals in recovery from stroke and other debilitating events, by guiding it through a round of debt financing. It also participates in Head to Head, a mock job interview program for students in secondary school or college, as well as the Vertical Rush Challenge to benefit the Shelter organization, where a group of Pillsbury volunteers run up 932 steps of London's original skyscraper, Tower 42.
- In addition, Pillsbury was among the first major U.S. law firms to develop a Corporate Social Responsibility initiative. This allows the firm to expand upon its thriving diversity, environmental sustainability, charitable giving and pro bono programs, and is a reflection of the firm's core values.

POLSINELLI PC

MAIN US OFFICE LOCATION:

900 W. 48th Place, Suite 900 Kansas City, MO 64112 www.polsinelli.com (816) 753-1000

THE STATS

No. of Attorneys: 783 No. of Offices: 20

Chairman & Chief Executive Officer: W. Russell Welsh

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Troy Froderman
Business Litigation Practice Chair, Shareholder
(602) 650-2300
tfroderman@polsinelli.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 10%

Dennis Palmer Shareholder (816) 374-0593 dpalmer@polsinelli.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 5%

Blake Reeves Shareholder (816) 374-0560 breeves@polsinelli.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 7%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Polsinelli's pro bono committee is responsible for overseeing the firmwide program. Among other responsibilities, the

committee implements the firm's pro bono policy, identifies substantive areas in which the firm focuses its pro bono efforts, screens and approves new pro bono matters, assures proper staffing of pro bono work undertaken, encourages attorneys and paralegals to undertake pro bono work, and otherwise assists in the execution of pro bono matters.

THE SCOOP

Does the firm have a written 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 proposed pro bono matters are reviewed by Polsinelli's pro bono committee to determine whether the matter aligns to the firm's stated policies for the types of matters it will accept. If the matter does align to the policy, a determination to accept the matter will be made if appropriate attorney resources are available that best fit the 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Elder law; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Prisoners' rights; The arts and historic preservation; Veterans' benefits/appeals



Polsinelli PC

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Drug Court (general)
- Tunoa adv. Corrections Corporation of America
- Anteria Pratt
- · Commonwealth School
- Climate and Energy Project, Inc.
- Norman Shaw, Jr.
- · Abeln Trust Suit
- Corporate Council on Africa
- FBJH Board of Directors Matters
- Public Counsel: Unaccompanied Alien Children

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Polsinelli recently accepted a case from the United States Department of State to represent a Mexican citizen in a matter under The Hague Convention and the International Child Abduction Remedies Act (ICARA). The purpose of the two remedies is to secure the proper return of children wrongfully removed to, or retained in, any participating state and ensure that rights of custody and of access under the law of one participating state are effectively respected by the other participating state.

Polsinelli represented a Mexican citizen, whose wife unexpectedly absconded to Tennessee with their five-yearold daughter in June, 2015. The father and mother are both Hispanic and the mother fled while her husband was at work so that she could be with her boyfriend in Tennessee. There was no evidence of domestic abuse of any kind. After two trips to the United States, he was unable to convince his estranged wife to return to Mexico with the child. Devastated by the loss of his daughter, he initiated proceedings under the Hague Convention to secure her return home to Mexico. A passionate Polsinelli team including Nashville Shareholder John Peterson, Nashville Associate Michael Malone, and Phoenix Associate Monica Thompson, along with Elizabeth Wagner from the Department of State, worked collaboratively to meet all the requirements under The Hague Convention and ICARA.

We are pleased to report that on April 27, 2016, after extensive testimony at a hearing in the United States District Court for the Middle District of Tennessee, Nashville Division, Judge Aleta A. Trauger granted our client's petition and ordered that the child return home to Mexico with him that same evening. Michael Malone demonstrated impressive advocacy skills in his first court appearance since law school.

- Ryan McAteer (LA), Mike Cutler (LA) and Teri Carson (LA) successfully argued and won asylum for their pro bono client, Wilson Sagastume, before the United States Citizenship and Immigration Services. At age 17, Wilson escaped Guatemala with his younger brother after a series of threats and attacks against his family. He is now able to legally reside in the United States and plans to learn English and attend college.
- Paul Franke (DEN-SH) and Ashley Oliver (DEN-AS)
 completed over 200 hours of pro bono service in the past
 year for Roots Elementary School, a charter school serving
 low income students in Denver, Colorado. Buddy Killebrew
 (CHA-SH) represented The Hutton Company to negotiate and
 close the sale of McGowin Park, a shopping center in Mobile,
 AL for US\$84 million. Polsinelli represented them in the
 land acquisition, development and negotiation. They handled
 the drafting and negotiation of a land lease and 5.5-million dollar construction loan for the school to build its permanent
 facility, which will open its doors to students this fall.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 19,550 2015: 17,783

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 736 As of December 31, 2015: 744

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

2014: 27 2015: 24

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 25% 2015: 25%

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

If so, 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?

Yes

If so, what is the requirement and to whom does it apply?

While not an expressed requirement, all lawyers are highly encouraged to provide pro bono legal services as an expression of the firm's commitment to providing access to justice and quality representation for all persons, regardless of income. The firm's pro bono program is structured to benefit our communities and enrich the lives of our lawyers and staff by giving their time and services, which enhances our efforts to attract quality lawyers and to establish the firm as a leader in the pro bono legal community.

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 CLE and other training utilizing in-house and outside organizations. The firm also works with community pro bono services to provide client and court room contact for associates.

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 applicable.

Polsinelli offers an annual Diversity and Inclusion Fellowship. Amounts are awarded on a case-by-case basis, and there are not a designated number of awards for rising students. The program provides for up to \$30,000 annually in scholarship funds, which may be awarded to an individual or to multiple individuals in order to assist with law school tuition. Factors considered in the selection of fellowship recipients include a demonstrated leadership ability, community service involvement, and commitment to contributing meaningfully to diversity and inclusion in the legal profession/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.

Polsinelli leadership encourages all employees to participate in the firm's VISION Program as a way of giving back to the community and as a way of getting to know one another. A variety of volunteer opportunities are offered to employees who are interested in serving the needs of local charities, and include working at local food banks, volunteering to cook meals through the Ronald McDonald House Charities, conducting clothing drives, and teaching classes on financial literacy.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In recognition of the firm's pro bono efforts and commitment of resources, the Children's Law Center named Polsinelli as its 2016 Law Firm of the Year. The Children's Law Center is a nonprofit organization that provides legal advocacy for abused and neglected children. This is the second time in three years Polsinelli has received this recognition.
- Also as a nod to Polsinelli's commitment to pro bono
 work in the area of children's advocacy, the firm was one
 of only 20 law firms honored by the National Legal Aid
 and Defender Association with the 2014 Beacon of Justice
 Award. Additionally, several Polsinelli offices and individual
 attorneys have been acknowledged for service in children's
 advocacy, including legal advice and actions surrounding
 asylum, immigration, juvenile delinquency, and adoption
 programs.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

In 2013, Polsinelli made national news, including coverage on "60 Minutes" for its work with the Arizona Justice Project, gaining the release of Louis Taylor, a wrongly-convicted man who spent most of his adult life in prison.

QUARLES & BRADY LLP

MAIN US OFFICE LOCATION:

411 East Wisconsin Avenue, Suite 2400 Milwaukee, WI 53202 www.quarles.com (414) 277-5553

THE STATS

No. of Attorneys: 483 No. of Offices: 10

Firm Chair: Kimberly Leach Johnson

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Dawen Caldart
Director, Pro Bono and Professional Development
(414) 277-5553
dawn.caldart@quarles.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 60%

Michael Levey
Partner
(414) 277-5171
michael.levey@quarles.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 20%

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Volunteer Lawyers Project, Milwaukee
- Volunteer Lawyers Project, Maricopa County
- Volunteer Lawyers Project, Pima County
- Bay Area Legal Services
- · Habitat for Humanity
- Chicago Volunteer Legal Services
- Clemency Project
- Sojourner Family Peace Center
- Marquette Volunteer Legal Clinic
- Domestic Abuse Injunction Service of Dane County

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- The firm started an eviction defense project with our legal aid partners in Milwaukee County Circuit Court.
- A bankruptcy matter came to us through our ongoing support of the Phoenix Bankruptcy Court Self Help Center and the work performed on this matter led to our selection as firm of the year. The matter evolved into a rare trial (most matters settle) and the rare remedy of vacating a bankruptcy discharge leading to a financial recovery for the client.
- Attorneys in our Chicago office filed an amicus brief on behalf of the Innocence Network in the matter of *People v. Lerma*, stating that the court was in error to exclude expert eyewitness testimony. Our team argued that the reliability of eyewitness testimony has received increasing scrutiny, and that it's a leading cause of wrongful convictions, and that Illinois should treat eyewitness experts at least as favorably as any other expert. The court agreed, and Mr. Lerma will receive a new trial. The Center on Wrongful Convictions called this a "game-changer for future Illinois criminal trials and for other defendants whose cases are currently on appeal."

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 19,802 2015: 22,850

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 484 As of December 31, 2015: 483

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

2014: 41 2015: 47

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 42% 2015: 44%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 566

2015: 488

Quarles & Brady LLP

Average hours per summer associate spent on pro bono work:

2014: 37

2015: 18

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

2014: 94%

2015: 57%

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

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. Also, summer associates are assigned research projects for criminal appellate issues.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

We provide monetary support to our legal aid partners.

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, adopt-a-school or nursery programs and church related outreach programs.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Beacon of Justice Award, National Legal Aid &Defender Association and the Exceptional Service Award
- American Bar Association Death Penalty Representation Project
- Dane County Bar Association Law Firm Service Award for DAIS
- Milwaukee Bar Association Pro Bono Publico Award
- Arizona State Bar's Bankruptcy Section Distinguished Pro Bono Service Award

- Legal Aid of Collier County Attorney of the Month
- United Community Center Volunteer of the Year for Southside Legal Clinic
- Legal Aid of Collier County Attorney of the Month
- Firm of the Year Bankruptcy Self Help Center
- State Bar of Wisconsin Pro Bono Award for Law Firm or Organization
- Attorney Named a Top 50 Pro Bono Attorney by Arizona Foundation for Legal Services & Education

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 director 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 director, according to a written firm policy available on the firm's internal web site. These matters can be brought to the director 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.

REED SMITH LLP

MAIN US OFFICE LOCATION:

225 Fifth Avenue Pittsburgh, PA 15222 www.reedsmith.com (412) 288-3131

THE STATS

No. of Attorneys: 1,700 No. of Offices: 27

Global Managing Partner: Alexander "Sandy" Thomas

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Christopher K. Walters
Senior Pro Bono Counsel
(215) 851-8278
cwalters@reedsmith.com
Approximate percentage of his/her time

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Jayne E. Fleming Pro Bono Counsel (212) 459-0217 jfleming@reedsmith.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Lori Lasher
Pro Bono Committee Chair
(215) 851-8136
llasher@reedsmith.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 40%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

Twenty-five partners, counsel, and associates

THE SCOOP

Does the firm have a written pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm? $\mathbf{v}_{\mathbf{e}\mathbf{s}}$

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 conflicts, ordinarily it is taken.

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 2014?

Asylum; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None



Reed Smith LLP

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Lawyers' Committee for Civil Rights Under Law (several offices)
- Big Brothers Big Sisters & chapters (several offices)
- Neighborhood Legal Services Association (Pittsburgh)
- Southern Center for Human Rights (several offices)
- METAdrasi (Athens and other offices)
- San Francisco AIDs Referral Panel
- Transgender Legal Aid & Defense Center (several offices)
- Local Initiative Support Corporation (several offices)
- The Women's Center (Virginia offices)
- Advocates for International Development (several offices)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Reed Smith successfully concluded an immigrant-plaintiffs' class action, brought in California pro bono, against the federal government. The successful settlement compelled the federal government to grant all newly-arriving immigrants the prompt hearing required by law to determine their status. For this achievement the firm has received two awards: the *Daily Journal*'s 2016 CLAY Award for Pro Bono Law, and the ACLU of Southern California's Access to Justice Award.
- Reed Smith successfully concluded 16 years of capital litigation in Pennsylvania by obtaining a ruling that permanently removed our client, Bradley A. Martin, from death row. The court found that Martin's right to fair pretrial plea bargaining had been violated. Reed Smith had taken over the case in 1999 after Martin's death sentence had been upheld by the Pennsylvania Supreme Court.
- On behalf of a family from El Salvador whose 26-year-old son wrongfully died in federal custody, Reed Smith secured a handsome settlement after several years of civil rights litigation in federal court in California. Defendants who paid the settlement were the federal and county governments. The son, who was HIV positive, had been denied his prescribed antiretroviral medications, resulting in an untreated infection that took his life.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 58,262

2015: 54,384

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,164

As of December 31, 2015: 1,081

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

2014: 50

2015: 50

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 44%

2015: 45%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 hosts trainings by outside public interest groups, and makes 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 1,250

2015: 1,125

Average hours per summer associate spent on pro bono work:

2014: 38

2015: 40

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

2014: 90%

2015: 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 applicable.

The firm has ongoing pro bono partnerships with several law school clinics: Berkeley (asylum representation clinic), New York University Law School (international transactions clinic), and University of Pennsylvania Law School (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 D.C. 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

Reed Smith LLP

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 special recognition or awards your firm has won in the last three years for its pro bono work.

- Reed Smith won *The American Lawyer*'s 2016 Grand Prize for Global Citizenship—the highest honor it confers for international pro bono work. The award recognized our organization and on-the-ground leadership of pro bono teams working in refugee camps in Jordan and Greece.
- Reed Smith successfully settled the pro bono immigration
 plaintiffs' class action we brought in California. The
 settlement compelled the federal government to grant all
 newly-arriving immigrants the prompt hearing required
 by law to determine their status. For this nationwide
 achievement, the firm received the *Daily Journal*'s 2016
 CLAY Award for Pro Bono Law and the ACLU of Southern
 California's Access to Justice Award.
- Big Brothers Big Sisters of America gave its coveted Common Good Award for 2015 to Reed Smith, in appreciation of the firm's pro bono work for Big Brothers and its chapters. The firm has provided more than \$3 million in pro bono legal support since 2012.
- The *Financial Times* selected Reed Smith for its top award in "Innovation in a Social Responsibility Project" at the 2014 Innovative Lawyers Awards ceremony in New York. This award was based on the firm's pro bono project in Haiti, which brought to safety and resettled in the United States and Canada 63 women and children who suffered sexual violence after the 2010 Haiti earthquake.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- 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, the largest in the firm,
 two-thirds of our lawyers do pro bono and they average
 more than 30 hours per year, one of the highest averages of
 any United Kingdom law office.
- 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 New York, and the last is our Responsible Business manager in London. The firm also has a standing Pro Bono Committee of practicing partners and associates.

RICHARDS, LAYTON & FINGER, P.A.

MAIN US OFFICE LOCATION:

920 N. King St. Wilmington, DE 19801 www.rlf.com (302) 651-7700

THE STATS

No. of Attorneys: 142 No. of Offices: 1

President: Gregory V. Varallo

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

C. Malcolm Cochran IV Director (302) 651-7506 cochran@rlf.com

Mark V. Purpura Director (302) 651-7588 purpura@rlf.com

Melanie George Smith Pro Bono/Community Service Coordinator (302) 651-7574 msmith@rlf.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 95%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Semi-Annually

Please describe the composition of the committee:

11 attorneys, including a chair and vice chair, plus the firm's pro bono coordinator.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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

Attorneys have broad leeway to pursue and undertake meaningful pro bono and community service projects. The review of a proposed pro bono project involves confirming that the client is either a non-profit (or requesting help to become a non-profit) or an individual who cannot afford legal fees and has a real need for assistance.

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 2014?

Bankruptcy; Civil rights; Community economic development; Domestic violence; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Immigration; International human rights; Living wills; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Powers of attorney; Prisoners' rights; Probate law; Real estate transactions; Representation of foster children; The arts and historic preservation; Voting rights

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None



Richards, Layton & Finger, P.A.

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Delaware Volunteer Legal Services
- Delaware Office of the Child Advocate
- Delaware Association for the Advancement of Nonprofits
- · East Side Rising
- · Delaware National Guard
- · Greenlight Planet Inc.
- Kids Runway for Research
- Nature Conservancy of Delaware
- It Takes a Village
- ACLU

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Eastside Rising: Richards, Layton & Finger has played a central role in, and has thus far contributed over 500 pro bono hours to, an innovative, community-driven development project in a distressed area of Wilmington, Delaware's largest city. The "Eastside Rising" project, led by the Central Baptist Community Development Corporation, seeks to unite community members with public and private stakeholders to revitalize the East side of Wilmington. Firm attorneys have provided counsel on initiatives related to all three thrusts of the project: housing improvement, workforce development, and economic empowerment. Efforts so far include making fresh produce and healthy food available in the community, training and placement of community members in skill-based jobs, and renovating housing to promote affordable home ownership. The success of this initiative will greatly improve both the infrastructure and quality of life in a significant part of our community.
- APOPO: APOPO, headquartered in Tanzania, trains rats to detect both landmines and tuberculosis. Richards, Layton & Finger assisted APOPO with the formation of two Delaware corporations, one for-profit and one nonprofit, and the submission of its application for tax-exempt status to perform research to develop and train the search-and-rescue rats. This work was also cited when the firm was chosen to receive the 2014 Lex Mundi Pro Bono Foundation Award for the North American region.
- mothers2mothers: mothers2mothers is an international organization working to eradicate pediatric HIV by training, employing, and empowering mothers living with HIV. Richards, Layton & Finger has provided ongoing legal services to mothers2mothers, including corporate restructuring and governance issues. This work was cited among the reasons the firm was chosen to receive the 2014 Lex Mundi Pro Bono Foundation Award for the North American region.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 6,433

2015: 5,991

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 137

As of December 31, 2015: 146

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

2014: 47

2015: 41

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 51%

2015: 39%

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

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

20 hours, applicable to all attorneys

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 extensive training to every attorney who wishes to undertake a pro bono project. We partner with several local non-profits and government agencies that provide in-depth CLE seminars at the firm with respect to the most commonly undertaken pro bono projects. Furthermore, the attorneys are on teams based upon the pro bono project they are engaged in. These teams meet three times a year at a minimum to discuss issues that arise in any team member's case. The teams bring in guest speakers on various topics of interest to the team. More senior team members mentor the newer team members, and newer members can either partner with more senior attorneys or shadow them on a case.

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 attend pro bono team meetings where they have the opportunity to learn about our pro bono undertakings. They engage in pro bono projects to the extent they are assigned to help on any.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

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 applicable.

The firm strongly supports and encourages all attorneys to engage in community service projects. Every year in January, on Martin Luther King Day, the firm organizes a day-long volunteer opportunity at a local non-profit. All firm employees are invited to spend their day working together to improve the lives of others.

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 Martin Luther King Day of Service projects
- Mentoring at Bancroft Elementary School in Wilmington, Delaware
- Mentoring at Stubbs Elementary School in Wilmington, Delaware
- Serving at Emmanuel Dining Hall, Wilmington, Delaware
- Delaware Marathon in support of the William E. Proudford Sickle Cell Fund

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Richards Layton director C. Malcolm Cochran, IV received the Delaware State Bar Association's 2015 Christopher W.
 White Distinguished Access to Justice Commitment Award in recognition of his extraordinary commitment to pro bono work and his dedication to supporting and providing legal services to the state's underserved population.
- Richards Layton attorneys Mark Purpura, Melanie George Smith and Robert Burns were awarded the Delaware Distinguished Service Medal for their pro bono services to the Delaware National Guard in recognition of their countless hours of pro bono service and "their demonstration through action of a core value in the military of 'Service before Self."
- C. Malcolm Cochran, IV was presented with the 2014
 President's Award by the Delaware Volunteer Firefighter's
 Association for his extensive pro bono work on behalf of
 Delaware's volunteer fire and ambulance services.
- Richards Layton was honored with the 2014 Lex Mundi Pro Bono Foundation Award for the North American region.
 The award recognizes member law firms that have provided critical pro bono legal services to help strengthen the global rule of law and improve the lives of the world's poor and disenfranchised.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

There is strong support and encouragement for pro bono and community service projects at the highest levels of Richards, Layton & Finger. We have a full-time pro bono coordinator to oversee and facilitate the firm's efforts, and our attorneys can count pro bono time as billable hours. From senior directors to junior associates, the overwhelming majority of

Richards, Layton & Finger, P.A.

our attorneys are involved with pro bono projects. The firm presents them with many opportunities for pro bono work, but our attorneys are also encouraged to pursue projects that are particularly meaningful to them. In addition, the firm offers many volunteer opportunities outside of legal services.

Firm employees, from leadership to staff members, join together regularly throughout the year to perform community service projects such as mentoring children, serving food in shelters, donating and delivering holiday gifts for needy children, and more.

ROPES & GRAY LLP

MAIN US OFFICE LOCATION:

1211 Avenue of the Americas New York, NY 10036 www.ropesgray.com (212) 596-9000

THE STATS

No. of Attorneys: 1,246 No. of Offices: 11 Chairman: R. Bradford Malt

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

4

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

Rosalyn Garbose Nasdor Director of Pro Bono Legal Services (617) 951-7561 rosalyn.nasdor@ropesgray.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Byrne Harrison
Pro Bono Coordinator
(212) 596-9134
byrne.harrison@ropesgray.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Felicity Kirk
International Pro Bono
felicity.kirk@ropesgray.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

Our committee is comprised of partners from the firm's various offices and practice areas. In addition, we have an Associate

Advisory Group made up of associates from various offices, who serve as liaisons between the committee and the local associates

THE SCOOP

Does the firm have a written 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 welcome a full spectrum of pro bono projects from a variety of legal service providers, and the pro bono committee is responsible for reviewing and approving all 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights



Ropes & Gray LLP

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• On April 28, appellate and Supreme Court litigation partner Doug Hallward-Driemeier argued before the U.S. Supreme Court in the pivotal marriage equality case *Obergefell v. Hodges*, which represents a consolidation of several cases hinging on the legal rights of same-sex couples.

Mr. Hallward-Driemeier argued the second question before the court: "Does the Fourteenth Amendment require a state to recognize a marriage between two people of the same sex when their marriage was lawfully licensed and performed out-of-state?" Mary Bonauto, civil rights project director for Gay & Lesbian Advocates & Defenders (GLAD) addressed question 1: "Does the Fourteenth Amendment require a State to license a marriage between two people of the same sex?"

Ropes & Gray first became involved in November 2014, when the National Center for Lesbian Rights asked the firm to join their organization and Tennessee co-counsel in seeking Supreme Court review of a Sixth Court reversal of the decision in *Tanco v. Haslam*. In *Tanco*, the petitioners were lawfully married while living in other states, and sought recognition of their marriages in Tennessee when the couples moved to the state for reasons related to their employment. Although the district court ordered the state to recognize the plaintiffs' marriages, the Sixth Circuit reversed the order, becoming the first court of appeals to uphold a ban on recognizing the marriages of same-sex couples following the Supreme Court's decision in *United States v. Windsor*.

The landmark decision in *Obergefell*, affirming the constitutional rights of LGBT individuals and same-sex couples, represents the culmination of a distinguished history of Ropes & Gray's pro bono work, particularly our work on LGBT issues and marriage equality.

 Years of pro bono effort culminated in the resolution of a class-action lawsuit that alleged an unconstitutional pattern and practice of excessive force against inmates by the New York City Department of Correction at Rikers Island and other jails.

In October 2015, the U.S. District Court for the Southern District of New York granted final approval to a landmark settlement in *Nunez v. City of New York* that requires comprehensive reforms by the New York City Department of Correction. The settlement resolves a case on which dozens of Ropes & Gray partners, associates, paralegals and litigation technology specialists spent more than 30,000 pro bono hours

Ropes & Gray's involvement began in May 2012 when The Legal Aid Society Prisoners' Rights Project and the law firm Emery Celli Brinckerhoff & Abady LLP approached the firm about partnering on the case. The Ropes & Gray team started discovery in the fall of 2012—an effort that ultimately encompassed more than two million pages of hard-copy discovery and large-scale electronic discovery. In December 2014, the U.S. Department of Justice intervened as a plaintiff in *Nunez* on behalf of 16-to-18-year old inmates at Rikers Island, and attorneys with the U.S. Attorney's Office for the Southern District of New York partnered with Ropes & Gray and co-class counsel to achieve the consent judgment. Attorneys from the New York City Law Department represented the City and its Department of Correction in the lawsuit.

The deputy independent monitor who oversees the reforms and helps make the jails a safer environment for staff and juvenile inmates alike is a former Ropes & Gray associate who worked on the matter.

• Using the FBI's admission that its forensic experts provided flawed hair analysis testimony, Ropes & Gray won a motion for a new trial that ultimately freed George Perrot, who had been wrongfully imprisoned for 30 years. This was the first time a court had granted a new trial based on the FBI's admitted errors in its hair analysis without also having DNA analysis corroborating the exoneration.

The hair evidence in the case had been lost or destroyed long before the firm got involved, so analysis of hair samples was not an option. The FBI hair analysis testimony had been critical to the conviction, particularly since the victim consistently insisted that Mr. Perrot could not have been her attacker.

Because the law requires the defense to raise all appellate issues only once and on the first appeal, older convictions like Mr. Perrot's are difficult to overturn. One of the rare opportunities a trial team may have to challenge an old conviction arises if the team discovers new evidence that is sufficiently significant to justify a new trial.

Here, the FBI had begun an audit of its hair analysis testimony in old cases. Ropes & Gray urged the FBI to expedite its audit of Mr. Perrot's case, making it one of the first in the nation to be reviewed for errors. At the evidentiary hearing, our trial team introduced the audit findings, as well as independent expert testimony about the significant and

recent changes in the understanding of the limits of hair analysis.

The two-day hearing resulted in a comprehensive decision, recognizing that the newly discovered evidence warranted a second trial for Mr. Perrot. Finally, Mr. Perrot was released from prison after serving 30 years for a crime he did not commit.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 93,008

2015: 98,174

What was the attorney headcount in your firm's US office(s)

As of December 31, 2014: 952 As of December 31, 2015: 1,027

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

2014: 98

2015: 96

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 75%

2015: 72%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 3,846

2015: 4,822

Average hours per summer associate spent on pro bono work:

2014: 38

2015: 34

Ropes & Gray LLP

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

2014: 89%

2015: 85%

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

If so, 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 applicable.

Each year Ropes & Gray attorneys dedicate thousands of hours to law-related public interest and community service endeavors sponsored by the firm. Examples include:

- The Legal Apprenticeship Program, an innovative joint venture between Discovering Justice and Citizen Schools, which 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.
- The Legal Outreach Program, which provides New York's 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.
- Equal Justice Works Fellows, sponsored by Ropes & Gray and Pfizer, allowing EJW fellows to work at pro bono legal service providers.
- The Ropes & Gray Roscoe Trimmier Jr. Diversity Scholarship provides up to five outstanding second-year law students

with an award to offset the expenses of their legal education. Recipients also receive a paid summer associate position at the firm following the completion of their second year.

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 with organizations such as:

- Boston Partners in Education and Everybody Wins! DC: lunch-time reading programs with elementary school students.
- Citizen Schools Eight Grade Academy: after-school tutoring and mentoring eighth graders.
- Backpack Project: participating lawyers and staff volunteer time and money by individually purchasing a backpack, a selection of grade-appropriate school supplies, and new clothes 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 special recognition or awards your firm has won in the last three years for its pro bono work.

In the past three years, Ropes & Gray and its lawyers received numerous awards and recognitions of their pro bono work. Highlights include:

- Pro Bono Program of the Year at the Chambers Diversity Awards 2016
- Veterans Legal Services Outstanding Pro Bono Award 2016
- Immigration Equality Safe Haven Award 2016
- Law360 recognized Ropes & Gray as a "Pro Bono Firm of the Year 2016"
- The American Bar Association's Standing Committee on Pro Bono and Public Service Outstanding Medical-Legal Partnership Pro Bono Advocacy Award 2015
- Co-grand prize winner of *The American Lawyer*'s 2014 Global Citizenship Award for the firm's pro bono work with The Nature Conservancy
- Lawyers' Committee for Civil Rights and Economic Justice Civil Rights Pro Bono Award 2014
- The Legal Aid Society's 2014 Innovative Pro Bono Service Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or

bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Ropes & Gray's public service commitment is a hallmark of the firm, rooted in the example set by the firm's founders nearly a century and a half ago. From securing asylum for endangered immigrants to helping people keep their homes to winning the release of the wrongly convicted, Ropes & Gray strives to provide the highest level of pro bono legal advice and support to those who need it most.
- In 2015, the attorneys, paralegals, summer associates and staff of Ropes & Gray demonstrated an unwavering and uncommon commitment to their pro bono practice, logging over 114,000 hours to pro bono clients. These efforts

- helped clients address issues related to health care, benefits, nonprofit administration, asylum, tenancy and homelessness and ecological preservation, among other areas.
- Our commitment to pro bono service is facilitated by a Pro Bono Committee, which identifies and considers prospective initiatives, a Director of Pro Bono Services who administers and fosters the firm's pro bono program, and pro bono staff who assist with the administration. The firm encourages attorneys and staff to recommend pro bono matters and community service initiatives, and because of those direct referrals, the firm's work continues to reflect the varied interests and enthusiasms of its people.

SCHIFF HARDIN LLP

MAIN US OFFICE LOCATION:

233 South Wacker Drive, Suite 6600 Chicago, IL 60606 www.schiffhardin.com (312) 258-5500

THE STATS

No. of Attorneys: 319 No. of Offices: 8

Managing Partner: Marci Eisenstein

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Paul E. Dengel Partner (312) 258-5614 pdengel@schiffhardin.com

Mark C. Zaander Partner (312) 258-5520 mzaander@schiffhardin.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

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 the firm have a written 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 is no one philosophy or approach that drives Schiff's probono matters. Rather, the firm takes a bottom-up approach. Individual lawyers and staff are free to pursue their probono passions, and they do. They identify people or organizations that need our help, and the firm steps in. For this reason, our work is wide-ranging. We represent organizations and people, from national animal law organizations that seek to protect all varieties of animals to individual immigrants seeking asylum in the United States. In 2015, our lawyers worked on 370 matters for over 230 pro bono clients.

Schiff also has a pro bono counsel who works closely with everyone at the firm who performs pro bono work. This lawyer—who has been at the firm for many years—identifies perspective pro bono matters and shares information about them with everyone at the firm. He also provides support to associates, summer associates, and partners so that they can provide high-quality and timely representation to our pro bono 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; Probate law; Public benefits; Real estate transactions; The arts and historic preservation; Veterans' benefits/appeals; Voting rights; Wrongful Convictions

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Chicago Volunteer Legal Services
- Death Penalty Cases Referred by the ABA
- Humane Society of the United States
- National Immigrant Justice Center
- Future Brilliance Afghanistan, LLC
- First Star
- Lawndale Christian Legal Center
- Disability Opportunity Fund
- A person detained after 9/11
- A person wrongfully convicted and freed after 22 years

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 Two Schiff lawyers represented a student who alleged she had been sexually assaulted by a fellow student at the School of the Art Institute of Chicago. The other student sued our client for defamation.

We argued that our client's report of sexual assault to campus security was protected by the Illinois privilege for reports to law enforcement. But the Circuit Court of Cook County denied our motion to dismiss, certifying for appellate review the question of whether campus security was equivalent to law enforcement.

In a landmark ruling, the Illinois Appellate Court held in June 2016 that college students in Illinois may report crimes of sexual assault to campus security without risking a defamation lawsuit. The decision is a sweeping victory for college students who are victims of sexual violence, and makes Illinois only the second state to recognize an absolute privilege for reports of sexual assault to campus security.

In a strongly worded unanimous decision, the court wrote, "We find that the absolute privilege applies to statements that are made to campus security for the purpose of initiating legal proceedings" and agreed that "a contrary policy would surely have a chilling effect of deterring victims from reporting a crime of sexual violence for fear that retaliatory legal action may be taken against them. Moreover, it is manifestly counterintuitive to penalize a victim for reporting an alleged incident of on-campus sexual violence to her security department." It remanded the case to the trial court for a ruling consistent with its holding.

We plan to renew our motion to dismiss in the trial court based on the First District's decision. This was the second time the firm teamed up with the Chicago Alliance Against Sexual Exploitation to successfully defend a defamation suit brought against a woman who reported a sexual assault.

• Sometimes an important, long-term representation comes to a terribly sad end. That was the situation when our client Daniel Lucas was executed by the State of Georgia on April 27, 2016. The many Schiff lawyers who have represented him over the past 11 years—spending 16,000 hours—mourn the loss. We took Daniel's case after his trial lawyers were unable to suppress a questionable confession, then conceded his guilt, and did not put on any mitigating evidence describing his horrific childhood. We prepared Daniel's amended state habeas petition—reviewing voluminous files from the original case, interviewing and securing affidavits from dozens of witnesses, identifying and working with experts, and researching and developing the legal claims.

In 2007, at a three-day state habeas trial, we presented evidence and submitted hundreds of pages of briefing and more than 400 exhibits. The judge denied Daniel's claims.

Our subsequent federal habeas petitions were also unsuccessful.

We turned our attention to the clemency process—the last avenue to spare Daniel's life. Daniel's lead lawyer, Dave Blickenstaff, spent the last weeks of Daniel's life in constant contact with him and his friends and family. In spite of these efforts, the Board denied Daniel clemency.

Daniel's execution occurred on April 27. Dave spent the hours leading up to Daniel's execution at a home near the prison, comforting Daniel's loved ones. Although no one could be with Daniel in person during his final hours, Dave remained in contact with him. Eventually, he called Daniel to tell him that his final appeal had been denied.

During the memorial service, Dave read a journal entry that Daniel had written. It said, "If you become a better person, accomplish your goals, and leave something of yourself behind, you are showing that you are a person capable of change, good, and that there is hope even for the worst of people." Schiff remains committed to death penalty work.

• We also strive to give a voice to the voiceless through our animal law work. Recently, we played a major role in the effort to end shark finning, the cruel practice of cutting off a shark's fins and dumping its mutilated body back into the water. The shark will then starve to death, be slowly eaten by other fish, or drown because it cannot force water through its gills by swimming. This practice kills tens of millions of sharks each year. Economic demand in California, a large market for shark fins, supports shark finning. In 2011, California banned the sale and possession of detached shark fins. Opponents have since mounted two legal attacks on the ban. Working with lawyers at The Humane Society of the United States (HSUS), we defeated both of them.

In October 2015, we defended against the second challenge to the law before the Ninth Circuit Court of Appeals, which affirmed the district court's decision to dismiss. Plaintiffs were denied an en banc review of the Ninth Circuit's

Schiff Hardin LLP

decision; in May 2016, the United States Supreme Court denied cert.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 21,160

2015: 23,170

What was the attorney headcount in your firm's US office(s)

As of December 31, 2014: 395

As of December 31, 2015: 376

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

2014: 54

2015: 62

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 31-40%

2015: 39%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 houses?

Yes

PRO BONO POINTS

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

Our pro bono work provides Schiff associates with valuable training on its own—and we supplement that training both formally and informally. Associates take the lead in a high percent of pro bono cases here. First off, over half of Schiff's associates in Chicago volunteer at the neighborhood clinic we staff for Chicago Volunteer Legal Services. Individual clients come to the clinic seeking help with landlord-tenant disputes, family disputes, and others. CVLS work provides many associates with their first court appearance, good negotiation experience, and an education about representing and working with individual clients. Associates drive the strategy of CVLS cases, meet with clients, and develop their interview skills.

Other pro bono representations provide associates with additional training. For example, New York associates conduct depositions on behalf of the New York City Law Department, and Schiff associates nationwide represent immigrants and appear at asylum hearings.

Finally, we supplement associates' on-the-job training with additional training opportunities. We run a litigation training program that consists of intensive workshops on motions practice and deposition training. Our firm's legal writing coach holds writing workshops and works one-on-one with associates to help them improve their legal writing, often in connection with 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 487

2015: 712

Average hours per summer associate spent on pro bono work:

2014: 15

2015: 34

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

2014: 34%

2015: 76%

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

Our summer associates participate in the firm's pro bono work to the same extent the firm's full-time lawyers do. During summer 2016, the opportunities were plentiful. One summer associate—an immigrant himself—participated in drafting an asylum petition on behalf of a young woman seeking refuge in this country after she was persecuted based on her political beliefs in Ivory Coast. In the petition, he marshalled evidence that the political situation in Ivory Coast remained dangerous and volatile and that our client was at great risk if she returned. A different summer associate worked on an amicus brief supporting an ordinance banning puppy mills. Another summer associate researched and drafted a memo for a California gun control organization analyzing whether local gun control laws might be preempted by new state legislation. A fourth analyzed whether certain federal election laws required a nonprofit client to report its voter registration activities.

Finally, many of our summer associates researched and drafted memos for the Anti-Defamation League. The ADL asked us to analyze several constitutional questions. The topics ranged from analyzing whether schools can ban students from wearing religious garb to whether states' mandatory vaccination laws are constitutional. Our pro bono counsel supervised these assignments, commented on the memos, and met with each summer associate to discuss that work.

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 applicable.

- We have two additional projects that promote the public good. We conduct writing workshops for law students and provide financial support to diverse law students. Since 1999, we have funded the John Waldron Scholarship at Loyola University Law School in Chicago. The scholarship is awarded annually to a first-year minority law student attending classes on a full-time basis at the Loyola University Chicago School of Law.
- We started a second program in the last few years. We know that lawyers need to write well to be successful in all types of legal practice. Schiff's legal writing coach Julie Schrager works closely with summer associates, associates,

- and partners to improve their writing skills. She also holds workshops for first-years in law school. The sessions address topics like "How to Get Started On a New Writing Assignment," "Revising, Editing, and Proofreading Your Own Work," and "Taking It To The Real World: How to Apply What You've Learned to Your First Professional Legal Experience." Julie held her most recent workshop at Howard University Law School this fall.
- We also fund several Public Interest Law Internship (PILI) fellowships for our incoming associates during the fall before they start at the firm. In the past two years, our incoming associates have worked at the Chicago Coalition for the Homeless, the Illinois Torture Inquiry and Relief Commission, the Legal Assistance Foundation of Chicago, the ACLU of Northern California and Illinois, and the Cabrini Green Legal Aid Project, along with other public interest 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.

- Schiff also offers non-law-related volunteer activities to all of its lawyers and staff. Several years ago, we established the ACT initiative. ACT stands for All Come Together and is inspired by a Dr. Martin Luther King Jr. quote. Each year the committee chooses a theme to guide its pro bono work. The 2016 theme is Justice. People from all of our offices have engaged in volunteer activities focused on this theme.
- In Chicago/Lake Forest, we partnered with Aspiration of Life, a community organization, to send care packages to community members serving in the military and stationed abroad, as well as A Safe Place, a domestic violence crisis organization in Northern Illinois. We renovated A Safe Place's crisis shelter, including fresh paint, new office furniture, and new lighting, as well as contributing financial support. Around the country, we partnered with Michigan Advocacy Program (AA), S.M. Wright Foundation (DA), ASPCA (NY), Family Violence Appellate Project (SF), and Child Justice, Inc. (DC).

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Associates frequently take the lead here in pro bono work and are awarded for their efforts. In 2016, three Schiff associates received significant awards. Shawna Boothe, along with partner Paula Ketcham, received the 2016 Pro Bono Superstars Award from Chicago Alliance Against Sexual Exploitation for their work representing a college student who had been sued for defamation after reporting a sexual assault to campus security. Shawna argued the case in the Illinois Appellate Court and persuaded the court to establish an absolute privilege for reports of sexual assault to campus police. Molly Wiltshire received the 2016 Rising Star Award from the National Immigrant Justice Center for her work representing a young woman from Ivory Coast who is seeking political asylum here after being threatened based on her political beliefs. Adam Diederich received the 2016 Young Lawyer Pro Bono

Schiff Hardin LLP

Award from the Educational Equity Project of the Chicago Lawyers' Committee for Civil Rights. For three years, Adam has defended students in the Chicago area who face expulsion by investigating, negotiating, and participating in hearings to ensure their education is uninterrupted.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Earlier this year Schiff created a new firm award to recognize the people here who put in so much time and commitment to pro bono legal and community work. Since we established the Community Service Award, we have awarded it to a young Chicago associate who helped secure the release of a man who had been wrongfully convicted of murder; to a partner who has worked for decades with the largest pro bono provider of civil legal services in Chicago; and to our New York City office coordinator who serves on the board and works closely with an organization that runs a food pantry and a mentoring program.

We also take on significant relationships with organizations we feel strongly about. We represent the Lawndale Christian Legal Center, an organization that guides youths through the criminal justice process and provides a range of social services to minimize the risk that the kids will continue to engage in criminal activity. So far we have represented individual youths in their criminal cases and appeals, negotiated a real estate sale, consulted on ethical issues, hosted and taught in a trial skills training program for kids, and helped with grant applications. We also sponsored LCLC's annual benefit in 2016.

ASTRONG PROBONO COMMITMENT

SCHULTE ROTH & ZABEL has a long history as a leader in pro bono services, and we are unique in the ways we serve nonprofits and less privileged clients. Our program is headed by a former attorney-in-chief of The Legal Aid Society, whose practice is devoted entirely to overseeing our pro bono work, which includes not only taking the traditional approach to handling matters for individuals and partnering with pro bono organizations, but also serving as outside legal counsel in strategic partnerships with targeted international, national and local organizations, assisting them with transactional matters and policy issues. This approach allows our lawyers across all practices to engage in pro bono service in their own areas of focus and expertise.

AWARD SPOTLIGHT

- Who's Who Legal's 2015 "Top 10 Leading Law Firms for Pro Bono"
- New York Law Journal's "Lawyers Who Lead by Example" 2015 Pro Bono Award
 - » Co-counsel with the New York Civil Liberties Union in *Hurrell-Harring v. New York*, a landmark right-to-counsel case

REPRESENTATIVE CLIENTS

- · Sanctuary for Families
- · Help for Children
- Partners In Health
- Tanenbaum Center for Interreligious Tolerance
- The Innocence Project

RECENT RECOGNITIONS

- Sanctuary for Families
- · Opportunity Agenda
- New York Council of Defense Lawyers
- Women's Housing and Economic Development Co.
- Lawyers Alliance for New York
- Lawyers' Committee for Civil Rights Under Law

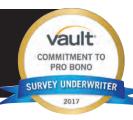
ISSUES WE ADDRESS

- Homelessness and poverty
- Education
- Immigration and asylum
- · Voting and other civil rights
- Health care



Schulte Roth & Zabel LLP New York | Washington DC | London www.srz.com

SCHULTE ROTH & ZABEL LLP



MAIN US OFFICE LOCATION:

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THE STATS

No. of Attorneys: 355 No. of Offices: 3

Chief Operating Officer: Brian F. Schare

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Daniel L. Greenberg Special Counsel for Pro Bono Initiatives (212) 756-2069 daniel.greenberg@srz.com

Bernadette A. Morgan Pro Bono Coordinator (212) 756-2090 bernadette.morgan@srz.com

Michael E. Swartz Pro Bono Committee Chair (212) 756-2471 michael.swartz@srz.com

Does the firm have a pro bono committee?

Yes

If so, 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 for the firm by their extensive pro bono work, and their oversight of numerous associate matters.

THE SCOOP

Does the firm have a written 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? $_{\rm No}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

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; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; Public benefits; 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? If so, please indicate the specific areas below. If not, please select "none."

Death penalty defense

List up to 10 of your firm's pro bono clients or partners since 2014, 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
- Help for Children/Hedge Fund Cares
- Neighborhood Housing Services

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- 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. Wainright, 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. In 2016 the state legislature unanimously passed legislation extending the settlement statewide and we are working with the governor's office on a final compromise to implement the plan.
- 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 antipiracy laws against political opponents.
- Our firm partnered with the Institute for Justice and Democracy in Haiti in researching ethical issues and immunity questions for its groundbreaking lawsuit against the United Nations for its health workers bringing cholera to Haiti. The massive outbreak of the disease has been traced to UN peacekeepers 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.IJDH then filed suit in the Southern District of New York.It lost, and has appealed. On behalf of our client AIDS Free World, the firm wrote an amicus brief in the Second Circuit on the legal issues involved.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 18,062 2015: 10,457

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 337 As of December 31, 2015: 340

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

2014: 54 2015: 31

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 35% 2015: 32%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

Schulte Roth & Zabel LLP

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, what is the requirement and to whom does it apply?

Associates 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

200

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 training 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 1,762

2015: 1,447

Average hours per summer associate spent on pro bono work:

2014: 49

2015: 44

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

2014: 100%

2015: 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

If so, please describe the established program(s) and their duration, if applicable.

We have 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 remains an employee of the firm with full salary and benefits during the 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 applicable.

We sponsor a fellowship with New York Lawyers for the Public Interest (NYPLI) that is open to both 2Ls and 3Ls. Every year NYPLI 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 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 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 contributions to New York Cares ensures that wonderful programs such as these are able to flourish.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Award for Outstanding Achievements in Promoting Standards of Excellence in Mandated Representation from the New York State Bar Association, 2013
- New York Council of Defense Lawyers, 2014 Norman Ostrow Award
- Women's Housing and Economic Development Co., 2014 Pro Bono Leadership Award
- Lawyers Alliance for New York, 15 Year Circle, 2014 Cornerstone Awards
- Lawyers' Committee for Civil Rights Under Law, 2014 Robert F. Kennedy Justice Prize
- Sanctuary for Families, 2015 Above and Beyond Award for Excellence in Pro Bono Advocacy
- Opportunity Agenda, 2015 Creative Change Award
- New York Law Journal, Lawyers Who Lead by Example, 2015
 Pro Bono Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 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

MAIN US OFFICE LOCATION:

1 Battery Park Plaza New York, NY 10004 www.sewkis.com (212) 574-1684

THE STATS

No. of Attorneys: 183 No. of Offices: 2

Managing Partner: Jim Cofer

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Jack Yoskowitz Partner (212) 574-1215 yoskowitz@sewkis.com

Royce Akiva Director of Recruiting and Marketing (212) 574-1684 akiva@sewkis.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 active pro bono coordinator who works with a variety of referral organizations and strongly encourages attorneys to participate in pro bono matters. Any attorney desiring to have the firm provide any pro bono services to a non-profit organization must obtain the prior written approval of the pro bono coordinator and the partner-in-charge of his or her practice group.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Civil rights; Domestic violence; Education; Environment; Family law; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Her Justice
- · Human Rights First
- New York Lawyers for the Public Interest
- The City Bar Justice Center's Immigrant Justice Project
- · Phoenix House
- Seamen's Church Institute
- Seafarers & International House
- Human Rights Watch

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Associates Noah Czarny, Angela Urbano and Molly Kammien won asylum for an immigration pro bono client on August 22, 2016 after a hearing at the Elizabeth Immigration Court. The client requested asylum at the US border after fleeing his home country, Eritrea, and spent 8 months in immigration detention in Newark, NJ, awaiting his hearing. His claim was based on the persecution he sustained in Eritrea, where he was kept in an underground cell and tortured over the course of a month for voicing opposition to the government's use of slave labor in military camps. The representation involved the submission of expert affidavits, a legal brief, and other corroborating evidence. The Judge granted our client asylum, and he was able to leave the facility at 7 PM on the day of the hearing.

• Associate Sagar Patel won a motion to cancel the removal (deportation) proceedings for a pro bono client. After nearly five years of litigation, including seven contested hearings, the US Immigration Court ruled from the Bench, granting Katherine Molina's motion to cancel her removal (deportation) proceedings. Sagar Patel was one of the attorneys who first interviewed Ms. Molina in July 2011 when she was in immigration detention in New Jersey. Sagar has been not only Ms. Molina's attorney, but her social worker, therapist and life coach over the last five years.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 8,986 2015: 6,671

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 160 As of December 31, 2015: 167

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 56

2015: 40

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 22%2015: 27%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Verbal evaluations are taken into consideration for bonus purposes.

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 consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

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

Her Justice offers training seminars to the attorneys who work on their matters. In addition, senior attorneys and partners will train the associates on relevant 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 950

2015: 852

Average hours per summer associate spent on pro bono work:

2014: 73

2015: 56

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

2014: 100%

2015: 100%

Seward & Kissel LLP

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

Summer associates are assigned to work on a matter for Her Justice. Last summer, we had cases involving: child and spousal support; litigated divorces; U-nonimmigrant status; VAWA Self-Petitions and Battered Spouse Waivers; and Uncontested divorces.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? $N_{\rm O}$

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 applicable.

Our attorneys routinely work with Law School Moot Court teams to assist in judging the teams. In addition, we donate goods for public interest auctions.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Partner Jack Yoskowitz was selected by the New York State Bar Association as the recipient of the 2015 President's Pro Bono Service Award. The award recognizes Mr. Yoskowitz's extraordinary pro bono service. The award was presented at a reception on Tuesday, May 5, 2015.
- Seward & Kissel received the Her Justice Law Firm Award for 2016. Her Justice acknowledged Seward & Kissel with the award and stated: Seward & Kissel has been one of our strongest supporters since 2009. The firm does not hesitate to take on challenging, litigated cases in both Family and Supreme Court. In fact, the firm welcomes these compelling cases as an opportunity for their associates to assist Her

Justice clients in dire circumstances and grow as litigators. During fiscal year 2015, the firm donated 2,204 hours of pro bono service to Her Justice cases. Seward & Kissel was the first signatory to our Supreme Court Project, signing on to handle no fewer than five litigated divorce cases at any one time. In further support of our work, the firm graciously hosts regular trainings and staff meetings for us.

- Partner Jack Yoskowitz was selected by inMotion (now known as Her Justice) 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 was presented at a reception on Thursday, February 7, 2013.
- As part of the 2015 National Pro Bono Week, Her Justice has recognized the contributions of our associate Becca Algie for her outstanding work on behalf of their/our clients. Becca is featured at probono.net: www.probono.net/celebrate/ item.6573-Rebecca_E_Algie_Seward_Kissel_LLP
- Her Justice has selected Becca Algie to receive its John Geiger Award as part of its 2017 Commitment to Justice Awards.
 The award is presented in memory of John Geiger who volunteered for Her Justice for many years and it is being awarded to Becca for all the hard work and time she dedicates to Her Justice matters.
- Associates Noah Czarny, Angela Urbano and Molly Kammien received the 2016 Pro Bono Star Award from Human Rights First in recognition for the efforts they expended in obtaining asylum in August 2016 for their immigration pro bono client. Human Rights First gives the Pro Bono Star award to attorneys who demonstrate extraordinary commitment to the cases for asylum or related forms of immigration protection that they take on a pro bono basis through our program. These individuals have given extra time and care to their clients' cases and HRF is grateful for the opportunity to acknowledge their hard work.

SEYFARTH SHAW LLP

MAIN US OFFICE LOCATION:

131 S. Dearborn Street, Suite 2400 Chicago, IL 60603 www.seyfarth.com (312) 460-5000

THE STATS

No. of Attorneys: 806 No. of Offices: 14

Chair and Managing Partner: Peter Miller

WHO'S WHO

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

Allegra Nethery
Pro Bono & Philanthropy Partner
(312) 460-5523
anethery@seyfarth.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 50%

Kimberly McClain Pro Bono & Philanthropy Specialist (312) 460-6302 kmcclain@seyfarth.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Pro Bono website (if different from main site):

www.seyfarth.com/probono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Semi-Annually

Please describe the composition of the committee:

The committee is a mix of partners, other attorneys, and staff members.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Domestic violence; Education; Elder law; Employment; Environment; Fair housing/tenants' rights; Family law; HIV/AIDS advocacy; Homeless advocacy; Immigration; International human rights; 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? If so, please indicate the specific areas below. If not, please select "none."

Consumer law and small claims court; Plaintiff side employment matters

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Pro Bono Partnership of Atlanta
- Medical-Legal Partnership of Boston
- National Immigrant Justice Center
- The Law Project
- The Justice & Diversity Center (BASF)



Seyfarth Shaw LLP

- New York Lawyers for the Public Interest
- · Bet Tzedek
- Tahirih Justice Center
- · Kids in Need of Defense
- TrustLaw

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 17,060 2015: 15,034

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 804 As of December 31, 2015: 806

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

2014: 20 2015: 19

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 30% 2015: 28%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

60

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 led by local legal aid organizations. When accepting a new pro bono matter, associates are 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 applicable.

Seyfarth Shaw sponsors an Equal Justice Works Fellow. In addition to that, Seyfarth makes annual charitable grants to legal aid 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.

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 Cancer Society's Relay for Life in Chicago; Best Buddies Challenge in Boston and California; Jumpstart for Young Children's Read for the Record program in New York; and AIDS Walk in San Francisco.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Pro Bono Partnership of Atlanta 2014 Volunteer of the Year
- Lawyers Alliance for New York 2014 Pro Bono Attorney Honor
- Legal Services NYC 2014 Pro Bono Attorney Honor
- Jewish Child and Family Services 2014 Outstanding Community Partner Award
- Georgia Asylum & Immigration Network (GAIN) 2014
 Volunteer Attorney of the Year
- ABA Business Law Section 2015 National Public Service Award
- Austin Peoples Action Center 2015 Jane Cater Award

- United States District Court for the Northern District of Illinois – 2015 Award for Excellence in Pro Bono Service
- Cabrini Green Legal Aid 2016 Spirit of Generosity Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Effective October 1, 2016, all approved work by associates on firm pro bono matters will count as billable time for purposes of meeting billable hour goals and qualifying for raises and bonuses. Using our special skills to help low-income individuals and community organizations through pro bono service is an important part of being a lawyer and an important part of our Seyfarth culture. The firm continues to encourage every attorney to contribute 60 hours of pro bono work each year, but we also recognize that some matters require a greater investment of time.

SHEARMAN & STERLINGLLP

PRO BONO MAKING A WORLD OF DIFFERENCE

ABU DHABI | BEIJING | BRUSSELS | DUBAI | FRANKFURT | HONG KONG | LONDON | MENLO PARK | MILAN | NEW YORK PARIS | ROME | SAN FRANCISCO | SÃO PAULO | SAUDI ARABIA* | SHANGHAI | SINGAPORE | TOKYO | TORONTO | WASHINGTON, DC *Dr. Sultan Almasoud & Partners in association with Shearman & Sterling LLP

shearman.com

SHEARMAN & STERLING LLP



MAIN US OFFICE LOCATION:

599 Lexington Ave New York, NY 10022 www.shearman.com (212) 848-4000

THE STATS

No. of Attorneys: 860 No. of Offices: 20

Senior Partner: Creighton Condon

WHO'S WHO

Denise Karamian

How many pro bono coordinators and/or partners does the firm have?

4

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

Saralyn Cohen Pro Bono Counsel and Global Director, Pro Bono (212) 848-8772 Saralyn.cohen@shearman.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono Manager (212) 848-4922 denise.karamian@shearman.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Nina Garnham
Pro Bono Manager
(011) 44-20-7655511
nina.garnham@shearman.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Julissa Saragoza-Arroyo Pro Bono Specialist (212) 848-7101 julissa.saragoza-arroyo@shearman.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

Heather Lamberg Kafele, Partner; Henry Weisburg, Partner: Antonia Stolper, Partner; Patrick Robbins, Partner; Jeremy Kutner, Partner; Saralyn Cohen, Pro Bono Counsel and Global Director, Pro Bono

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Employment; Environment; Fair housing/tenants' rights; Family law; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct;



Shearman & Sterling LLP

Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Advocates for International Development
- Bar Associations of D.C., New York and San Francisco
- Her Justice
- Immigration Equality
- Lawyers Alliance for New York
- Lawyers Committee for Civil Rights Under the Law
- Legal Aid Society
- Sanctuary for Families
- Volunteer Lawyers for the Arts

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Civil Rights/Suffolk County Police Department

Shearman & Sterling is co-counsel with LatinoJustice in a federal class action litigation in the Eastern District of New York, challenging the constitutionality of the behavior of the Suffolk County Police Department, certain individual officers and administrators and the County of Suffolk. The lawsuit was filed in April 2015 on behalf of 21 Latinos and other unidentified class members who, for over a decade, have been subjected to unfounded race-based traffic stops and unconstitutional searches and seizures, and have been issued unjustified traffic citations and harassed and robbed by various police officers. In October 2015, the court granted a motion to remain anonymous, holding that plaintiffs reasonably feared retaliation if their identities were to become public and that their interest in remaining anonymous outweighed the public interest in making their identities known. The court denied the defendants' motion to stay discovery for all defendants pending the outcome of a single defendant's parallel criminal trial, and discovery will continue in 2016.

• Butler v. Demarco

Shearman & Sterling and New York Civil Liberties Union are co-counsel in a certified federal class action litigation in the Eastern District of New York against Suffolk County, which challenges the unconstitutional conditions at two correctional facilities in Riverhead and Yaphank, NY. 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 are provided with contaminated and discolored drinking water and undercooked, unsafe food. Plaintiffs also allege that these conditions result in injury to the detainees, many of whom are merely awaiting trial, including severe stomach and intestinal problems, skin infections and rashes. Discovery continued in 2015, including depositions of additional Suffolk County representatives, further document discovery and the inspection of both jails by the plaintiffs' sanitation expert. Plaintiffs expect to move for summary judgment in 2016.

• Ronald Munnerlyn

Over the last three years, Shearman & Sterling and The Legal Aid Society have endeavored to reinvestigate a case in Brooklyn from the 1980's involving former NYPD Detective Louis Scarcella. Shearman & Sterling and the Legal Aid Society have taken efforts to speak with witnesses, recover official documents through Freedom of Information Law litigation, and review every aspect of the case. To that end, in 2015, the team filed an Article 78 petition under New York's Freedom of Information law in Kings County Supreme Court against the New York Police Department for documents withheld from requests for records relating to the case. The team is also in discussions with the Kings County District Attorney's Office, which is also reviewing the circumstances surrounding many convictions related to Detective Scarcella. The Article 78 proceedings and discussions with the District Attorney's office are ongoing.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 29,530

2015: 35,638

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 438

As of December 31, 2015: 432

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

2014: 67

2015: 82

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 82%

2015: 97%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining bonuses

Is there a pro bono requirement at your firm?

Yes

If so, 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?

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?

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-Visa petitions, wills, political asylum, and uncontested divorces. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work

2014: 1,610 2015: 3,011

Average hours per summer associate spent on pro bono work

2014: 34

2015: 48

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

2014: 100% 2015: 100%

Please provide any additional information about pro bono opportunities available to summer associates Please limit your answer to 300 words or less.

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, U-Visas and UAM), 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

If so, please describe the established program(s) and their duration, if applicable.

For the past 16 years, the firm has sent one attorney each month to assist the Office of the Prosecutor of the International Criminal Tribunal for Rwanda (ICTR) in Arusha, Tanzania. By December 2015, when the ICTR completed its mandate, more than 140 Shearman & Sterling lawyers from 12 offices had volunteered to spend one-to-two-month sabbaticals in Arusha to support the tribunal, contributing more than 57,400 pro bono hours—an incredibly enriching and meaningful experience for all involved.

Shearman & Sterling LLP

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 applicable.

The firm made charitable contributions to a number of legal organizations including, but not limited to: Asian American Legal Defense and Education Fund; Association of the Bar of the City of New York; Center for Reproductive Rights; City Bar Justice Center; Cyrus Vance Center; District of Columbia Bar Pro Bono Program; Equal Justice Works; Human Rights First; Immigration Equality; Her Justice; 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; National Center for Lesbian Rights; New York Lawyers for the Public Interest; Northern California Innocence Project; One Justice; Pro Bono Net; Pro Bono Partnership; Sanctuary for Families; Urban Justice Center; Volunteers Lawyers for the Arts; and 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 projects throughout the year, including City Harvest Food Drive; New York Cares Coat Drive; Dress for Success Clothing Drive; Sanctuary for Families Toy Drive; and Sanctuary for Families Adopt-A-Family and Jeans Day (with contributions directed to a different organization each month. Shearman & Sterling also hosted a Career Day where we mentored 10 women from the Grace Institute.
- Each year, our firm takes part in the Legal Outreach program, hosting a one-week program designed for New York City public high school students who are interested in corporate law. The New York and London offices have been matched with local area high schools in relation to workstudy and community service programs.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

• Lawyers Alliance for New York has presented the firm's lawyers with its "Cornerstone Awards" for the past three

- years for exceptional pro bono legal services on behalf of nonprofits over the past ten years.
- The Legal Aid Society has recognized our lawyers for the past three years for their work on the Kings County Homicide conviction review (Scarcella) project and for their help in screening and advising Unaccompanied Minors; and has presented the Pro Bono Publico Award to the firm for providing exceptional legal services to low-income New Yorkers.
- The American Lawyer has awarded the "Global Citizen Award–Lifetime Achievement" to Shearman & Sterling for the firm's contributions to the International Criminal Tribunal for Rwanda.
- New York State Bar Association has selected the firm as the recipient of this year's "President's Pro Bono Service Award."
- LatinoJustice presented the firm with the Pro Bono Publico partner award in recognition of the firm's tremendous support on the stop & frisk case and the employee wage and hour litigation.
- Financial Times North America Innovative Lawyers commended the firm for its work in sub-Saharan Africa.
- The Northern California Innocence Project honored a firm partner at the sixth Annual Justice for All Awards Dinner.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

For many 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 over 41,000 hours to pro bono matters in 2015. From United Nations tribunal 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

MAIN US OFFICE LOCATION:

333 S. Hope Street, 43rd Floor Los Angeles, CA 90071 www.sheppardmullin.com (213) 620-1780

THE STATS

No. of Attorneys: 755 No. of Offices: 15 Chairman: Guy Halgren

WHO'S WHO

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

Daniel Brown Pro Bono Partner and Pro Bono Committee Chair (212) 634-3095 dbrown@sheppardmullin.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Romona Beaudry
Executive Assistant and Pro Bono Coordinator
(619) 338-6653
rbeaudry@sheppardmullin.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 25%

Pro Bono website (if different from main site):

www.sheppardmullin.com/probono.html

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The firm's pro bono committee consists of the pro bono partner, a part-time coordinator, and partner and associate pro bono leaders in each of the firm's domestic offices.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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

We take on almost all types of cases that are deserving of pro bono representation, subject to conflicts.

Has the firm signed on to the law firm pro bono challenge? $\ensuremath{\mathrm{No}}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Disability benefits; Domestic violence; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Human Rights First
- · Sanctuary for Families
- Start Small, Think Big
- National Law Center for Homelessness & Poverty
- A4AID



Sheppard, Mullin, Richter & Hampton LLP

- Disability Rights Advocates
- FreeFrom
- · Casa Cornelia
- · New York Lawyers for the Public Interest
- Pro Bono Partnership

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Submitted an amicus brief to the United States Supreme
 Court on behalf of the Puerto Rican Legal Defense Fund
 in a case arising from Puerto Rico's debt crises and the
 application of bankruptcy law. The brief focused on the
 devastation the debt crisis has had to Puerto Rico's economy
 including skyrocketing unemployment. The Supreme Court
 referenced our brief during oral argument.
- Successfully represented SF Pride, whose mission is to educate the world on LGBT matters and liberate LGBT people, in connection with lawsuits attempting to prevent the San Francisco Pride Parade Celebration.
- Obtained asylum for a Syrian refugee and his wife who fled the threat of ISIS and the ongoing Syrian Civil War, and who faced imprisonment and potential death based on his Kurdish heritage.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 20,399

2015: 26,632

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 660

As of December 31, 2015: 736

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

2014: 31

2015: 36

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 34%

2015: 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. However, we evaluate pro bono work as part of the regular review process.

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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?

Partners and senior associates train associates on the pro bono cases that we take on, including corporate work and litigation. We also have an in-house training program for asylum 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 692

2015: 640

Average hours per summer associate spent on pro bono work:

2014: 29

2015: 25

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

2014: 75%

2015: 79%

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

Summer associates are encouraged to work on new or pending pro bono matters during 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 applicable.

The firm financially supports many legal service 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.

We frequently participate in local community related volunteerism, such as by participating in the San Diego Volunteer Lawyer's Program's Women's Resource Fair and Habitat for Humanity.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Partner Dan Brown Received the 2015 ABA Pro Bono Publico Award
- Partner Neil Popović received the Robert G. Sproul, Jr. Award by the Lawyers Committee for Civil Rights of the San Francisco Bay Area
- Our Orange County Office was the 2016 Public Law Center Law Firm of The Year and the California State Bar Branch Law Firm of the Year
- Human Rights First presented our Los Angeles office firm with a Human Rights First Pro Bono Star Award
- Our pro bono client Dress For Success presented the Firm with its first ever Corporate Citizenship Award
- Associate Mercedes Cook was recognized by the Western Center on Law & Poverty as a 2016 Fair Shake Rock Star
- Special Counsel John Edson was awarded the San Diego Volunteer Lawyer Program's Pro Bono Publico Award
- Partner Ruben Escalante was awarded the William J.
 Lasarow Award for outstanding pro bono contributions on
 behalf of the Pro Se Clinic at the United States District
 Court in Riverside

SIDLEY AUSTIN LLP

MAIN US OFFICE LOCATION:

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THE STATS

No. of Attorneys: 1,927 No. of Offices: 20

Chair, Executive Committee: Carter Phillips Chair, Management Committee: Larry Barden

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

4

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

Rebecca K. Troth
Pro Bono Counsel
(202) 736-8339
rtroth@sidley.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Kelly Huggins
Pro Bono Counsel
(312) 853-3206
khuggins@sidley.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Emily Wexler Pro Bono Counsel (312) 853-7074 ewexler@sidley.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.sidley.com/en/probono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

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 firmwide committee is comprised of the firmwide pro bono chair and the chairs of each of the office committees.

THE SCOOP

Does the firm have a written 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 (though, 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 Pro Bono Institute definition of pro bono, capacity, and our ability to do the work. In the last eleven 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 Emerging Enterprises Pro Bono 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Elder law; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Parole hearings; Police misconduct; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

Consumer law and small claims court; Employment

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Equal Justice Initiative
- National Veterans Legal Services Program
- Public Counsel
- National Immigrant Justice Center
- Bet Tzedek
- Cabrini Green Legal Aid
- Human Rights Campaign
- East Bay Community Law Center
- · One Acre Fund
- Chicago Volunteer Legal Services

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Sidley and Northwestern's Supreme Court Clinic successfully represented an excessive force plaintiff in the Supreme Court in Kingsley v. Hendrickson. While awaiting trial in Wisconsin county jail, Sidley's client was tased by jail officers as he was lying face down with his hands handcuffed behind him. Our client sued the officers for excessive use of force. He lost at trial after the judge instructed the jury that a detainee must prove officers acted with subjective "reckless disregard" of his rights. Sidley successfully petitioned for certiorari, drafted merits briefs, and help trial counsel prepare for oral argument. The Supreme Court agreed with Sidley's arguments, holding that when a jail officer deliberately uses force, the 14th Amendment requires a detainee to prove only that the force was objectively unreasonable—the same standard that applies to officers' use of force against suspects. After the ruling, Sidley's client was granted a new trial.
- A Sidley team began representing Alabama death row client William Ziegler in 2005, just after we started the Capital Litigation Project. The team, with the help of the Equal Justice Initiative and local counsel, spent thousands of hours unearthing evidence that the State of Alabama had suppressed exculpatory evidence, his counsel's performance was ineffective, and jury selection was infected with error and misconduct. Sidley filed a petition for post-conviction

review. The Mobile County Circuit Court granted a new trial in 2012, vacating Mr. Ziegler's conviction and death sentence. The state appellate court affirmed in 2014. While preparing for a second trial, the State offered to allow Mr. Ziegler to plead to a lesser offense – aiding and abetting murder. Facing a new trial, he agreed to the deal and walked out of prison on April 16, 2015. The Mobile County Circuit Judge praised Mr. Ziegler's lawyers: "It's really . . . y'all that are the heroes." The Sidley team devoted over 15,000 hours to the case.

• Sidley's amicus brief on behalf of retired military and veterans groups that we filed in the marriage equality cases contributed to petitioners' win before the United States Supreme Court in *Obergefell v. Hodges*, 135 S. Ct. 2584 (2015). On April 20, 2015, the New York Times published an article on Sidley's amicus brief supporting the petitioners in the combined four same-sex marriage cases that were argued before the U.S. Supreme Court that week. Sidley's brief argued that the patchwork of marriage laws around the country hurts military families and threatens national security. The article led off with a discussion of Sidley's Supreme Court amicus brief on behalf of retired military officers in a 2003 affirmative action case, calling it "the most influential friend-of-the-court brief in living memory."

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 92,466 2015: 87,621

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,566 As of December 31, 2015: 1,613

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

2014: 63 2015: 59

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 40% 2015: 43%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Sidley Austin LLP

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 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. The firm has offered several trainings in its various offices relating to the Capital Litigation, Political Asylum and Immigrants' Rights and Veterans Benefits Projects, as well as the Emerging Enterprises Pro Bono Program. The firm also provides training or hosts on-site training by legal services organizations. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 2,902

2015: 2,376

Average hours per summer associate spent on pro bono work:

2014: 26

2015: 22

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

2014: 51%

2015: 59%

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

Summer associates are strongly encouraged to take advantage of the pro bono opportunities the firm offers. We list the available pro bono projects on the Sidley intranet, along with the billable matters for which they can volunteer.

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

- Sidley's fellowship program in D.C., Los Angeles and Chicago allows associates to work at non-profit organizations in the community before they begin working at the firm. Through the program, Sidley provides a fellowship stipend or pays the salary of the fellows to allow them to work for a non-profit organization for about 10 weeks. Incoming associates can choose among a variety of non-profit organizations, including those providing direct services to indigent people, as well as those engaging in impact litigation and policy work.
- In 2012, Sidley's D.C. office inaugurated a loaned associate program with D.C. Legal Aid Society. Under the program, an associate spends four months working with the Barbara McDowell Appellate Advocacy Project. Since the program started, 10 Sidley associates have completed a rotation with the Legal Aid Society.
- Sidley also sponsors Equal Justice Works Fellows. In 2014-2015, the firm sponsored two EJW Fellows in New York City, one with the Legal Aid Society and one with Lawyers for Children, and two Fellows with Kids in Need of Defense (KIND), one in Boston and one in Los Angeles. In 2016, Sidley and KPMG are sponsoring an EJW Fellow with the Legal Counsel for the Elderly in D.C.

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 applicable.

- Since 2006, Sidley has sponsored the United States Supreme Court Clinic with the Northwestern Pritzker School of Law. Students who participate help brief (primarily) criminal cases and identify court of appeals and state supreme court decisions as potential candidates for petitions for a writ of certiorari, all in partnership with the firm's pro bono program.
- Sidley-Chicago lawyers participate in the Lawyers in the Classroom program at Kanoon and Woodlawn Schools where they meet with students from January to May to conduct Constitutional Rights Foundation Chicago training.
- Sidley lawyers in Geneva participate in the European Law Students Association (ELSA) Moot Court Competition at the Graduate Institute of International Studies (HEI) and the World Trade Organization (WTO). Sidley is a sponsor of the competition, a simulated WTO dispute settlement panel process in which law students gain practical skills in written and oral presentation on substantive WTO law issues.
- 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. Sidley lawyers mentor and coach students who compete in state-wide moot court and mock trial competitions.

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.

Sidley believes strongly in supporting the communities in which we are located. All of Sidley's offices engage in many community service activities, including events with the United Way, Chicago Cares, New York Cares, the American Heart Association, the Salvation Army Angel Tree Program, the American Red Cross, Everybody Wins! DC (a reading program pairing lawyers and staff and elementary students), and countless other local and national organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Public Counsel, the largest public interest law firm in the United States, honored Sidley as its "Pro Bono Law Firm of the Year" at its annual dinner in May 2016.
- The ACLU of Southern California honored Sidley with its Humanitarian Award in June 2016 for the firm's work

- representing thousands of immigrants subjected to prolonged detentions.
- In May 2016, Sidley lawyers in Chicago received two awards for their work with the Legal Assistance Foundation on behalf of the Cabrini Green Local Advisory Council. The Seventh Circuit Bar Association presented Sidley its Pro Bono & Public Service Award, and the United States District Court honored the firm with its Award for Excellence in Public Interest Service.
- In November 2015, the Pro Bono Institute honored the firm with its John H. Pickering Award, which is presented each year to a firm that demonstrates an enduring commitment to high-quality pro bono legal services.
- In 2015, the National Veterans Legal Services Program recognized Sidley as its "Pro Bono Partner of the Year."
- In 2015, Sidley was honored in the "Pro Bono/Public Service" category at The American Lawyer Transatlantic Legal Awards for our Emerging Enterprises Pro Bono Program.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Sidley Austin LLP was an original signatory to the Pro Bono Institute's Pro Bono Challenge, and for the last nine years, has exceeded the goal of devoting at least 3% of its billable time to pro bono service. Sidley lawyers consistently commit their training, skills and experience to provide legal services to the poor and to nonprofit organizations unable to afford legal representation. Because Sidley believes it has an obligation to serve families and individuals in the communities where we have offices, our lawyers represent individuals in Social Security disability cases, family law disputes, and landlord tenant matters, in addition to representing pro bono clients in more high profile cases in the Supreme Court. 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 2015, Sidley lawyers and staff devoted over 100,000 hours to pro bono service, averaging almost 60 pro bono hours per lawyer. These efforts reflect the passion of our lawyers who commit to pro bono matters, as well as the firm's commitment to direct its resources where the need is greatest.

SIMPSON THACHER & BARTLETT LLP

MAIN US OFFICE LOCATION:

425 Lexington Avenue New York, NY 10017 www.stblaw.com (212) 455-2000

THE STATS

No. of Attorneys: 911 No. of Offices: 11

Chairman of the Executive Committee: William Dougherty

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Harlene Katzman Pro Bono Counsel (212) 455-3890 hkatzman@stblaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Carola Beeney
Pro Bono Specialist
(212) 455-3625
carola.beeney@stblaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

The pro bono committee meets every six months in person but communicates daily. The committee includes 13 partners of varying levels of seniority and in different practice areas.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- The firm assisted native people of the river basins of northeastern Peru in a historically significant response to long accumulated grievances in the area. Chiefs of four federations signed an agreement with the Peruvian government to resolve issues related to four decades of oil extraction. The government committed initial funds of over \$30 million towards environmental remediation, water treatment, health, rural electrification, intercultural education and development and land titling. These commitments are expected to benefit more than 100,000 residents of the four river basins.
- After 20 years representing Reggie Clemons on death row, his conviction and his sentence were vacated and remanded in November 2015. The Supreme Court of Missouri found that substantial evidence supported the finding that the State deliberately suppressed Brady evidence related to the voluntariness of Clemons' confession and that he was denied a fair trial. The Court found that Clemons' constitutional right to due process was violated by the State's suppression of key evidence that a parole officer observed and documented injuries to Clemons shortly after his police interrogation. The decision upholds our client's constitutional right to a fair trial and protects his due process rights.
- The firm partnered with ACLU of Northern California to bring suit against California's Clovis Unified School District for failure to comply with 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 and middle school students, as required by law. The complaint sought injunctive relief and a writ of mandate requiring the District to come into compliance with the law. After protracted litigation, the

District substantially complied with the law by revamping its curriculum, providing teacher training, and improving parental consent policies. The Court awarded substantial attorney's fees to plaintiffs.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 35,751 2015: 44,773

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 719 As of December 31, 2015: 753

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

2014: 50 2015: 60

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 37% 2015: 44%

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

If so, 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

Simpson Thacher & Bartlett LLP

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

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 microentrepreneurs; 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 2,618

2015: 3,618

Average hours per summer associate spent on pro bono work:

2014: 34

2015: 36

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

2014: 76%

2015: 78%

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 summer associates. Since most summer associates are here for a limited time, 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 matters for which they are primarily responsible and can likely be concluded during the summer, including immigration applications, the release of student debt, family law support hearings, and unemployment action hearings. Summer associates working on these matters attend training sessions held at the firm and taught by lawyers from nonprofit 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 tenthgrade 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 public interest fellowships to summer associates to work at Simpson Thacher for eight weeks and then work on public interest 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 ranging from a challenge to New York City's shelter allowance to homeless families, to an effort to promote sustainable development through alternative fuels in Brazil.

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 applicable.

The firm offers 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 has an annual Public Service Fellowship Program, allowing eligible associates to spend one year on a public service project of their choice supported by a stipend and benefits from the firm. The firm offers a corporate externship allowing an associate to spend 4 months working full-time with Brooklyn Legal Services' Community Economic Development Unit while remaining a fully paid employee of the firm.

Many Simpson Thacher attorneys are actively involved with their law school alma maters and the firm matches associates' contributions to their law schools. Many attorneys at the firm serve on the boards of some of the largest legal services organizations in the country and hold leadership positions on bar association committees and state-wide task forces. The firm was one of the inaugural signatories to the New York City Bar's Statement of Pro Bono Principles and the Pro Bono Institute's Law Firm Pro Bono Challenge. The firm also provided cornerstone gift to establish the Cyrus R. Vance Center of International Justice, dedicated to working on international justice issues.

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 the following:

- Legal Outreach brings students from a variety of New York City high schools to the firm for a one-week legal training program in which attorneys work with the students on various educational, extra-curricular, and advisory programs.
- Simpson partners with a series of public schools on college readiness programs and involves each of the firm's offices in this educational "pipeline" effort. Through our Urban Education Initiative, volunteers develop and provide enrichment programs for public middle and high school students. Hundreds of Simpson employees—from junior staff to senior partners—participate in this program.
- The firm participates in 12 different employment programs to provide disadvantaged youth with summer and academic year jobs.
- Female attorneys partnered with Sadie Nash Leadership Project, which supports leadership and self-empowerment of low-income high school-age women.
- Firm volunteers participate in: New York Cares Projects beautifying public parks; working with schools, shelters, and community organizations to collect holiday gift requests from disadvantaged children and families; and the firm's semi-annual blood drives.
- Through the "Chow for Charity" program, the firm donates funds to legal services organizations each time summer associates and lawyers choose to eat a "summer lunch" at a moderately priced restaurant.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Recent awards include:

- Pro Bono Firm of the Year from Law360;
- President's Pro Bono Award from the State Bar of California for the representation of plaintiffs in American Academy of Pediatrics, et al. v. Clovis Unified School District;
- National Public Service Award for the Pro Bono Small Business Program;
- Pro Bono Law Firm Award from MFY Legal Services;
- Pro Bono Leadership Award from Legal Services NYC;

- 25th Annual Death Penalty Focus Award for representation of Reggie Clemons;
- Servant of Justice Award from Legal Aid Society of New York;
- Pro Bono Award from Northern California Innocence Project;
- Pro Bono Award from The Door Legal Services for homeless youth work;
- Reproductive Justice Award from the ACLU of Southern California;
- Pro Bono Award from Public Counsel in Los Angeles for veterans work;
- Above & Beyond Pro Bono Achievement Award from Sanctuary for Families for anti-human trafficking work;
- Named among Top Ten Most Innovative North American Law Firms in the Financial Times' Innovative Lawyers Report for Pro Bono Program;
- Jeremy G. Epstein Pro Bono Award from The City Bar Justice Center;
- Law Firm Leadership Award from Sanctuary for Families;
- Pro Bono Law Firm of the Year Award to Washington Office from Legal Aid D.C.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Our commitment to community service is deep and abiding. Simpson regularly devotes upward of 60,000 hours per year to pro bono service. We take seriously our ethical obligation to support organizations that provide legal services to the poor. Lawyers at every level make significant contributions to legal service programs, government and nonprofits. 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 long relationships with 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, including those relating to civil and human rights, the environment, education and the arts. Beyond our high-profile projects and work for 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. The firm's pro bono counsel and pro bono committee ensure that all our lawyers are kept apprised of the many opportunities for pro bono work and offer support, supervision and guidance.

SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP AND AFFILIATES

MAIN US OFFICE LOCATION:

4 Times Square New York, NY 10036 Skadden.com (212) 735-3000

THE STATS

No. of Attorneys: 1,646 No. of Offices: 22

Executive Partner: Eric J. Friedman

WHO'S WHO

Robert C. Sheehan

How many pro bono coordinators and/or partners does the firm have?

3

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

Of Counsel (212) 735-3350 Robert.Sheehan@Skadden.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Ronald J. Tabak
Pro Bono Special Counsel
(212) 735-2226
Ronald.Tabak@Skadden.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Brenna K. DeVaney Pro Bono Counsel (212) 735-2325 Brenna.DeVaney@Skadden.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.skadden.com/citizenship/activities

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The pro bono committee is comprised of representatives from every domestic office and some non-U.S. offices, including both partners and counsel.

THE SCOOP

Does the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Skadden continued its pro bono work on Clemency Project 2014 ("CP 2014"). Led by Washington, D.C. pro bono counsel Don Salzman, more than 165 Skadden attorneys from all U.S. offices, as well as London and Frankfurt, have worked on 193 matters referred by CP2014. To qualify, prisoners must have a non-violent criminal history without significant gang ties before and during their time in prison, they must have served at least 10 years of their sentence and they must have demonstrated good behavior while incarcerated.

On March 30, 2016, President Obama commuted the sentences of 61 inmates, including Washington, D.C. partner Mike Rogan's pro bono client, Robert Lee Lane, as part of the president's ongoing efforts to give relief to prisoners who have received lengthy sentences for nonviolent drug offenses. Lane, as well as one-third of the other 61 inmates, were serving life sentences. On June 3, 2016, President Obama granted clemency to Boston litigation associate Michael Walsh's pro bono client Bennit Hayes. Hayes had been sentenced in 2003 to life in prison for his role in a nonviolent cocaine-

- distribution conspiracy. On Aug. 3, 2016, President Obama granted clemency to Michael Walsh's client Timothy A. Brown. On August 30, President Obama granted clemency to New York associate Jason Kestecher's client James Howard Jones and New York associate Laura Salvati's client Gregory Augusta Ransom.
- On Sept. 12, 2016, a Los Angeles-based team and its co-counsel at the Legal Rights Learning Center prevailed in the U.S. District Court for the Central District of California for a foster child with special education needs. The team sought federal review of an administrative law judge's decision in favor of the Los Angeles Unified School District, which failed to offer the foster child the full range of educational placements required by federal law and argued that the child's placement in a residential treatment facility by the Department of Children and Family Services negated the district's responsibility. U.S. District Judge Christina Snyder agreed with the team and reversed the administrative decision on all issues in the case. This decision has the potential to positively impact other youth by reinforcing their right to a public education independent of their status as foster children. The team included Allison Holcombe (who argued in district court), Devon Hein, Kate Mangels and legal assistant Brigitte Travaglini, supervised by Allen Lanstra.
- In 2014, 2015 and in the first half of 2016, firm lawyers represented over 100 refugees seeking political asylum. On July 14, 2016, two New York associates obtained political asylum for a 26-year-old woman on the basis of persecution she faced in Nepal. She came to the United States to attend college in 2007. When she returned home, she was targeted by members of the Communist Maoist party and asked to help their party recruit young people in Nepal. When she refused, Maoists physically attacked and threatened her and her family on multiple occasions. She reported the first attack to police, who did not provide any recourse or protection.

On July 12, 2016, a Chicago associate successfully argued an immigration case before the U.S. Court of Appeals for the 7th Circuit. His client, a 40-year-old native and citizen of the Dominican Republic, applied for asylum and withholding of removal. Her application was based on her membership in a social group whose members are Dominican women in relationships they cannot leave. The 7th Circuit remanded the case, and ruled that the Board of Immigration Appeals (BIA) had erred in denying the asylum application. Among the BIA's mistakes were its rejecting the client's challenge to an adverse credibility determination without undertaking any review of the unreliable preliminary interview summary notes that served as the key basis for the BIA's denial of the application.

On June 26, 2015, a 24-year-old Ukrainian man was granted political asylum on the basis of persecution he faced on account of his status as a gay man. As a child and young adult, he had repeatedly been subjected to abuse based on his sexual orientation, including numerous childhood incidents of physical assault and harassment by classmates and neighbors. Neither the police nor school officials in his home country offered him any recourse or protection. Two New York associates prepared his asylum application and represented him at his June 25 asylum hearing.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 103,379 2015: 110,516

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,375 As of December 31, 2015: 1,400

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

2014: 75 2015: 79

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 51% 2015: 52%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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?

There are numerous training programs held about pro bono. Many of the trainings are also recorded. 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 7,433 2015: 8,945

Average hours per summer associate spent on pro bono work:

2014: 30 2015: 34

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

2014: 85% 2015: 96%

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

A sampling of the types of matters on which summer associates worked 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; and support to small businesses and artists.

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 applicable.

- The Skadden Fellowship Program, funded completely by the firm, offers 28 two-year fellowships in civil public interest matters each year. 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.
- Numerous firm lawyers are on the boards of directors/trustees of legal services groups and other public interest law offices.
- 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 \$1000 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 fourweek 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.

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 opportunities to mentor high school and middle school students; coach high school moot court teams; partner with inner city students who attend private high schools; teach high school, elementary and middle school classes about tolerance; mentor young boys in single family homes; serve on government task forces and commissions; and assist over 100 non-profit groups through board service or otherwise.
- Skadden's Chicago office fulfilled a 12 month commitment to conduct 30 Acts of Giving as a way to say thanks in and around the Chicago community. The "Acts" were acts of pro bono, community service, various drives, and internal fundraisers, etc. that people of all stripes from the Chicago office could get involved with and therefore make a difference in the community.
- Skadden's international offices also have community service programs. For example, the London office works with a local

charity and has set up a program that involves a group of 20 lawyers and support staff members going to a local primary school once a week to support the pupil's literacy skills.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- On July 7, 2016, the New York Law Journal awarded the Lifetime Achievement Award to former Executive Partner Bob Sheehan for his longtime commitment to providing free legal services to low income families in New York.
- On January 28, 2016, the firm was presented with the 2015
 Empire State Counsel Pro Bono Law Firm Award by the
 New York State Bar Association at the highest award level,
 platinum, for amassing the highest total of pro bono hours.
- On December 4, 2015, the Hong Kong office was presented an award by the Law Society of Hong Kong for significant contributions to the Society's pro bono clients and for promoting pro bono work in Hong Kong.
- On November 18, 2015, the firm was honored by Centro de los Derechos del Migrante with the Commitment to Justice Pro Bono Award.
- On November 9, 2015, the firm was awarded the Legal Aid Society's 2015 Pro Bono Publico Award for Innovative Pro Bono Programming. The award recognized the firm's initiation of three significant and unique pro bono programs that have benefitted the Legal Aid Society and the clients they serve.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

The firm's philosophy is to make it as easy as possible for its attorneys, summer associates and legal assistants—both domestically and internationally—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 and care about personally. 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.

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.

STEPTOE & JOHNSON LLP

MAIN US OFFICE LOCATION:

1330 Connecticut Avenue, NW Washington, DC 20036 www.steptoe.com (202) 429-3000

THE STATS

No. of Attorneys: 338 No. of Offices: 7 Chairman: Philip West

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Barbara Kagan Public Service Counsel (202) 429-6258 bkagan@steptoe.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Larry Katzman
Deputy Public Service Counsel
(202) 327-6956
lkatzman@steptoe.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

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 the firm have a written 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 2014?

Asylum; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Legal Aid Society of District of Columbia (DC)
- New York Lawyers for the Public Interest (NY)

- Washington Lawyers' Committee for Civil Rights and Urban Affairs (DC)
- Washington Legal Clinic for the Homeless (DC)
- Public Counsel (CA)
- Children's Law Center (DC)
- Tahirih Justice Center (DC)
- Volunteer Lawyers' Project (PHX)
- Legal Counsel for the Elderly (DC)
- ABA Death Penalty Project (National)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Steptoe, along with the ACLU of the Nation's Capital, secured a summary judgment on liability issues for a profoundly deaf man who spent 51 days incarcerated in the Washington, DC Correctional Treatment Facility. In a victory for deaf rights, the US District Court for the District of Columbia ruled that DC, through its contractor, violated the Americans with Disabilities Act and the Rehabilitation Act. The court found that on multiple occasions during his incarceration, our client required ASL interpreters to effectively communicate. The court held that DC denied him access to interpreters and to other prison services, intentionally discriminated against him on the basis of his disability, and failed to discharge its affirmative duty to assess the accommodation needs of inmates with disabilities. The court also decided that the District acted with "deliberate indifference" to our client's rights, thus entitling him to compensatory damages in an amount to be determined by a jury.
- After an eight-year struggle, the Delaware Supreme Court reversed the murder convictions of our client and granted him a new trial. The defendant had been convicted of the murders of two individuals, and his convictions had been upheld on direct appeal. Beginning with handling the petition for post-conviction relief, the firm filed several motions seeking previously withheld discovery. At first, the Superior Court judge's ruled that the State had to produce critical evidence. But after an evidentiary hearing, and the retirement of that judge, the new judge denied our petition for post-conviction relief on procedural grounds. The firm appealed the Superior Court's ruling and oral argument was held before all five justices of the Delaware Supreme Court. The Court ruled that our client's trial counsel had provided ineffective assistance by failing to elicit testimony of a witness critical to our client's defense, and also by failing to object to the introduction of a police interview of a person whose statement was likely involuntary. Finally, the Supreme Court held that the State violated its Brady obligation when it failed to disclose that one of the prosecutors contacted a Superior Court judge and had the probation violation against its key witness dismissed. The Supreme Court held that cumulative effect of these errors undermined their confidence in the outcome of the conviction.

• Steptoe recently secured coverage from Arizona's Medicaid program (the Arizona Health Care Cost Containment System (AHCCCS)) for potentially life-saving medication for a 9-year-old transgender child in Tucson. Our client was diagnosed at a very early age with acute persistent Gender Dysphoria, a condition involving anxiety, depression, and other forms of severe emotional distress caused by a mismatch between one's biological sex and gender identity. He had suffered severe emotional distress over the last few years, including frequent suicidal ideation, and he was diagnosed with Post Traumatic Stress Disorder. For at least the last 20 years, the established standard of care for children with this condition has been to prescribe hormone-blocking medication to delay the onset of puberty and the permanent physical changes associated with it. The medication essentially works as a pause button, alleviating emotional harm and providing the child time to mature emotionally and make a more informed decision about his or her gender identity and physiology. AHCCCS, however, had never covered this medication for this purpose, and had denied the child's pre-authorization request and our administrative appeal. Within hours after we told AHCCCS that we would file suit, AHCCCS capitulated and approved our client for five years' worth of medication. To achieve this result, Steptoe worked with co-counsel at the National Center for Lesbian Rights and the National Health Law Program.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 29,834 2015: 26,266

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 352 As of December 31, 2015: 338

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

2014: 85 2015: 78

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 72% 2015: 74% Steptoe & Johnson LLP

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Nο

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 service 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 686

2015: 328

Average hours per summer associate spent on pro bono work:

2014: 43

2015: 19

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

2014: 78%

2015: 53%

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 together with billable matters 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 associate 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

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 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.

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 special recognition or awards your firm has won in the last three years for its pro bono work.

- · Animal Legal Defense Fund
- Children's Law Center
- District of Columbia Bar
- Federal Bar Association
- John Carroll Society
- Lawyers Alliance for New York
- Los Angeles County Bar Association
- U.S. District Court for the Northern District of Illinois
- Washington Lawyers' Committee for Civil Rights and Urban Affairs

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 non-profits and micro-enterprises 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.

STOEL RIVES LLP

MAIN US OFFICE LOCATION:

760 SW Ninth Avenue, Suite 3000 Portland, OR 97205 www.stoel.com (503) 224-3380

THE STATS

No. of Attorneys: 377 No. of Offices: 10

Firm Managing Partner: Jim Torgerson

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

Q

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

D.J. Williams
Pro Bono Committee Chair
(801) 578-6963
dj.williams@stoel.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 10%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The pro bono committee is comprised of eight members (called pro bono coordinators) – one attorney representing each of the seven largest Stoel Rives offices, with the exception of our largest office, which has two pro bono coordinators.

THE SCOOP

Does the firm have a written 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-bycase 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 2014?

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? If so, please indicate the specific areas below. If not, please select "none."

Employment

List up to 10 of your firm's pro bono clients or partners since 2014, 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Attorneys volunteer at the Legal Aid Services of Oregon Night Clinic, a monthly clinic Stoel Rives staffs to assist low-income individuals with their legal needs. These matters include, among others, assistance with housing disputes, collection matters, Social Security Disability applications and appeals, collections, probate and employment issues. Typically, an attorney will take on two or three cases for every evening he or she staffs the Night Clinic. These matters can resolve quickly, but may sometimes last for several years.
- Stoel Rives attorneys teamed with the Rocky Mountain Innocence Center ("RMIC"), a nonprofit organization that seeks to exonerate and protect the rights of wrongfully incarcerated individuals, in representing a client who was convicted of murder in December of 2001 and has been incarcerated since that time. In post-conviction investigation, RMIC volunteers uncovered potentially exculpatory evidence that was never given to the client's defense counsel. RMIC volunteers also learned that police failed to collect a blood-spattered piece of concrete that could have been used during the murder and would, therefore, contain the attacker's DNA. Stoel Rives and RMIC brought a post-conviction lawsuit against the State on behalf of the client seeking a new trial given the constitutional violations associated with the client's first trial.
- The Nature Conservancy ("TNC") sought Stoel Rives' help to defend a development permit for an estuarine restoration project in Tillamook County. The project involved restoring and enhancing wetlands and tidal flats that had been previously filled and dewatered for use as agricultural land. The project was contentious, pitting neighbors against neighbors and farmers against conservationists. Stoel Rives successfully defended the permit before the Tillamook County Planning Commission and then again before the Tillamook County Board of County Commissioners in the face of strong opposition and opposing land use counsel. An opponent appealed the case to the Oregon Land Use Board of Appeals ("LUBA"), where Stoel Rives defeated the appellant's attempt to stay the project thus allowing the project to stay on its summer construction schedule. Following the denial of the stay, the appellant withdrew the LUBA appeal altogether, which was a big victory for TNC, and a great outcome for the project.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 8,514

2015: 7,327

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 361

As of December 31, 2015: 368

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

2014: 24

2015: 20

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 41%

2015: 41%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

Stoel Rives LLP

If so, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 253

2015: 137

Average hours per summer associate spent on pro bono work:

2014: 17

2015: 10

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

2014: 40%

2015: 36%

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

Summer associates receive information 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 Legal Aid Services of Oregon Night Clinic.

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

Yes

If so, 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 applicable.

- Fellowships. Stoel Rives' First-Year Law 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 and the YouthForce program in Seattle. These programs provide primarily ethnically diverse students with valuable work experience and help subsidize their educations.

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. We regularly provide faculty for the OLIO retreat for incoming law students, as well as sponsor and participate in OLIO's employment workshops, mock interviews, 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 firm and our lawyers also support – through volunteer time and sponsorship dollars – various organizations, programs, and events.

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.

Stoel Rives offers several non-law related volunteer opportunities in all of our offices. For example, this year lawyers and personnel in our Anchorage office spent a day of service with the local Habitat for Humanity ReStore, our Sacramento office volunteered at the Sacramento Food Bank, our Salt Lake City office had a community service project with Head Start, and our Seattle office volunteered for a day of service with Seattle Green Partnership.

In addition, Stoel Rives lawyers in all our offices provide innumerable hours serving on boards and advisory committees for community organizations.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2015 the firm's Boise office was honored with a *Law Day 2015 6.1 Challenge Award for Excellence in Pro Bono and Community Service*. Presented by the Idaho State Bar Fourth District Bar Association, the award is based on the type and quality of pro bono work performed, number of hours contributed and the participation rate of local office attorneys.
- In 2014 an associate in the firm's Portland office was named the Pro Bono Attorney of the Year by the Small Business Legal Clinic ("SBLC") of Lewis & Clark Law School. Founded in 2006, the SBLC provides pro bono business transactional law services for start-ups and small businesses. Seventy-five percent of the SBLC's clients are businesses owned by women, minorities, and recent immigrants. Several Stoel Rives attorneys regularly volunteer at the SBLC.
- The firm's Portland office won the Oregon State Bar 2013 Pro Bono Challenge for large firms (firms of over 25 lawyers).
- In addition, the firm annually confers Andrew Guy Pro Bono Awards to attorneys in many of our offices who have demonstrated a special commitment to pro bono service.
- Lastly, the firm recognizes attorneys who performed 50 or more hours of pro bono legal services in a year with a certificate of recognition.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Stoel Rives' pro bono program is administered by a Pro Bono Committee comprised of the Pro Bono Coordinator from each office or region in which the firm has an office. The firm recognizes that the legal profession has a special obligation to assist persons who cannot afford the services of a lawyer. We expect that successful attorneys at all levels will participate in professional activities, including pro bono activities, appropriate to their level of experience.
- To that end, the firm encourages its attorneys to perform pro bono legal services and considers pro bono
- service to be an essential element of every attorney's professional responsibility. We recognize that attorneys possess professional skills and abilities that can be used to serve persons of limited means and to promote the public interest in ways that no other professionals can, and have a duty to contribute to the welfare of the community, to assist in the development of the legal profession, and to broaden the overall commitment to access to justice for all people, regardless of their financial circumstances. Furthermore, our pro bono program recognizes that, in a society governed by the rule of law, lawyers have an obligation to ensure that the legal system is accessible to everyone, including persons of limited means.
- We also recognize that, in addition to benefiting our pro bono clients, our firm's pro bono legal service benefits individual attorneys, our firm, and the communities in which we practice. The personal satisfaction that comes from changing people's lives for the better through pro bono work cannot be overstated. Also, through pro bono service, our attorneys often receive invaluable training that broadens their professional development and expands their community awareness. Through our firm's pro bono representation, we assist diverse groups of people in the communities where we practice and offer creative solutions to their legal problems.
- 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 Legal Aid Services of Oregon Night Clinic in our Portland office, as well as act as Court Appointed Special Advocates ("CASA") for children in association with local CASA programs



"The value of a man resides in what he gives and not in what he is capable of receiving."

ALBERT EINSTEIN

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, and formative and governance issues for 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 might go unserved.

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TOKYO · HONG KONG · BEIJING · MELBOURNE · SYDNEY

SULLIVAN & CROMWELL LLP

MAIN US OFFICE LOCATION:

125 Broad Street New York, NY 10004 www.sullcrom.com (212) 558-4000

THE STATS

No. of Attorneys: 835 No. of Offices: 12

Chairman: Joseph C. Shenker

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Jessica M. Klein
Special Counsel and Head of Pro Bono Practice
(212) 558-3153
kleinj@sullcrom.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Pro Bono website (if different from main site):

www.omm.com/pro-bono

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

Our pro bono committee is comprised of 10 partners and includes representatives from our New York, London, D.C. and L.A. offices.

THE SCOOP

Does the firm have a written 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.

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 2014?

Asylum; Civil rights; Community economic development; 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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The American Civil Liberties Union
- · Her Justice



Sullivan & Cromwell LLP

- · 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
- Public Counsel

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- For more than six years, in *Franco-Gonzalez*, et al. v. Holder, et al., S&C has litigated on behalf of a class of indigent immigration detainees in California, Arizona and Washington who suffer from serious mental health issues and are jailed for prolonged periods. In April 2013, the court entered partial summary judgment and an injunction requiring the federal government to provide legal representation for class members who are unable to represent themselves in immigration court. The New York Times hailed the ruling as "the first time a court has required the government to provide legal assistance for any group of people before the nation's immigration courts." The government has announced that it intends to implement similar protections nationwide. In October 2014, the Court entered an order resolving plaintiffs' claim for competency evaluations by requiring screenings of detainees for mental health issues and the provision of competency evaluations. These protections are the first of their kind in immigration proceedings. In March 2015, the court entered a monitoring order against the Department of Homeland Security—the first-ever order of its kind—to keep tabs on the government's compliance with the injunction and implementation plan. In September 2015, the U.S. District Court for the Central District of California entered an order approving a settlement agreement providing additional relief to a separate class of individuals who had previously been ordered removed in violation of the Rehabilitation Act.
- Lawyers from S&C's London office were instrumental in the development of a new international aid organization, the Global Innovation Fund (GIF). GIF is a new fund, headquartered in London, that invests in social innovations that aim to improve the lives and opportunities of millions of people.
- S&C and the ACLU represent three same-sex couples in Nebraska challenging (i) an administrative policy that categorically prohibits them, on the basis of their sexual orientation, from serving as foster and adoptive parents to children in state custody, and (ii) the Department of Health and Human Services' ("HHS") informal practice of making exceptions to that policy but requiring additional levels of approval for placements with gay and lesbian applicants than for placements with similarly situated heterosexual applicants. In August 2015, the Nebraska court granted summary judgment in plaintiffs' favor, holding that HHS's

policy and practice are unconstitutional. The court directed defendants to rescind the policy and ordered that HHS follow the same review procedures to evaluate such applicants as it uses for similarly situated heterosexual applicants. Defendants have appealed.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 43,461 2015: 42,776

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 675 As of December 31, 2015: 678

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 64 2015: 63

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 46% 2015: 43%

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

If so, are those evaluations taken into account in determining salary or bonuses?

N/A – Salary and bonuses are determined by seniority

Is there a pro bono requirement at your firm?

Yes

If so, 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.

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 and housing.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 5,350

2015: 3,971

Average hours per summer associate spent on pro bono work:

2014: 41

2015: 35

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

2014: 73%

2015: 71%

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, child support cases and Violence Against Women Act self-petitions);
- Anti-Defamation League research projects;
- The Fortune Society's Summer Associate Volunteer Day

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

Yes

If so, please describe the established program(s) and their duration, if applicable.

We currently have an associate working with 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 applicable.

In partnership with AIG, S&C sponsors an Equal Justice Works fellow. Additionally, S&C lawyers participated in providing legal and non-legal information for an Internet web site, 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.

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.

Employees at the firm participate in the Everybody Wins! reading program, assisting local public school children on a weekly basis. The firm also participates in Her Justice's annual "Story by Story" event, where S&C lawyers climbed 43 stories in a midtown skyscraper to help raise funds for Her Justice, which provides free legal services for survivors of domestic violence and their children. Summer associates and lawyers at the firm have also participated in a 5 kilometer Fun Run for Legal Services NYC and in A.I.R. NYC's Bike2Breathe Fitness Fundraiser. S&C also participates in The Coalition for the Homeless' Project: Back to School, a school supply drive to benefit children served by The Coalition.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In October 2016, the firm received a Freedom Award from the Transgender Legal Defense and Education Fund.
- In March 2016, the firm received a Pro Bono Leadership Award from Legal Services NYC.
- In January 2016, the firm received the 2015 Empire State Counsel Platinum Supporter Award from the New York State Bar Association.
- In December 2015, the firm and one of our summer associates won the 2015 Anti-Defamation League's Summer Associate Research Program (SARP) Memo Competition.
- In September 2015, the firm was featured as one of Law360's Pro Bono Firms of 2015.
- In July 2014, S&C was recognized for "Global Pro Bono Dispute of the Year" by *The American Lawyer*.

Sullivan & Cromwell LLP

- In June 2014, S&C received the Jack Wasserman Memorial Award for Excellence in Litigation from the American Immigration Lawyers Association.
- In June 2014, the firm received the Beacon of Justice Award from the National Legal Aid & Defender Association.
- In May 2014, S&C received Immigration Equality's Safe Haven Award.
- In February 2014, Her Justice awarded an S&C team with its 2014 Commitment to Justice Award for Outstanding Legal Team.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

S&C seeks out challenging and rewarding public service matters and 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 "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 firm 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, TrustLaw and A4ID, researching various issues of international law.

SUSMAN GODFREY L.L.P.

MAIN US OFFICE LOCATION:

1000 Louisiana St., Suite 5100 Houston, TX 77002 www.susmangodfrey.com (212) 336-8338

THE STATS

No. of Attorneys: 109 No. of Offices: 4

Founder/Managing Partner: Stephen Susman

THE SCOOP

Does the firm have a pro bono committee?

No

Does the firm have a written pro bono policy?

Ves

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 cases, including pro bono, are voted on by all associates and partners at the firm.

Has the firm signed on to the law firm pro bono challenge? $\ensuremath{\mathrm{No}}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Civil rights; Consumer law and small claims court; Disability benefits; Employment; Environment; Family law; Immigration; Indigent criminal defense; International human rights; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- City of Houston
- · City of Seattle

- ACLU's Immigrants' Rights Project
- First Presbyterian Church of Houston
- Anthony Graves
- Law Center to Prevent Gun Violence
- International Rescue Committee
- National Immigration Law Center
- Southern Poverty Law Center
- Cameron Todd Willingham

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• Jared Woodfill et al. v. Annise Parker et al.

The lawsuit stemmed from the Houston City Council's June 2014 enactment of Ordinance No. 2014-530, better known as the Houston Equal Rights Ordinance (HERO), which prohibits discrimination based on an individual's sex, race, color, ethnicity, national origin, age, familial status, marital status, military status, religion, disability, sexual orientation, genetic information, gender identity, or pregnancy in city employment and city services, city contracts, public accommodations, private employment (excluding religious organizations) and housing.

In July 2014, plaintiffs submitted a petition with ~54,000 signatures to the City attempting to repeal HERO. In August 2014, the City announced that plaintiffs' petition failed because it was filled with invalid signatures that did not comply with the City Charter's requirements, and did not have the minimum required 17,269 valid signatures. Plaintiffs sued and sought an injunction in August 2014—plaintiffs withdrew their request in the middle of the oral hearing—and also sought a jury trial and declaration that their repeal petition was valid. Partner Geoffrey Harrison was the City's lead counsel and argued at the injunction hearing.

After a two-week jury trial, the jury resoundingly found in favor of the City in February 2015. The jury found that 64 out of 97 petition circulators failed to comply with the legal requirements in the City Charter—exactly what Susman



Susman Godfrey L.L.P.

Godfrey asked the jury to find—and also found that 12 of the 13 circulators who gathered the most signatures submitted pages with forgeries and swore oaths that were not true and correct. Partner Harrison was the City's lead counsel at trial, managing a team that included several lawyers from the City Attorney's office and multiple other firms. He also picked the jury, examined more witnesses than anyone else and gave closing argument. Partner Alex Kaplan gave opening statement, examined several witnesses and, along with Harrison, argued many pre-trial and trial motions and evidentiary matters.

In April 2015, the judge entered final judgment in favor of the City, awarded costs to the City and denied all relief sought. The City later lost a related lawsuit handled by another firm and the ordinance will be on the ballot.

 International Franchise Association Inc. et al. v. City of Seattle et al

In June 2014, the City of Seattle retained Susman Godfrey to defend the city's landmark \$15 per hour minimum wage ordinance. Susman Godfrey agreed to handle the case on a partial pro bono basis for substantially reduced rates. Several Seattle franchise businesses challenged the ordinance on a number of legal grounds, including violation of the Equal Protection Clause and Dormant Commerce Clause of the U.S. Constitution. In March 2015, the district court denied the plaintiff franchise group's motion for a preliminary injunction. In a forty-three page decision, Judge Jones found that the plaintiffs had failed to demonstrate a likelihood of succeeding on the merits of any of their claims. The plaintiffs have appealed the decision to the Ninth Circuit.

• *In re Charles J Sebesta, Jr. (Grievance of Anthony Graves)*, No. 201400539, before the State Bar of Texas (2016)

Susman Godfrey represented Anthony Graves who was exonerated after spending more than 18 years in prison, including 12 on Texas' notorious death row. In overturning Graves' murder conviction, the U.S. Court of Appeals for the Fifth Circuit declared him "actually innocent" and pointed to serious misconduct by state prosecutor Charles Sebesta. Susman Godfrey Co-Managing Partner Neal Manne, along with the Texas Defender Service, represented Graves in a grievance filed with the State Bar of Texas seeking to have Sebesta disciplined. In June 2015, the Bar found Sebesta had engaged in numerous ethical violations and disbarred him for life. In February 2016, the Bar's Board of Disciplinary Appeals affirmed the disbarment.

Susman Godfrey secured an important victory in this matter that will have an impact on the administration of justice in Texas, particularly with respect to prosecutions involving the death penalty.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 1,643

2015: 2,182

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 108

As of December 31, 2015: 112

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

2014: 15

2015: 19

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 13%

2015: 13%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

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

No formal pro bono 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.

Summer associates typically do not do pro bono work.

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

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 applicable.

- In 2015, managing partner Steve Susman established The Civil Jury Project at NYU School of Law. This is the only academic center in the nation whose sole purpose is to protect the 7th Amendment right to a jury trial in civil cases. It is common knowledge that jury trials in civil cases are rapidly vanishing. The Project examines why this is happening, whether trial by jury still serves a useful purpose in our complex society, and, if so, what—if anything—can be done to reverse the trend. Susman donated \$2 million to the school to establish this program and continues to donate his time as an advisor and adjunct professor.
- For the past four years, the firm has offered summer fellowship positions to first-year law students who are women, minorities, LGBTQ, or members of other groups underrepresented in today's legal profession.
- Many of the firm partners sit on the boards of their respective law schools, serve as adjunct law professors and/or donate time and finances to support that law school's 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.

Susman Godfrey sponsors a team annually at the BP MS
150 charity bike ride to benefit multiple sclerosis in Texas.
Susman Godfrey LLP's "Swift Justice" team has raised more
than \$1,100,000 to date and with firm founder Stephen
Susman as the #1 fundraiser for four years in a row.

2015's MS 150 was the tenth BP MS 150 in which Swift Justice participated. In that time, the Susman Godfrey team has

raised more than \$1,100,000 to benefit the National Multiple Sclerosis Society.

- Susman Godfrey is also a continued supporter of Teach for America. The firm lends office space each year to the organization so that they can interview teaching candidates.
- This past year Susman Godfrey's New York office donated hundreds of school supplies to the nonprofit organization Volunteer America's Operation Backpack.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2015 and 2016, there was abundant media coverage on Managing Partner Neal Manne's numerous nationally-known pro bono matters. This article in *Law360*, "BigLaw Leader Clinches 2 Pro Bono Wins In 1 Day", describes two of them. www.law360.com/articles/758451/biglaw-leader-clinches-2-pro-bono-wins-in-1-day. You can find others at Buzzfeed, Texas Lawyer, and *The Houston Chronicle*.
- In 2015, Partner Geoff Harrison was named "City of Houston's HERO" by Texas Lawyer for the pro bono work he did on behalf of the city of Houston in *Jared Woodfill et al. v. Annise Parker et al.*
- In 2015, Partner Mark Wawro was recipient of the Karen H. Susman Jurisprudence Award from the Anti-Defamation League. This award is presented annually to an outstanding member of the legal community who has displayed an exceptional commitment to equality, justice, fairness and community service.
- In 2013, Steve Susman and Lee Godfrey were the recipients of the J. Chrys Dougherty Good Apple Award for their pursuit of justice and for actively encouraging pro bono involvement. Texas Appleseed is a non-profit organization whose mission is to promote social and economic justice for all Texans by leveraging the skills and resources of volunteer lawyers and other professionals to identify practical solutions to difficult systemic problems

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

At Susman Godfrey we take seriously our obligation as lawyers to use our skills and position in society to make our communities better places to live. Our attorneys are committed to improving the law and the legal system by representing or counseling those who cannot afford to pay for legal services. We encourage our attorneys to participate in pro bono opportunities, and we make firm resources available to ensure our pro bono efforts are meaningful and effective. The pro bono matters we have handled are diverse but share our goal of achieving justice for our clients and handling the cases with the same vigor we handle cases for our paying clients.

SUTHERLAND (NOW EVERSHEDS SUTHERLAND (US) LLP)

MAIN US OFFICE LOCATION:

999 Peachtree Street NE, Suite 2300 Atlanta, GA 30309 www.sutherland.com (404) 853-8000

THE STATS

No. of Attorneys: 398 No. of Offices: 8

Managing Partner: Mark D. Wasserman

Please note that as of February 1, 2017, Sutherland Asbill & Brennan LLP and Eversheds LLP have combined. The firm now operates in the US under the name Eversheds Sutherland (US) LLP, which is part of a global legal practice, operating through various separate and distinct legal entities, under Eversheds Sutherland. For a full description of the structure and a list of offices, please visit www.eversheds-sutherland.com. The information contained in this survey reflects pre-combination information.

WHO'S WHO

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

John Fleming
Pro Bono Partner
(404) 853-8065
john.fleming@sutherland.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Aileen Bleach Pro Bono & Community Service Manager (404) 407-5094 aileen.bleach@sutherland.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Pro Bono website (if different from main site):

www.sutherland.com/About-Us/ Pro-Bono-and-Community-Service

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

There are pro bono committees in our Atlanta, Houston, New York, and Washington offices. The committee includes partners, counsel, and associates. Members in each office are selected to ensure representation from each of the main practice groups. The committee is responsible for encouraging and monitoring

the firm's pro bono practice, screening and offering appropriate pro bono matters to the firm's lawyers.

THE SCOOP

Does the firm have a written 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?

Much of our work comes to us through, and because of, our regular relationships with pro bono organizations, but any lawyer can bring a matter to our attention. Sutherland's Pro Bono Partner, in consultation as appropriate with practice group leaders and members of the Pro Bono Committee and Executive Committee, decides whether the matter is appropriate for the firm's pro bono program. Upon initial approval, a conflicts check is run. If there is no conflict, the matter is accepted and an engagement letter is sent to the client or referring organization. A partner is assigned to supervise every pro bono matter. Lawyers often work in teams on pro bono matters. The resources of the firm are made available in pro bono cases, including paralegal and secretarial support.

Has the firm signed on to the law firm pro bono challenge?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Elder law; Employment;

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Yes

Environment; Fair housing/tenants' rights; Family law; Homeless advocacy; Immigration; Indigent criminal defense; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Pro Bono Partnership of Atlanta
- Catholic Charities (multiple offices)
- Kids In Need of Defense (multiple offices)
- The Lawyers' Alliance for New York
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- Lawyers' Committee for Civil Rights Under Law (multiple offices)
- New York Lawyers for the Public Interest
- D.C. Bar Pro Bono Program
- Atlanta Volunteer Lawyers Foundation
- Houston Volunteer Lawyers Program

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Sutherland has represented 46 Indian citizens in trafficking claims against a major Southeastern construction firm and recruiters. The case was initially filed as a class action, but the district court denied class certification. Sutherland filed a federal court complaint in the Eastern District of Texas. Ten other firms took on additional cases in various venues, totaling over 200 individual claims, and the firms collaborated in the efforts. After extensive discovery, expert reports and motion practice, the first case went to trial in 2015, with a jury award of over \$14 million for the five plaintiffs. The employer sought bankruptcy protection, and the collaborating firms were able to achieve a settlement of \$20 million for the plaintiffs. Tentative settlements have now been reached with the other defendants. Cumulatively, this is the largest set of trafficking cases yet brought under the Trafficking Victims Protection Act of 2003.
- For more than a quarter of his Presidency, Abraham Lincoln and his family resided in a hilltop cottage on the grounds of the Soldiers' Home in Northwest Washington. After Lincoln was assassinated, two other presidents occupied the Cottage, but by 1999 it had fallen into disrepair. In 2000, President

Clinton declared the Cottage and its surroundings a national monument. Thereafter, the National Trust for Historic Preservation began a project to preserve the Cottage. In 2014, a team of Sutherland lawyers formed a District of Columbia nonprofit corporation, applied for and obtained tax-exempt status and negotiated agreements with the National Trust and the Armed Forces Retirement Home. On January 1, 2016, the new entity, President Lincoln's Cottage at the Soldiers' Home, took responsibility for the national monument.

The firm filed a class action on behalf of blind federal contractors and the American Council of the Blind against the General Services Administration (GSA), the agency responsible for administering the federal government's non-defense contracts. The suit, filed in federal court in the District of Columbia, alleged that GSA violated the Americans with Disabilities Act by failing to provide the plaintiff class with access to SAM.gov, the website they must use to register their federal contractor status. The firm reached a settlement with GSA requiring it to make significant changes to SAM.gov that had prevented blind federal contractors from accessing the website as required by the ADA. Following the implementation of the agreed-to changes, the website will undergo review by an accessibility expert. In addition, members of the blind community will test and provide feedback on future changes to SAM.gov. The settlement also provides that the plaintiffs will recover costs and fees.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 20,463 2015: 17,626

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 411 As of December 31, 2015: 398

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

2014: 50 2015: 44

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 44% 2015: 39% Sutherland (now Eversheds Sutherland (US) LLP)

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining salary and bonuses

Are those evaluations taken into account in determining advancement within the 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

75

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?

To prepare associates for pro bono matters there are firm wide SABLE trainings and in-office focused trainings with legal service provider partners. Sutherland also covers the cost of external pro bono 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 480

2015: 472

Average hours per summer associate spent on pro bono work:

2014: 17

2015: 24

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

2014: 50%

2015: 60%

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

Sutherland invites summer associates to participate in pro bono opportunities with other attorneys if they choose. We work with each summer associate to assess their interests and find an appropriate assignment.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

Not presently, but it has been done from time to 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 applicable.

- The firm is a long-time supporter of legal fellowship programs, including Equal Justice Works, the Emory Law School Public Interest Committee (EPIC) Fellowship Program, and the D.C. Hispanic Bar Association.
- Sutherland also founded the "Sutherland Scholars" program, which is an intensive, three-week, 40 hour program for rising college seniors and graduates headed to law school. It is designed to introduce students to the rigors of law school, what to expect, how to navigate admission, the first year, and getting a job. The competitive program recruits primarily from historically black colleges to encourage diversity in the profession and is a model for programs throughout the country.
- The firm also participates in the Street Law Legal Diversity Pipeline Program in partnership with GE Power, and our attorneys volunteer to teach classes on contract negotiation

and dispute resolution to students at historically diverse high schools.

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.

- High School Mock Trial Teams: Multiple firm offices participate in coaching mock trial teams for local high schools and the firm donates space for students to practice.
- Sutherland Junior College: This is our internal college preparatory program the firm developed in 2006 to mentor students at Bell Multicultural High School in Washington DC in partnership with the Washington Lawyers' Committee for Civil Rights and Urban Affairs. With more than 600 students from 30 countries, Bell students face a number of challenges, and the vast majority live below the poverty line and are not native English speakers. Through junior college, we seek to help students apply to be admitted to four-year colleges and universities.
- Community Service Volunteerism: The firm participates in a variety of community service volunteer events, including but not limited to, Adopt-A-Family holiday programs, regional days of service, the American Heart Association heart walk and 5k events, various other walk and 5k races to benefit national and local nonprofits, reading programs for kids, career day events with the Boys & Girls Club, in-kind donation drives, and employee giving campaigns. The firm also has long-standing relationships with local food banks and soup kitchens and has volunteers who have run these programs and participated every month for 20+ years.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

 2016: Sutherland received the Corporate Volunteer Council of Atlanta (CVC) Award for best Business-to-Business Partnership for its work with the Immigration Working Group, together with Alston & Bird, Kilpatrick Townsend, Troutman Sanders, and King & Spalding.

- 2016: Sutherland was honored by Demos for its work on voting rights litigation.
- 2016: The firm was honored with an Outstanding Achievement Award by the Washington Lawyers' Committee for Civil Rights and Urban Affairs.
- 2015: Recipient of the American Lawyer Pro Bono Dispute of the Year Award, alongside other firms for the Signal International Litigation.
- 2015: Sutherland was selected as the recipient of the State Bar of Georgia's Access to Justice Committee "A Business Commitment" Business Law Pro Bono Award.
- 2015: The firm was honored with the William E. Hoffman Service Award by the Georgia Asylum & Immigration Network.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- The firm has a strong history and culture of supporting pro bono by its lawyers.
- New pro bono cases are staffed like pay cases with each case having a supervising partner, and opened like pay cases.
- Credit toward billable hours is given up to 75 hours, however additional hours will receive credit with a frequently approved waiver.

THOMPSON & KNIGHT LLP

MAIN US OFFICE LOCATION:

1722 Routh St., Suite 1500 Dallas, Texas 75201 www.tklaw.com (214) 969-1700

THE STATS

No. of Attorneys: 321 No. of Offices: 11

Managing Partner: Mark M. Sloan

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

3

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

Christopher L. Chauvin Partner (214) 969-1662 Chris.Chauvin@tklaw.com

Mitchell Mandell Partner (212) 751-3411 Mitchell.Mandell@tklaw.com

Christopher D. Smith Partner (512) 469-6108 Chris.Smith@tklaw.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

The firm's pro bono committee is made up of partners in various offices.

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Bankruptcy; Civil rights; Consumer law and small claims court; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Probate law; Real estate transactions; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Dallas Volunteer Attorney Program
- Legal Aid of North 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Dallas associates Julie Abernethy and Cassandra Sepanik Shoemaker won a pro bono case on behalf of the SPCA of Texas after 71 cruelly treated animals were seized from a property near Gladewater, Texas. The seizure of the 64 dogs, six cats and one horse was affirmed in a civil forfeiture that was appealed by the animals' owners, Carol Pinckert and Linda Luker. The SPCA of Texas and the Humane Society cited inhumane housing conditions for causing various medical problems for many of the animals, including open wounds, infections, and parasites. The T&K lawyers called witnesses including animal control, the director of the Humane Society, and a SPCA vet, who all testified that the animals were deprived of necessary medical care and socialization, and were being inhumanely confined. Judge W.V. Ray, Upshur County Precinct 4 Justice of the Peace, agreed with the arguments set forth by T&K and ordered the animals turned over to the SPCA and required the defendants pay more than \$20,000 in restitution. The animals now are receiving proper care at the Perry Animal Care Center in McKinney, Texas.
- Thompson & Knight assisted Gardens 4 Veterans ("G4V") with obtaining its charitable tax status with the IRS. G4V works with low-income Austin-area military veterans and their families to help install, maintain, and harvest chemical-free, organic vegetable and herb gardens. G4V believes gardening results in an increased sense of self-reliance, self-sufficiency, and enhanced well-being. Volunteers help build and plant a garden, which may need to be raised above ground level to facilitate the physical needs of the gardeners, and supports the gardeners for up to four growing seasons to help each gardener develop his or her "green thumb."
- T&K and nonprofit advocacy group Public Citizen secured a victory for clients Michelle and Robert Duchouquette, pet owners who were sued for \$1 million over a one-star Yelp review they wrote about a pet-sitting company. Prestigious Pets and its owner filed a lawsuit against pet owners Michelle and Robert Duchouquette accusing the couple of defamation, business disparagement, and breach of contract arising from comments that they posted as part of a one-star Yelp.com review. The Duchouquettes argued that the court should dismiss the claims based on the Texas Anti-SLAPP statute, which allows a judge to dismiss frivolous lawsuits filed against individuals who speak out about a matter of public concern. The 160th Judicial District Court-Dallas County granted the couple's Motion to Dismiss and dismissed with prejudice all causes of action alleged in the Plaintiffs' Original Petition.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 5,412

2015: 4,885

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 267

As of December 31, 2015: 245

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

2014: 19

2015: 20

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 21%

2015: 21%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

Thompson & Knight LLP

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 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. On occasion, the firm hosts pro bono training, such as a lunchtime session on landlord-tenant law provided by the in-house counsel of the Housing Crisis Center. Also, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 18

2015: 34

Average hours per summer associate spent on pro bono work:

2014: 5

2015: 9

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

2014: 24%

2015: 27%

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

If so, please describe the established program(s) and their duration, if applicable.

The firm has an internship program with the City of Arlington District Attorney's office in which each year all first and second year litigation associates assist with prosecutions and trial work.

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 applicable.

- Throughout the year, the firm has 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. The firm also supports involvement with organizations that focus on the advancement and inclusion of ethnically diverse individuals and women in the legal community.
- In 2015, the Thompson & Knight Foundation provided \$761,409 in support of civic and charitable organizations promoting diversity, the arts, education, the elderly, health care, youth mentoring, and more. In addition, the firm has awarded:
 - \$20,000 of scholarships for the 7th year in a row to four graduating students from Booker T. Washington School for the Visual and Performing Arts;
 - Five diverse students, who are enrolled to begin classes at University of Houston Law Center, with T&K's 5th Annual Law Preview Scholarship to help students prepare for the first year of law school; and
 - Four Dallas ISD students, for the 4th year in a row, with internships designed to encourage minority high school students to pursue careers in the legal field.

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 "non-legal" volunteerism efforts include:

- An annual firm-sponsored build day, in coordination with the Dallas Bar Association's Habitat House build efforts;
- Our 2015 annual Holiday Service Project, organized by the firm's Women's Initiative Group, benefitted Rainbow Days—an organization that helps children and youth in adversity build coping skills and create positive futures—by gathering toys, gifts, and donations;
- A Women's Initiative Group fundraiser for The Women's Resource of Greater Houston, a nonprofit organization that provides free financial education and research so that women and girls have the knowledge they need to make sound financial decisions and improve their lives;

- Contributing to March of Dimes Walk America in Dallas by organizing a team and raising pledges and awareness. In 2015, our firm raised approximately \$6,070 for the March of Dimes;
- Actively supporting the Leukemia & Lymphoma Society's Light The Night Walk, which funds therapies and treatments for blood cancer patients. In 2015, we raised more than \$15,000 for this campaign; and
- Sponsoring the Dallas Women's Foundation Annual Luncheon in support of the advancement of women.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

Thompson & Knight and its attorneys have been honored for their contribution to pro bono work and the community with the following recognitions:

- In 2015, 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;"
- Thompson & Knight Partners Bill O'Connor and Evelyn Seeler have been included in the Empire State Counsel Spotlight Edition of the New York State Bar Association Pro Bono Newsletter, highlighting their exemplary pro bono service during 2015;
- The firm received the 2014 Bronze Award for Pro Bono Service by the Dallas Volunteer Attorney Program;
- 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;
- Partner Michael W. Stockham received the 2014 Pro Bono Award of Merit from the U.S. District Court for the Northern District of Texas–Dallas division's Pro Bono Civil Panel;

 The firm received the 2013 Pro Bono Leader from Texas Community Building with Attorney Resources (Texas C-Bar).

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 & 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.

For example, our attorneys spend significant hours supporting the South Dallas Legal Clinic by counseling people who fall below the poverty line and providing legal expertise to address their problems. In addition, for more than 20 years, our attorney have staffed Dallas' Housing Crisis Center clinic once a month to help clients avoid wrongful eviction and address other tenant need.

THOMPSON COBURN LLP

MAIN US OFFICE LOCATION:

One U.S. Bank Plaza St. Louis, MO 63101 www.thompsoncoburn.com (314) 552-6000

THE STATS

No. of Attorneys: 380 No. of Offices: 5

Chairman: Thomas J. Minogue

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Mark L. Kaltenrieder Partner (314) 552-6059 mkaltenrieder@thompsoncoburn.com

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 accepts pro bono matters from individuals and civic or charitable organizations. The firm will assess whether the

individual or organization has the ability to pay fees or pay a reduced fee. If the person or organization does not have the ability to pay, the firm will consider taking the matter pro bono. Pro bono matters must be in an area of practice the firm normally handles and the assigned attorneys must have the available time 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 2014?

Community economic development; Domestic violence; Employment; Environment; Fair housing/tenants' rights; HIV/ AIDS advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; Social security 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? If so, please indicate the specific areas below. If not, please select "none."

Family law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- · Boys and Girls Club 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 pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Thompson Coburn attorneys assisted a grandfather who sought guardianship over his nine year old grandson after the death of his daughter. The daughter gave birth to the grandson when she was just 13 years old. Despite the odds, she completed high school, received a scholarship, attended college and was in nursing school when she died of a heart attack three days before graduation. The grandson was eight years old when she died. His father had five other children, and as a result, only saw his son infrequently. The young boy had lived in his grandfather's house since birth, and was extremely close with his grandfather and his great-great-grandmother, who also lived in the house. Both adults showered the little boy with love and care. Removing him from such a nurturing environment would have been devastating to the young boy. Without hesitation, the court granted the grandfather the guardianship he sought, and even applauded the fact that the boy gets to see his greatgreat-grandmother every day.
- Thompson Coburn attorneys were involved in representing a small child care organization with multiple issues. First, a firm attorney prepared an employee handbook in order for the owner to address a number of issues that she was experiencing with her staff. Second, a new legal entity was formed in order to purchase and hold certain real property from a large global manufacturing company headquartered in St. Louis. Third, firm attorneys assisted the client with the purchase of the real property, which consisted of reviewing legal documentation regarding the transfer of property and corresponding with the seller's counsel regarding various issues related to the real property acquisition. The real property acquisition is an ongoing project, with the closing for the property acquisition expected soon.
- Firm attorneys provided assistance to an organization that advocates for and provides free legal services to D.C.'s elderly. Research was conducted to determine whether the filing deadline for a D.C. tax credit that benefits senior D.C. homeowners could be tolled when a senior claimant suffers a period of mental or physical incapacity at the time of the filing deadline. Firm attorneys also performed a 50-state-survey to determine how other state legislatures address this issue for similar tax provisions. They found that the current tax credit statute did not allow equitable tolling or extensions but, they did recommend that the organization lobby the D.C. legislature to change the statute as many other states have provisions within similar tax credits or exemptions that provide extensions for good cause or incapacity.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 9,883

2015: 13,703

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 375

As of December 31, 2015: 372

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

2014: 26

2015: 37

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 56%

2015: 36%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

1-50

Thompson Coburn LLP

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 36

2015: 28

Average hours per summer associate spent on pro bono work:

2014: 6

2015: 2

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

2014: 11%

2015: 33%

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 applicable.

Thompson Coburn donates to the Legal Services of Eastern Missouri each year to fund the William C. Guerri Chair. Mr. Guerri was a longtime partner and former managing partner at the firm. He passed away in 2015. The firm also sponsors the Corporate Counsel's Street Law Program in the St. Louis area. This program allows for outreach with high school students from all walks of life, and allows for the students to have positive contacts with corporate lawyers. Thompson Coburn also participates in the St. Louis Internship Program which provides summer internships to underprivileged high school students who are interested in a future law career. Firm attorneys also participate as coaches and judges in mock trials.

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.

Every year, Thompson Coburn selects a charity to support and each office raises funds throughout that year to present to the charity during the holiday season. Attorneys and staff participate in Read Across America, visiting local schools and reading to children. Attorneys and staff also volunteer and participate in other fundraising activities to raise funds toward fighting breast cancer, heart disease, and other diseases. Finally, firm personnel participate in the Mentor St. Louis program with Farragut Middle School.

Please list special recognition or awards your firm has won in the last three years 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 which cleaned up a highly contaminated Superfund site for the benefit of The Boys and Girls Club of Greater St. Louis.

TROUTMAN SANDERS LLP

MAIN US OFFICE LOCATION:

600 Peachtree Street, NE, Suite 5200 Atlanta, GA 30308 www.troutmansanders.com (404) 885-3000

THE STATS

No. of Attorneys: 702 No. of Offices: 16

Managing Partner: Stephen E. Lewis

WHO'S WHO

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

Terri A. Hendley Pro Bono Manager 404) 885-3176 terri.hendley@troutmansanders.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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?

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

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; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, 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
- Volunteer Lawyers for the Arts
- Greater Richmond Bar Foundation
- San Diego Volunteer Lawyers Program
- Tahirih Justice Center
- DC and Georgia Appleseeds



Troutman Sanders LLP

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Working with Kids in Need of Defense (KIND), our volunteer lawyers in Atlanta, New York, Orange County, San Francisco, Tysons Corner and Washington, D.C. 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.
- We filed an amicus brief in a pending Fourth Circuit appeal on behalf of a current and former United Nations Special Rapporteur on Torture in a matter that concerns whether the United States may rely upon diplomatic assurances from a foreign government to satisfy the United States' CAT obligations.
- A partner acts as general counsel to a nonprofit dedicated to providing excellent baseball and academic education opportunities for inner city residents, providing corporate governance guidance, insurance review, risk mitigation, and contract review as it relates to tournaments and league participation.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 14,734 2015: 12,510

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 624 As of December 31, 2015: 643

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 24 2015: 21

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 30% 2015: 26%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters? $\ensuremath{\mathrm{No}}$

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes

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 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 448

2015: 240

Average hours per summer associate spent on pro bono work:

2014: 17

2015: 8

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

2014: 56%

2015: 40%

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

If so, 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 applicable.

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; and ServiceJuris.

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 several community efforts and diverse causes. Examples of large efforts include the American Heart Association and United Way. We collect food, clothes and toiletries for homeless shelters, collect books and back to school items, donate items and volunteer hours to local food banks, provide toys and gifts to children during the holidays, volunteer for the Empty Stocking Fund, and participate in walks, runs and various other volunteer efforts around the US.
- 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 special recognition or awards your firm has won in the last three years for its pro bono work.

- Troutman Sanders received 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.
- A lawyer in our Richmond office received a humanitarian award from the Virginia Center for Inclusive Communities.
- Georgia Lawyers for the Arts named Troutman Sanders its Law Firm of the Year.
- Our work with Kids in Need of Defense (KIND) was recognized by the El Salvador Consulate.
- We received an award from the Georgia Appleseed Center of Law & Justice in recognition of our work to keep at-risk students enrolled and involved in school.
- An Atlanta partner was recognized with Tapestri's Lead Attorney Award for his representation of foreign-born survivors of domestic violence and human trafficking.
- A retired partner in our Richmond office received the 2016 George H. Hettrick Leadership Award from the Greater Richmond Bar Foundation for his dedication to pro bono throughout his career. In retirement, he continues to represent more than 15 pro bono clients.
- The firm's collaboration with Atlanta Legal Aid was recognized by the CVC of Atlanta for establishing a legal clinic for veterans at the Atlanta Veterans Administration Hospital.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 Troutman Sanders LLP

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.

VENABLE LLP

MAIN US OFFICE LOCATION:

575 7th Street, NW Washington, DC 20004 www.venable.com (202) 344-4000

THE STATS

No. of Attorneys: 648 No. of Offices: 9 Chairman: James L. Shea

WHO'S WHO

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

Seth A. Rosenthal, Esq.
Partner
(202) 344-4741
sarosenthal@venable.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 30%

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 must fit within the accepted definitions of pro bono (state bar, ABA and Pro Bono Institute definitions) and must clear conflicts. We also must have the in-house experience to handle the matter or be able to rely on a referring organization to provide guidance. There are ordinarily no budgetary constraints, but we occasionally will evaluate and confirm

whether a matter that promises to be very time- and costintensive sufficiently serves the firm's pro bono objectives.

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 2014?

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; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- ACLU of Maryland
- · Bread for the City, Washington, DC
- · Children's Law Center
- · Legal Aid Society of D.C.
- Legal Aid Foundation of Los Angeles
- · Legal Counsel for the Elderly
- Maryland Legal Aid
- Mid-Atlantic Innocence Project



Venable LLP

- New York City Bar Justice Center Refugee Assistance Project
- Tahirih Justice Center

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Coldstream-Homestead-Montebello-Community Corp v. Wizig: Venable undertook path-breaking litigation in Maryland that challenged, under Maryland's Community Bill of Rights law, the business practices of Scott Wizig, who formed dozens of LLCs to purchase homes at foreclosure auctions, flipped as many as possible, and left the rest to molder with broken windows, boarded up doors, collapsed and rotting roofs and trash-strewn yards. On behalf of six different community associations in Baltimore, Venable won a summary judgment ruling finding Wizig and his companies liable for creating a public nuisance at 49 different properties. The court issued an injunction requiring Wizig to bring each property up to code. After Wizig's companies filed for bankruptcy to stave off the injunction, Venable attorneys successfully negotiated a judicially-enforceable consent order that required an \$85,000 payment to the community associations and sets rigid deadlines for improvements on the properties.
- In re Adoption/Guardianship of Dustin R: Venable won a landmark child welfare appeal, establishing for the first time—in Maryland and nationally—that juvenile courts have broad power to order State agencies to provide needed services to foster children, including foster children turning 21 and transitioning to adult care, without regard to cost. This was a "civil capital case" where Dustin, a totally incapacitated and extraordinarily fragile foster child, faced the loss of his foster home and a cut in services that would likely cause his death when he aged out of foster care. Maryland's highest appellate court overruled 35 years of dicta in prior cases to hold that juvenile courts have the authority to require State agencies to ensure the continuity of care for foster children even after they turn 21 and juvenile court jurisdiction ends. Venable successfully co-tried the case below, obtaining an order finding that the State's proposed cuts posed "life and death" risks to Dustin.
- United States v. Gathers and Mitchell: In late 2014, Venable secured the reversal of the murder conviction of Gary Gathers and Keith Mitchell, D.C. men who had already served more than 21 years in prison. At an evidentiary hearing several years before, Venable attorneys showed that the government had obtained the conviction by introducing and exploiting in closing argument false testimony from a Metropolitan Police Department detective. The hearing also included substantial evidence showing that Mr. Gathers and Mr. Mitchell were innocent. While the trial court found that the defendants had defaulted their claim regarding the detective's false testimony, the Court of Appeals disagreed, finding that the defense could not be blamed for previously failing to uncover the government's misconduct. In mid-2015, after the Court of Appeals had remanded the case for a new trial, the government dropped the charges due to a lack of evidence, and freed Mr. Gathers and Mr. Mitchell.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 21,023

2015: 24,751

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 628

As of December 31, 2015: 648

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

2014: 33

2015: 38

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 38%

2015: 44%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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. Whereas the billable hour requirement for associates is set at 1,900 hours, the bonus eligibility requirement is set at 1,950 hours. Associates can make up the 50 hour difference and become bonus-eligible through pro bono work. Additionally,

once associates meet the 1,950 hour bonus threshold, they may earn additional bonus compensation through additional probono work.

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

Yes

If so, 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?

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 877

2015: 882

Average hours per summer associate spent on pro bono work:

2014: 55

2015: 34

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

2014: 52%

2015: 69%

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

Summer associates are encouraged to participate in legal clinics alongside 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? Y_{es}

If so, please describe the established program(s) and their duration, if applicable.

Every 6 months, the firm places an associate in the offices of a legal services provider in either D.C. (Bread for the City) or Baltimore (Maryland Legal Aid).

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 applicable.

We help conduct mock trial programs at public high schools in the District of Columbia and New York City. We annually host fundraisers for legal services organizations like the Legal Aid Society of D.C., the Washington Lawyers' Committee for Civil Rights and Urban Affairs and the Tahirih Justice Center. Most significantly, the firm has its own Foundation, which receives mandatory contributions from firm partners and annually donates well over \$2 million to charitable organizations in the cities in which we have 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.

Firm personnel participate in a variety of volunteer projects. Through firm-sponsored events, we also raise money for charitable organizations, including the March of Dimes, the ALS Foundation and the American Cancer Society.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Maryland State Bar Association Firm Pro Bono Award (2015)
- Maryland State Bar Association Alex Fee Pro Bono Lawyer Award – Lillian Reynolds (2015)
- Tahirih Justice Center Maryland Law Firm of the Year (2013, 2015)
- Tahirih Justice Center Maryland Lawyer of the Year Kristen Strain (2014)
- Children's Law Center Helping Hands Award Jackie Bottash (2014)
- Public Interest Project (Boston University Law School) Innovators Award – Michael Gollin (2014)
- Brooklyn Community Pride Center Pro Bono Lawyer Recognition – Suzanne St. Pierre (2013)

VINSON & ELKINS LLP

MAIN US OFFICE LOCATION:

1001 Fannin, Suite 2500 Houston, Texas 77002 www.velaw.com (713) 758-2091

THE STATS

No. of Attorneys: 644 No. of Offices: 16 Chairman: T. Mark Kelly Managing Partner: Scott Wulfe

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

6

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

Ellyn Haikin Josef Pro Bono Counsel (713) 758-2091 ejosef@velaw.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, 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 international and domestic offices.

THE SCOOP

Does the firm have a written 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. Lawyers are welcome to take matters from these providers, without having to receive special permission from the firm's pro bono committee. V&E's pro bono counsel routinely distributes these opportunities throughout the firm. These pre-approved providers include legal service providers in all of our office communities, which provide pro bono opportunities in common subject areas. In order for a lawyer to take on a pro bono matter that is not from a pre-approved provider, which is welcomed by the firm, the lawyer 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 2014?

Asylum; Bankruptcy; Civil rights; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Education; Elder law; Environment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Houston Volunteer Lawyers
- Volunteer Legal Services of Central Texas
- Dallas Volunteer Attorney Program
- Human Rights First
- KIND
- Legal Aid Society of DC
- Tahirih Justice Center
- Catholic Charities
- HerJustice
- · Texas Appleseed

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- V&E lawyers spent two and a half years representing a Hospital District in a Chapter 9 Bankruptcy. After a contested confirmation hearing, United States Bankruptcy Judge overruled the objections of some objecting creditors and approved the Plan of Adjustment, meaning that the Hospital could emerge from bankruptcy. V&E used the tools available in bankruptcy to help a hospital that was insolvent and unable to pay its bills to get back on a sound financial footing. But, aside from the legal aspects, the real success was that this Hospital was vital to a small town (population ~2,500) and the people of the County (population ~4,000). It is one of the largest employers and the only available health care in the area - the next hospital being 80 miles away. The courthouse was packed as a large number of citizens of the town came via bus to the federal courthouse in Dallas to attend the confirmation hearing in hopes that the Hospital would be able to emerge from bankruptcy. The attendees in court included the County Judge, County Commissioners, the Mayor, the entire Hospital board, members of the school board, members of the economic development board, and numerous hospital employees.
- On July 14, 2015, a Maryland Immigration Court granted asylum in the United States to V&E pro bono client Mr. A. The result was the culmination of more than three years of work on Mr. A's case by V&E attorneys in the Washington and Houston offices. In 2006, at the age of 15, Mr. A fled his home in El Salvador after suffering years of persecution due to his sexual orientation. Later that year, and due to circumstances beyond Mr. A's control, the Harlingen, Texas Immigration Court issued an in absentia order of removal from the United States. In 2011, Mr. A visited the Whitman-Walker Clinic in Washington, DC, which in 2012 referred his case to V&E. V&E attorneys in Washington and Houston then prepared a motion to reopen and rescind the in absentia order, which was granted by the Harlingen Court, paving the way for Mr. A's successful asylum request. At the July 2015 merits hearing in Baltimore, the Department of Homeland Security agreed to stipulate to Mr. A's eligibility for asylum based on the written record, which spared Mr. A from

having to testify regarding his nightmarish experiences in El Salvador. The award of asylum to Mr. A prevents him from being deported to El Salvador, provides him with legal status in the United States, and will allow him to later apply for legal permanent residency, and, if he so wishes, U.S. citizenship.

• 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 the 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 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 strengthen protections for women and girls, and improve access to compensation for rape victims across China.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers. (please round to the nearest hour)

2014: 30,125 2015: 25,566

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 611 As of December 31, 2015: 576

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years? (please round to the nearest hour)

2014: 49 2015: 44

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 40% 2015: 44%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Vinson & Elkins LLP

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

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining salary and 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 work shortly after their arrival at the firm. For particular substantive areas of pro bono work, such as asylum, guardianship and family law, 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 1,836

2015: 1,620

Average hours per summer associate spent on pro bono work:

2014: 19

2015: 14

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

2014: 62%

2015: 50%

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. Additionally, summer associates routinely assist on already open pro bono matters and attend pro bono summer activities, such as legal advice clinics. V&E's commitment to 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 interest organization, while being paid by V&E.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

Yes

If so, please describe the established program(s) and their duration, if applicable.

V&E participates in the Houston Municipal Court Volunteer Prosecutor Program, which allows V&E associates, on a rotating basis, the opportunity to gain valuable jury trial experience while serving the city. Volunteers work one full day per week for approximately five months. Volunteers prosecute a variety of Class C misdemeanors, negotiating plea agreements and other dispositions in the morning, and independently trying a jury case in the afternoon. Each volunteer tries approximately ten (or more) cases during the term.

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 applicable.

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 mentor 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, mentoring and tutoring programs in local low-income schools.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 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
- May 2013: V&E received Alpha Award from Alpha Workshops in NY for the pro bono contribution made to their organization
- July 2013: The Texas Civil Rights Project awarded four V&E lawyers the Kristi Couvillon Pro Bono Award for dedicated work on a civil rights matter
- November 2013: *Who's Who* Legal recognized V&E 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
- November 2014: V&E was awarded the Impact Award from TrustLaw for the work on the Beijing Zhongze Women's Counseling Center project
- April 2015: V&E was awarded the VLS Joseph H. Hart Award for Pro Bono Service to the Poor
- May 2016: V&E was given the Members Choice Award by the Military Spouse JD Network for the support it gives military spouses and for the pro bono work dedicated to Veterans

• May 2016: V&E was awarded the Harris County Bench Bar Pro Bono Award for outstanding contributions to pro bono legal services

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 full-time pro bono counsel, Ellyn Haikin 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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WACHTELL, LIPTON, ROSEN & KATZ

MAIN US OFFICE LOCATION:

51 West 52nd St. New York, NY 10019 www.wirk.com (212) 403-1000

THE STATS

No. of Attorneys: 253 No. of Offices: 1

Managing Partners: Edward D. Herlihy and Daniel A. Neff

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

1

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

Marc Wolinsky Partner (212) 403-1226 mwolinsky@wlrk.com

Does the firm have a pro bono committee?

No

THE SCOOP

Does the firm have a written 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 matters they wish to work on.

Has the firm signed on to the law firm pro bono challenge? $N_{\rm O}$

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Civil rights; Death penalty defense; Domestic violence; Environment; Family law; First Amendment and constitutional issues; HIV/AIDS advocacy; Immigration; Indigent criminal defense; International human rights; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- CJA Panel
- The Legal Aid Society
- Planning and Estates Law Project at The City Bar Justice Center
- Office of the Appellate Defender
- Asphalt Green
- Vera Institute of Justice
- Immigration Equality
- Partnership for New York City
- · Her Justice
- Israel Antiquities Authority

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

 This year, litigation partner David Anders and a team of associates represented several federal criminal defendants pro bono in the Southern District of New York pursuant to the Criminal Justice Act and successfully resolved their cases. In one case, the team negotiated a deferred prosecution agreement for a defendant with no prior criminal history whose bank account was used (without his knowledge) for the deposit of fraudulent tax refunds. In another case, Wachtell

Lipton attorneys obtained a below-guidelines sentence for a defendant who was charged with violating the International Emergency Economic Powers Act and associated regulations. The team also achieved a below-guidelines sentence of probation for a defendant with no prior criminal history who was charged with conspiracy to commit counterfeiting.

- Since 2014, we provided advice on litigation in Uganda to secure access to basic healthcare for expecting mothers. Nearly 16 women die in childbirth every day in Uganda. The families of two such women and the Center for Health, Human Rights and Development (CEHURD) filed a lawsuit in Uganda's Constitutional Court arguing that the government's failure to provide basic maternal healthcare violated the Ugandan Constitution. The Constitutional Court dismissed the case, finding it presented "political questions" that the judiciary had no authority to address. CEHURD appealed to Uganda's Supreme Court, and we advised on the appeal along with the University of Wyoming Center for International Human Rights Law and Advocacy. On October 30, 2015, the Supreme Court unanimously reversed. Not only did the reversal reopen the courts to women suffering from a lack of basic healthcare, it sent a powerful message about the Ugandan judiciary's role in safeguarding the Constitution. We are continuing to advise on the next phase of the case, which is litigation on the merits in the Constitutional Court.
- The firm submitted an amicus brief to the Louisiana Supreme Court on behalf of the Innocence Network in support of the appeal of Rodericus Crawford, a death row inmate. After the time the firm took on the matter, Mr. Crawford's appeal drew national attention on the basis of the outrageous statements that the District Attorney made to the jury in his closing argument and in subsequent press statements. In our brief, we established that Mr. Crawford was convicted on the basis of junk science and that his supposed victim died of a fatal infection, not murder.

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?

If so, 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 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

PRO BONO POINTS

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 routinely participate in the firm's pro bono practice and may be assigned to any pro bono matter.

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

Yes

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 tenth consecutive summer, our 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 ninth 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.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

WEIL, GOTSHAL & MANGES LLP

MAIN US OFFICE LOCATION:

767 Fifth Ave. New York, NY 10153 www.weil.com (212) 310-8000

THE STATS

No. of Attorneys: 1,100 No. of Offices: 20

Executive Partner: Barry Wolf

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

6

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

Miriam Buhl Pro Bono Counsel (212) 310-8000 miriam.buhl@weil.com

Does the firm have a pro bono committee?

Yes

If so, 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 the firm have a written 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 2014?

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; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Police misconduct; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

Probate law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Innocence Project
- Iraqi Refugee Assistance Project
- · Center for Constitutional Rights
- Start Small Think Big
- · Lawyers' Committee for Civil Rights Under Law
- Public International Law & Policy Group

- Asian American Legal Defense & Education Fund
- Center for Reproductive Rights
- Vance Center for International Justice
- Advocates for International Development

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Weil lawyers, as co-counsel with the Center for Constitutional Rights and others, reached a landmark settlement that will end indeterminate, long-term solitary confinement in all California state prisons. The historic agreement, which was approved in January 2016, was struck in the federal class action, *Ashker v. Governor of California*. It will dramatically reduce the number of people in solitary across the state and will also create a new program that could serve as a model for other states. A large team of more than 75 lawyers, paralegals and other support staff at Weil devoted more than 5,000 pro bono hours to the case.
- In a matter referred by the Cyrus R. Vance Center for International Justice, Weil joined with Human Rights Watch and the New York City Bar Association to advocate for marriage equality before the U.S. Supreme Court in the landmark case Obergefell v. Hodges. The lawsuit raised the question of whether the Fourteenth Amendment of the U.S. Constitution guaranteed same-sex couples the right to marry.

In an amicus brief, Weil, Human Rights Watch, the Vance Center and the New York City Bar Association's Committee on Lesbian, Gay, Bisexual and Transgender Rights invited the Supreme Court to look internationally for guidance in resolving the historic case. The brief, submitted to the High Court in March 2015, focused on five countries on different continents—the Netherlands, Canada, South Africa, Argentina, and New Zealand—which have each introduced marriage equality and weighed similar arguments over the right of same-sex couples to marry. Weil and co-counsel filed the brief on behalf of Human Rights Watch, the New York City Bar Association, the Canadian Civil Liberties Association, The National Council for Civil Liberties (U.K.), the Legal Resources Centre (South Africa), the Center for Legal and Social Studies (Argentina), and the Federación Argentina de Lesbianas, Gays, Bisexuales y Trans.

• Weil counseled Libraries Without Borders/Bibliothèques San Frontières (LWB), a global humanitarian aid organization based in France and the United States, on various governance matters during 2015. With a footprint in more than 20 countries, LWB supports local initiatives through the creation of libraries to promote education, access to information and the conservation of cultural heritage. Among LWB's many programs is the "Ideas Box," a portable multimedia kit for refugee and vulnerable populations around the world. Present in refugee camps in Burundi, Lebanon and Jordan, among others, the Ideas Box provides refugees with access to critical information by unfolding to create a customized library and media center, with internet access and its own power source. LWB counts among its partners Harvard Innovation Lab, the

Library of Congress, Yale Young Global Scholars, the New York Public Library, and now, Weil.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 51,580 2015: 41,712

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 715 As of December 31, 2015: 695

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

2014: 72 2015: 60

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 60% 2015: 57%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account when determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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 Weil, Gotshal & Manges LLP

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?

Yes

PRO BONO POINTS

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

Weil offers a huge range of pro bono-related training opportunities, including: not-for-profit incorporation, tax-exemption filings, political asylum, housing, adoption, prisoners' rights.

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 1,775

2015: 1,021

Average hours per summer associate spent on pro bono work:

2014: 25

2015: 15

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

2014: 73%

2015: 56%

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, MFY Legal Services, Lincoln Center, Lenox Hill Neighborhood House, Start Small Think Big, The Legal Aid Society, and Legal Services for New York City. They also participate in the Sanctuary for Families Courtroom Advocacy Program. 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? If so, please describe the established program(s) and their duration, if applicable.

Yes

If so, 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 and Legal Aid of Northwest Texas: Three-month full-time rotations

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 applicable.

- 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.

Weil has a huge range of volunteer activities throughout the year, generally arranged locally.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- The Legal Aid Society's 2014 Pro Bono Publico Award Pro Bono Net's Recognition for Tech Leadership—celebrating Weil's commitment to smart technology applications that extend pro bono services, including our embrace of Pro Bono Manager, also known as the Weil Pro Bono Hotspot
- Urban Justice Center's Sex Workers Project honoring Weil for "groundbreaking and precedent-setting" pro bono work in vacating the convictions of victims of human trafficking

- 2014 Lisa Blue & Fred Baron Access to Justice Award from the Dallas Volunteer Attorney Program, a joint program of the Dallas Bar Association and Legal Aid of NorthWest Texas
- Children's Rights Champion Award honoring the firm for representing foster children in a class action challenging Rhode Island's foster care system Sanctuary for Families 2014 Above & Beyond Award for Excellence in Pro Bono Advocacy

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary

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.

structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

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WHITE & CASE LLP

MAIN US OFFICE LOCATION:

1155 Avenue of the Americas New York, NY 10036 www.whitecase.com (212) 819-8200

THE STATS

No. of Attorneys: 2,006 No. of Offices: 37 Chairman: Hugh Verrier

WHO'S WHO

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

Patrick Rickerfor Global Pro Bono Manager (212) 819-7805 patrick.rickerfor@whitecase.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Louis O'Neill Pro Bono Counsel & Director (212) 819-8345 louis.oneill@whitecase.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Elizabeth Black Global Manager of Social Responsibility (202) 719-2333 elizabeth.black@whitecase.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 75%

Pro Bono website (if different from main site):

www.whitecase.com/social-responsibility/our-pro-bono-practice

Does the firm have a pro bono committee?

Nο

THE SCOOP

Does the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Acumen
- Advocates for International Development
- · ECPAT International
- · Conservation International

- The Legal Aid Society of New York
- Médecins Sans Frontières
- PILnet: The Global Network for Public Interest Law
- SOS Children's Villages
- TrustLaw
- Women's World Banking

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

Staten Island Surveillance

Our lawyers in New York, working with The Legal Aid Society, obtained a preliminary injunction in October 2015 barring the City of New York and the Department of Correction from operating surveillance cameras in the attorney-client interview rooms at the new criminal courthouse in Staten Island. An associate successfully argued the case in court, and the briefs were drafted largely by associates. The cameras had prevented defendants from having free discussions with their lawyers, compromising a vital aspect of the legal process. Our lawyers argued that the placement of the cameras inside the interview rooms would violate the Sixth Amendment rights of detainees. The placement of the cameras also violated a 1992 class action agreement which provided for interview booths for prearraignment detainees to consult privately with counsel in the courthouse on Staten Island.

ECPAT International

White & Case helped NGO ECPAT (End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes) conduct the first global study of substantive and procedural law related to online child sexual exploitation (OCSE). Associates took a substantial role on research, choosing countries of interest to them and producing thorough country-specific reports. This 92-country effort, entitled Global Study of Laws Relating to Sexual Exploitation of Children Online, provides an accurate assessment of the legal landscape on OCSE around the world, highlighting best practices and identifying legal gaps across multiple jurisdictions. ECPAT has used the study to fine-tune its interventions from country to country, strengthening anti-OCSE legislation and enhancing the ability of law enforcement to prosecute offenders.

The impact of White & Case's research goes far beyond this one organization. ECPAT has used the findings to inform the advocacy papers and expert advice it presents to regional and international child-rights groups. It has widely disseminated the Global Study, sharing it with child-focused regional bodies and international organizations, from the African Committee of Experts on the Rights and Welfare of the Child, to the United Nations Committee on the Rights of the Child. ECPAT's Head of Program, Marie-Laure Lemineur, has commented that White & Case's involvement has led to "better law and more robust protection of children."

Sweet Briar College Faculty and Staff

Our lawyers in Miami and Washington D.C. achieved a successful settlement for the faculty and staff of Sweet Briar College, a 100-year-old women's college in rural Virginia, after the college's board unexpectedly announced in the spring of 2015 that the college was not financially viable and would soon close. The faculty and staff stood to lose their jobs and in some cases their homes, and certain professors also faced loss of tenure, a lifetime achievement.

White & Case challenged the Board's right to terminate professors' tenure based on the college's purported financial straits, and began preparing for litigation, which involved significant document discovery, depositions and multiple hearings. The process eventually moved to mediation and settlement discussions at the request of Virginia's Attorney General, who had also intervened in the case. The firm's advocacy was critical in obtaining a settlement agreement that permitted the college to remain open for at least one academic year and required several Board members to resign and be replaced by new leadership. White & Case secured severance packages for faculty and staff that had left the college following the closing announcement, as well as those faculty and staff that remained, in the event the college closed within the following academic year.

Associates from the Financial Restructuring and Insolvency and Litigation groups worked closely with partners in those practice groups and with members of Sweet Briar's faculty and staff throughout the representation. While the ultimate future of the college remains uncertain, Sweet Briar College remains open and, according to reports, received a recordbreaking number of applicants this past year.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 47,268 2015: 51,729

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 563 As of December 31, 2015: 598

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

2014: 84 2015: 87 White & Case LLP

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 69%

2015: 69%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and bonuses

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

Yes

Is there a pro bono requirement at your firm?

Yes

If so, 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

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

200

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 3,124

2015: 6,532

Average hours per summer associate spent on pro bono work:

2014: 53

2015: 65

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

2014: 90%

2015: 91%

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

If so, 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, 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 applicable.

- White & Case is the International Rounds sponsor and a global partner of the Philip C. Jessup International Law Moot Court Competition. In addition to the International Rounds, White & Case sponsors Jessup competitions in Belgium, Brazil, Canada, China, Czech Republic, Georgia, Hong Kong, Poland, Russia, Slovakia, South Africa, the United Kingdom and Washington, DC. The firm also supported the travel for teams from Ghana and Hungary to attend the White & Case International Rounds.
- For each of the past six years, more than 70 lawyers and staff in our New York office have participated in the Law Firm Legal Diversity Pipeline Program run by Street Law. Our lawyers teach lessons about the law to 95 students at Cristo Rey High School followed by a day at the office where they participated in mock trials and depositions and take a tour where each group visits with four lawyers or staff members in their offices.
- Volunteers from the New York office's Business Women's
 Initiative helped local public high school girls prepare for
 college interviews and the college application process as part
 of a Young Women's Leadership Network event.

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 Los Angeles office adopted a family for the holidays through the Children's Hospital of Los Angeles' Holidays from the Heart Program.
- The New York and Washington, DC offices ran a drive for school supplies for children in homeless shelters with Operation Backpack.
- Volunteers in Tampa, Silicon Valley and Washington, DC built houses in underserved areas with Habitat for Humanity.
- The New York office also:
 - Participated in the work-study program at Cristo Rey New York High School in East Harlem
 - Organized an annual holiday toy drive for children at St. Barnabas Hospital
 - Built and donated bicycles to local military families with the USO
 - Held employability workshops for low-income individuals with StreetWise Partners
 - Climbed a 42-story building as part of the Her Justice event to raise funds for victims of domestic violence
- Volunteers in Washington, DC also:
 - Read to elementary students as part of the Everybody Wins! DC literacy program

- Participated in the 19th Annual Maryland Polar Bear Plunge raising funds to benefit the Maryland Special Olympics
- Renovated school playgrounds and parks with Playworks DC and DC Parks and Recreation
- Held food and clothing drives for Bread for the City and Gifts for the Homeless.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Received the 2016 John H. Pickering Award from the Pro Bono Institute for our global pro bono program.
- Received *The American Lawyer*'s Lifetime Achievement Global Citizenship Award for its "extraordinary support" of the Philip C. Jessup International Law Moot Court competition.
- Recognized by *The American Lawyerr* with its Global CSR Program of the Year award in 2015 for our collaboration with the Kingdom of Bhutan to create the country's first law school.
- The Thomson Reuters Foundation honored our work over the past five years with a special Anniversary Award given to the firm which has done the most for the first five years of TrustLaw, its pro bono clearinghouse.
- New York partner Owen Pell's ten-year body of work with the Auschwitz Institute for Peace and Reconciliation to prevent genocide received a "Standout" commendation by the *Financial Times* in the social responsibility category of the *FT* European Innovative Lawyers 2015 report.
- Our work on the Global Health Investment Fund won a "Commended" rating for its innovation by the *Financial Times* in the social responsibility category of the *FT* North America Innovative Lawyers 2014 report.
- Work on anti-terrorist vetting procedures earned a "Commended" ranking for its innovation by the *Financial Times* in the social responsibility category of the *FT* Innovative Lawyers 2014 report.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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. In 2010, we named pro bono one of our 14 global practices. This step puts pro bono work on par with our commercial practices in the leadership, focus and management that we bring to bear. Under the leadership of Brussels partner and EU-law litigator Jacquelyn MacLennan, our global pro bono practice focuses on three areas: providing access to justice, promoting good

White & Case LLP

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. 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 2015, dedicating approximately 86,000 hours to pro bono legal services.

WILLIAMS & CONNOLLY LLP®

Williams & Connolly is consistently recognized for its commitment to pro bono service and actively partners with many organizations in the D.C. Metro Region and across the United States. We encourage our lawyers to meet their pro bono responsibilities and to take on matters that are diverse, challenging, and help make a difference.

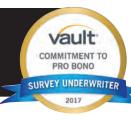
"Williams & Connolly's record of successful resolution of cases has been remarkable. [Their] unique collaborative effort is viewed by the legal community as a model in indigent defense." – Paul B. DeWolfe, Public Defender of Maryland



Some of the many organizations that Williams & Connolly is proud to support through our pro bono service include:

- · Maryland Public Defender's Appellate Office
- · Montgomery County Public Defender's Office
- · D.C. Bar Pro Bono Program
- · D.C. Public Defender Service
- · Washington Lawyers' Committee for Civil Rights and Urban Affairs
- · Children's Law Center
- · D.C. Volunteer Lawyers' Project

WILLIAMS & CONNOLLY LLP



MAIN US OFFICE LOCATION:

725 12th Street NW Washington, DC 20005 www.wc.com (202) 434-5000

THE STATS

No. of Attorneys: 270 No. of Offices: 1

Chair of Executive Committee: Dane H. Butswinkas

WHO'S WHO

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

Thomas G. Hentoff Partner, Chair of Pro Bono Committee (202) 434-5804 thentoff@wc.com

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

As needed

Please describe the composition of the committee:

A mix of partners and associates.

THE SCOOP

Does the firm have a written 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 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 2014?

Asylum; Civil rights; Consumer law and small claims court; Death penalty defense; Disability benefits; Domestic violence; Education; Fair housing/tenants' rights; First Amendment and constitutional issues; Immigration; Indigent criminal defense; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Parole hearings; Police misconduct; Prisoners' rights; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Montgomery County, Maryland Public Defender's Office
- Maryland Public Defender's Office
- DC Public Defender's Service
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- ABA Dealth Penalty Representation Project

- DC Bar Pro Bono Center
- Legal Counsel for the Elderly
- Legal Aid Society for the District of Columbia
- · Children's Law Center
- DC Volunteer Lawyers Project

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- Death penalty representation challenging the imposition of the first death sentence in decades in federal court in New England. The firm successfully represented our client at the habeas stage—the district court vacated the death penalty based on juror misconduct and the court of appeals affirmed and is now representing our client on retrial of the penalty phase.
- A firm pro bono client obtained a complete victory in 2016
 of a Maryland criminal speech matter in which the court
 ordered the government to identify all police and prosecutors
 who listened to an illegal recording in violation of the state
 wiretap statute. Critical Brady evidence was also uncovered,
 undermining the credibility of the complainant. Armed
 with the ruling and new evidence, successful negotiation
 of the dismissal of all charges followed, and our client was
 immediately released from jail.
- Patel v. Bureau of Prisons ("BOP"). In 2010, the firm was appointed in D.C. federal court to represent a plaintiff, a federal prisoner challenging BOP's use of private prisons under the Administrative Procedure Act and raising equal protection and religious freedom claims arising from the discriminatory assignment of aliens to and the disparate treatment of inmates in those contract facilities. His subsequent release mooted some claims. His damages claims under the Religious Freedom Restoration Act ("RFRA") were not mooted. He brought RFRA claims against several BOP officials. In 2015, the court issued a decision denying dismissal in part that is among the first in the nation to fully recognize and endorse the right to sue government officials acting in their individual capacity for damages pursuant to RFRA. The parties reached a monetary settlement thereafter. The ruling is helpful precedent for litigants seeking to redress violations of their free exercise rights.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 24,422 2015: 20,927

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 262 As of December 31, 2015: 271 Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years?

2014: 93

2015: 77

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 43%

2015: 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?

Yes

If so, 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

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

Williams & Connolly LLP

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 applicable.

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 special recognition or awards your firm has won in the last three years for its pro bono work.

- In 2016 and 2014, the firm received Outstanding Achievement Awards from the Washington Lawyers' Committee for Civil Rights and Urban Affairs for its work with the WLC's Immigrant and Refugee Rights Project.
- In 2016, the Children's Law Center recognized the firm for its pro bono assistance to help children obtain specialized learning help in school.
- In 2014, Legal Counsel for the Elderly recognized the firm for its pro bono assistance to low-income senior citizens.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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 FARR & GALLAGHER LLP

MAIN US OFFICE LOCATION:

787 7th Avenue New York, NY 10019 www.willkie.com (212) 728-8000

THE STATS

No. of Attorneys: 647 No. of Offices: 9

Co-Chairmen: Thomas M. Cerabino, Steven J. Gartner

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

5

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

Michael S. Schachter Litigation Partner, Pro Bono Committee Chair (212) 728-8000 mschachter@willkie.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Theodore C. Whitehouse Pro Bono Committee Member (212) 728-8000 twhitehouse@willkie.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Stacey Paradise Director of Attorney Training & Pro Bono (212) 728-8621 sparadise@willkie.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 75%

Meredith Madnick Legal Personnel and Pro Bono Coordinator (212) 728-8000 mmadnick@willkie.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 20%

Jeanine Thomas Senior Legal Personnel & Recruiting Coordinator (212) 728-8000 jthomas@willkie.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 20%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

11 partners, 1 counsel, 9 associates, 3 administrators

THE SCOOP

Does the firm have a written 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 2014?

Asylum; Civil rights; Community economic development; Death penalty defense; Disability benefits; Domestic violence; Education; Employment; Fair housing/tenants' rights; Family law; First Amendment and constitutional issues; Homeless advocacy; Immigration; Indigent criminal



Willkie Farr & Gallagher LLP

defense; International human rights; Litigation on behalf of a nonprofit; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Criminal Justice Act Panel
- Her Justice
- MFY Legal Services
- Sanctuary for Families
- · Legal Aid Society
- The Innocence Project
- City Bar Justice Center/Refugee Assistance Project
- · Women in Need
- Washington Lawyers Committee for Civil Rights
- The Community Foundation for the National Capital Region

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- A Willkie team of two partners and six associates devoted hundreds of hours advocating for low-income transgender individuals' access to healthcare benefits. Willkie attorneys worked as co-counsel with The Legal Aid Society and the Sylvia Rivera Law Project in Cruz v. Zucker, a federal class action filed on behalf of a class of transgender Medicaid recipients diagnosed with gender dysphoria ("GD"). The suit was brought against the New York State Department of Health in Federal Court seeking to overturn a New York state regulation that excluded Medicaid coverage for transgenderrelated healthcare. The suit resulted in an amendment to the regulation which now provides coverage for many low-income people with GD. In July 2015, the Willkie team defeated the state's attempt to dismiss the complaint and in July 2016, defeated the state's motion for summary judgment. The Willkie team continues to pursue the suit to overturn the regulation's remaining barriers to Medicaid coverage. Trial is set for February 2017.
- Four partners and fifteen associates from Willkie served as counsel for 92 plaintiffs as Amici Curiae in the same-sex marriage case from the Sixth Circuit decided in June 2015 by the United States Supreme Court, Obergefell v. Hodges. Amici represented by Willkie were a cross-section of Americans, including teachers, military and law enforcement personnel,

- veterans, lawyers, medical professionals, small business owners and stay-at-home partners, who challenged the constitutionality of bans on marriage of same-sex couples imposed by their home states. The brief addressed the Sixth Circuit's question of "who decides" whether the laws denying marriage to same-sex couples unjustifiably treat amici and other gay men and lesbians as second-class citizens. Willkie's brief was one of the few mentioned specifically by the National Law Journal.
- A Willkie team of two partners and four associates filed an amicus brief before the United States Supreme Court in Whole Woman's Health v. Cole, the high-profile abortion rights case. The case challenged a Texas law requiring abortion providers to hold admitting privileges at nearby hospitals and to meet the standards of ambulatory surgical centers. The brief was filed on behalf of twelve organizations dedicated to the fight for reproductive justice. It focused on the devastating impact the challenged provisions of the law known as "HB 2" would have on African-American women in Texas. It detailed the systemic barriers African-American women have faced and continue to face in accessing quality reproductive healthcare and the inferior health outcomes they experience as a result, including higher risk of maternal morbidity, higher rates of preterm delivery and sexually transmitted infections, and higher mortality rates from breast cancer and cervical cancer. The brief argues that a significant number of women seeking abortion and other reproductive health services from the closed and threatened clinics are African-American and that, because of the economic inequality and lack of access to health insurance they face, it is extremely unlikely that African-American women would be able to overcome the substantial obstacles imposed by the challenged HB 2 provisions. The Center for Reproductive Rights honored the Willkie team for its efforts in connection with this case.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.)

2014: 20,318

2015: 30,458

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 444

As of December 31, 2015: 480

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

2014: 46

2015: 63

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 33%

2015: 36%

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

If so, 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

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 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 and supervise pro bono matters in their area of expertise. We also maintain a library of training DVDs, manuals and sample forms for various types of pro bono matters. Pro bono related training materials are also available on the Intranet. Informal training is provided by partners and senior associates to the same extent

for individual pro bono assignments as it is for individual 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 1,914

2015: 1,439

Average hours per summer associate spent on pro bono work:

2014: 21

2015: 18

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

2014: 70%

2015: 66%

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 at Her Justice, MFY Legal Services, and Sanctuary for Families. We also offer 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, where summer associates take an active role representing clients in cases involving a range of family law issues, including uncontested divorces, orders of protection, and custody agreements. Willkie also participates in the Sanctuary for Families Courtroom Advocates Project, a pro bono initiative that trains and supervises summer associates to serve as advocates for domestic violence victims seeking protective orders in family court. Summer associates have the same access to and support on pro bono matters as full-time associates.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

Willkie maintains three externships. 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 continues their ongoing case load. Commencing in 1989, Willkie's original externship is with MFY's Neighborhood Preservation Project ("NPP"). NPP's

Willkie Farr & Gallagher LLP

focus is on preserving affordable housing in New York City neighborhoods and protecting housing stock on which lowincome and marginalized populations depend. Willkie externs represent clients in a variety of legal proceedings, including non-payment, owner's use and holdover proceedings. 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. Willkie's newest externship at the Washington Lawyers' Committee ("WLC") began in 2016. WLC provides pro bono legal services to address discrimination and poverty in the Washington, DC community. The Willkie extern's responsibilities fall into three major categories: working with individual requests for assistance; litigation; and policy work, with the uniform goal of providing inmates with safety from abuse, access to medical and mental healthcare and ending racially disparate policies in the prison system. All three 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 applicable.

- 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 volunteers and other resources to local nonprofits. The Willkie Foundation has raised over \$2 million 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.
- The New York office regularly participates in The Legal Aid Society's Associates' Campaign to raise awareness and funds for The Legal Aid Society, which depends on private funding to provide legal assistance to New Yorkers in need of legal representation. Willkie has a longstanding relationship with The Legal Aid Society, providing pro bono legal assistance and financial assistance each year. Through the Associates' Campaign, Willkie contributed over \$50,000 to The Legal Aid Society in 2016.

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.

 Willkie attorneys in the New York and Washington offices raised money for Equality Florida Action, Inc. in a bike ride

- to benefit the victims' families and survivors of the Pulse nightclub attack in Orlando, Florida.
- 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. The firm hires two students as summer interns and presents scholarships at the Academy's graduation ceremonies.
- Willkie provides internship opportunities for students from Prep for Prep during the summer in various departments of the firm. Prep for Prep is the nation's foremost program for academically gifted African-American, Latino and Asian-American students.
- Willkie attorneys have volunteered to speak about their college experiences and provide other information related to the college process at an event sponsored by Publicolor.
- The firm participates in the attorney mentoring program for NJ LEEP (the New Jersey Law and Education Empowerment Project). Willkie attorney mentors are paired with students to help them in their Constitutional Law class and to prepare for Constitutional Law debates.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- Willkie is the recipient of Legal Aid Society's 2016 Honorable Jonathan Lippman New York Bono Publico & Public Service Law Firm Award. Sixteen Willkie attorneys are also being recognized.
- The City Bar Justice Center recognized Willkie as its law firm honoree of the year in 2016 for its "leadership and dedication to pro bono and public service."
- Willkie attorneys were named recipients of the City Bar Justice Center's Jeremy G. Epstein Award for Outstanding Pro Bono Service.
- Legal Services NYC recognized Willkie with a Pro Bono Leadership Award in 2015.
- The Center for Reproductive Rights honored Willkie and other law firms who partnered with them in filing 45 amicus briefs in connection with the landmark Supreme Court case, Whole Woman's Health v. Hellerstedt.
- The NYSBA recognized Willkie as an Empire State Counsel Law Firm Honoree, Willkie partner Mary Eaton as one of two 2015 Outstanding Pro Bono Volunteers and 37 Willkie attorneys in its Empire State Counsel Spotlight Edition of Pro Bono News.
- Willkie as a firm and several Willkie attorneys were included on LSNYC's Pro Bono Honor Roll for 2015 and Willkie counsel Jeff Clancy was recognized as one of LSNYC's "Top 25 Pro Bono Advocates of 2015."

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary

structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

Willkie strongly encourages attorneys to devote a significant portion of their professional time to legal matters of public interest, especially on behalf of individuals and organizations who otherwise have limited access to legal services. The firm supports this commitment through policies and procedures intended to foster a commitment to pro bono work. To that end, our Director of Attorney Training & Pro Bono 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. On a biannual basis, the firm holds a Pro Bono Informational Fair where representatives from over a dozen different pro bono organizations set up booths at the firm and provide our associates and partners of all levels and from all departments with information about their organizations and available pro bono opportunities. To encourage pro bono work and 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 same level of support services and disbursements as with fee-paying matters.

WILMERHALE

MAIN US OFFICE LOCATION:

1875 Pennsylvania Avenue, NW Washington, DC 20006 www.wilmerhale.com (202) 663-6000

THE STATS

No. of Attorneys: 1,030 No. of Offices: 12

Co-Managing Partners: Susan W. Murley; Robert T. Novick

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Christopher Herrling
Pro Bono Counsel
(202) 663-6780
christopher.herrling@wilmerhale.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Anne Bowie
Public Service Manager
(617) 526-5526
anne.bowie@wilmerhale.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Does the firm have a pro bono committee?

Yes

If so, 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 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 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 efforts.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

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

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 2014?

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; Human Trafficking; Immigration; Indigent criminal defense; International human rights; Juvenile justice reform; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Lawyers Committee for Civil Rights (National and Local Chapters)
- National Veterans Legal Services Program
- Human Trafficking Pro Bono Legal Center
- Sanctuary for Families
- Urban Justice Center
- Political Asylum/Immigration Representation Project (PAIR)
- City Year (National)
- · Human Rights First
- Bay Area Legal Aid
- Becket Fund for Religious Liberty

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

• We achieved a victory for Timothy Hurst when the U.S. Supreme Court reversed the Florida Supreme Court's judgment affirming his death sentence and held that Florida's death sentencing scheme violates the Sixth Amendment. Under Florida law, Hurst's sentencing jury rendered a general advisory verdict recommending death by a 7–5 vote. After independently finding the presence of an aggravating circumstance necessary to authorize the death penalty, the judge sentenced Hurst to death. The Florida Supreme Court affirmed, and the U.S. Supreme Court granted Hurst's petition for certiorari. WilmerHale was then engaged to represent Hurst. We argued that Florida's death sentencing scheme was unconstitutional because it entrusted to the judge

- rather than the jury the determination of whether there was an aggravating circumstance necessary to authorize a death sentence. By an 8-1 vote, the U.S. Supreme Court agreed, and therefore reversed and remanded.
- On August 5, 2015, the eve of the 50th anniversary of the passage of the Voting Rights Act, WilmerHale along with the NAACP LDF, secured a landmark civil rights victory for its clients, the Texas League of Young Voters Education Fund and Imani Clark, when the Fifth Circuit affirmed a decision by the District Court for the Southern District of Texas that Texas's voter ID law—one of the most stringent in the nation—had a discriminatory effect on minority voters in violation of Section 2 of the Voting Rights Act. In its opinion, the Court of Appeals recognized the "sad truth that racism continues to exist in our modern American society despite years of laws designed to eradicate it." The court held that the evidence presented at trial amply supported the district court's findings that a "stark, racial disparity" existed between those who do and do not meet the law's stringent ID requirements, and that the law "worked in concert with Texas's legacy of state-sponsored discrimination to bring about this disproportionate result."

On July 20, 2016 the full United States Court of Appeals for the Fifth Circuit, sitting en banc, again upheld the lower court's determination that Texas's discriminatory photo ID law violated the Voting Rights Act of 1965. As of September 20, 2016, the district court issued an order requiring the state to properly alert voters without ID that they can exercise their right to vote by signing a "reasonable impediment" declaration. On September 23, 2016, Texas filed a petition for a writ of certiorari with the United States Supreme Court, asking it to reverse the en banc Fifth Circuit's discriminatory impact finding. That petition was still pending at the time of this submission.

• In 2003, Jesse Perez was placed in solitary confinement because California prison officials said he was a prison gang associate. Without even a high school education, Perez sued the State, alleging that his confinement violated due process. His suit survived the State's dispositive motions. With the case on appeal, WilmerHale was appointed pro bono counsel. The State quickly broached settlement, offering to review his gang status. With this settlement pending, guards at Pelican Bay ransacked Perez's cell and confiscated his legal papers. One officer threatened to keep him "where he belongs." That officer then issued Perez a baseless disciplinary report. Perez sued these officers under Section 1983, alleging that they retaliated against him in violation of the First Amendment. At trial, WilmerHale lawyers persuaded a federal jury that four officers violated Perez's rights; the jury awarded him \$25,000. The victory is a rare verdict against prison guards in the First Amendment context.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law

WilmerHale

firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 126,421 2015: 99,822

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 1,034 As of December 31, 2015: 1,030

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

2014: 122 2015: 97

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 64% 2015: 67%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 5,673 2015: 4,072

Average hours per summer associate spent on pro bono work:

2014: 68

2015: 49

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

2014: 88%

2015: 83%

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

If so, 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 in cities where our offices are located.

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 applicable.

- In 1993, the firm and its Harvard Law School alumni partners founded the WilmerHale Legal Services Center. The firm provides valuable resources to the center, including training programs and partners who mentor law students as clinical instructors.
- The firm also has endowed scholarships at the University of Michigan Law School and Yale Law School to honor two of its founders, John H. Pickering and Lloyd N. Cutler. The Pickering and Cutler scholarships are awarded on the basis of need, academic excellence, and a commitment by the recipient to devote at least ten percent of his or her professional life to pro bono and other public service activities.
- In addition, for nearly 25 years, the firm has supported a Fellow at Greater Boston Legal Services.
- The firm also participates in the Boston Bar Association Public Interest Leadership Program.
- WilmerHale launched the John A. Payton Summer Associate
 Fellowship honoring the late John A. Payton, the NAACP
 Legal Defense Fund's Sixth President and DirectorCounsel and a partner at the firm. The fellowship provides
 one summer associate in our Washington, D.C. office the
 opportunity to spend half of their summer in New York at
 the Legal Defense Fund.

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 and Palo Alto. In addition, the firm conducts food and clothing drives, holiday gift drives, and an extensive high school summer internship program directed at students in underserved communities. The firm also works with Year Up to employ young professionals in our Informational Services Department in Boston, NY and Washington, DC offices.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

 Neighborhood Legal Services Program honored WilmerHale with the Enduring Impact Award in 2015 for its impact on the lives of low-income DC residents

- Sanctuary for Families' Above & Beyond Award for Excellence in Pro Bono Advocacy for the third consecutive year in 2015
- WilmerHale was one of the top contributors in the Legal Aid Society's Generous Associates Campaign in 2015
- WilmerHale was recognized among the Vault Law 100 in 2015
- Pro Bono Law Firm Award from the Political Asylum and Immigration Representation Project for excellence in and dedication to asylum pro bono service in 2015
- WilmerHale was honored for its leadership and dedication to public service at the City Bar Justice Center's 10th annual gala in 2015
- Legal Services NYC recognized WilmerHale with a Pro Bono Leadership Award for its support of the delivery of legal services to low income New Yorkers in 2015
- Legal Aid of Western Ohio presented WilmerHale with the Signature Sponsor Award for Access to Justice for the firm's continued support in 2015
- The New York State Bar honored WilmerHale with its 2014 Empire State Counsel recognition for generous pro bono contributions

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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.

WILSON SONSINI GOODRICH & ROSATI

MAIN US OFFICE LOCATION:

650 Page Mill Road Palo Alto, California 94304 www.wsgr.com (650) 493-9300

THE STATS

No. of Attorneys: 750 No. of Offices: 15 Chairman: Larry Sonsini

Managing Partner: Douglas Clark

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Mark G. Parnes General Counsel (650) 493-9300 probono@wsgr.com Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 25%

Candida Malferrari
Senior Paralegal
(650) 493-9300
probono@wsgr.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 25%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The pro bono committee is co-chaired by Melissa V. Hollatz, a corporate partner, and Steven Guggenheim, a litigation partner. It is coordinated by Mark G. Parnes, the firm's General Counsel and a former litigation partner. The committee's membership is comprised of partners, associates, and legal staff.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

 $\label{lem:canaction} \textbf{Can associates bring pro bono matters of interest to the firm?}$

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 2014?

Asylum; 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; First Amendment and constitutional issues; HIV/AIDS advocacy; Homeless advocacy; Immigration; Indigent criminal defense; International human rights; Litigation matters assigned by the court; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Prisoners' rights; Social security law; 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? If so, please indicate the specific areas below. If not, please select "none."

Bankruptcy; Death penalty defense; Juvenile justice reform; Police misconduct; Probate law

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- The Lawyers' Committee for Civil Rights (SF Bay Area)
- US District Court for the Eastern District of New York
- · Community Legal Services in East Palo Alto
- Animal Legal Defense Fund
- · Sanctuary for Families
- Equal Justice Society
- Unnamed Colombian Human Rights Victims
- · Human Rights First
- Center for Medicare Advocacy
- Anita Borg Institute for Women & Technology

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- AFFORDABLE HOUSING ADVOCACY: On June 15, 2015, the California Supreme Court, in the case of California Building Industry Association v. City of San Jose, 61 Cal. 4th 435 (2015), resolved a dispute concerning an inclusionary housing ordinance passed by the City of San Jose in 2010 that requires developers building 20 or more housing units to either offer 15 percent of the units at below-market rates or pay into a city fund. The Court held that cities and counties in California can require developers of new real estate to provide below-market-rate housing as a condition of obtaining a building permit. In a unanimous decision, the California Supreme Court affirmed the court of appeal's ruling that the ordinance is subject to the ordinary standard of judicial review to which legislative land use regulations have traditionally been subjected. The court held that inclusionary housing requirements are not "exactions" and need only be reasonably related to a legitimate government purpose. Writing for the court, Chief Justice Tani Cantil-Sakauye wrote "[t]here is no reason why a municipality may not . . . [require] new developments to set aside a percentage of its proposed units for sale at a price that is affordable to moderate or low income households." This decision affirms the validity of the important tool of inclusionary zoning that cities across California can use in their efforts to combat the affordable housing crisis. WSGR and co-counsel The Law Foundation of Silicon Valley and The Public Interest Law Project represent a group of non-profit affordable housing advocacy organizations that intervened in the case in support of San Jose's ordinance and were instrumental in securing favorable decisions in both the Sixth District Court of Appeal and the California Supreme Court.
- HUMAN RIGHTS: After six years of the U.S. government's opposition to the efforts of the family of the murdered anti-cocaine activist Julio Eustacio Henríquez Santamaria (Mr. Henríquez) to assert their victim status and rights under the Crime Victims' Rights Act (CVRA), the District Court for the District of the District of Columbia reversed its original ruling, after the D.C. Circuit Court of Appeals granted in part WSGR's petition for a writ of mandamus,

- and granted CVRA status, a very rarely obtained form of relief, to Mr. Henriquez's family which allowed the family to speak and appear at the sentencing of Hernán Giraldo-Serna. As the leader of the Colombian narco-terrorist paramilitary organization known as the Autodefensa Unidas de Colombia engaged in the manufacture of cocaine, Mr. Giraldo-Serna ordered the murder of Mr. Henríquez after Mr. Henríquez encouraged local farmers to resist cultivating coca (a precursor to cocaine) in areas controlled by Mr. Giraldo-Serna. Mr. Henríquez was abducted from an anticoca meeting by Giraldo-Serna's men, and was not seen alive again. In March 2007, Giraldo-Serna was charged, convicted, and sentenced to 38 years in a Colombian court of Mr. Henríquez's disappearance. However, with no part of the sentence satisfied, on May 13, 2008, Giraldo-Serna was extradited to the United States for conspiracy to manufacture and distribute cocaine with the intent to import it into the U.S. Following Giraldo-Serna's extradition, WSGR worked in tandem with Professor Roxanna Altholz of the UC Berkeley School of Law's International Human Rights Law Clinic to assert CVRA rights on behalf of the family at the district court. The rights afforded by the CVRA include the right to be reasonably heard at any public proceeding in the district court involving release, plea, sentencing, or any parole proceeding; the right to confer with the attorney for the government in the case; the right to proceedings free from unreasonable delay; and the right to be treated with fairness and with respect for the victim's dignity and privacy. The District Court's March 14, 2016 ruling represents a landmark in victims' rights law.
- HEALTHCARE ADVOCACY: The firm has continued its partnership with the Center for Medicare Advocacy (CMA) in the ongoing Barrows v. Burwell, a putative class action lawsuit pending in the United States District Court for the District of Connecticut. Plaintiffs, represented by CMA, Justice in Aging, and WSGR, have sued the Secretary of Health and Human Services on behalf of Medicare beneficiaries who were placed into "observation status" by hospitals rather than being admitted as "inpatients." Because "inpatients" are covered by Medicare Part A, while patients in "observation status" are covered by Medicare Part B, placement into observation status can cause beneficiaries to pay thousands of dollars more for their medical care, often with catastrophic impact on this vulnerable segment of the population. The key questions the parties are currently addressing in summary judgment proceedings are whether plaintiffs (and patients generally) have a property interest in admission status, and whether determinations of such status are being made appropriately.

The assistance of WSGR has allowed plaintiffs to undertake substantial discovery including numerous depositions across the United States, and have substantially assisted in prevailing on multiple discovery motions involving third parties. Proceedings in 2016 have involved motion practice in Washington State, Indiana, and the District of Connecticut. This is not the first partnership between WSGR and CMA, previously WSGR and CMA collaborated on the watershed Jimmo v. Sebelius class action, which led to a successful settlement barring use of the so-called "improvement"

Wilson Sonsini Goodrich & Rosati

standard"—which plaintiffs claimed resulted in the wrongful denial or termination of Medicare coverage. newoldage.blogs. nytimes.com/2014/03/25/a-quiet-sea-change-in-medicare

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 28,700 2015: 32,705

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 698 As of December 31, 2015: 750

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

2014: 41 2015: 44

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 31% 2015: 32%

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. While written evaluations are not provided, verbal evaluations are.

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in 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, VAWA, non-immigrant visas, and 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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 617

2015: 580

Average hours per summer associate spent on pro bono work:

2014: 27

2015: 28

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

2014: 43%

2015: 30%

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 applicable.

The WSGR Foundation provides a vehicle for the firm's members to make financial contributions to the community. Since 1990, the Foundation has donated more than \$14 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 is designed to support incoming first-year students of color at California law schools who have a financial need and 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 organizes a wide variety of community service activities for employees throughout the year. In 2015, the firm's attorneys and staff participated in nearly 80 such activities. The firm and employees partnered with Rebuilding Together to rehabilitate homes and community facilities for low-income homeowners and neighbors, hosted "Career Day" for eighth-grade students from the Peninsula Bridge Program, supported American Cancer Society's Courageous Kids Day, helped maintain a school's on-site garden in East Palo Alto, supported various organizations through walk-run events like Lawyers Have Heart in Washington, D.C. benefitting the American Heart Association, participated in habitat restoration projects in Palo Alto and Seattle, provided hot meals to seniors and persons with disabilities through Meals On Wheels in Austin, and provided employee-volunteers for food sort projects at local food banks.

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2015: Bay Area Legal Aid's "Champion of Justice" award; Sanctuary for Families' "Above & Beyond" pro bono award; Animal Legal Defense Fund's "Advancement of Animal Law Pro Bono Achievement Award"; Brooklyn Legal Services' Pro Bono Service Award; California Lawyer Magazine's "California Lawyer of Year" award
- 2014: Community Legal Services in East Palo Alto's Law Firm of the Year; Equal Justice Society's pro bono award
- 2013: ACLU Foundation of Southern California's Educational Equity Award; Palo Alto Chamber of Commerce's "Outstanding Business" Tall Tree Award; Lawyers' Committee for Civil Rights (SF Bay Area)'s Jack W. Londen Award

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Pro Bono Philosophy: To render pro bono legal assistance to underserved individuals and organizations who serve them, seeking access to the justice system is central to the firm's commitment to the community.
- Staffing of Pro Bono Cases: The firm's entire human resources is available to staff pro bono cases, including partners, associates, legal staff, non-legal staff, and administrative staff.
- General Volunteering Opportunities: The firm's Community
 Affairs Manager, along with the firm's Community Service
 Committee (comprising representatives from all firm
 offices), organizes various volunteer opportunities
 throughout the year.
- Annual Report: The firm publishes an annual report on its pro bono and community service contributions.

WINSTON & STRAWN LLP

MAIN US OFFICE LOCATION:

35 West Wacker Drive Chicago, IL 60601 www.winston.com (312) 558-5600

THE STATS

No. of Attorneys: 870 No. of Offices: 18

Co-Chairmen: Dan K. Webb and Jeffrey Kessler

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

2

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

Greg McConnell
Pro Bono Counsel
(312) 558-8068
gmcconnell@winston.com
Approximate percentage of his/her time spent on pro bono
work/administering pro bono program: 100%

Maria Kutnick
Pro Bono Manager
312.558.6908
mkutnick@winston.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 100%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Quarterly

Please describe the composition of the committee:

The firm's pro bono committee is comprised of 20-30 persons, typically including a partner and associate from each office. The chair is partner Amanda Groves.

THE SCOOP

Does the firm have a written 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 2014?

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; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Parole hearings; Police misconduct; Prisoners' rights; Social security law; Probate law; 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? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Catholic Charities Legal Network (DC)
- DC Bar Pro Bono Program

- Disability Rights Legal Center (LA)
- HerJustice (New York)
- Justice & Diversity Center of The Bar Association of San Francisco
- · Lawyers Alliance of New York
- Legal Services of Southern Piedmont (Charlotte)
- National Immigrant Justice Center (Chicago)
- Public Counsel (LA)
- Tahirih Justice Center (Houston)

List up to three pro bono matters/representations that are highlights (e.g., a Supreme Court case).

- A Washington, D.C. associate secured a victory in a Seventh Circuit appeal involving a client who, at age 16, was sentenced to 100 years in prison for homicide without the possibility of early release. The case centered on the scope of a new juvenile-sentencing rule announced in Miller v. Alabama, 132 S. Ct. 2455 (2012), which "require[s]" a sentencing judge imposing punishment on a juvenile homicide offender "to take into account how children are different, and how those differences counsel against irrevocably sentencing them to a lifetime in prison." The question on appeal was whether Miller could be applied retroactively. The panel ordered a stay in the district court so that the Illinois courts could decide that issue and also have the first opportunity to determine whether the sentencing court violated Miller. In doing so, the panel strongly suggested that, under Illinois precedent, the new rule is retroactive and made clear that the sentencing court "utterly failed to consider that 'children are different."
- A Chicago team won hearings on crucial preliminary injunction and class certification motions in the firm's representation of a class of Medicaid-eligible children against the Illinois Department of Healthcare and Family Services (HFS).

The lawsuit arose out of drastic service reductions implemented by HFS, which had previously approved more than 1,200 children for home nursing services based on their high level of medical need. Many of these children are dependent on complex medical regimens for routine bodily functions, such as eating, drinking, breathing, and oxygen regulation. But in 2014, Illinois began to work with a third-party contractor to review children's nursing cases and drastically reduced services. Of the first 178 children reviewed, HFS found that 98% were no longer eligible for their previously approved service levels; 66% were told that they would not receive any nursing services. The lawsuit challenges the due process notice violations of HFS, as well as the legality of such reductions, claiming that the class of children still have significant medical needs and severe impairments that require home nursing services to avoid more costly hospitalizations.

After a preliminary injunction hearing that included cross-examination of an HFS witness and argument by the

Winston team, a federal district court issued an order that prevents further service reductions to Medicaid-eligible children who need home nursing services without judicial approval. Additionally, the order requires HFS to restore home nursing services that were previously reduced or terminated. The court underscored the risk of harm to affected children without this order: "Stated simply, monetary damages after trial will not be an adequate remedy... [t]here is a significant risk, that without proper in-home care or care at an institution . . . plaintiffs and class members can and will likely suffer severe life-threatening medical episodes."

 A New York team is providing corporate and transactional legal support to Uncommon Cacao, a promising social enterprise working to build a sustainable, prosperous cacao supply chain in which farmers, chocolate makers, and the environment thrive together.

The vast majority of the world's five million cacao farming families live in destitute poverty. Uncommon Cacao's mission is to build a more fair and sustainable specialty cacao supply chain that will ensure farmers receive a living wage for their work. The company focuses on fair pay for great quality, and aims to put more money into farmers' pockets by helping them access the high-value market for specialty cacao. Launched in 2010, Uncommon Cacao has helped to double the average household income for hundreds of farming families, and has grown to become one of the most well-respected specialty cacao brands in the market. And by creating economic incentives for conservation through cacao agroforestry, Uncommon Cacao encourages re-forestation and protects thousands of acres of rainforest in the process.

Since Uncommon Cacao's primary focus is creating positive impact in the countries where it operates, the ramp-up to profitability is slow and has not yet been reached. To facilitate an injection of \$1.5 million in new capital from social impact investors, the Winston team helped Uncommon Cacao effect a series of transactions, including the conversion of founder loans to equity and the conversion of the parent entity into a Delaware benefit corporation.

With Winston's help, the company will formalize its internal governance, operations, and structure, including with respect to intercompany transfers, so that it may use the new investment as working capital to carry its operations in Belize and Guatemala until they are profitable. Uncommon Cacao anticipates the capital infusion will enable it to break even by 2017 and purchase millions of dollars of cacao from farmers over the next few years.

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 42,041 2015: 50,767 Winston & Strawn LLP

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 802

As of December 31, 2015: 793

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

2014: 58

2015: 64

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 69%

2015: 75%

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

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining salary and 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

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 work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 2,580

2015: 2,832

Average hours per summer associate spent on pro bono work:

2014: 54

2015: 45

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

2014: 100%

2015: 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? If so, please describe the established program(s) and their duration, if applicable.

Yes

If so, please describe the established program(s) and their duration, if applicable.

The firm created the Winston & Strawn Public Interest 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. More than 90 incoming associates have participated in the fellowship program since its inception.

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 applicable.

- Through the Winston & Strawn Foundation, the firm provides financial support to many civic and charitable. In 2015, the foundation gave more than \$1.6 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 special recognition or awards your firm has won in the last three years for its pro bono work.

 Dell Corporation honored the firm with its 2015 Pro Bono Award acknowledging the firm's widespread activities and participation.

- The Houston office was selected as the recipient of the 2015 Harris County Bench Bar Pro Bono Award.
- Los Angeles Partner Steve Smerek received the ACLU Foundation of Southern California's *2015 Disability Rights Award* for his extraordinary work as lead attorney in a class action challenging the treatment of disabled inmates.
- Chicago partner Kimball Anderson was honored by the Chicago Bar Association with the *Justice John Paul Stevens Award*, which celebrates Illinois attorneys who have demonstrated extraordinary integrity and service to the community throughout their careers.
- New York real estate partner Bill Lang was a recipient of The Legal Aid Society of New York 2014 Pro Bono Publico Award for his dedication to The Legal Aid Society's mission.
- A Washington, D.C. team was honored by the Washington Lawyers' Committee for securing a judgment in excess of \$900,000 for an inmate in a federal torts claim action.
- Partner Linda Coberly was chosen by the National Immigrant Justice Center to receive its Human Rights Practitioner Award for her exceptional commitment to pro bono service for immigrant and refugee clients.
- Chicago corporate attorneys Oscar David and Emily Mraz were honored by UCP Seguin, a social service agency serving developmentally disabled adults and children, in its merger with United Cerebral Palsy Association of Greater Chicago.
- The Northern District of California Court and the Justice & Diversity Center of the Bar Association of San Francisco recognized Winston & Strawn LLP for its outstanding pro bono service in a case filed under federal environmental law.

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

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

Matthew J. Moody, Esq. is Vault's Law Editor and covers news and career advice relating to the legal industry on Vault's Law Blog. Prior to joining Vault, Matt worked as a litigator at two Vault 100 law firms. Matt has a JD from Georgetown Law and a BS in Journalism from the University of Florida.