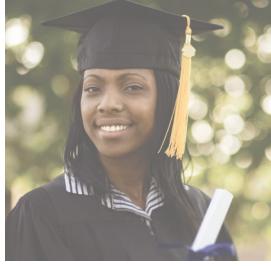


# **WHAT WE STAND FOR**

## **CORPORATE SOCIAL RESPONSIBILITY**

**KIRKLAND & ELLIS**



# LETTER FROM THE GLOBAL MANAGEMENT EXECUTIVE COMMITTEE

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Kirkland & Ellis is built on entrepreneurship, innovation and creativity, and a profound commitment to quality and client service. We emphasize fidelity to these values in each of our global offices. Individually, our lawyers bring the same level of passion and energy they devote to client work to a multitude of professional and personal causes, which they support in a variety of ways.

This publication spotlights a selection of the Firm's efforts involving several of these causes. Kirkland stands for:

- the professional responsibility to provide legal services without charge to those who cannot afford counsel;
- philanthropy in the community through financial support of charitable and law-related organizations;
- strength through difference, both within the Firm and the legal profession generally; and
- sustainability for the Earth's future in reducing the Firm's environmental impact.

For several years, the Firm has produced separate publications highlighting its work in pro bono, diversity, green initiatives and monetary giving through the Kirkland & Ellis Foundation. By bringing these publications together, we hope to demonstrate both the range of activity and the depth of time and resources that our attorneys and staff commit to these cases. Some of our attorneys devote hundreds of hours to these initiatives every year.

We care deeply about the communities in which our people live and work. And we believe that our advocacy — with the resources of our Firm behind it — can be a force for positive change.

Will you stand with us?



JEFFREY C. HAMMES, P.C.  
Chairman, Global Management Executive Committee

Kirkland stands for  
**SOCIAL RESPONSIBILITY**



Kirkland partner Emily Nicklin, lead plaintiffs Patrick Bova and Jim Darby, and Kirkland partners Jordan Heinz and Amy Crawford attend a press conference announcing the *Darby v. Orr* lawsuit for same-sex marriage rights in Illinois.

# PRO BONO

#### **PRO BONO STATISTIC**

**103,758  
hours  
dedicated to  
pro bono in 2012**

## KIRKLAND & ELLIS

**pro bono**



Kirkland is committed to providing legal services without charge to those who cannot afford counsel with the goals of improving our clients' lives, bettering communities, and deepening our own professional experience.

The Firm encourages Kirkland attorneys at all levels, from senior partners to summer associates, to include pro bono work as part of their practices. By treating pro bono work equivalently with billable client work in performance reviews and for compensation purposes, by insisting that our pro bono clients receive the same quality legal representation that our other clients enjoy, and by providing substantial financial support, Kirkland devotes considerable resources to supporting its attorneys' pro bono efforts.

In 2012, Kirkland attorneys devoted more than 100,000 hours to representing organizations and individuals in more than 1,000 pro bono matters — some representing classes of individuals, some involving significant legal issues, and all important to the individuals and organizations represented. The Firm salutes all the attorneys and staff members who take on pro bono matters for their personal commitment of time and energy on behalf of their pro bono clients.

The following pages highlight a small sample of Kirkland's award-winning pro bono work, which includes immigration law, disability rights, civil rights, prisoner rights, death penalty cases and criminal appeals, guardianship, veterans' benefits, and the representation of nonprofit organizations, among other areas.

**"At Kirkland, we encourage the full participation of all of our lawyers in pro bono work. While honing their skills as lawyers, Kirkland partners and associates make a direct — and often significant — impact in the lives of our clients and the betterment of our communities."**

—MARJORIE LINDBLOM and TOM YANNUCCI  
Co-chairs, Firmwide Pro Bono Management Committee

# RECOGNITION

## **Chicago Lawyers' Committee for Civil Rights Under Law Pro Bono Award**

The Chicago Lawyers' Committee for Civil Rights Under Law awarded Kirkland its 2012 Pro Bono Award, recognizing the exemplary work that Kirkland attorneys have provided in numerous pro bono matters referred by the committee. The Chicago Lawyers' Committee for Civil Rights Under Law promotes and defends civil rights for poor, minority and disadvantaged people in and around Chicago.

## **Sanctuary for Families Law Firm Leadership Award**

Sanctuary for Families honored Kirkland with the Law Firm Leadership Award at its annual Zero Tolerance Benefit. Sanctuary for Families, the largest nonprofit in the state of New York dedicated exclusively to serving domestic violence victims, sex trafficking victims and their children, selects one law firm each year to receive this award. The award recognizes sustained support of Sanctuary and its clients through the provision of pro bono legal services and through financial contributions.

## **Transgender Legal Defense & Education Fund Advocacy Award**

During its seventh anniversary benefit in New York, the Transgender Legal Defense & Education Fund (TLDEF) presented Kirkland with its 2012 Advocacy Award for the Firm's pro bono work on TLDEF's Name Change Project. The project ensures that transgender individuals can successfully navigate the legal process involved in changing their names to move forward with their lives.

## **Washington Lawyers' Committee for Civil Rights and Urban Affairs Outstanding Achievement Award**

The Washington Lawyers' Committee for Civil Rights and Urban Affairs honored Kirkland with an Outstanding Achievement Award for pro bono work in disability rights during its annual Wiley Branton Awards luncheon. The Washington Lawyers' Committee for Civil Rights and Urban Affairs was established in 1968 to provide pro bono legal services to address issues of discrimination and entrenched poverty.

# INTERNAL INITIATIVES

## **Kirkland & Ellis Pro Bono Competition**

In 2008, Kirkland's Firmwide Pro Bono Management Committee challenged the Firm's lawyers to increase their pro bono participation and established an interoffice competition in the United States to recognize the office with the highest annual participation rate among all attorneys and the highest participation rate among transactional lawyers. The Firm's San Francisco office took top honors in both categories for 2012 — with 79 percent of lawyers donating 20 hours or more to pro bono and nearly 79 percent of transactional lawyers meeting or exceeding this goal.

## **Kirkland Hosts Pro Bono & Community Service Fair**

Kirkland hosted the 19th annual Chicago Bar Association (CBA) Young Lawyers Section's Pro Bono and Community Service Fair as part of Pro Bono Week, co-sponsored by the CBA and the Chicago Bar Foundation (CBF). This year's Pro Bono Week theme was "Pro Bono: A Gift, Not a Chore." During the fair, attendees met with representatives from 50 of Chicago's legal aid, pro bono and community service organizations to network and learn about volunteer opportunities.

## **NEW RECORD**

### **A Record 59 Percent Firm Pro Bono Participation**

Kirkland achieved an all-time high participation rate in its Firmwide pro bono program with a record 59 percent of attorneys performing at least 20 hours of pro bono work, easily surpassing the previous record of 54 percent in 2009. All of Kirkland's U.S. offices also surpassed the previous 54 percent Firmwide record.



## APPELLATE

In the spring of 2012, when *Brooks v. Daman*, a closely watched case involving excessive force, came for review before the U.S. Supreme Court, Kirkland represented pro bono a woman named Malaika Brooks.

“What we saw in representing Ms. Brooks was the system gone wrong,” litigation partner Mike Williams said. “The system failed here. Ms. Brooks was done an injustice.”

**Within 30 seconds of describing the facts of the case to attorneys ... Mike had five associates volunteer to work with him pro bono.**

The case started in 2004, when Seattle police officers stopped Ms. Brooks for allegedly exceeding the speed limit of 20 miles per hour while driving her son to school. She agreed to accept a

speeding ticket, but refused to sign it, mistakenly thinking that signing was an admission of guilt. Refusing to sign was a crime, and the two officers on the scene summoned a sergeant, who instructed them to arrest Ms. Brooks. She would not get out of her car.

One of the officers brandished a Taser and asked Ms. Brooks if she knew what it was. “No, but I have to go the bathroom,” she responded. “I am pregnant. I’m less than 60 days from having my baby.”

The three officers assessed the situation. “Well, where do you want to do it?” said one officer to another, in deciding where to aim the Taser. “Well, don’t do it in her stomach, do it in her thigh,” said the other. Ms. Brooks was struck in the thigh, the neck and the arm — three times in less than a minute — and then pulled out of the car. She was seven months pregnant at the time.

The jolts of electricity left Ms. Brooks with permanent scars, and she sued for damages. The case found its way to the

*en banc* U.S. Court of Appeals for the Ninth Circuit. The court ruled that although the police officers used excessive force on Ms. Brooks, they could not be sued because in 2004, it was not “clearly established” under law that their actions violated the woman’s rights.

Although the officers had won in the Ninth Circuit, they appealed the case to the U.S. Supreme Court to clear their names and to preserve the use of Tasers. It was possible that future Taser use could cross a constitutional line and amount to excessive force.

Mike first learned about the case in 2010 and was interested in representing Ms. Brooks in part because he and his wife were expecting their eighth child at the time. (They now have nine children.) “It really struck me on a personal level,” he told *The National Law Journal*, adding that he is not insensitive to the needs of police officers to protect themselves; his stepfather, a police officer, was shot while on duty.

In early 2012, Ms. Brooks’ trial counsel asked for Kirkland’s assistance at the Supreme Court level. Within 30 seconds of describing the facts of the case to attorneys in the Washington, D.C., office, Mike had five associates volunteer to work with him pro bono.

On Ms. Brooks’ behalf, Kirkland filed an opposition to the officers’ petition for *certiorari* and also filed a cross-petition challenging the Ninth Circuit’s qualified-immunity ruling. *The National Law Journal* designated the Firm’s opposition brief as “Brief of the Week,” and in the lead-up to the Supreme

Court’s decision, Kirkland’s representation of Ms. Brooks received national media coverage in *The New York Times*, NPR and ABC News, among others.

In May 2012, the Supreme Court released its decision that it would not hear the case, ending Ms. Brooks’ federal civil rights claims, but allowing her to continue her fight in state court in Washington. Mike said Ms. Brooks viewed the denial of *certiorari* as “bittersweet,” but she was encouraged that the Supreme Court also denied the police officers’ petition.

“Apart from whether we succeeded at the Supreme Court, and I would argue that we did,” Williams said, “I think it meant a lot for Ms. Brooks to know that she had counsel who understood that she was wronged and that somebody needed to vindicate her rights.”

Furthermore, Ms. Brooks’ case establishes one more precedent of the boundaries that police officers must respect when using Tasers and other methods of non-lethal force. “The officers are trying to defend inexcusable conduct,” said Williams, in discussing the case with *The New York Times*. “They inflicted enormous pain on a woman who was especially vulnerable over what was essentially a traffic violation.”

## AWARD

**Eviction Defense Collaborative Advocate Law Firm of the Year**  
Kirkland received the 2012 Advocate Law Firm of the Year award from the Eviction Defense Collaborative (EDC), the principal organization in San Francisco that provides counseling and legal help to low-income tenants during the eviction process. In the last year, the Firm has settled more than 30 matters for EDC clients at these conferences and prepared two other matters for trial, ultimately settling them on the eve of trial. EDC Board President Carolyn Gold applauded Kirkland’s pro bono contributions as the first and only firm to volunteer for the organization unsolicited.



## EDUCATION

Kirkland achieved an historic victory for the national education-reform movement on July 18, 2012, when a California court became the first in the United States to order a school district to accept a “parent trigger” petition to reform a failing school.

**“...we’re not going to stop. We love these parents and we love these kids.”**

-MARK HOLSCHER  
Partner, Kirkland Los Angeles

The Desert Trails Parent Union sought to reform Desert Trails Elementary School, consistently ranked as the lowest-performing elementary school in the Adelanto School District, as well as in the bottom 10 percent of all California elementary schools. Many students at Desert Trails learn only two subjects — math and reading — without science, arts or other subjects, and children from kindergarten to fifth grade often receive no homework. The state of California had classified Desert Trails as a failing school for six consecutive years.

In November 2011, after years of failed attempts at reform, the Desert Trails Parent Union launched a campaign under California’s recently enacted parent trigger law. The law allows parents to force reform at failing schools through a petition signed by 50 percent of all parents whose children attend that school. Led by litigation partner Mark Holscher, a team of Kirkland attorneys in the Firm’s Los Angeles office agreed to represent the parent union pro bono.

In January 2012, the parent union submitted its petition to the school district signed by parents of 466 Desert Trails students — 70 percent of the school. However, the district rejected the petition twice based on “rescinded” signatures gathered via a campaign coordinated by outside special interests. Irrefutable evidence showed doctoring of some rescission petitions, but the district remained intransigent.

“We learned never to underestimate the lengths to which the opposing side was

willing to go to defend its position," said litigation partner Sasha Danna, "even if that position was contrary to the law and what morally would be considered appropriate or correct."

In April 2012, Kirkland filed suit against the school district, and the parent union went to the San Bernardino Superior Court to seek a writ of mandate to protect their statutory and constitutional rights. In July 2012, the court commanded the district to allow the parents to move forward immediately with the process of transforming their school. Specifically, the judge found that rescissions are not allowed anywhere in the parent trigger law and found that the district's decision not to count 97 signatures amounted to an abuse of discretion.

"After this ruling, we expected that the school district would verify the parent trigger petition," litigation partner Elizabeth Kim said. "We were surprised when the district took further action in violation of the writ."

The school district tried to avoid implementing the charter school by claiming it was infeasible and proposed implementing curriculum changes that fell far short of the reforms parents demanded in the petition. On October 12, 2012, the parents in Adelanto, California, achieved a second victory when the Superior Court of San Bernardino County granted Kirkland's motion to enforce the writ and rejected the district's delaying tactics.

"All of us need to remember that if our kids go to a failed grade school, they do not go to high school. They do not go to college," Holscher said at a press

conference on October 15, 2012. "On behalf of all the lawyers at Kirkland & Ellis, we're not going to stop. We love these parents and we love these kids."

After suffering these two legal defeats, the school district unanimously approved the parents' proposed charter school operator in January 2013 for the 2013-2014 school year. The Desert Trails Parent Union will become the first in the nation to convert its low-performing, neighborhood school into a charter school — the first time any aspect of parent-trigger implementation had been approved.

"The parents are grateful and excited to see all of their hard work come to fruition," Kim said.

The Desert Trails rulings were covered widely in the press, including *The Wall Street Journal*, *The New York Times* and *The Washington Post*. *California Lawyer* magazine honored Holscher and the Kirkland team with an Attorneys of the Year Award in education law in 2012.

California's parent trigger law has inspired at least six other states to adopt their own parent-led reform models. Kirkland's pro bono representation of parents at McKinley Elementary, a consistently underperforming elementary school located in Compton, California, led to Celerity Education Group opening a new charter school in the fall of 2011 a few blocks from McKinley Elementary. The Compton case also inspired a movie titled "Won't Back Down," which opened in the fall of 2012, as well as a documentary.

## AWARDS

### California Lawyer Attorneys of the Year

*California Lawyer* magazine honored partner Mark Holscher and the Kirkland team with an Attorneys of the Year Award in education law in 2012.

### The 100 Most Influential Lawyers in America

*The National Law Journal* named partner Jay Lefkowitz as one of the most prominent attorneys in the United States. He was honored for his pro bono work, specifically his work for the education reform movement under California's "parent trigger" law.



## FELLOWSHIPS

### AWARD

**Howard Brown Health Center Friend for Life Award**  
Howard Brown Health Center (HBHC) presented Kirkland with its Friend for Life award at its annual Garden of Eve fundraiser for women's services in Chicago. The award honors individuals and organizations that have demonstrated a tireless commitment of time and resources to promote the health and wellness of the LGBT community in Chicago and beyond.

The Firm, the Kirkland & Ellis Foundation and individual attorneys have financially supported HBHC for many years. In addition, since 2007, more than 100 Kirkland attorneys and other legal staff in the Firm's Chicago, Los Angeles, San Francisco and Washington, D.C., offices have donated pro bono legal services on a variety of HBHC matters. Founded in 1974, Howard Brown Health Center is one of the nation's largest health care and research organizations, primarily serving the LGBT community and its allies.

### Kirkland Sponsors Two Equal Justice Works Fellowships

For the first time, Kirkland is participating in the Equal Justice Works (EJW) Fellowship program. The Firm, along with clients Medtronic, Inc. and Avis Budget Group, Inc., is co-sponsoring two fellows for the next two years.

In Chicago, Karla Altmayer, a graduate of Northern Illinois University College of Law, is working at the Legal Assistance Foundation of Metropolitan Chicago on the Agricultural Women's Advocacy Project (AWAP). AWAP seeks to empower female farmworkers who suffer employment-based sexual harassment and gender discrimination through comprehensive legal representation, outreach, education and advocacy.

In New York, Colleen Manwell, a graduate of the University of Michigan Law School, is working at the Neighborhood Defender Service of Harlem. Her project involves providing holistic, client-centered representation

for women and children with psychiatric disabilities to combat the collateral consequences they face as a result of contact with the criminal justice system.

### The Public Interest Law Initiative

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 cultivate a lifelong commitment to public interest law and pro bono service within the Illinois legal community. The Firm sponsors postgraduate PILI Fellowships, in which incoming Kirkland lawyers work at public interest legal aid organizations across Chicago while studying for the bar exam. Kirkland sponsors approximately 30 PILI Fellows every year, the most of any law firm in Chicago.

### Kirkland & Ellis Justice Fellowship

The Firm endows the Kirkland & Ellis Justice Fellowship, a two-year fellowship to the Disability Rights Legal

Center (DRLC) in Los Angeles. The fellow is selected on the basis of personal integrity and the potential to make a positive contribution towards enhancing the civil rights of people with disabilities and pursues public interest work as a DRLC staff attorney.

During her fellowship, Kunti Dudakia, a graduate of the University of California, Berkeley School of Law, has run the DRLC's newly created Community Advocacy Program and has litigated impact cases on behalf of the disabled community.

#### New York City Public Service Fellowships

Kirkland's New York office annually awards Public Service Fellowships to outstanding law school graduates from Columbia Law School and the New York University School of Law for a year of postgraduate public service work aimed at meeting serious human needs in the New York community. The Firm has awarded fellowships to three students for the 2012-2013 fellowship year.

Kate Moore, from Columbia, will work with The Bronx Defenders to provide direct legal representation to parents with mental or cognitive disabilities in cases alleging neglect or abuse in Bronx Family Court.

Jessica Rubin-Wills, from NYU, will work with Advocates for Children of New York to provide direct representation, community education and policy advocacy to assess the services needed by preschoolers from low-income families and at risk of academic difficulties to succeed in school.

Faiza Sayed, from Columbia, will work with inMotion to provide direct legal services to South Asian victims of abuse, with a sub-focus on Muslim women, and to build a long-term infrastructure to address systemic problems of abuse in these communities.

#### Kirkland & Ellis Pro Bono Fellowship Program

In 2012, the Firm's Chicago office hosted the Kirkland & Ellis Pro Bono Fellowship Program in conjunction with the University of Chicago Law School for the third consecutive year. The program provides a unique opportunity for law students, during the summer after their first year of law school, to gain practical experience in a law firm setting while engaging in public interest legal work.

**“During my PILI Fellowship, it was exciting to counsel clients directly and argue in court. It was a glimpse into the future of my legal career.”**

Each fellow works as an intern with a Chicago-area legal aid provider with which Kirkland has a long-standing relationship, and works with Firm attorneys on pro bono matters referred from that legal aid provider. The 2012 fellows worked with the American Civil Liberties Union (ACLU) of Illinois, the Better Government Association, Equip for Equality and the National Immigrant Justice Center.

-BOBBY EARLES  
2012 PILI Fellow, Center for Disability and Elder Law



## GUARDIANSHIP

Before Kirkland represented him pro bono, Gary F. had not been outside a locked mental healthy facility, other than to appear in court, for four years.

Diagnosed with paranoid schizophrenia, Mr. F originally faced an elder abuse charge from 2008. That case was dismissed when a judge found Mr. F incompetent to stand trial, but it resulted in a civil mental health commitment.

**“The client was ‘blown away’ and ‘thrilled.’”**

—MICHAEL SHIPLEY  
Partner, Kirkland Los Angeles

When attorneys in the Firm’s Los Angeles office took on Mr. F’s case in the spring of 2012, he was subject to a public conservatorship, with the Los Angeles County Office of the Public Guardian acting as conservator. The public guardian was authorized by the court to make decisions about Mr. F’s life and level of care with almost no input from Mr. F himself.

“We did not understand completely at the outset of the case when the client told us, ‘I am stuck in this now and I am in the system. And it does not feel like I am ever going to get out,’” litigation associate Jay Bhimani said.

When Mr. F’s conservatorship was set to expire in June 2012, the public guardian sought to renew it. To prevail, the law requires that the public guardian establish beyond a reasonable doubt that Mr. F’s mental condition would prevent him from being able to provide himself food, clothing and shelter. The law provided Mr. F with the right to an independent psychiatric examination as well as a jury, but at the time of Kirkland’s appointment as counsel, his public defender had not apprised him of either of those rights. And, despite the high burden of proof and the substantial rights afforded to defendants under the applicable statute, Kirkland found statistics suggesting that when challenged, conservatorships were appointed or renewed in more than 95 percent of cases.

Once appointed as Mr. F's counsel, Kirkland requested a jury trial and county funds for the retention of an independent psychiatrist. While the public guardian refused to change its recommendation that Mr. F's conservatorship and confinement in a mental health facility continue, the Firm, as part of its own investigation, obtained declarations from several witnesses stating that they would provide Mr. F with a job and a place to live if his conservatorship were lifted. Kirkland attorneys also visited Mr. F at the mental health facility and obtained authorization to drive him to the Firm's offices to prepare for direct and cross-examination at a preliminary hearing — the first time the client had left a locked mental health facility since his 2008 arrest.

"We went to the facility to interview our client," litigation partner Michael Shipley said. "And by leaps and bounds, he was better off than the other people who were in there."

During the preliminary hearing in July 2012, Kirkland conducted a "cold" cross-examination of the psychiatrist testifying at the behest of the public guardian as well as a direct examination of Mr. F. The judge heard testimony demonstrating that Mr. F had third parties willing to assist him if the conservatorship were lifted. And in the same month that the public guardian's psychiatrist had concluded that he was "gravely disabled," Mr. F had received the highest commendations from the staff of the facility to which he was confined.

At the conclusion of the preliminary hearing, the judge told Mr. F that he did an "excellent job" in testifying, found that he was not gravely disabled and terminated the public guardian's conservatorship, granting the client his freedom after four years of confinement in mental health facilities. Shipley said the client was "blown away" and "thrilled."

"Lawyers make a difference," Shipley said. "There are probably 60 of these conservatorship cases heard every day in that court. Every one of the defendants is appointed a public defender. And on the day of our client's preliminary hearing, 59 of them had their conservatorships renewed and one did not."

Mr. F planned to move to a board-and-care facility, where he could come and go as he pleased, and eventually to a residence of his own. He told the court he would continue taking his medications and would visit a mental health facility on the west side of Los Angeles.

"Our client is not a complicated guy," Shipley said. "He just wanted to work, make his own food and not have someone dictating what he is going to do every minute of every day. And that is what he got."

## AWARD

**The Legal Aid Society Pro Bono Publico Award**  
The Legal Aid Society honored Kirkland with a 2012 Pro Bono Publico Award for outstanding service to the society and its clients. The society annually recognizes the outstanding work of volunteer lawyers, law firms, corporations and other professionals who provide exceptional legal services to low-income or otherwise vulnerable New Yorkers, including senior citizens, people with disabilities, survivors of domestic violence, immigrants, persons living with AIDS/HIV, homeless and imminently homeless children and adults, and inmates and prisoners in jails and correctional facilities throughout New York.



## IMMIGRATION

### AWARD

#### Immigration Equality Safe Haven Pro Bono Award

Kirkland was one of five firms honored with 2012 Safe Haven Awards from Immigration Equality at a ceremony in New York. The awards recognize law firms that have gone above and beyond to win refuge for lesbian, gay, bisexual, transgender and HIV-positive asylum seekers. Kirkland has represented more than 20 Immigration Equality clients during its pro bono partnership with the organization.

Cesar Fernando Lazaro-Este dealt with trauma from a young age.

When Cesar was four years old, his father was violently murdered in Guatemala. The gang members never faced any charges and continued to live in Cesar's town, harassing him daily. At six years old, Cesar began working in the local bean fields to financially support his mother and himself. Despite working up to five hours a day, six days a week, Cesar maintained perfect attendance and graduated from primary school.

Unable to pay for further schooling and fearful of the gang violence and continued threats in his town, Cesar left Guatemala in the summer of 2011 to live with relatives in Maryland. Cesar enlisted the help of a smuggler and in the last leg of his journey to the United States, he had to swim across the Rio Grande. Agents with U.S. Immigration and Customs Enforcement apprehended Cesar from the river, and he spent several weeks at detention facilities in Texas.

"It was like a rollercoaster ride of fear, worry and uncertainty," Cesar said.

The federal government eventually released Cesar to his uncle, and Cesar contacted Kids in Need of Defense (KIND) for legal assistance. KIND is a legal aid organization that helps unaccompanied children navigate the U.S. immigration system. It has referred more than a dozen of its child clients to Kirkland's Washington, D.C., office since the spring of 2011, and approximately 25 Firm attorneys have been involved in these matters, representing the children pro bono in their immigration proceedings.

"Working with KIND has been enormously rewarding because we are representing children who have lived in such harsh conditions," said Kirkland environmental partner Jeanne Cohn-Connor, who leads the KIND program at the Firm. "We are able to help these children so they start in our country on a decent footing."

By the time KIND referred Cesar's case to Kirkland in late 2011, only four weeks remained before Cesar turned 18 and legally became an adult. Before then, a juvenile court in Maryland would have to place Cesar in the legal custody of his aunt as well as find that it was not in Cesar's interests to return to Guatemala or reunite with his mother.

After those factual findings were made, the Firm could petition U.S. Citizenship and Immigration Services (USCIS) to grant Cesar the right to stay in this country legally through the Special Immigrant Juvenile Status (SIJS) program. With SIJS, Cesar would be eligible to petition for lawful permanent residency and obtain his green card.

Kirkland quickly assembled a legal team to represent Cesar. On New Year's Eve 2011 — a Saturday — the team participated in a six-hour conference call to jumpstart his case.

"Either Cesar turns 18 and he has no chance of getting SIJS or we do everything we can to meet that deadline," intellectual property associate Chanson Chang said. "It was one of those rare times when legal work we have done has a direct impact on someone's life and his or her future. None of those doors would have been open to Cesar if we had not been able to get this done for him."

The juvenile court in Maryland made the necessary findings two days before Cesar turned 18. In November 2012, he successfully obtained SIJS from USCIS. The Firm is currently working with Cesar — who is "much happier," "comfortable" and "relaxed" now that

he has SIJS — to prepare his petition for lawful permanent residency.

"Cesar is clearly a person of promise," Cohn-Connor said. "And we are committed to helping him."

Cesar lives with his brother and attends a public high school, where his favorite classes are English, math and technology. He plays for his school's soccer team and is active in a local church.

In December 2012, Cohn-Connor spoke about the Firm's pro bono work with KIND in a segment of the "Inside Story" program on the international cable television news channel Al Jazeera English. Cesar was also interviewed about his life in America.

**"Kirkland has given hope to children who came to the United States alone and opened the door to a safe and productive future that many had never even dreamed was possible."**

"My main focus at the moment is education," Cesar said. "I want to graduate from high school with good grades. If I'm able to stay in the United States, my other goal — and my dream, it sounds so beautiful to say it — would be to attend college."

"Every time we see Cesar," Chang said, "I feel like he says, 'Thank you' again for Kirkland helping him get to where he is."

-WENDY YOUNG  
President, Kids in Need of Defense (KIND)

## CALL CENTER STATISTICS

### New York:

November 5, 2012: 1,191 calls  
November 6, 2012: 3,339 calls

### San Francisco:

November 5, 2012: 1,309 calls  
November 6, 2012: 2,694 calls

Kirkland litigation associate Andrew Wiener (right) and other volunteers participate in an Election Protection call center at the Firm's San Francisco office on November 6, 2012.



Photo credit: Hadley Robinson, Daily Journal.

**“The call volume that Monday was unlike anything that I had ever seen on the day before an election...”**

-ADAM HUMANN  
Partner, Kirkland New York

## VOTERS’ RIGHTS

During the 2012 general election, all of the Firm’s U.S. offices took part in Kirkland’s volunteer effort for Election Protection, the nation’s largest voter protection coalition led by the Lawyers’ Committee for Civil Rights Under Law. Nearly 120 Kirkland attorneys volunteered to monitor Election Day voting as part of this nonpartisan effort, and the New York and San Francisco offices hosted call centers.

In New York, Hurricane Sandy hit just a week before Election Day and caused unique logistical challenges. Volunteers could not attend training sessions because transportation in the region remained crippled. For several members of Kirkland’s technology staff, who normally set up the computers and telephones for the two-day, Firm-hosted call center on the Friday before the election, a typical 45-minute commute to Kirkland’s Midtown office took four hours.

“It was an amazing effort to get everything set up in time for the call center to open on Monday morning,”

Pro Bono Management Committee Co-chair Marjorie Lindblom said.

Kirkland’s call center — with its 250 volunteers — covered New York, New Jersey and several states not affected by Sandy. The evening before the election, New York Governor Andrew Cuomo issued an executive order allowing state residents of areas affected by Hurricane Sandy to vote at any polling place in the state by provisional ballot. Although the order aimed to help displaced voters, callers reported that voters and poll workers were still having difficulty understanding it. They also reported provisional ballot shortages and precincts that closed early once provisional ballots ran out.

“The call volume that Monday was unlike anything that I had ever seen on the day before an election,” litigation partner Adam Humann said. “And the same was true on the morning of Election Day.”

Despite the emergency measures, Lindblom heard from several

people — including a utility worker from upstate New York, out-of-state FEMA workers assisting with the Sandy relief effort and college students who could not get back home due to gasoline shortages — who still could not vote.

"To me, those calls demonstrate that we need to have accommodations so that people 'stuck' in emergencies have a way to vote," Lindblom said.

Attorneys in Chicago led a field program to monitor precincts and a litigation program to sort out any legal challenges that arose, and participated in a call center. Kirkland litigation partner Terry Dee organized the Chicago-area field operations for Election Protection, as he did for the 2008 and 2010 elections.

"One of the goals of Election Protection is to ensure that people who are properly registered get to vote," Dee said. "Another goal is to help those who are not properly registered understand how to cure that problem so that they are eligible to vote in the next election. We play an educational role that hopefully will give people more confidence in the system."

One systemic issue in Illinois on which Kirkland continues to advise is in one of Chicago's collar counties. Under Illinois law, as set forth in a 2010 opinion issued by the state attorney general's office, voters who originally receive an absentee ballot have the option of returning their unused absentee ballot to election judges at their polling place and voting a regular ballot. Voters trying to exercise this right in the collar county were instead given a provisional ballot. Unlike regular ballots, there is no guarantee that ballots marked provisional will be counted.

"To have even one person not be able to vote who is eligible, registered and wants to vote or to have that vote not officially count, would be tragic," said Dee, who noted that in precincts in the collar county with heavy absentee balloting, as many as 50 voters were affected.

Kirkland's San Francisco office hosted a two-day national call center, staffed by 23 Kirkland attorneys, 12 Firm staff members and 87 volunteer attorneys from outside organizations. Volunteers took the majority of calls from Arizona, Colorado and New Mexico, and took rollover calls from several other states. Voters in New Mexico reported waiting up to five hours to vote in certain parts of the state. In addition, a fair number of calls dealt with the limited information provided to voters — as well as the high volume of misinformation — regarding precinct locations.

"I had never done any election work before," said litigation partner Elizabeth Deely. "I was disappointed to hear some of the problems that everyday people were having — problems that should not have been problems, such as misinformation and the lack of information about polling locations."

Firmwide, Kirkland donated more than 1,300 pro bono hours to this project.

"Election Protection aims to help people vote and ensure their votes count," Lindblom said. "We never ask callers whom they are voting for because it just does not matter. What matters is that people can exercise their right to vote."

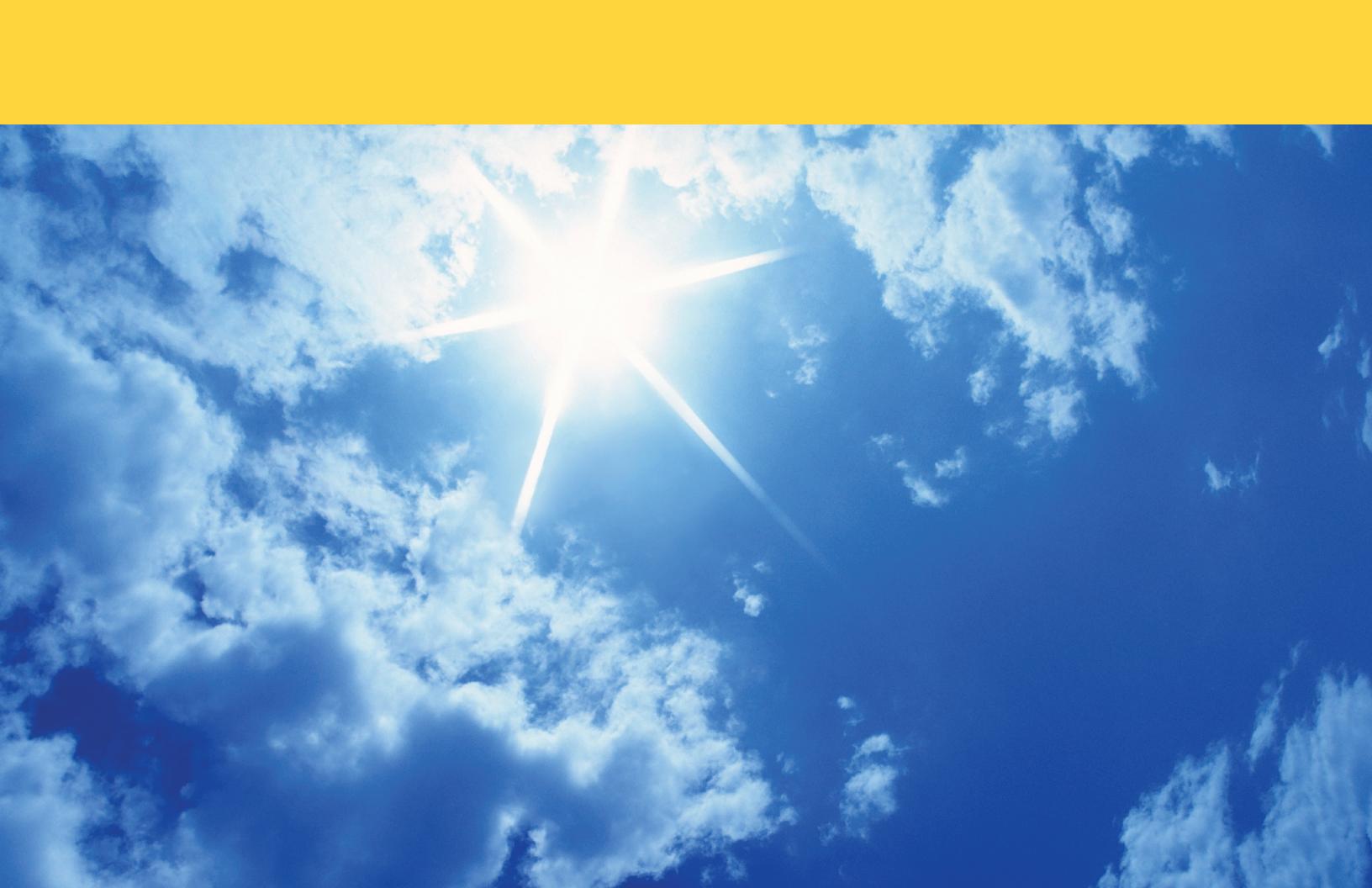
## AWARD

### **Seventh Circuit Bar Association Pro Bono and Public Service Award**

The Seventh Circuit Bar Association honored Kirkland with its Pro Bono and Public Service Award for outstanding pro bono work in the U.S. Court of Appeals for the Seventh Circuit. The association's Pro Bono & Public Service Committee commended the Firm's contributions as "truly exemplary." Kirkland accepted the award during the Seventh Circuit Bar Association's annual dinner.



Kirkland stands for  
**PHILANTHROPY IN  
THE COMMUNITY**



# FOUNDATION

Legal Aid Society  
Stanford Law School Fund  
Bain Capital Children's Charities Ltd.  
University of Michigan - Law School Fund  
National Legal Aid and Defender Association  
Chicago Bar Foundation  
Dana Farber Cancer Institute  
Equal Justice Works  
The Legal Aid Society of Metropolitan Family Services  
Legal Assistance Foundation of Metropolitan Chicago  
American Jewish Committee  
American Red Cross  
Jewish United Fund  
Teach for America Inc.  
Chicago Humanities Festival  
Columbia Law School  
Harvard Law School Annual Fund  
Lawyers' Committee for Civil Rights Under Law  
Jeremiah's Circle of Friends  
Sanctuary for Families  
Public Interest Law Initiative®  
Lawyer's Alliance for New York  
The Posse Foundation  
Pro Bono Institute  
American Heart Association  
UJA-Federation of New York  
Sponsors for Educational Opportunity  
Inmotion  
Anti-Defamation League  
The Chicago Public Education Fund  
Lyric Opera of Chicago  
Western Center on Law and Poverty

# KIRKLAND & ELLIS foundation



The Kirkland & Ellis Foundation is the financial prong to our Firm's corporate social responsibility efforts. Founded in 1982, the Foundation has provided monetary support to charitable and law-related organizations for more than 30 years. Anchored by 10 offices on three continents, the Foundation's beneficial impact is felt around the world. Annual contributions from Kirkland partners fund the Foundation. Employees, associates and partners of the Firm can also have charitable contributions matched through the Foundation's Employee Matching Program.

The Foundation helps hundreds of charitable efforts succeed every year. Donations are focused on groups that

help improve the administration of legal services. Additional funds are donated to organizations that enhance communities through emergency relief, legal assistance, community services, green/conservation efforts, cultural awareness, health care initiatives, youth programs, education opportunities and diversity sensitivity.

In 2012, the Foundation donated approximately \$7.2 million to 1,100 charitable organizations around the world. Profiled here are just a handful of those initiatives.

“Kirkland’s commitment to charitable giving runs deep. From law schools that develop future legal leaders to groups that improve the health and vibrancy of our communities, we proudly support impactful organizations that work daily to improve the lives and futures of our fellow global citizens.”

-VICKI HOOD  
President and Director

**1,100**  
**charitable**  
**organizations**

**received funding from the**  
**Kirkland & Ellis Foundation**  
**in 2012**

Chicago Symphony Orchestra  
Facets Multimedia  
Forever Young Foundation  
Public Counsel Law Center  
Legal Aid Foundation of Los Angeles  
Equip for Equality  
University of Chicago Law School  
Futures and Options  
Chicago Volunteer Legal Services  
National Immigrant Justice Center  
Catalyst  
Chicago Shakespeare Theater  
City of Hope  
Ravinia Festival Association  
Renaissance Society  
UC Regents/BCLT  
Legal Aid Society of San Mateo County  
National Center for Law and Economic Justice  
Just The Beginning Foundation  
Northwestern University School of Law  
UCLA Foundation  
Everybody Wins! LA  
Michael Lynch Memorial Foundation  
Everybody Wins! DC  
Museum of Contemporary Art, Chicago  
LINK Unlimited  
United States Holocaust Memorial Museum  
Chicago Debate Commission  
The Commercial Club of Chicago  
Lawyers Without Borders  
Robin Hood  
Street Law  
New York Lawyers for the Public Interest  
John Jay College Foundation Inc.



## EMERGENCY RELIEF

### **Hurricane Sandy Relief & Kirkland & Ellis Disaster Relief Fund**

Kirkland created two funds to help those affected by the damage inflicted by Hurricane Sandy in October and November 2012. Through employee contributions and matching funds from the Kirkland & Ellis Foundation, the Firm donated nearly \$86,500 to the American Red Cross Hurricane Relief Fund. Since its founding in 1881, the American Red Cross has been one of the world's premier emergency response organizations.

The Firm also launched a major initiative to help employees impacted by Hurricane Sandy and future disasters. The Kirkland & Ellis Disaster Relief Fund will provide financial support to employees and family members affected by any disaster declared by the federal government to help cover necessary personal, family or living expenses not covered by insurance. The Kirkland & Ellis Foundation donated \$10,000 to start the fund, which now includes more than

\$230,700 from employee donations and matching funds from the foundation.

Kirkland employees also banded together to aid their own in the midst of Hurricane Sandy. With the support of Firm leadership and managers in New York and other offices, Kirkland provided staff who lost their homes or experienced major damage with food, water, clothing, blankets, batteries and other supplies as they recovered from the devastation. For all of the employees who lost power, the Firm arranged for personnel to shower at the gym in the building that houses the New York office. Many employees endured exceptionally challenging and long commutes to come into work during the days following the disaster, but, because of their commitment, Kirkland's client work was unaffected.



## LEGAL ORGANIZATIONS

### **Lawyers Alliance for New York**

Lawyers Alliance for New York provides business and transactional legal services for nonprofit organizations that improve quality of life in New York City neighborhoods. By connecting lawyers, nonprofits and communities, Lawyers Alliance helps these organizations develop affordable housing, economic growth and community arts, and advocate for vital programs for children, the elderly and other low-income New Yorkers.

### **Western Center on Law & Poverty**

Western Center on Law & Poverty was founded in 1967 as a joint legal clinic of the University of Southern California, the University of California-Los Angeles and Loyola Law School to secure housing and health care for low-income Californians. Western Center is supported by private donations, foundation grants and attorney fee awards.

Kirkland has been a long-time supporter of the Western Center. The Firm sponsored the Western Center's

annual Garden Party in October 2012.

The Firm was one of two Champions of Justice sponsors, the highest level of sponsorship, along with client The Walt Disney Company.

### **American Bar Foundation**

The American Bar Foundation (ABF) advances justice through research on the law, legal practices and the law's impact on society. The nation's leading research institute for the empirical study of law, ABF advances the understanding and improvement of law through large-scale research projects on the most pressing issues facing the legal system in the United States and the world. Research results are published in a wide range of forums, including leading academic journals, law reviews, and academic and commercial presses.

New York Cares

The Opportunity Network, Inc.

AIDS Legal Council of Chicago

Churchill Centre

Mexican American Legal Defense and Educational Fund

Legal Aid Society-Employment Law Center

Asia Society

100 Women in Hedge Funds Foundation

Adler Planetarium

American India Foundation

Benjamin N. Cardozo School of Law

Bowery Residents Committee Inc.

Burger King McLamore Foundation Inc.

California Academy of Sciences

Chicago Botanic Garden

Chicago Urban League

Children's Home + Aid

Ann & Robert H. Lurie Children's Hospital of Chicago

Communities In Schools of Chicago

Global Wildlife Conservation

Immigration Equality

Melanoma Research Alliance

Mexican American Bar Foundation

Multiple Myeloma Research Foundation

New York Legal Assistance Group

Pathways Foundation

Shakespeare Theatre Company

American Bar Foundation

Autry National Center

Honorable Tina Brozman Foundation, Inc.

Pro Bono Partnership

Council of Urban Professionals



## INCLUSION AND EMPOWERMENT

### **Just the Beginning Foundation**

Just The Beginning Foundation (JTBF) is composed of lawyers, judges and other citizens dedicated to building interest in the legal field among diverse students across the country. JTBF offers free educational and inspirational programming to participants, starting as early as seventh grade, to inspire students to aim for careers in the legal profession.

### **Step Up Women's Network**

Step Up Women's Network encourages women and girls to fulfill their potential by implementing after-school and weekend programs to empower under-resourced girls to be college-bound and career-ready. The Network also supports professional women through networking and development. Step Up has established networks in Los Angeles, New York and Chicago, but its reach is national in scope.

### **Facing History and Ourselves**

Facing History and Ourselves offers professional development services, curricular resources and support to high school educators and teachers in the areas of history, social studies and language arts. For more than 30 years, Facing History has used education to combat bigotry and nurture democracy. Through guides and teaching methods, Facing History teaches civic responsibility, tolerance and social action to young people to foster moral adulthood.



## COMMUNITY

### **Greater Chicago Food Depository**

The Greater Chicago Food Depository (GCFD), Chicago's food bank, distributes donated and purchased food to more than half a million people in Cook County, Illinois, each year. Last year, through its network of 650 pantries, soup kitchens and shelters, GCFD distributed 64 million pounds of food — the equivalent of 124,800 meals every day.

Kirkland frequently sends teams of employee volunteers to GCFD to assist with cleaning, sorting and repackaging donated food for distribution across the city.

### **Shelter Partnership, Inc.**

Based in California, Shelter Partnership, Inc., with financial assistance from Kirkland and other organizations, is dedicated to providing short-term, transitional and permanent housing for homeless individuals throughout Los Angeles. Shelter Partnership operates a resource bank that distributes surplus manufacturer inventory, including

personal hygiene products, linens and diapers, to agencies serving the homeless in Southern California. Donations are directed toward public policy research and education about the plight of the homeless.

### **SpitalFields Crypt Trust**

For nearly 50 years, SpitalFields Crypt Trust (SCT) has offered rehabilitation and training services to residents in East London facing problems of homelessness, alcohol, drugs, poverty or social isolation. From offering advice to housing and job training, SCT helps hundreds of people regain their independence each year.

### **GCFD Volunteer Nights**

Kirkland employees, family and friends volunteer at the Greater Chicago Food Depository. This particular team set a goal of packing 1,000 cases of donated food during their shift. With hard work and cooperation, the team exceeded their goal by more than 60 cases.

Appleseed

Institute for Advancement  
of Education in Jaffa, Inc.

Minority Corporate Counsel  
Association

Illinois Holocaust Museum  
& Education Center

Chicago Council on Global  
Affairs

Chicago Metro History Fair

Chicago Scholars

Lawyers' Committee for  
Civil Rights of the  
San Francisco Bay Area

Public Theater

Bar Association Of  
San Francisco Foundation

Youth Automotive Training  
Center

Robert Toigo Foundation

Law Foundation of  
Silicon Valley

The National LGBT Bar  
Association

Equality Illinois

Metropolitan Family  
Services

Crohn's & Colitis  
Foundation of America

Falconhead Charitable  
Foundation Inc.

Music of the Baroque

Howard Brown Health  
Center

Sarcoma Research  
Foundation

NAACP Legal Defense and  
Educational Fund, Inc.

Citizens Union Foundation

Boys & Girls Clubs  
of Chicago

El Museo del Barrio

American Friends of Rabin  
Medical Center

City Bar Justice Center

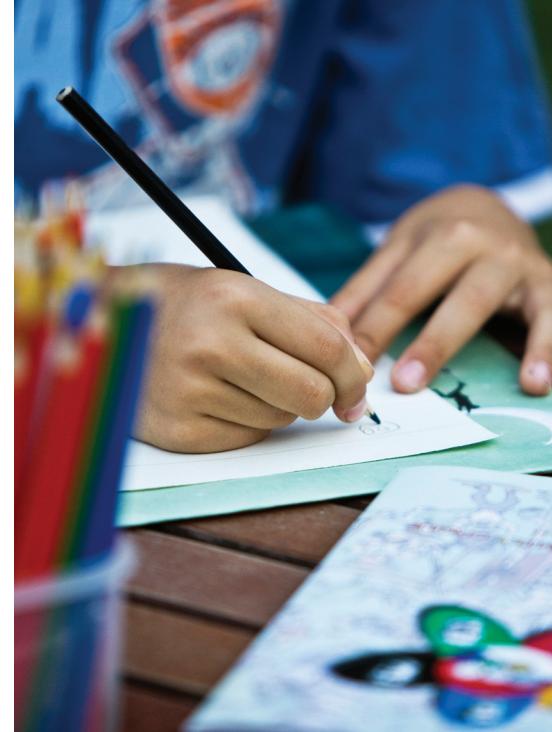
Big Brothers Big Sisters  
of Metropolitan Chicago

Children's Bureau

The V Foundation

Lawyers for the  
Creative Arts

Archdiocesan Legal  
Network



## CULTURE & ARTS

### **Autry National Center**

The Autry National Center is a history museum dedicated to sharing the stories and perceptions of the diverse peoples of the American West. Located in Los Angeles, the museum is the only one of its kind in the United States that interweaves multiple Native American perspectives with Western histories to such depth. The Autry's collection of more than 500,000 pieces of Western art and artifacts makes it one of the largest in the country.

### **Cinema/Chicago**

Cinema/Chicago is a cultural and educational organization dedicated to fostering communication between diverse cultures through film. Through its presentation of the Chicago International Film Festival, educational outreach and year-round programming, Cinema/Chicago exhibits film to promote diverse cultural understanding. Financial support from donors like Kirkland allows Cinema/Chicago to provide access to world-class cinema to Chicago's under-served citizenry.

### **Free Arts NYC**

Combining mentoring programs, cultural events and educational arts festivals, Free Arts NYC provides underserved children and families in New York City the opportunity to find expression and release through art. The organization has touched the lives of more than 28,000 at-risk children and parents since its founding more than 15 years ago. Free Arts NYC strives to create safe space for children to develop self-confidence, resiliency and life skills.



## HEALTH CARE

### **Barth Syndrome Foundation**

The Barth Syndrome Foundation is a community of families, physicians, donors and volunteers dedicated to finding a cure for Barth Syndrome, an oftentimes debilitating genetic disease. The Foundation works to raise awareness, support research, provide care for affected families and serve as an information source for those living with this rare disorder. Funds from the Foundation support science aimed at developing a cure for Barth Syndrome.

### **Lighthouse International**

For more than a century, Lighthouse International has fought vision loss through prevention, treatment and empowerment. Serving as a source of information and service provider, the charity has offices in Paris, Rome, Warsaw and numerous other cities around the globe. Lighthouse International's headquarters in New York City is a comprehensive model for design and accessibility for those with disabilities, and it is a "working"

laboratory where many design features are tested for the first time.

### **The Neurofibromatosis Association**

The Neurofibromatosis Association is dedicated to finding a cure for Neurofibromatosis, a genetic condition that affects more than 25,000 individuals in the United Kingdom. The association offers clinical services, family programs and research to improve neurofibromatosis treatment and management. Funding from the Kirkland & Ellis International Foundation supports existing services, programs and education.

Ladder Up  
KIND Inc.  
Chicago Legal Clinic Inc.  
CARPLS  
Los Angeles Regional Foodbank  
Columbia University  
All Stars Project, Inc.  
The Fund for Justice and Education (American Bar Association)  
The American Constitution Society for Law and Policy  
American Intellectual Property Law Education Foundation  
AMIT  
Atlantic Legal Foundation  
Brooklyn Academy of Music  
Center for Reproductive Rights  
DePaul University College of Law  
Disability Rights Legal Center  
El Valor  
Genesys Works - Chicago  
Georgetown University  
Golden Apple Foundation  
Goodman Theatre  
Housing Opportunities for Women  
Interfaith House  
Lawyers' Committee for Better Housing  
March of Dimes  
The Ohio State University Moritz College of Law  
Museum of Science and Industry  
The Nature Conservancy  
New York City Police Foundation, Inc.  
Newark Museum  
North American South Asian Bar Association  
ReserveAid  
Second Stage Theatre  
South Asian Youth Action  
St. Vincent Services



## YOUTH

### **Children's Bureau**

The Children's Bureau (CB) partners with federal, state, tribal and local agencies to improve the health and well-being of children and families across America. With an annual budget of nearly \$8 billion, CB focuses on preventing child abuse and neglect, strengthening families and ensuring that every child has a permanent family connection. To achieve these goals, CB provides funding services, training, monitoring of child welfare services and guidance on federal law and policy.

### **Bay Area Urban Debate League**

The Bay Area Urban Debate League expands opportunities for high school students in the San Francisco Bay Area by encouraging academic competition and articulate, informed leadership. The art of debate helps students become experts in critical reading, writing and argumentation, all of which develop intellectual skills as well as self-esteem. The debate league is open to all manner of diverse students in the Bay Area, all

of whom will have a significantly higher chance of going to college due to skills and discipline learned through debate participation.

### **National Society for the Prevention of Cruelty to Children**

Since 1884, the National Society for the Prevention of Cruelty to Children (NSPCC) has campaigned to end child abuse in the United Kingdom. NSPCC offers educational programs, counseling and help lines to victims and their families. Through NSPCC's counseling services, more than 1,000 children have spoken out for the first time about their abuse.

# EDUCATION

## Sponsors for Educational Opportunity

With offices in New York and London, Sponsors for Educational Opportunity (SEO) provides academic, career and philanthropic services to mentor and support high school students of color. SEO encourages minority high school students to strive for admission to selective colleges and to pursue full-time jobs in leading banks, law firms and companies. SEO is one of New York's first mentoring programs for high school students of color. Its programs have benefited more than 10,000 young people around the globe.

## Howard University Law Journal Symposium

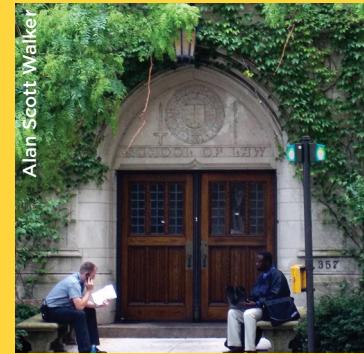
Kirkland established a four-year partnership with the Howard University School of Law in support of an annual Kirkland & Ellis symposium issue of the *Howard Law Journal*. Howard University President Sidney Ribeau applauded Kirkland's support of the symposium in a letter to Firmwide Diversity Committee Co-Chair Walt Lohmann: "Howard is immensely proud of its ongoing partnership with the Kirkland & Ellis Foundation. Your dedication is indispensable to our mission of expanding the existing pool of first-rate attorneys and other legal professionals who will advance the agenda for civil rights and social justice."

## Northwestern University School of Law Scholarship Fund and New Business Law Forum

The Kirkland & Ellis Foundation and 31 senior Kirkland partners pledged \$5 million to Northwestern University School of Law. The gift, to be given over five years, is one of the largest single donations in the law school's history.

The gift will establish the Kirkland & Ellis Scholarship Fund to provide scholarships for students in the law school's JD-MBA program; an annual awards program for high-achieving first- and second-year law students; and a unique, permanent educational program for C-suite executives, members of boards of directors, general counsel and business development executives, as well as students and alumni.

"We are extremely proud of our relationship with Kirkland & Ellis and grateful for this generous gift," Northwestern President Morton Schapiro said. "It is a testament to Kirkland's confidence in our students."



## Law and Business Schools

The Foundation provides financial support to leading law and business schools around the country and abroad. A number of schools have used our financial gifts to fund law chairs, minority scholarships and public service fellows:

Columbia School of Law

DePaul University School of Law

Harvard Law School

Howard University School of Law

Northwestern University School of Law

Stanford Law School

UC Hastings School of Law

UCLA School of Law

University of Chicago Law School

University of Michigan Law School

University of Notre Dame Law School

University of Virginia - Darden School of Business

Vanderbilt University School of Law

Student Sponsor Partners  
U.S. Ski and Snowboard Team Foundation  
University of California Hastings College of Law  
The Wexner Foundation  
Sweet Home Chicago Fundraiser (WINGS)  
World Bicycle Relief  
Youth Renewal Fund  
Tenderloin Neighborhood Development Corporation  
Domestic Violence Legal Clinic  
The Law Project  
The Federalist Society for Law and Public Policy Studies  
New Trier Educational Foundation  
Rehabilitation Institute of Chicago  
Howard University School of Law  
Harlem RBI  
Friends of Prentice  
OneJustice  
International Institute for Conflict Prevention & Resolution  
Unity Health Care, Inc.  
San Francisco Food Bank  
Cabrini Green Legal Aid  
Constitutional Rights Foundation  
American Red Cross of Greater Chicago  
CASA Kane County  
Chicago Public Library Foundation  
Marwen Foundation, Inc.  
Facing History and Ourselves  
Washington Bach Consort  
Asian Law Caucus



## GREEN GIVING

### Global Wildlife Conservation

Global Wildlife Conservation (GWC) protects endangered species and habitats through science-based field action. GWC promotes greater understanding of extinction and global threats to biodiversity using groundbreaking field expeditions, scientific research and wild lands conservation. Through its projects, GWC unites the world's leading conservation organizations, universities, zoological and botanical organizations, and museums to benefit from their varied multidisciplinary perspectives. With financial support from donors like Kirkland, GWC generates data and insights that are crucial to determining the scope of the extinction crisis and crafting effective actions to halt it.

### Driftless Area Land Conservancy

The Driftless Area Land Conservancy protects the rural landscape and quality of life of southwest Wisconsin. Focused primarily within four counties — LaFayette, Iowa, Sauk and Richland — the Conservancy promotes voluntary

land conservation, primarily through the use of conservation easements. Protected lands include farms, forests, grasslands, wetlands and soils — all of which contribute to the unique natural beauty of the area.

### Aquidneck Land Trust

Aquidneck Island, located in Rhode Island, is the largest island in Narragansett Bay and its natural resources are under significant pressure from urban development. Aquidneck Land Trust (ALT) works to preserve the island's forests, farms, parks and water resources through land conservation work and community programs. Its overall mission is to preserve the natural character, environmental health and economic value of the island. Since 1990, ALT has permanently conserved more than 2,400 open space acres.

Center for Disability and Elder Law	Chicago Coalition for the Homeless	The Washington Legal Clinic for The Homeless
Working in the Schools (WITS)	Music Institute of Chicago	YMCA of Metro Chicago
New York Asian Women's Center	Servicemembers Legal Defense Network, Inc.	Zamir Choral Foundation
Aquidneck Land Trust	Children's Specialized Hospital Foundation Inc.	Neurofibromatosis Association
Boston College	Tourette Syndrome Association	Georgetown University Law Center
Brooklyn Botanic Garden	ACLU Foundation	Latinos Progresando
Children of Fallen Patriots Foundation	The Speyer Legacy School	Transgender Legal Defense & Education Fund
Children's Defense Fund - New York	Alzheimer's Association	United Way of the National Capital Area
Folds of Honor Foundation	Academy for Urban School Leadership	D.C. Bar Pro Bono Program
Henry Street Settlement	Behind The Book	The Art Institute of Chicago
The HistoryMakers	California Bar Foundation	The Catherine Cook School
IPO Education Foundation	Center On Wrongful Conviction of Youth	American Red Cross in Greater New York
Legal Services for New York City	Chicago Youth Programs	Asian Pacific American Legal Center
Mikva Challenge	The Constitution Project	University of Michigan
The Needlers Foundation Inc.	Council for Court Excellence	Centro Legal de la Razza
Northlight Theatre	Council of Urban Professionals Institute	Public Advocates Inc.
Paralyzed Veterans of America	The District of Columbia Bar Foundation	Vanderbilt Law School
Peer Health Exchange, Inc.	Gift of Adoption Fund	Sargent Shriver National Center on Poverty Law
Redwood Library and Athenaeum	Illinois Legal Aid Online	National Center for Lesbian Rights
Shelter Partnership, Inc.	International Senior Lawyers Project	DC SCORES
William J. Clinton Foundation	Juvenile Diabetes Research Foundation	United Neighborhood Houses of New York
Wounded Warrior Project	Legal Aid Society of the District of Columbia	USC Gould School of Law
American Cancer Society	Ms. JD	USO of Illinois
Chicago Children's Museum	National Black Law Students Association	Driftless Area Land Conservancy
Dance Theatre of Harlem Inc.	National Center for State Courts	Access Living
Free Arts NYC	National Foundation for Judicial Excellence	Better Government Association
Girls Incorporated of New York City	National Psoriasis Foundation	Network for Teaching Entrepreneurship
Polyphony Foundation	Neighborhood Legal Services of Los Angeles County	The Bronx Defenders
StreetSquash	Partnership To Educate & Advance Kids (PEAK)	Roger Baldwin Foundation of the ACLU of Illinois
Ann & Robert H. Lurie Children's Hospital of Chicago	Pro Bono Net	American Freedom Foundation, Inc.
Foundation Fighting Blindness	Sunshine Through Golf Foundation	Friends of the Chicago River
Team Activities for Special Kids, Inc.	The Supreme Court Historical Society	Yale Law School Fund
Citizen Schools	Tennessee Justice Center	Police Athletic League Inc.
Evergreen Invitational	University of Connecticut School of Law Foundation	Great Ormond Street Hospital
Gifts For The Homeless	Washington Council of Lawyers	Avon Foundation
Inner-City Scholarship Fund	Childhelp	Washington Middle School for Girls
Jumpstart		The Special Operations Fund
Children's Law Center		Red Orchid Theatre
Black Women Lawyers Association		Legal Counsel for the Elderly
Children's Mercy Hospitals & Clinics		
Los Angeles County Bar Foundation		
Lend A Hand		
The Alliance for Children's Rights		

Kirkland stands for  
**STRENGTH THROUGH  
DIFFERENCE**



Kirkland associates Martin Martos II, Alyse Wu and Eric White gather in the Chicago office's conference center that overlooks the city skyline.

# DIVERSITY

# KIRKLAND & ELLIS



## diversity

### DIVERSITY STATISTIC

**128**  
**diversity**  
**events**  
**held Firmwide**  
**in 2012**

Kirkland's commitment to diversity has made the Firm more vital, more competitive and better able to serve a broad and varied client base in complex matters. Diversity at Kirkland transcends race, gender, age, ethnicity and sexual orientation. Our attorneys boast rich and varied backgrounds, knowledge and skills, and we value and encourage diversity with respect to each individual's work style, career path and experiences.

A dedicated and active group of partners and associates forms Kirkland's Firmwide Diversity Committee. The committee has racial/ethnic minority, gender and LGBT subcommittees to ensure that Firm programs and policies address the needs of those particular groups.

Diversity highlights from the past year include:

- The Firm's first-ever Partners of Color Retreat among nearly 50 diversity events in Kirkland's U.S. offices;
- Kirkland's Women's Leadership Initiative sponsored more than 80 programs in the Firm's local offices;
- The third Kirkland Leadership Forum for Women; and
- A 67 percent increase in the stipend for the Firm's Diversity Fellowship Program.



## RECOGNITION

### 50 Best Law Firms for Women

*Working Mother* and Flex-Time Lawyers named Kirkland to their 2012 list of the 50 Best Law Firms for Women. The honor recognizes U.S. law firms for their family-friendly policies and business development initiatives designed to retain women and advance them into the leadership pipeline. *Working Mother* and Flex-Time Lawyers established the 50 Best Law Firms for Women list in 2007 to celebrate the law firms that are most successful in retaining and promoting women lawyers.

For the first time, *Working Mother* and Flex-Time Lawyers convened a Career Accelerator Summit for Women in Law on December 5, 2012, coinciding with an awards luncheon to recognize the honored firms. The summit, led by Carol Evans, president of Working Mother Media, and Debbie Epstein Henry, founder and president of Flex-Time Lawyers, helped attendees enhance their leadership, sponsorship and business development skills. Kirkland sponsored this event attended by a dozen women partners of the Firm.

### Top Firms for Diversity

On December 20, 2012, *The American Lawyer* honored Kirkland at its “Top Firms for Diversity” reception in New York City. The publication recognized the Firm as one of the top 40 firms from its 2012 Diversity Scorecard survey, the annual ranking of large U.S. law firms according to their percentage of minority attorneys and their percentage of minority partners. For the second year in a row, Kirkland earned the highest score in the country on the survey among firms with more than 1,000 U.S. attorneys.

### Best Places to Work for LGBT Equality

In 2013, for the sixth year in a row, Kirkland received a 100 percent score on the Human Rights Campaign Corporate Equality Index (CEI) survey, earning recognition as one of the “Best Places to Work for LGBT Equality.” The CEI report, released each year, provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to LGBT employees.

### WOMEN AT KIRKLAND

A group of Kirkland women partners gather for a picture after the women's lunch held during the annual partners' meeting in Chicago. The lunch included a speech on generational awareness from special guest Tom Carroll, executive vice president and chief human resources officer at R.R. Donnelley & Sons,



### **Diversity Integration Task Force**

Kirkland recently established a Firmwide Diversity Integration Task Force (DITF), consisting of the chairman of Kirkland's Global Management Executive Committee, senior partners, the co-chairs of the Firmwide Diversity Committee and representatives from other key Firmwide committees. The goal of the DITF is to determine appropriate policy and structural enhancements to institutionalize Kirkland's commitment to diversity and to facilitate the Firm's diversity leadership in the legal industry.

### **Partners of Color Retreat**

From September 20-21, 2012, the Firmwide Diversity Committee and Racial/Ethnic Subcommittee, in partnership with the Global Management Executive Committee, hosted Kirkland's first-ever Partners of Color Retreat in the Chicago office. Forty diverse partners attended the event. They were joined by numerous senior Firm leaders as guests, including members of the Global Management Executive Committee and other Kirkland committee chairs.

**"The retreat was a fabulous opportunity for attorneys from across the Firm to collaborate on diversity initiatives and plan how Kirkland can lead in these efforts."**

-BARACK ECHOLS  
Chair, Racial/Ethnic Minority Subcommittee

The retreat kicked off with a Global Management Executive Committee cocktail reception and dinner. The following morning, Firmwide Diversity Committee Co-chair Walt Lohmann

hosted a networking breakfast for diverse associates in the Chicago office and retreat attendees. The retreat included presentations from litigation partner Gene Assaf on the Diversity Integration Task Force and Firmwide Diversity Committee Co-chair Eunu Chun on diversity recruiting, retention and promotion. Attendees then participated in several strategic planning sessions on retention and promotion strategies. As part of the retreat, Harvard Law School Professor David Wilkins spoke at a Firmwide lunch event titled "The Future of Large Law Firms: Maximizing Human Capital in the Age of More for Less." Retreat activities continued the next day with Kirkland's sponsorship of the Just the Beginning Foundation's 10th biennial conference.

### **Leadership Forum for Women**

On October 11, 2012, the Firm's Women's Leadership Initiative hosted the Kirkland Leadership Forum for Women in the New York office. Hosted biennially since 2008, the forum brings together Firm partners and female clients to hone leadership skills, network and share insights. This year's event, "Leveraging Your Personal Power & Influence: Building Inspired Teams & Transforming Organizations," was led by Assistant Professor Amy Cuddy from Harvard Business School and Associate Professor Cameron Anderson from the University of California, Berkeley Haas School of Business. Sessions at the event covered establishing trust, exercising influence, the five dimensions of interpersonal style, and using body language and physiology to harness personal power. Lesley Jane Seymour,



editor-in-chief of *More* magazine and one of *Forbes* magazine's "Most Powerful Fashion Magazine Editors" in 2009, was the forum's keynote speaker. More than 30 senior female clients and 30 Kirkland female partners attended this year's forum.

#### Diversity Fellowship Program

The Kirkland & Ellis LLP Diversity Fellowship Program, one of the first of its kind, offers stipends to second-year law students who hold offers to join the Firm's summer associate program and who have demonstrated how they will contribute to Kirkland's diversity mission. Since 2004, Kirkland has awarded 121 fellowships totaling more than \$1.9 million, including 10 in 2013. Beginning in 2013, the fellowship stipend has also increased to \$25,000.

#### "ALLSA" Initiative

Building upon a long history of supporting diverse law student organizations, Kirkland pioneered the creation of a formal initiative to reach out to diverse law students across the country in 2008. The Firm calls the program the "ALLSA" initiative, an inclusive term reflective of its mission to reach out to "all" racial, ethnic, women's and LGBT student groups at law schools across the country. The "ALLSA" initiative is designed to encourage a sense of community among diverse attorneys and law students, increase the visibility of Kirkland's diverse attorneys on law school campuses, create mentoring relationships with diverse students and open unique conduits for professional development. At the core of "ALLSA" are 80 Kirkland attorney liaisons who have formed relationships with 67 diverse law student groups.

#### IN THE COLLAGE

Diverse partners and staff kick off Kirkland's first-ever Partners of Color Retreat with a cocktail reception and dinner. (Clockwise from top left: partners Linda Myers and Bilal Sayyed; Michael Foradas, Hannah Kong and Michael Kim; Michael Jones; Anup Sathy and Walt Lohmann; Barry Fields and Yongjin Im; and Elizabeth Deeley)

Kirkland stands for  
**SUSTAINABILITY  
FOR OUR FUTURE**



Kirkland's Chicago office achieved a LEED Silver Certification for its 650,000 square foot office interior. The office is one of the largest LEED commercial interior projects in the United States.

# GREEN



# KIRKLAND & ELLIS

## green initiatives

### GREEN STATISTIC

**10 million  
gallons**  
**of potable water  
saved annually**

by the Chicago office by using  
river water for the condenser in  
its HVAC refrigeration system.

Kirkland recognizes and supports green initiatives as an important professional obligation of a leading international law firm. Through the pursuit of green initiatives, we commit to lessening the Firm's environmental impact — and to increasing environmental stewardship — to the benefit of our employees, clients and community.

Our goal is to encourage a Firm culture in which environmental awareness and stewardship are part of our internal

fabric, in advancement of Kirkland's overarching corporate responsibility efforts.

### Kirkland Green Team

The Kirkland Green Team, a group of attorneys and staff from all functional areas of the Firm, works to assess and reduce Kirkland's environmental impact. The team also partners with external green organizations to advance the Firm's sustainability efforts and employee education.

**"We are committed, as part of our Firm's DNA, to doing everything we can to enhance the global environment. Sustainability is a guiding principle of our Firm. It is something we undertake as a Firm, as individuals and on behalf of clients. 'Going Green' is more than a buzzword to us. It is core to our business."**

-STEVE FADEM  
Executive Director

# LEED CERTIFICATION

Kirkland achieved the U.S. Green Building Council's® LEED® (Leadership in Energy and Environmental Design) Green Building Rating System certification for its Chicago office, and it is pursuing certification for its Palo Alto office.

The LEED green building certification program measures and rates the environmental performance of buildings and interior spaces in six categories: sustainable sites, water efficiency, energy and atmosphere, materials and resources, indoor environmental quality and innovation in design process. The system has served as a foundation for many of Kirkland's sustainability efforts.

## Chicago

Kirkland's Chicago office achieved a LEED Silver Certification for its 650,000 square foot office interior. The office is one of the largest LEED commercial interior projects in the United States. This office also boasts:

- Public transportation access, including six rail lines within a half mile of the office
- Efficient plumbing fixtures with estimated water savings of 1.16 million gallons of potable water per year.
- Energy Star rating for more than 97 percent of office equipment and appliances.
- Construction materials and furniture elements contain post-consumer and pre-consumer recycled content.
- More than 1,200 tons of construction debris diverted from landfill.



- Strict thermal comfort requirements, including standards for humidity, temperature and air flow.

The Firm's Chicago office occupies a building that recently received Platinum certification under the U.S. Green Building Council's LEED for Existing Buildings (EB). Platinum certification is the highest possible under the LEED EB program, and is only awarded to buildings with the highest of commitments to energy efficiency and sustainability.

## Palo Alto

Kirkland's Palo Alto office is expected to achieve LEED certification in 2013 for its 30,000 square foot office interior. This state-of-the-art office space, opened to accommodate the Firm's growth and commitment to Silicon Valley, will establish benchmarks for recycling waste, reducing energy and water use, using environmentally responsible materials and improving air quality under the LEED program. The building offers:

- Secure bicycle storage and shower and changing facilities to increase employee use of alternative transportation.
- Preferred parking for low-emitting and fuel-efficient vehicles.
- Electricity generated from renewable resources
- Green cleaning products that are non-hazardous and have a low environmental impact.
- Materials made with recycled content — including furniture and furnishings.
- Construction materials and furniture manufactured within 500 miles of the office.

## GREEN STATISTIC

**36% reduction**  
in annual water consumption

by the Palo Alto office through the use of efficient plumbing fixtures and appliances, saving an estimated 95,000 gallons of water annually.



## NOTABLE EFFORTS

### CHICAGO DATA CENTER

Members of Kirkland's information technology, senior administration and green teams stand within the Chicago office's data center, which received commendation for exceptional energy efficiency from Commonwealth Edison and Hawkeye Energy Solutions.

From left: Senior Infrastructure Administrator Peter Clong, Security Manager Shawn Gerster, Senior Director of Administration Steven MacGregor, Firmwide Data Center Manager Steven Colby, Chief Information Officer Daniel Nottke, Business Development Specialist Katherine Dwyer and Director of Technology Operations Timothy Freund. Not pictured: Facilities Manager Linda Gantz.

#### Law Firm Sustainability Network

Kirkland is a pilot member of the Law Firm Sustainability Network, a non-profit organization of global law firms united and committed to promoting the benefits of environmental sustainability and corporate social responsibility within their firms and throughout the legal industry.

#### Chicago Data Center Efficiency Project

Working with Commonwealth Edison and Hawkeye Energy Solutions, Kirkland undertook measures to significantly improve its data center's energy efficiency by installing a monitoring system, upgrading the center's cooling system controls and merging existing uninterruptible power supply systems. The upgrades are expected to save Kirkland more than 1.6 million kilowatts annually, the equivalent of operating more than 100 average residential homes for one year. The project resulted in the most energy savings for a data

center in Commonwealth Edison's 2012 "Smart Ideas for Your Business" program. ComEd noted, "No other law firm has undertaken such a substantial energy reduction initiative in ComEd's service territory to date."

Due to the success of this initiative, Kirkland will expand its data center efficiency efforts to its Washington, D.C., Los Angeles and New York offices.

#### ABA-EPA Law Office Climate Challenge Partner

Our Chicago office has been recognized as an ABA-EPA Law Office Climate Challenge Partner in two categories:

- Best Practices for Office Paper Management - we commit to environmentally responsible paper management procedures.
- ENERGY STAR - we commit to implement an energy management strategy to reduce electricity usage by at least 10 percent.

## GLOBALLY GREEN

As a leading international law firm, Kirkland recognizes its responsibility to reduce its environmental impact. The Firm uses Energy Star-certified office equipment and procures paper sourced from responsibly managed forests. Kirkland implemented a mandatory dual-sided printing policy in several offices, resulting in a nearly 40 percent reduction in copy paper usage over the past seven years. Materials with recycled content, such as carpet, furniture and office supplies are used throughout our office space.

Computer equipment and other electronic gear across the Firm are recycled through an IT asset recovery service. Multiple Kirkland offices provide recycling bins at all work stations and common areas, and engage in single stream recycling in compliance with local recycling guidelines.

Indeed, Kirkland's commitment to environmental sustainability is global, and we pursue green initiatives throughout our domestic and international offices.

- Kirkland Green Day is an annual event held in the Chicago office. External green organizations are invited to discuss their sustainable practices, and the day serves as an opportunity to educate employees about the Firm's green initiatives.
- Chicago arranged a discount program with I-GO Car Sharing, providing employees with access to low-emission, fuel-efficient vehicle rentals.
- London occupies a structure that is zero landfill status, equipped with motion detector lights and natural ventilation.

- Los Angeles occupies a LEED-certified office building and uses paper towels and napkins made from recycled paper.
- Munich recycles special waste, such as broken furniture and batteries.
- Beverages in Munich are offered in environmentally friendly returnable bottles.
- In New York, all offices, work areas and hallways are equipped with motion detecting lighting for built-in energy savings.
- Disposable cutlery in New York and Washington, D.C. are made of corn-based, biodegradable plastic.
- Neither bottled water nor disposable cups are provided in the San Francisco office.
- San Francisco provides a composting option in its lunchrooms, kitchens and pantries.
- Washington, D.C., converted more than 98 percent of its office light switches, over 340 switches, to occupancy sensors.
- Washington, D.C., Palo Alto and Chicago provide shower and storage facilities to encourage bike riding. Palo Alto also provides bicycles for employee use.
- Hong Kong occupies a building that employs smart escalators that activate when stepped upon and slow or stop when not in use to conserve energy.
- Chicago employees participate in an annual Bike to Work Week competition.

### MORE GREEN STATISTICS

#### **1,000 bottles saved weekly**

by the London office by filtering water onsite and filling glass bottles, reducing the need for packaging and transportation of water.

#### **30,000 kWh of electricity saved annually**

by the Washington, D.C., office by changing 3,200 inefficient fluorescent lighting ballasts throughout its office space.



## GREEN AND PRO BONO

### CHARITABLE GIVING

Many green-minded organizations have benefited from monetary support from the Kirkland & Ellis Foundation, including The Nature Conservancy, Rainforest Alliance, National Park Foundation, Keep America Beautiful and National Audubon Society.

Kirkland's commitment to sustainability is intertwined with the Firm's strong pro bono program. The Firm is proud to advocate on behalf of organizations working to support the environment.

#### The Rebuilding Exchange

The Rebuilding Exchange creates a market for reclaimed building materials by diverting materials (e.g., sinks, doors and windows) from landfills and selling them at its retail warehouse. It began promoting a line of furniture constructed with reclaimed materials using the RX Made trademark. Rebuilding Exchange approached Kirkland to assist it in applying for a federal trademark for RX Made. Kirkland prepared and submitted this application to the United States Patent and Trademark Office.

#### The Lower East Side Ecology Center

Kirkland advised The Lower East Side Ecology Center (LESC) in its negotiation with two large recycling companies of agreements relating to the recycling of electronic waste collected by LESC. It was one of the

first organizations to offer community-based recycling and composting programs in New York City. LESC offers free public compost collection, stewardship of public open space and environmental education. A Kirkland partner won a 2012 Cornerstone Award from Lawyers Alliance of New York for his work with LESC.

#### Every Last Morsel LLC

Every Last Morsel LLC is an online marketplace for local foods from small growers in Chicago. Kirkland worked with founder Todd Edward Jones to negotiate contracts and advise on transactions with a start-up support firm. Kirkland also incorporated this limited liability company and provided guidance on initial business planning.

#### The Nature Conservancy

Kirkland provides general corporate counseling and other advice to The Nature Conservancy in Washington, D.C. Kirkland's assistance helps the Conservancy further its mission to conserve land and water around the world.



**Chicago**

Kirkland & Ellis LLP  
300 North LaSalle  
Chicago, IL 60654  
United States  
+1 (312) 862-2000  
+1 (312) 862-2200 fax

**Hong Kong**

Kirkland & Ellis  
26th Floor, Gloucester Tower  
The Landmark  
15 Queen's Road Central  
Hong Kong  
+852-3761-3300  
+852-3761-3301 fax

**London**

Kirkland & Ellis International LLP  
30 St Mary Axe  
London EC3A 8AF  
United Kingdom  
+44 20 7469 2000  
+44 20 7469 2001 fax

**Los Angeles**

Kirkland & Ellis LLP  
333 South Hope Street  
Los Angeles, CA 90071  
United States  
+1 (213) 680-8400  
+1 (213) 680-8500 fax

**Munich**

Kirkland & Ellis International LLP  
Maximilianstrasse 11  
80539 Munich  
Germany  
+49 89 2030 6000  
+49 89 2030 6100 fax

**New York**

Kirkland & Ellis LLP  
601 Lexington Avenue  
New York, NY 10022  
United States  
+1 (212) 446-4800  
+1 (212) 446-4900 fax

**Palo Alto**

Kirkland & Ellis LLP  
3330 Hillview Avenue  
Palo Alto, CA 94304  
United States  
+1 (650) 859-7000  
+1 (650) 859-7500 fax

**San Francisco**

Kirkland & Ellis LLP  
555 California Street  
San Francisco, CA 94104  
United States  
+1 (415) 439-1400  
+1 (415) 439-1500 fax

**Shanghai**

Kirkland & Ellis International LLP  
11th Floor, HSBC Building  
Shanghai IFC  
8 Century Avenue  
Pudong New District  
Shanghai 200120  
P.R. China  
+8621 3857 6300  
+8621 3857 6301 fax

**Washington, D.C.**

Kirkland & Ellis LLP  
655 Fifteenth Street, N.W.  
Washington, D.C. 20005  
United States  
+1 (202) 879-5000  
+1 (202) 879-5200 fax

[www.kirkland.com](http://www.kirkland.com)

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