

# FOCUSED ON CHANGE

CORPORATE SOCIAL RESPONSIBILITY

KIRKLAND & ELLIS



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# FOCUSED ON CHANGE

## A LETTER FROM THE GLOBAL MANAGEMENT EXECUTIVE COMMITTEE

Kirkland & Ellis is committed to excellence. In that pursuit, we bring determination, creativity and enthusiasm to help our clients solve challenges and further their business goals. We bring the same passion and energy to the way we run our business, including our commitment to improving our communities and the legal profession.

We believe we have a duty to:

- provide legal services without charge to those who cannot afford counsel;
- support communities through monetary gifts to charitable and law-related organizations through the Kirkland & Ellis Foundation;
- embrace and promote diversity, both within the Firm and the legal profession as a whole; and
- reduce the Firm's environmental impact and prioritize sustainability for the planet's future.

To fulfill these duties, our attorneys and staff devote significant time and energy to various professional and personal causes, which they support in a variety of ways, with the resources of our Firm behind them.

We have seen the power and influence of our advocacy, dedication and compassion. This publication shares and celebrates those efforts in the corporate social responsibility sphere.

We hope you will join us in our pursuit of excellence as we continue striving to effect meaningful change.



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

Kirkland is focused on  
**PROFESSIONAL  
RESPONSIBILITY**



The National Legal Aid & Defender Association (NLADA) presented Kirkland with a Beacon of Justice Award at its NLADA Exemplar Award Dinner, held on June 26, 2014, in Washington, D.C. The Beacon of Justice Award recognizes law firms that have created and implemented innovative strategies to increase access to legal representation.

Founded in 1911, NLADA is the oldest and largest nonprofit association in the United States that aims to provide legal services to those who cannot afford representation. Pictured are Kirkland litigation partner Jennifer Levy and Jo-Ann Wallace, president and chief executive officer of NLADA.

# PRO BONO

**“Kirkland effects positive, significant changes in our pro bono clients’ lives and within communities. We are proud of our attorneys’ passion for providing legal services to those in need.”**

MARJORIE LINDBLOM and TOM YANNUCCI  
Of Counsel and Partner, Litigation  
Co-chairs, Firmwide Pro Bono Management Committee

**PRO BONO DEDICATION**

**117,106  
hours  
dedicated to  
pro bono in 2014**

In 2014, Kirkland attorneys devoted a record-breaking 117,106 hours to representing organizations and individuals in pro bono matters — some representing classes of individuals, some involving significant legal issues, and all important to the people and organizations represented. Kirkland is proud of the attorneys and staff members who commit considerable time and energy to the Firm’s pro bono clients.

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

Kirkland encourages its attorneys at all levels, from senior partners to summer associates, to include pro bono work as part of their practices. The Firm treats pro bono work equivalently with billable client work in performance reviews and for compensation purposes. Moreover, the Firm insists that pro bono clients receive the same quality legal representation as other clients. Kirkland devotes substantial resources, including financial support, to boosting its attorneys’ pro bono efforts.

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.



# FELLOWSHIPS

## Kirkland Sponsors Equal Justice Works Fellowships

In 2014, Kirkland co-sponsored four Equal Justice Works Fellowships with clients Aon, Avis Budget Group, Medtronic and Raytheon Company. In Chicago, fellow Karla Altmayer worked at the Legal Assistance Foundation of Metropolitan Chicago on the Agricultural Women's Advocacy Project, and fellow Aimee Rodriguez works at Equip for Equality, representing Cook County Juvenile Court youth with disabilities. New York fellow Colleen Manwell worked at the Neighborhood Defender Service of Harlem, representing women and children with psychiatric disabilities. Washington, D.C., fellow Tiffany Kelley works at the National Veterans Legal Services Program, helping to address the needs of veterans who survived military sexual trauma and need assistance in obtaining disability benefits.

## The Public Interest Law Initiative

Each year, Kirkland funds multiple postgraduate fellowships 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 fellowships allow incoming Kirkland lawyers to work at public interest legal aid organizations across Chicago while studying for the bar exam. The legal aid organizations help clients become citizens, buy homes, adopt children, secure disability benefits and gain asylum, among many other achievements. 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 toward enhancing the civil rights of people with disabilities; the fellow pursues public interest work as a DRLC staff attorney.

## 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 public service work aimed at addressing unmet legal needs in New York City.

“My Equal Justice Works Fellowship allows me to serve those who have served this country and, as a fellow veteran, to continue to work alongside my sisters and brothers at arms.”

TIFFANY KELLEY  
2014 Equal Justice Works Fellow

The 2014 recipients are Naz Ahmad from Columbia and Shlomit Cohen from NYU. Naz works with the Creating Law Enforcement Accountability & Responsibility Project to investigate and defend against improper police surveillance and racial profiling practices of Muslim communities by federal and state authorities. Shlomit works with The Bronx Defenders to represent parents with mental illness in abuse, neglect and termination of parental rights proceedings in Bronx Family Court.

## Kirkland & Ellis Pro Bono Fellowship Program

Kirkland began its fifth annual Kirkland & Ellis Pro Bono Fellowship Program in conjunction with the University of Chicago Law School in June 2014. The program provides a unique opportunity for students to gain practical experience in a law firm setting while engaging in public interest work during the summer following their first year of law school.

Each fellow worked as an intern at a legal aid provider with which Kirkland has had a longstanding relationship, and works with Firm attorneys on pro bono matters referred from that legal aid provider. The 2014 pro bono fellows worked with Equip for Equality, Lawyers for the Creative Arts, the Better Government Association and the National Immigrant Justice Center.



Former U.S. Supreme Court Justice Sandra Day O'Connor narrates in Jonathan Shapiro's Emmy-winning film, "Fair and Free."

## EDUCATION

### AWARDS

#### ***The National Law Journal's 2014 Pro Bono Hot List***

Kirkland was one of 10 law firms named to *The National Law Journal's* 2014 Pro Bono Hot List, which recognizes law firms that made exemplary contributions in providing access to justice. The Firm was recognized for its marriage equality work. This is the second time Kirkland has been named to the Pro Bono Hot List; the Firm first made the list in 2012, when it was recognized for its work representing New York City charter schools.

#### ***Leading Law Firm for Pro Bono***

Who's Who Legal named Kirkland one of 10 Leading Law Firms for Pro Bono in 2014. The list includes firms that are paving the way in terms of their approach to pro bono, and that have achieved senior buy-in across the organization, generated significant change and selected projects that leverage the skills of the lawyers at the firm.

Kirkland attorneys are multitalented, with many pursuing passions outside of law. For proof, look no further than Jonathan Shapiro.

Shapiro, of counsel in Kirkland's Los Angeles office, focuses his practice on entertainment and media litigation. He is a former federal prosecutor and member of the Commission on Impartial Courts. He also happens to be an award-winning writer and producer for television, including for the classic law-themed ABC series, "The Practice" and "Boston Legal."

Throughout his 15 years of Hollywood experience, Shapiro has worked with many famous actors and actresses. But those celebrities can't hold a candle to one of his recent film project's stars: former U.S. Supreme Court Justice Sandra Day O'Connor.

"She was a brilliantly prepared, poised performer," Shapiro said. "And much like the actors and actresses I've worked with over the years, she demanded several takes."

Justice O'Connor lent her talent as narrator for Shapiro's "Fair and Free," an Emmy-winning film that serves as the centerpiece of the National Association of Women Judges' (NAWJ) Informed Voters Project (IVP). The IVP is an ongoing voter education initiative that aims to teach civics to a broad audience, with a special emphasis on traditionally underserved communities.

"There's a woeful ignorance on the part of most Americans about what the judicial branch does, and it's incredibly dangerous," Shapiro said. "The IVP aims to address this problem."

In August 2013, NAWJ member Judith McConnell, administrative presiding justice for the California Court of Appeal, Fourth Appellate District, Division One, contacted Shapiro to see whether Kirkland would be interested in helping with the IVP on a pro bono basis. Shapiro proposed a film project that would focus on what courts do and why it matters.

"I wanted to become involved because, as lawyers, we have an important role to play in filling the gaps in our civic education," Shapiro said. "Lawyers are educators, and that's a responsibility we should embrace."

For the next nine months, Shapiro and his Kirkland team worked tirelessly on the film. Shapiro lined up a production company and director willing to offer their services for free. Kirkland lawyers ensured that the film production complied with all relevant guild production contracts. Kirkland was also part of a larger legal team that advised the NAWJ on licensing issues involving the IVP logo and related materials and helped navigate copyright fair use questions.

Shapiro took care to write a script that would simply and effectively explain the power, purpose and promise of the country's court systems in a modern context. He had envisioned Justice O'Connor narrating the film and was delighted when she enthusiastically accepted the role.

The film was nationally televised, featured on various state bar websites, and promoted online and in schools.

"Jonathan's creativity and vision shaped a powerful educational piece that has served as the cornerstone of NAWJ's dynamic new Informed Voters Project," said Marie Komisar, executive director of the NAWJ. "The film is a vital civic education and outreach tool about the importance of fair and independent courts in our democratic system of government."

The film also generated meaningful publicity for the NAWJ that resulted in

new partnerships with public education initiatives and donations to the IVP that were sufficient to ultimately cover the film's entire production and distribution costs.

"Fair and Free" made a powerful impression — so much so that it won an Emmy Award for Best Short Form/PSA at the National Capital Chesapeake Bay Chapter's Emmy Awards held in June 2014 in Washington, D.C. Shapiro also received a separate Emmy nomination for his script.

For Shapiro, the film was among the most deeply satisfying pro bono initiatives of his career.

**"This Emmy Award-winning film is a testament to Kirkland's truly innovative commitment to social responsibility within the legal community."**

MARIE KOMISAR  
Executive Director, NAWJ

"Being part of such a critically important project was incredible," he said. "And even more so than winning an Emmy for the film, I was proud to work alongside the justices of California and Justice O'Connor to help fulfill their mission."

"Fair and Free" is the first of what Shapiro hopes to be a library of free civics videos for use by schools, organizations and court systems. View the film at [www.ipv.nawj.org](http://www.ipv.nawj.org).



## LEGAL AID SUPPORT

### AWARDS

#### Legal Aid Society Pro Bono Publico Award

Kirkland received a 2014 Pro Bono Publico Award from the Legal Aid Society for outstanding service to the society and its clients. The award recognizes the outstanding work of volunteer lawyers, law firms, corporations and other professionals who support the society and/or participate in its pro bono program by providing exceptional legal services to low-income New Yorkers. The society recognized Kirkland at an awards event in October 2014 in New York.

#### Law360 Pro Bono Firm of 2014

In 2014, for the second year in a row, Kirkland was named a Law360 Pro Bono Firm of the Year. The Firm was among the list of 20 firms recognized by Law360 as having gone "above and beyond for their pro bono clients over the past year."

From the very beginning of their legal careers, Kirkland attorneys benefit from an array of Firm training and development programs that deepen their skills and expand opportunities within their practice groups, the Firm and the legal community.

But not all attorneys are so lucky to have exposure to such rich training programs.

"Legal aid attorneys typically don't have access to this type of training," said Julie LaEace, Firmwide director of pro bono legal services at Kirkland. "They often need to learn skills and processes on the fly."

LaEace sits on the Chicago Bar Foundation's (CBF) advisory committee for the Legal Aid Academy, a pro bono program that aims to improve training and professional development opportunities for the more than 300 legal aid attorneys in the Chicago area who service more than 1.3 million low-income residents. In spring 2014, Kelly Tautges, director

of pro bono and court advocacy at CBF, mentioned to LaEace that many of the legal aid attorneys with whom she works through CBF were asking for deposition skills training.

LaEace knew Kirkland could help. The Firm's renowned Kirkland Institute for Trial Advocacy (KITA), an internal litigation skills training series that includes lectures, workshops and mock jury trials, could easily be modified to fit CBF's needs.

Kirkland's internal training and development team and litigation partner Terry Dee, a member of the Firm's Pro Bono Management Committee and a pro bono coordinator for the Chicago office, worked with CBF to create a deposition skills training program tailored for Chicago-area legal aid attorneys. Just like KITA, the CBF legal aid training would be an interactive experience, complete with authentic details such as actors portraying witnesses and real court reporters who would transcribe the testimony.

The team quickly developed a curriculum and recruited 11 Kirkland partners to be instructors and coaches for the training. Over two days in May 2014, 43 Chicago-area legal aid attorneys gathered in Kirkland's Chicago office for the free course.

Kirkland collaborated with 12 senior legal aid attorneys to lead the training program, which helped forge new relationships in the Chicago legal community.

"This training partnership between legal aid and the Firm supported the successful sharing of deposition skills, tips and best practices that were developed in a wide variety of litigation settings," said Kirkland litigation partner Catherine Stahl, who participated in the training.

Day one included lectures that focused on taking and defending depositions, as well as witness

practical tips they could incorporate immediately into their practices. I was proud to see the participants build their skill sets and gain confidence as they progressed through the demonstrations and training modules."

Intellectual property partner Craig Leavell, who also participated in the training, said the project was fulfilling on many levels.

"I enjoyed learning about the organizations supported by these hardworking lawyers and was honored to help them hone their skills," he said. "Their level of dedication to learning and improving was inspiring."

According to CBF's executive director, Bob Glaves, the program had a tremendous, direct impact on the legal aid attorney participants, instructors and coaches — and an even larger indirect impact on the thousands of clients who the legal aid attorneys will serve each year.

**"Kirkland's leadership and commitment have been instrumental in helping the CBF Legal Aid Academy provide our community's legal aid advocates with training and professional development opportunities to help them most effectively serve more people in need."**

BOB GLAVES  
Executive Director, Chicago Bar Foundation

preparation exercises. Day two included four intensive deposition exercises, after which training coaches shared critiques.

"It was great to witness the legal aid participants take full advantage of this hands-on learning opportunity," said Stahl. "In the realistic deposition setting, participants were able to try new techniques, experiment with styles of delivery and pick up some

"Rarely do these attorneys have the opportunity to participate in such a high-quality, comprehensive skills program due to budget constraints. The feedback we received from participants afterwards was uniformly glowing," Glaves said.

Kirkland plans to repeat the program with CBF's Legal Aid Academy in the future.



Kirkland intellectual property partner Jordan Heinz (left) and litigation associate Dmitriy Tishyevich, who represented couples in the Indiana marriage equality case.

## LGBT RIGHTS

### AWARD

**Immigration Equality 2014 Safe Haven Pro Bono Award**  
Immigration Equality named Kirkland a 2014 Safe Haven Pro Bono Award winner. The award recognizes law firms that have gone above and beyond to win safe refuge for LGBT and HIV-positive asylum seekers. Kirkland has served Immigration Equality's asylum clients for nearly a decade. In 2013, Kirkland represented refugees before the asylum office and in immigration court. Kirkland also won asylum for the first transgender Russian asylum seeker accepted into the pro bono program, who was honored at Immigration Equality's awards event in May 2014 in New York City.

On August 19, 2013, New Jersey Gov. Chris Christie signed State Assembly Bill A3371 into law, prohibiting licensed therapists in the state from attempting to change the sexual orientation of their minor patients through “reparative” or “gay-conversion” therapy.

Three days later, two therapists who run faith-based counseling centers that purport to offer counseling that can change a patient’s sexual orientation, as well as the National Association for Research and Therapy of Homosexuality and the American Association of Christian Counselors — organizations that provide similar services — sued Gov. Christie and other state officials, alleging that the law violated their First Amendment rights to free speech and free exercise of religion.

Soon after that, David Flugman, a Kirkland litigation partner, received a call from Shannon Minter, legal director of the National Center for Lesbian Rights (NCLR), a nonprofit civil rights organization that has had a longstanding relationship with Kirkland. Minter asked Flugman if Kirkland would

be interested in representing Garden State Equality — the largest civil rights organization in New Jersey and the primary sponsor of the legislation — in its effort to intervene and defend the constitutionality of the law.

Flugman was on board. “This issue is particularly important because it strikes at the very heart of the LGBT community,” he said. “To claim that you can turn someone from gay to straight is an assault on an important component of an LGBT person’s identity and has been long discredited by the medical community as quackery.”

Flugman quickly assembled a pro bono team comprising lawyers from Kirkland’s New York and Washington, D.C., offices, including members of the LGBT community as well as allies who were equally committed to seeing New Jersey’s law upheld.

Within a two-week period (which included the Labor Day holiday and the Jewish High Holidays), the group drafted and filed motions for intervention and summary judgment.

## MARRIAGE EQUALITY

Kirkland achieved two important victories for marriage equality in 2014.

In an Illinois case, same-sex couples wished to marry under the marriage-equality law Gov. Pat Quinn signed in November 2013, but procedural rules delayed such marriages until June 2014. Kirkland and Lambda Legal filed suit on behalf of a class of couples who wished to marry and a temporary restraining order (TRO) on behalf of a subclass of couples facing terminal illness. The district court granted the TRO, permitting the subclass to marry immediately, followed by summary judgment for the broader class on February 21, permitting all same-sex couples to marry immediately.

In an Indiana case, Kirkland and Lambda Legal represented same-sex couples who argued that the state's same-sex marriage ban was unconstitutional. A district court granted summary judgment, and on September 4, 2014, the U.S. Court of Appeals for the Seventh Circuit affirmed the decision. Couples began marrying in October after the Supreme Court denied Indiana's petition for writ of certiorari.

The hard work paid off. In November 2013, a district court granted Garden State Equality's motion to intervene and dismissed the lawsuit in its entirety. The plaintiffs appealed an hour after the decision issued.

Flugman argued the case before the U.S. Court of Appeals for the Third Circuit, a fulfilling moment for him.

"Standing before the appellate panel, I certainly felt the importance of this issue both as a matter of constitutional law, and as an element of the larger movement for LGBT rights," he said.

In September 2014, a three-judge panel of the Third Circuit unanimously upheld the district court's dismissal, finding that New Jersey had acted lawfully to further its compelling interest in "protecting its citizens from ineffective or harmful professional services" like those advocated by the plaintiffs.

The Third Circuit's decision in the case, *King v. Governor of the State of New Jersey*, sets an important precedent and follows the Ninth Circuit's decision to uphold California's nearly identical ban on gay-conversion therapy — the only other ban to have been challenged in court to date. As of today, only New Jersey, California and the District of

Columbia have enacted such bans, but they are under consideration in more than a dozen states.

Kirkland devoted more than 1,300 pro bono hours to *King*. But the Firm's dedication to this cause is far from over. Flugman's team and the NCLR are presently opposing the *King* plaintiffs' petition to the Supreme Court and are also representing Garden State Equality in a companion case brought by a New Jersey couple who wish to subject their minor son to the therapies banned by the New Jersey law. In April 2015, the Third Circuit rejected the couple's challenge to the *King* decision.

"The decision in *King* is a milestone that we hope will not only safeguard the law New Jersey passed, but provide reassurance to other states as they consider similar bans," Flugman said. "In the end, what these laws are really about is protecting vulnerable children from the real harm that these practices entail. Just as marriage equality has gained widespread acceptance with the American people, we hope that results like the one here will spur greater awareness of this important issue and result in more states following New Jersey's lead."

## AWARD

### **Centro Legal de la Raza Pro Bono Champion Award**

Kirkland received the Pro Bono Champion Award from Centro Legal de la Raza at the organization's 45th Anniversary Gala in April 2014 in Oakland, California. Kirkland has provided thousands of pro bono hours to Centro Legal's clients since partnering with the organization in 2010. Centro Legal provides free or low-cost, bilingual, culturally sensitive legal aid, community education and advocacy for low-income residents of the Bay Area.



## NONPROFIT COUNSELING

Chaos theory's butterfly effect dictates that a seemingly small event can make a significant, oftentimes larger, impression down the road. Kirkland corporate partner Christopher Field experienced this concept firsthand through a transactional pro bono project he worked on for one year.

**"I like to think that there are students whose entire trajectory through life has changed because of our little bit of work."**

CHRISTOPHER FIELD  
Partner, Corporate

"The work we did — which outwardly may have appeared like dry, routine contract drafting — had a very meaningful, real-world consequence," he said.

The project in which Field and former associate James Brenton participated began in May 2013, when Impetus-Private Equity Foundation

(Impetus-PEF) contacted Kirkland about a new pro bono opportunity.

Impetus-PEF provides U.K. charities with management support, pro bono assistance and funding. Kirkland was one of the organization's first legal partners and has provided pro bono assistance — in the form of contract reviews, legal restructures, intellectual property reviews, corporate partnership agreement drafts, due diligence and social investment structure — to its charities since 2007. Over the years, Kirkland has donated more than £670,000 and hundreds of pro bono hours to Impetus-PEF. Approximately 55 Firm employees have worked on more than 40 charity projects, contributed to social investment programs and served as committee members.

That May, Impetus-PEF was seeking help with transactional work for one of the charities in its portfolio, IntoUniversity. The charity provides academic support for disadvantaged students through 18 learning centers,

located in London, Nottingham, Bristol, Oxford, Brighton and Leeds. The learning centers provide a stable, inspiring environment for more than 15,000 students who visit after school to work closely with trained tutors.

The charity's goal is to help steer disadvantaged students toward university or other noble aspirations. Partnerships with universities are imperative for IntoUniversity's growth, and the charity sought help in laying the groundwork for additional partnerships.

The request for help piqued Field's interest. He mentioned the opportunity to his wife, who works in higher education, and she agreed that the project sounded like a great way to help expand access to education.

"IntoUniversity gives opportunities to students who are smart and driven and want to succeed," he said. "If our aim as a Firm — and within the greater legal profession as a whole — is to have the best possible lawyers, we must ensure we're recruiting from the broadest possible pool of people from a variety of backgrounds. This charity helps to widen that pool."

Over the next year, Field and Brenton tackled the job of drawing up IntoUniversity's legal agreements for its university partnerships. They identified and clarified the risks the charity could face in specific instances and addressed these while creating a comprehensive template that IntoUniversity can use to launch

future negotiations with prospective partner universities.

While Field's work may have seemed superficially mundane, his knowledge and project execution played a key role in IntoUniversity's expansion and will have a lasting impact.

On June 5, 2014, Impetus-PEF recognized Kirkland for its longtime pro bono commitment and Field and Brenton's IntoUniversity work with a nomination for the Pro Bono Project of the Year at the organization's 2014 Transforming Lives Awards, which recognized the outstanding contribution of time and expertise made by individuals.

"It's the dramatic pro bono cases that make the headlines but, behind the scenes, day in, day out, Kirkland lawyers are quietly giving their time and expertise for transactional projects such as these," said Gemma Bruton, pro bono manager at Impetus-PEF. "We are immensely grateful for their contribution."

Field is proud of his work and the difference it has made for IntoUniversity, as well as the students it serves.

"We helped to build the foundation for the project," he said. "I like to think that there are students whose entire trajectory through life has changed because of our little bit of work."

## AWARDS

### **Urban Justice Center Ally for Justice Award**

The Community Development Project of Urban Justice Center presented Kirkland with the 2014 Ally for Justice Award. The Firm was honored for its outstanding pro bono work advocating on behalf of New York communities striving for social and economic justice. Kirkland was honored at Urban Justice Center's annual celebration in September 2014.

### **Advancement in Animal Law Pro Bono Achievement Award**

The Animal Legal Defense Fund (ALDF) awarded Kirkland with the 2014 ALDF Advancement in Animal Law Pro Bono Achievement Award. The award recognizes the Firm's dedication, expertise and commitment of pro bono hours in helping the ALDF achieve its mission to protect the lives and advance the interests of animals through the legal system.



## VOTING RIGHTS

### AWARDS

#### NVLSP Pro Bono Partner of 2014

Kirkland was named the National Veterans Legal Services Program's (NVLSP) Pro Bono Partner of 2014. The award recognizes Kirkland attorneys' pro bono veterans assistance work, including research projects, federal litigations and U.S. Court of Appeals for Veterans Claims matters. Kirkland also co-sponsors the NVLSP's Equal Justice Works Fellowship program.

#### Washington Lawyers' Committee for Civil Rights and Urban Affairs Fair Housing Project Award

The Washington Lawyers' Committee for Civil Rights and Urban Affairs awarded Kirkland the Fair Housing Project Outstanding Achievement Award at the 2014 Wiley A. Branton Awards Luncheon on June 18, 2014, in Washington, D.C. The annual event honors outstanding achievements of individuals, clients and organizations who have worked with the committee.

In 1993, President Bill Clinton signed the National Voter Registration Act into law, aiming to simplify and standardize federal voter registration across the country and increase the number of registered voters. But more than 20 years later, some voters are facing new hurdles in exercising one of our democracy's most basic rights.

The National Mail Voter Registration Form, which streamlines the voter-registration process for federal elections, requires potential voters to swear on penalty of perjury that they are U.S. citizens. But in August 2013, the states of Arizona and Kansas filed suit in Kansas seeking to force the U.S. Election Assistance Commission (EAC) to add a documentary proof of citizenship requirement to the federal registration form that would force registrants to provide paperwork, such as a birth certificate, supporting their citizenship claims.

Represented by Kirkland and the Brennan Center for Justice at the New

York University School of Law, the League of Women Voters, a nonpartisan political organization that encourages informed and active government participation, and its Arizona and Kansas affiliates, intervened in the case — *Kobach v. United States Election Assistance Commission* — in support of the EAC.

The League, along with other organizations opposed to the states' efforts, argued that the EAC's rejection of the states' proposed changes to the federal registration form was procedurally and constitutionally appropriate, consistent with the National Voter Registration Act, and supported by the evidence before the Commission. Moreover, the proposed change to the federal form was an unnecessary burden that would adversely affect minorities, the poor, older adults and students attending college in the states.

Kirkland litigation partner Jon Janow was a member of the Kirkland team

**“Kirkland attorneys have provided top-notch pro bono representation in this case, putting in hundreds of hours and earning a leadership role in the case with their excellent work and strategic guidance.”**

WENDY WEISER  
Director, Democracy Program, Brennan Center for Justice

that worked on the case. Having worked in the Department of Justice's Civil Rights Division's appellate section prior to attending law school, Janow had worked on several voting rights cases and issues, and he jumped at the opportunity to tap that experience for this case.

“Voting rights impact so many people and are a linchpin of our democracy,” said Janow. “Unless the voters who wish to participate in our system of government can do so without needless barriers, the democracy we tell our children and the rest of the world about is far less of a reality.”

Although the district court concluded in March 2014 that the EAC had a nondiscretionary duty to grant the states' requests, the EAC, the League and several other voting rights groups that had intervened in the case appealed to the U.S. Court of Appeals for the Tenth Circuit.

On November 7, 2014, a panel for the Tenth Circuit unanimously agreed with

the League's position, concluding that the EAC acted properly in determining that documentary proof of citizenship was not necessary for the states to enforce their respective voter qualifications.

“Kirkland's efforts resulted in a victory for our clients — and the voters of Arizona and Kansas — before the Tenth Circuit,” said Wendy Weiser, director of the Democracy Program at the Brennan Center for Justice.

“Through its work in this case, Kirkland has helped tens of thousands of voters in Arizona and Kansas and bolstered Congress' efforts to ensure that American elections remain free, fair and accessible. We are grateful to work with such a brilliant, strategic and committed team of lawyers and are certain that their work contributed significantly to the favorable outcome in the case.”

#### AWARD

##### **NYLAG Pro Bono Law Firm of the Year**

The New York Legal Assistance Group (NYLAG) named Kirkland the Pro Bono Law Firm of the Year. The Firm, a longstanding NYLAG pro bono partner, was honored at the agency's 2014 Summer Pro Bono Celebration on July 15, 2014, in New York City. Kirkland was recognized specifically for its work in family law. The Firm created a signature project to help clients seeking divorce. Since the project's launch five years ago, Kirkland has handled 40 uncontested and simple divorces for low-income clients. NYLAG also recognized Kirkland's outstanding work with NYLAG's Mobile Legal Help Center, a 41-foot-long vehicle that travels to sites around New York to screen clients on matters including public assistance fair hearings and immigration. Kirkland recently developed a project to help elderly clients complete health care proxies and living wills on board the vehicle.



## YOUTH

### AWARD

#### KIND Allegiance Award

Kirkland received an Allegiance Award from Kids in Need of Defense (KIND) at the organization's 5th Anniversary Benefit Dinner Gala, "Coming Together for Children Alone," in April 2014 in New York. The award was given to Kirkland for providing thousands of hours of pro bono representation to unaccompanied children referred to KIND, which ensures that unaccompanied children have legal counsel in their deportation proceedings. KIND has assisted more than 6,000 children since 2009. Several children who found pro bono representation through KIND, including a Kirkland client, spoke at the event and shared their stories of why they left their home countries alone and their experiences coming to the United States.

Youth aging out of the nation's foster care system are often victims of identity theft — and Kirkland attorneys are taking an active role in doing something about it.

Kirkland intellectual property associate Eric Cheng and former litigation associate Diana Chang helped to launch a program that aims to tackle the identity theft problem pervading the U.S. foster care system. Cheng learned about the issue through the Law Foundation of Silicon Valley, a Bay Area nonprofit organization that provides free legal services to Silicon Valley individuals in need. Kirkland works with the Law Foundation on various pro bono projects.

"When foster youth go through the system, their information is passed through a lot of hands, and there's an opportunity for it to be stolen," Cheng said. "When these youth are looking to establish credit and find jobs, the last thing they need to be dealing with is a problem like this."

Chang was drawn to the opportunity to help steer a vulnerable demographic

toward success. "This is a timely, sensitive topic that's happening in our own community," she said. "It could be affecting the kid down the street."

In November 2013, the Kirkland team began working on the identity theft project with the Legal Advocates for Children & Youth (LACY), a subgroup of the Law Foundation that focuses on legal services initiatives for Bay Area youth. The initial steps were to establish a project plan that would enable Kirkland lawyers to take on referrals — transition-aged youth, usually between ages 14 and 24 — emancipating from the foster care system who suspect they've been victims of identity theft. To create the plan, Cheng and Chang worked with LACY to gather training materials and procedures from similar identity theft projects in Los Angeles and other municipalities and leveraged them to form their own processes.

Cheng and Chang, along with Kirkland intellectual property partner John Edwards, also worked closely with the Firm's leadership teams to lay the

## "Kirkland recognized the importance of this problem and has devoted significant time and resources to solving it."

ERIC CHENG  
Associate, Intellectual Property

project groundwork, including creating the program infrastructure and clearing conflicts.

"I'm proud that the Firm leadership is 100 percent behind us in this initiative," Cheng said.

Not long after creating the program, the team had its first referral. Since then, Kirkland has received several more referrals for youth throughout the Bay Area from the San Jose, Modesto and Oakland regions. Eight associates and two partners from Kirkland's Palo Alto and San Francisco offices are working on these cases.

According to Allison Barnum, the Law Foundation's pro bono manager, Kirkland's identity theft project has helped to strengthen LACY's mission and outreach.

"Kirkland has been an invaluable partner in our effort to address this component of our clients' financial security, which impacts such crucial things as their ability to rent an apartment, open accounts for utilities, and get a job as they enter adulthood

and have to take care of themselves," Barnum said.

The project has been a unique pro bono experience for Kirkland attorneys, particularly with regard to client relationships.

"Many of the foster youth we work with are experiencing a difficult transition into adulthood and independence," Chang said. "Working with a different age group and community than I am accustomed to in pro bono work, I've learned to think critically about how we can best serve them while keeping in mind that everyone's coming from a different place."

Kirkland is committed to driving the continued success of the project.

"Our work here is ongoing, and we're excited to really run with it and build toward something bigger," Cheng said. "We see the scope and effect of this project being wide and great."

### AWARD

#### [Lawyers' Committee for Better Housing Volunteer of the Year Award](#)

Kirkland received the Lawyers' Committee for Better Housing (LCBH) Volunteer of the Year award in 2014. The Firm was specifically recognized for its work in conjunction with LCBH and the South Austin Community Coalition, representing the Rosemoor Tenants' Union in its lawsuit against the Rosemoor Hotel, a single-room-occupancy building on the Near West Side of Chicago. After facing retaliation from the landlord for reporting illegal construction and seeking assistance of counsel and a community organizer, the union won a temporary restraining order against the hotel. On the eve of trial, the union reached a favorable settlement with the landlord. The Volunteer of The Year Award was presented in October 2014 at the organization's annual reception and awards ceremony.

Kirkland is focused on  
**PHILANTHROPY IN  
THE COMMUNITY**



# FOUNDATION

**“Kirkland is deeply committed to charitable giving. Through the Kirkland & Ellis Foundation, we proudly support organizations around the world that work to improve the lives and futures of our fellow global citizens.”**

VICKI HOOD  
Partner, Employee Benefits  
President and Director, Kirkland & Ellis Foundation

#### **COMMUNITY DEDICATION**

The Kirkland & Ellis Foundation donated \$10 million to charitable organizations worldwide in 2014

The Kirkland & Ellis Foundation is the financial component of our Firm's corporate social responsibility efforts. Founded in 1982, the Foundation has provided monetary support to charitable and law-related organizations worldwide for more than 30 years. Firm partners fund the Foundation through annual contributions, and Kirkland employees, associates and partners can have their individual charitable contributions matched through the Foundation's employee matching program.

Each year, the Foundation supports hundreds of charitable efforts, many primarily 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, sustainability/conservation efforts, cultural awareness, health care initiatives, youth programs, education opportunities and diversity sensitivity.

In 2014, the Foundation donated approximately \$10 million to nearly 1,100 charitable organizations in the United States and around the world. Profiled here are just a handful of those initiatives.



# 1,100 charitable organizations

received funding from the Kirkland & Ellis Foundation in 2014



## LEGAL

### **Equal Justice Works**

Equal Justice Works believes that the poorest and most vulnerable citizens deserve the same access to justice and quality legal representation as more fortunate individuals. The nonprofit organization is dedicated to creating a just society by mobilizing the next generation of lawyers committed to equal justice. Equal Justice Works offers a continuum of opportunities for law students and lawyers that provide the training and skills that enable them to effectively represent underserved communities and causes.

### **Lawyers' Committee for Civil Rights Under Law**

Founded in 1963 at the request of President John F. Kennedy, the Lawyers' Committee for Civil Rights Under Law is a civil rights organization that aims to secure equal justice for all through the rule of law, targeting in particular the inequalities confronting African-Americans and other racial and ethnic minorities. Eight independently funded

and governed Lawyers' Committees operate in cities across the country and address many of the same issues as the national Lawyers' Committee: voting rights, employment discrimination, fair housing and community development, environmental health and justice, and educational opportunity.

### **Public Counsel**

Public Counsel is the nation's largest nonprofit law firm specializing in delivering pro bono legal services. Founded in 1970, Public Counsel strives to achieve three main goals: protecting the legal rights of disadvantaged children; representing immigrants who have been the victims of torture, persecution, domestic violence, trafficking and other crimes; and fostering economic justice by providing individuals and institutions in underserved communities with access to quality legal representation.



## COMMUNITY

### **British Red Cross**

The British Red Cross is the U.K. branch of the International Red Cross, a global voluntary network responding to conflicts, natural disasters and individual emergencies. Formed in 1970, the organization helps people in crisis, whoever and wherever they are. Donations to the British Red Cross help pay for equipment and training or fund special projects.

### **Navy SEAL Foundation, Inc.**

The Navy SEAL Foundation provides immediate and ongoing support and assistance to the U.S. Naval Special Warfare community and its families. Established in 2000, the organization provides a comprehensive set of programs designed to improve health and welfare, build and enhance resiliency, empower and educate families, and provide critical support during times of illness, injury and loss. Donations to the foundation go toward tragedy assistance, family events, scholarships and educational assistance, and history preservation.

### **Robin Hood Foundation**

The Robin Hood Foundation is New York's largest poverty-fighting organization focused on finding, funding and creating programs and schools that generate meaningful results for families in New York's poorest neighborhoods. Since its inception in 1988, Robin Hood has raised more than \$1.95 billion in monetary contributions, goods and services to provide hundreds of the most effective soup kitchens, homeless shelters, schools, job-training programs and other vital services that give New York's neediest citizens the tools they need to build better lives.

**“Your generosity sends a clear message of unwavering support to the Navy SEAL community.”**

NAVY SEAL FOUNDATION, INC.



## GREEN

### **Global Wildlife Conservation**

Global Wildlife Conservation funds vital conservation work around the world. The biodiversity-focused organization aims to protect endangered species, habitats and wildlands through science-based field action. Global Wildlife Conservation brings together scientists, conservationists, policymakers and industry leaders to ensure a collaborative approach to species conservation. Donations to Global Wildlife Conservation go toward funding conservation initiatives in more than 40 countries in Africa, Asia, Australia, Central America and South America.

**“Your contribution directly supports Openlands’ efforts to bring people together to protect and enhance our region’s natural beauty.”**

OPENLANDS

### **Openlands**

Founded in 1963, Openlands protects the natural and open spaces of northeastern Illinois and the surrounding region to ensure cleaner air and water, protect natural habitats and wildlife, and help balance and enrich the lives of individuals living in the region. Openlands believes that protected open space is critical for the quality of life in the region. Kirkland's donation goes toward the largest annual gathering of the greater Chicago region's conservation community.

### **Tusk Trust**

For 25 years, Tusk Trust has initiated and funded conservation, community development and environmental education programs across Africa that aim to protect wildlife, alleviate poverty through sustainable development and educate rural communities. Donations to Tusk Trust fund school equipment and various wildlife and community-building projects.



## YOUTH

### Forever Young Foundation

The Forever Young Foundation, founded in 1993 by former NFL player Steve Young, serves children facing significant physical, emotional and financial challenges. Funds raised further the organization's efforts to provide academic, athletic and therapeutic opportunities currently unavailable to these children. The foundation primarily focuses its efforts in Northern California, Arizona, Utah and Ghana. Development projects include Forever Young Zones, which provide technology and multimedia labs for those living in underserved communities as well as state-of-the-art interactive play areas in children's hospitals. The organization has also partnered with the NFL in its nationwide development of Youth Education Town Centers in each Super Bowl city. International initiatives include the building and expansion of schools in Ghana, as well as enhancing health, educational and athletic opportunities for Ghanaian youth.

### Girls on the Run

Girls on the Run is dedicated to creating a world where every girl knows and activates her limitless potential and is free to boldly pursue her dreams. The organization teaches life skills through interactive lessons and running games that inspire and motivate girls, encourage lifelong health and fitness, and build confidence through accomplishment. Kirkland sponsored a Washington, D.C., team of girls participating in the program.

### U.S. Fund for UNICEF

The U.S. Fund for UNICEF supports UNICEF's work and other efforts in support of the world's children through fundraising, advocacy and education in the United States. UNICEF aims to protect children's rights, help them meet their basic needs and expand their opportunities to reach their full potential. The organization works in more than 190 countries and territories around the world. Kirkland's contribution to the U.S. Fund for UNICEF supports The Eliminate Project, which aims to eliminate maternal and neonatal tetanus worldwide.



## HEALTH CARE

### Citizens United for Research in Epilepsy

Citizens United for Research in Epilepsy (CURE) is the leading nongovernmental agency committed to funding research in epilepsy. The organization was founded by Susan Axelrod, wife of political consultant David Axelrod, and a group of parents of children with epilepsy who were frustrated with their inability to protect their children from seizures and the side effects of medication. Since its inception in 1998, CURE has been at the forefront of epilepsy research, raising more than \$30 million to fund research and other initiatives. CURE has funded grants for more than 160 projects in 13 countries around the world.

### Crohn's & Colitis Foundation of America

The Crohn's & Colitis Foundation of America is a nonprofit, volunteer-driven organization dedicated to finding the cures for Crohn's disease and ulcerative colitis, and to improve the quality of life of children and adults affected by these

diseases. Since its founding in 1967, the organization has invested more than \$168 million in research. It continues to sponsor studies at major medical institutions, support investigators at the early stages of their careers and finance underdeveloped areas of research.

### Dana-Farber Cancer Institute

The Dana-Farber Cancer Institute provides expert, compassionate care to children and adults with cancer while advancing the understanding, diagnosis, treatment, cure, and prevention of cancer and related diseases. As an affiliate of Harvard Medical School and a Comprehensive Cancer Center designed by the National Cancer Institute, the institute also provides training for new generations of physicians and scientists, designs programs that promote public health, particularly among high-risk and underserved populations, and disseminates innovative patient therapies and scientific discoveries worldwide. Kirkland's donation helps fund events that support the institute's cancer research and treatment programs.

**“With your support, we've been able to serve more than 80,000 patients and families who are desperate for information about pancreatic cancer and to learn about cutting-edge treatment options.”**

PANCREATIC CANCER ACTION NETWORK INC.



## CULTURE & ARTS

### **Almeida Theatre**

London's Almeida Theatre is committed to ensuring that every child and young person has the opportunity to access its unique theater. Through Almeida Projects, the theater delivers a broad program of high-quality and innovative activity for, by and with young people. Almeida Projects' work falls into four key areas: schools and education, participation and community, training and advocacy, and the Almeida Academy. Donations support productions and Almeida Projects programming.

### **Chicago Symphony Orchestra**

The central mission of the Chicago Symphony Orchestra (CSO) is to present classical music to Chicago, national and international audiences. The mission is supported by four reinforcing elements: artistic excellence, audience development, education and financial stability. Donations to the CSO fund performances, tours, and educational and community engagement programs.

### **El Museo Del Barrio**

Located in New York City, the mission of El Museo del Barrio is to present and preserve the art and culture of Puerto Ricans and all Latin Americans in the United States. Through its extensive collections, varied exhibitions and publications, bilingual public programs, educational activities, festivals and special events, El Museo educates its diverse public in the richness of Caribbean and Latin American arts and cultural history. By introducing young people to this cultural heritage, El Museo is creating the next generation of museum-goers, while satisfying the growing interest in Caribbean and Latin American art of a broad national and international audience.



## EDUCATION

### LAW AND BUSINESS SCHOOLS

The Kirkland & Ellis 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
- Harvard Law School
- Northwestern University School of Law
- Stanford Law School
- University of Chicago Law School
- University of Michigan Law School

### Everybody Wins! DC

Everybody Wins! DC is an organization committed to bridging the literacy gap between lower-income and higher-income children. Everybody Wins! DC pairs adult volunteers with at-risk elementary school children, scheduling reading sessions during their lunch hours. In 2014, Everybody Wins! DC served nearly 5,000 children in 36 low-income elementary schools. Kirkland donations support training and the purchase of much-needed supplies to develop a love of reading among thousands of underprivileged children.

### Sponsors for Educational Opportunity

Sponsors for Educational Opportunity (SEO) provides educational and career programs to young people from underserved and underrepresented communities to maximize their opportunities for college and career success. The organization comprises three programs: SEO Scholars, a free, eight-year academic program that gets low-income public high school students to and through college; SEO Career, a summer internship and training program

for talented, underrepresented college students of color, specializing in banking, corporate leadership, law, private equity and nonprofit; and SEO Alternative Investments, an educational program that broadens exposure to the alternative investments industry for students and professionals traditionally underrepresented in the sector.

Kirkland's donation helped to sponsor SEO's annual awards dinner.

### Teach for America Inc.

Teach for America is a national teacher corps comprising recent college graduates who commit two years to teach in underserved urban and rural public schools. By enlisting the nation's most promising future leaders, Teach for America aims to eliminate educational inequity and expand opportunities for students in low-income communities. In the 2013-2014 school year, 11,000 corps members reached more than 750,000 students. Donations to Teach for America aid in the recruitment, training and support of corps members in the classroom and enable the organization to continue its expansion goals.



## DIVERSITY

### A Just Harvest

A Just Harvest's mission is to fight poverty and hunger in Chicago's Rogers Park neighborhood and the greater Chicago community by providing nutritious meals daily, cultivating community and economic development, and organizing across racial, cultural and socioeconomic lines in order to create a more just society. The organization has been providing nutritious meals to those in need for more than 30 years and serves as many as 200 people on any given night.

### Her Justice

Her Justice engages the talent and resources of New York City's law firms, bringing together committed lawyers and determined women to secure life-changing results. The organization offers free legal services in family, divorce and immigration law and reaches women in all five boroughs of New York City. Donations support the organization's legal services.

### Minority Corporate Counsel Association

The Minority Corporate Counsel Association (MCCA) advocates for the expanded hiring, retention and promotion of minority attorneys in corporate law departments and law firms. MCCA publishes regular reports to track the numbers of minorities and women in corporate law departments. These reports are widely used by law firms to plan diversity initiatives. Kirkland gives financial support to help MCCA fund law school scholarships for minority students.

**“Your gift made a difference for the tens of thousands of volunteers and dozens of Chicago Public Schools that participate in this meaningful, high-impact day of service.”**

CHICAGO CARES

“ Your contribution will provide  
fuel an accelerated pace of scie

“ Everybody Wins! DC continues to  
strive toward its goal to transform  
the lives of underserved children  
through the magic of reading with  
caring mentors. Your contribution  
will help us sustain and expand.”

“ Your continuing support  
in addressing urgent civil

# critical resources to fund and scientific discovery and translation.”

MELANOMA RESEARCH ALLIANCE

“ Kirkland’s assistance enables Global Wildlife Conservation to engage in sound, science-based conservation throughout the world.”

GLOBAL WILDLIFE CONSERVATION

“ Your company’s support assists the CSO in continuing to achieve artistic excellence.”

CHICAGO SYMPHONY ORCHESTRA

and participation is a critical component rights needs in Chicago. Thank you.”

CHICAGO LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

Kirkland is focused on  
**STRENGTH  
THROUGH  
DIFFERENCE**



DIVERSITY

**“At Kirkland, we believe our efforts to promote diversity and inclusion are ongoing. We continue working to create new opportunities and programs for our current and future diverse lawyers.”**

BETH DEELEY  
Partner, Litigation  
Co-chair, Firmwide Diversity Committee

**DIVERSITY DEDICATION**

**177**  
**diversity**  
**events**  
**held Firmwide**  
**in 2014**

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.

Kirkland continues to build and maintain a culture that values and gathers strength from difference. To achieve this goal, 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. Kirkland's Diversity Integration Task Force also drives diversity into existing work streams and facilitates Kirkland's diversity leadership in the legal industry.

**KIRKLAND & ELLIS**   
**diversity**



(Left to right) Flex-Time Lawyers' Deborah Epstein Henry, debt finance partner Linda Myers and Working Mother Media's Carol Evans at the 50 Best Law Firms for Women Awards.

## RECOGNITION

### Top Firms for Diversity

*The American Lawyer* recognized Kirkland as a top-scoring firm on its 2014 Diversity Scorecard, an annual ranking of large U.S. law firms according to their percentage of minority attorneys and minority partners.

### Best Places to Work for LGBT Equality

Kirkland received a 100 percent score on the Human Rights Campaign 2015 Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. Kirkland has received a 100 percent score and recognition as one of the "Best Places to Work for LGBT Equality" for eight years in a row.

### A-List Firms

Kirkland was named to *The American Lawyer's* 2014 A-List, which identifies the country's 20 most well-rounded law firms measured by their success in four core areas, including diversity. Kirkland was also named to the A-List in 2013.

### 50 Best Law Firms for Women

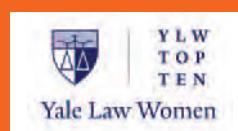
*Working Mother* and Flex-Time Lawyers named Kirkland to their 2014 list of the 50 Best Law Firms for Women. The list honors U.S. law firms for their excellence in creating flexibility and programs to retain and advance women into the leadership pipeline. Kirkland was also named to the list in 2007, 2012 and 2013.

### Top 10 Family Friendly Firms

*Yale Law Women* named Kirkland to its 2015 Top 10 Family Friendly Firms list. The annual list examines family-friendliness indicators such as part- and flex-time options, caregiver leave policies and childcare availability, and indicators of gender equality in partnership promotions and leadership committees. Kirkland was also named to the list in 2008, 2010, 2011 and 2014.

### Top Firms for LGBT Equality

In 2014, for the fifth year in a row, Equality Illinois recognized Kirkland as one of 41 Illinois law firms leading the way in providing a welcoming, fair work environment for LGBT employees and engaging with the LGBT community.





## INITIATIVES

### **Women's Leadership Initiative**

Kirkland's Women's Leadership Initiative (WLI) promotes the recruitment, retention and advancement of women attorneys at the Firm and aims to develop them into leaders within their practice groups, the Firm, the legal profession and the community. WLI

**"The retreat was a fantastic opportunity for Kirkland's women partners from around the world to collaborate on initiatives and create action plans to complete our objectives."**

ANNE SIDRYS  
Partner, Litigation

sponsored more than 80 programs across the globe in 2014, including networking events, discussions, informational lunches and training sessions. A Firmwide WLI Planning Committee pairs senior women and rising associate leaders to shape the future of the Firm's women's initiatives.

### **Women Partners' Retreat**

In September 2014, Kirkland held the

Firm's inaugural Women Partners' Retreat. The event, hosted by the Women's Leadership Initiative, took place in the Chicago office. The retreat was facilitated by founder and president of Flex-Time Lawyers, Deborah Epstein Henry, and included networking with members of the Global Management Executive Committee, planning on retention and promotion of women attorneys, and discussions of proposed strategies with a group of Kirkland committee chairs.

### **Diversity Leadership Series**

Kirkland's Diversity Leadership Series (DLS) provides formal training, mentoring and leadership opportunities for diverse attorneys via discussions, informational lunches and training sessions on topics of interest to attorneys at the Firm. Affinity groups for African-American, Hispanic/Latino(a), LGBT and Asian attorneys also provide a network for diverse attorneys to exchange ideas and develop relationships within smaller group settings. Such relationships serve to enhance the Kirkland experience and



increase the retention of talented diverse attorneys. In 2014, the DLS launched a semiannual “Path to Success” videoconference speaker series to give attorneys the opportunity to meet and learn more about senior leaders (both diverse and non-diverse) and their practices. Speakers participating in the series share stories about their career paths while advancing the diversity dialogue and fostering new professional connections. Kirkland also launched the Kirkland Connection Series (KCS) in 2014, a happy hour series hosted by senior partners with diverse and women associates in their practices.

### Diversity Fellowship Program

The Kirkland & Ellis 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 sponsored 130 Diversity Fellows with grants totaling more than \$2.1 million. The Firm awarded fellowships to nine law students in 2014. In 2014, Kirkland also hosted multiple rising 2L receptions to familiarize diverse law students with the Firm’s various diversity initiatives and opportunities.

### IN PHOTOS

Kirkland’s inaugural Women Partners’ Retreat featured a presentation by “Free Range Kids” author Lenore Skenazy (left) and various networking events.

**“DLS events provide an opportunity for Kirkland to draw upon the inspiration, thoughts and varied experiences of our diverse lawyers in an effort to enhance diversity and inclusion in the workplace.”**

ATIF KHAWAJA  
Partner, Litigation  
Co-chair, Firmwide Diversity Committee



### **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

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 100 Kirkland liaisons who have formed relationships with 67 diverse law student groups.

### **LCLD Partnerships**

Kirkland supports the Leadership Council on Legal Diversity (LCLD) in several ways. Kirkland attorneys serve as LCLD City Leads in three markets, acting as primary liaisons between LCLD, local law school students and administration, and attorney mentors in their cities. Kirkland is also involved in the annual 1L LCLD Scholars and Law School Mentoring Programs as well as the LCLD Fellows Program.

### **Legal Prep Charter Academies Negotiations Program**

In 2014, Kirkland partnered with client Accenture, the Chicago Bar Association and other law firms in Chicago to

**“Kirkland’s ALLSA initiative allows our attorney liaisons to forge rewarding ties with diverse students across the country.”**

KEVIN MORRIS  
Partner, Corporate  
Racial/Ethnic Subcommittee Lead, ALLSA Steering Committee

and LGBT student associations 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



(Clockwise from left) Corporate associate Dee Dee McKee participates on a panel at the National Black Pre-Law Conference & Law Fair; Kirkland volunteers lead workshops for high school students as part of the Street Law Pipeline program; San Francisco partners, associates and staff celebrate Diwali; real estate associate Dustin Paige (left) and litigation associate Tim Pickert attend Kirkland's Lavender Law cocktail reception.



participate in the Legal Prep Charter Academies Negotiations Program. During this yearlong, schoolwide mentoring program, students gain a basic understanding of legal skills and receive an opportunity to learn and practice negotiation strategies from legal professionals. Legal Prep is Chicago's first and only legal-themed charter high school and serves a student population that is more than 95 percent diverse and overwhelmingly low-income. This program is one of several diversity-related Kirkland client partnerships.

#### Lavender Law

Thirty Kirkland attorneys from the Firm's Chicago, London, Los Angeles, New York, San Francisco and Washington, D.C., offices gathered in New York in August 2014 for the National LGBT Bar Association's Lavender Law Conference and Career Fair. Kirkland attorneys led various workshops and panels at the conference. Kirkland also organized

**"Kirkland's Lavender Law programming demonstrates our Firm's innovative and exciting approach to LGBT diversity issues."**

EDWARD SADTLER and TANA RYAN  
Partners, Intellectual Property and Corporate  
Co-chairs, LGBT Subcommittee

related programming, including the Firm's second LGBT Affinity Group Workshop. The workshop focused on two primary goals: educating and informing the LGBT Affinity Group on the Firm's relevant initiatives and successes and soliciting candid feedback on key topics, such as recruitment, retention and cross-office integration. Other Kirkland events scheduled to coincide with the conference included Kirkland's annual Firmwide LGBT dinner and a cocktail reception for clients and potential clients who attended the conference.

Kirkland is focused on  
**SUSTAINABILITY  
FOR OUR FUTURE**



GREEN

“Kirkland is committed to enhancing the global environment, and sustainability is a guiding principle of our Firm. It is something we undertake as individuals, as a Firm and on behalf of clients. ‘Going Green’ is more than a catchphrase to us. It is core to responsible business.”

BRIGITTE WOOSTER  
Chief Administrative Officer



#### GREEN AT KIRKLAND

Kirkland pursues environmental sustainability in all aspects of its internal operations and client relationships. The Firm's commitment to green initiatives results not only in a reduced environmental footprint, but also in state-of-the-art, efficient service to clients and a vibrant work environment for employees. From building design to pro bono work, energy use to charitable giving, sustainability is part of Kirkland's internal fabric.

## PARTNERING FOR THE PLANET

### Kirkland Green Teams

Kirkland's Green Teams identify and implement many of the Firm's sustainability efforts. Resident in the Firm's Chicago, New York and Washington, D.C., offices, Kirkland's Green Teams consist of attorneys and administrators from all areas of the Firm. The teams meet regularly to identify ways to increase the environmental efficiency of Kirkland's internal functions and organize educational events for employees. They also partner with external green organizations to advance the Firm's sustainability influence within local communities. Through this work, Kirkland's Green Teams keep the Firm's green efforts current, varied and responsive to requests from employees and clients alike.

### Law Firm Sustainability Network

Kirkland is a pilot member of the Law Firm Sustainability Network (LFSN), a nonprofit organization of global law firms committed to promoting the benefits of environmental sustainability within their firms and throughout the legal industry. The LFSN's mission is to develop key performance indicators, foster knowledge-sharing, develop best practice guidelines and recognize innovation regarding environmental sustainability within the legal industry.

The LFSN allows Kirkland the opportunity to enhance its sustainability program and act as a leader in developing best practices. Through participation in the LFSN, Kirkland has supported the global Earth Hour Initiative to reduce power consumption, test-piloted the LFSN's legal industry sustainability benchmarking standards and promoted legal industry Earth Day initiatives via social media.



## GREEN BUILDING

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

Given the structural and operational change involved in any new construction or retrofit projects, pursuit of LEED certification requires committed leadership at all levels of the Firm. Kirkland is proud to create office space structured with consideration for the environment.

### Chicago

Kirkland's Chicago office achieved a LEED Silver Certification in 2010 for its 650,000-square-foot office interior. At the time of its construction, the office was one of the largest LEED commercial interior projects in the United States.

### Palo Alto

Kirkland's Palo Alto office achieved LEED certification in 2013 for its 30,000-square-foot office interior. This state-of-the-art office space, constructed to accommodate Kirkland's growth and commitment to Silicon Valley-based clients, established benchmarks for recycling waste, reducing energy and water use, and improving air quality under the LEED program.

### GREEN FACTS

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.



# RESOURCE EFFICIENCY

## NYC Carbon Challenge

The NYC Carbon Challenge is a voluntary program for commercial offices, universities and hospitals in New York City to reduce their building-based carbon emissions by 30 percent or more in 10 years. Kirkland is one of 10 anchor companies to join the Challenge and the only participating law firm.

Kirkland's New York office accepted the Challenge in 2013, committing to reduce emissions by 30 percent below 2011 levels by 2023. A mere two years into the program, the office has already reduced both its carbon intensity and energy use intensity per employee by 22 percent from 2011 base year levels.

## Data Center Efficiency Projects

Working with Hawkeye Energy Solutions and local commercial energy providers, Kirkland undertook measures to significantly improve the Firm's data centers' energy efficiency in Chicago, Los Angeles, New York and Washington, D.C., by installing a monitoring system, upgrading the center's cooling system controls and merging existing uninterruptible power supply systems. The data centers, which power Kirkland's computing operations, are one of the largest sources of the Firm's electricity consumption.

Kirkland's data center efficiency efforts were launched in the Firm's Chicago office. Local utility company Commonwealth Edison noted at the time, "No other law firm has undertaken such a substantial energy reduction initiative in ComEd's service territory to date." Efforts in Kirkland's other offices were pursued due to the success of this initiative.

Total energy savings to date are equivalent to the annual electricity usage of more than 400 homes, the annual greenhouse gases of more than 650 cars, or the annual greenhouse gases of more than 1,100 tons of landfill waste.

## ABA-EPA Law Office Climate Challenge Partner

The ABA-EPA Law Office Climate Challenge is a nationwide partnership program between the American Bar Association and the U.S. Environmental Protection Agency to encourage law firms to pursue sustainable office operations. Kirkland's Chicago office has been recognized as a Climate Challenge Partner in two categories:

- Best Practices for Office Paper Management: Commitment to environmentally responsible paper management procedures.
- Energy Star: Commitment to implement an energy management strategy to reduce electricity usage by at least 10 percent.

## GREEN DEDICATION

# 22% reduction

in carbon and energy use  
intensity per employee from 2011  
base year levels.



### Reduction and Recycling Efforts

The Firm uses Energy Star-certified office equipment and purchases responsibly manufactured paper products. Kirkland implemented dual-sided printing policies in several offices, which reduced copy paper usage by nearly 50 percent in the past decade, a difference in annual paper usage equivalent to more than 8,000 trees. Materials with recycled content — such as carpet, furniture and office supplies — are used throughout Kirkland's office spaces.

The Firm recycles computer equipment and other electronic gear through an IT asset recovery service. Multiple Kirkland offices provide recycling bins at work stations and common areas, and engage in single stream recycling to comply with local guidelines.

### Green Office Challenge

Kirkland finished as the top-ranked large law firm (100+ attorneys) in the City of Chicago's 2014 Green Office Challenge. The Challenge, sponsored by the mayor's office, is an annual competition among Chicago businesses to reduce their environmental impacts through internal sustainability initiatives. Businesses compete for points across several categories, including energy efficiency, recycling efforts, green purchasing practices, employee engagement and waste reduction. Kirkland finished in the top 10 percent of the more than 150 businesses that took the Challenge.

### GREEN DEDICATION

**50%**  
**reduction**  
**in paper usage**  
**over the past**  
**decade**

which amounts to a difference in annual paper usage equivalent to more than 8,000 trees.

### Top 10%

finish of the more than 150 businesses that took the Green Office Challenge in Chicago.



## GLOBALLY GREEN

As a leading international law firm, Kirkland recognizes its responsibility to reduce its environmental impact. The Firm's commitment to sustainability is global, and Kirkland pursues green initiatives throughout all of its offices.

- London composts its coffee grounds through partnership with a coffee "recycling" vendor
- Los Angeles and San Francisco supply biodegradable silverware and drinking glasses when disposable supplies must be used
- Palo Alto offers preferred parking for low-emitting and fuel-efficient vehicles
- Palo Alto purchases 50 percent of electricity from renewable energy providers
- Washington, D.C., occupies a building that was awarded an Energy Star label in 2014 for its operating efficiency
- Chicago repurposes printer cover sheets into recycled notepads
- Chicago hosts farmers markets in summer months for the enjoyment of employees and the local community
- Houston supplies reusable cups and cutlery
- San Francisco composts all organic waste
- Munich offers water and soft drinks to staff and clients in environmentally friendly returnable bottles
- Munich recycles broken furniture, batteries, electric appliances and old IT equipment
- Chicago, New York, Palo Alto and Washington, D.C., offer shower and storage facilities to encourage bike riding
- New York has converted many of its pantry supplies to sustainable products
- Hong Kong occupies a building that employs smart elevators that slow or stop when not in use to conserve energy

### GREEN DEDICATION

## 50% of electricity

used in the Palo Alto office is purchased from renewable energy providers.



## PRO BONO ADVOCACY

Kirkland's commitment to sustainability is intertwined with its strong pro bono program. The Firm is proud to advocate for organizations across the United States that support the environment.

### SOURCE International

Kirkland assisted SOURCE International with its establishment as a 501(c)(3) nonprofit organization for environmental and social enterprise. SOURCE is a non-governmental organization that provides technological and scientific support to communities facing environmental pollution and health problems caused by extractive industries.

### Sierra Leone Watershed Project Foundation

Kirkland is providing the nonprofit 501(c)(3) organization, whose goal is to bring reliable potable water sources and waste management infrastructure to Sierra Leone, with corporate advice, including a review of formation documents and IRS annual filing requirements, not involving third parties. Kirkland is also assisting the client with a review of tax implications and state-specific registration requirements related to jointly organizing an online auction with another nonprofit 501(c)(3) organization.

### CHARITABLE GIVING

Many green-centric organizations have benefited from the financial support of the Kirkland & Ellis Foundation:

- Brooklyn Botanic Garden
- California Academy of Sciences
- John G. Shedd Aquarium
- Keep America Beautiful
- National Audubon Society
- National Park Foundation
- The Nature Conservancy
- Rainforest Alliance
- World Wildlife Fund

**Beijing**  
Kirkland & Ellis International LLP  
29th Floor, China World Office 2  
No. 1 Jian Guo Men Wai Avenue  
Beijing 100004  
P.R. China  
+8610 5737 9300  
+8610 5737 9301 fax

**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

**Houston**  
Kirkland & Ellis LLP  
600 Travis Street  
Suite 3300  
Houson, TX 77002  
+1 (713) 835-3600  
+1 (713) 835-3601 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

