

AKIN GUMP STRAUSS HAUER & FELD LLP

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LOCATIONS

Austin, TX
Dallas, TX
Houston, TX
Los Angeles, CA
New York, NY
Philadelphia, PA
San Antonio, TX
San Francisco, CA
Washington, DC

Abu Dhabi
Beijing
London
Moscow

MAJOR DEPARTMENTS & PRACTICES

Antitrust • Corporate • Energy • Land Use & Environmental •
Financial Restructuring • Government Contracts • Health
Industry • Intellectual Property • International • Investment
Funds/Private Equity • Labor & Employment • Litigation • Pro
Bono • Public Law & Policy • Real Estate • Tax

THE STATS

No. of attorneys: 908
No. of offices: 13
Chairman: R. Bruce McLean
Managing Partners: Kim Koopersmith (US)
Rick Burdick (International)
Hiring Partner: Each office has a hiring partner.

EMPLOYMENT CONTACT

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Chief Attorney Recruiting Officer
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WHO'S WHO

Principal pro bono contact(s) at your firm:

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Pro Bono Partner
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Does the firm have a pro bono coordinator?

Yes.

Steven H. Schulman,
Firmwide Pro Bono Partner,
Chairman, D.C. and Firmwide Pro Bono Committees
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What percentage of his or her time is spent on pro bono work and/or administering the firm's pro bono program?

Pro Bono Partner Steven Schulman spends 100 percent of his time on pro bono matters; local office committee chairs' time varies, but all are full-time commercial lawyers.

Does the firm have a pro bono committee?

Yes, each office has a pro bono committee and there is a firmwide committee.

How often does the committee meet?

The firmwide pro bono committee typically meets by conference call monthly and annually in person. Office committees meet at least monthly, and sometimes more frequently if needed.

Describe the composition of the committee.

Each office pro bono committee is comprised of partners and associates in the office. Each office committee has a Chair or co-Chairs who are senior counsel or partners.

THE SCOOP

Does your firm have a written pro bono policy?

Yes.

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

Yes.

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

Pro bono cases are treated like billable matters in all respects, including client intake decisions. An attorney interested in taking a particular matter runs conflicts checks, presents the staffing plan and, in situations where we do not get the case from a nonprofit organization that prescreened the client's income level, we check to ascertain that the client is indigent or in need of pro bono legal services. Matters that meet these criteria (i.e., no conflicts, sufficient staff and need) are generally accepted.

Has the firm signed on to the Pro Bono Institute's Law Firm Pro Bono Challenge®?

Yes.

What are some of the areas of law in which your firm performed pro bono legal work in 2007 and 2008?

Litigation, corporate, international, environmental, tax, civil rights, human rights, criminal, intellectual property and public policy.

What are some of the areas of law in which your firm did not perform pro bono work?

The firm did not perform pro bono work in personal injury law, medical malpractice, or plaintiffs'-side employment litigation.

List up to 10 organizations for which your firm performed pro bono legal services in 2007 and 2008:

- ABA Military Pro Bono Project
- inMotion (New York)
- Human Rights First
- The Legal Aid Society of New York
- The Children's Law Centers of Washington, D.C. and Los Angeles
- Dallas Volunteer Attorney Program
- Houston Volunteer Lawyers Program
- Texas C-Bar
- Lawyers Committee for Civil Rights
- Public Counsel (Los Angeles)

List up to three pro bono matters that are representative of the pro bono work your firm participates in:

Through lawyers in every office, we represent the KIPP charter schools, a nationwide network of charter schools in 16 states and the District of Columbia. Akin Gump lawyers have helped KIPP establish a mortgage financing vehicle to build and renovate new inner-city schools, negotiate loan agreements and merge local school entities.

Akin Gump has a proud tradition of representing members of the military services in a variety of matters, both through direct services (e.g., guardianship, divorce, benefits) and legislative advocacy (e.g., obtaining federal grants for Our Military Kids).

We have an active pro bono human rights and refugee practice, including the representation of trafficking victims, women seeking legal U.S. status independent from their abusive husbands, and refugees fleeing persecution in their home countries who are seeking asylum in the United States.

List up to three pro bono matters that are highlights:

- Led by co-head of the firmwide Supreme Court and litigation practices, Thomas Goldstein, Akin Gump served as co-counsel to the District of

Columbia in defending the city's handgun ban against a challenge under the Second Amendment. Attorneys in the firm's Washington and Texas offices worked closely with the D.C. Attorney General on the petition for certiorari, merits briefing, and argument preparation.

- Led by former prosecutors James Benjamin and Richard Zabel, partners in our New York office, Akin Gump conducted an exhaustive review of terrorism cases in U.S. courts, resulting in a nearly 200-page Human Rights First report titled *In Pursuit of Justice*. Zabel and Benjamin have testified before Congress about their findings, and the report has been cited in numerous federal court decisions since its release in 2008.
- Our Energy and Global Transactions lawyers represent the Government of Liberia in a transaction involving a major international energy conglomerate's efforts to establish biofuels operations in Liberia. The negotiations have taken more than one year, involving nearly a dozen lawyers and hundreds of attorney hours. Our lawyers have traveled to Liberia, and we have hosted top Liberian officials in our U.S. offices.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services?

Total number of pro bono hours in 2006: 30,489

Total number of pro bono hours in 2007: 60,898

Total number of pro bono hours in 2008: 73,244.5

How many attorneys were in your firm's U.S. office(s)?

Number of attorneys as of August 31, 2006: 773

Number of attorneys as of August 31, 2007: 916

Number of attorneys as of August 31, 2008: 836

What is the average number of pro bono hours per attorney in your firm's U.S. office(s)?

Average number of hours per attorney in 2006: 37.1

Average number of hours per attorney in 2007: 66.5

Average number of hours per attorney in 2008: 92.1

What percentage of attorneys in your firm's U.S. office(s) did at least 20 hours of pro bono work in 2008?

96.2 percent.

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes. As a matter of policy, every matter must have a partner supervisor.

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

Yes.

Are those evaluations taken into account in determining salary, bonuses or advancement in the firm?

Yes.

HOURS

Is there a pro bono requirement at your firm?

No.

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

Yes.

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

No.

If your firm uses hours to determine bonuses, does it consider pro bono hours when determining bonuses?

Yes. Hours are used only in part to determine bonuses; quality of work is also an important element of bonus consideration.

PRO BONO POINTS

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

Each pro bono engagement is managed by a partner selected because of the partner's interest or knowledge of the subject matter. In appropriate matters, associates are expected to take primary responsibility for all aspects of the case, including all court appearances and client contact. We conduct moot courts before attorneys appear in court on behalf of our pro bono clients, which provide valuable training opportunities for our attorneys.

In addition, we provide formal training on a quarterly basis to the entire firm on federal issues such as assistance to military personnel, immigration, nonprofit corporations, social security benefits, and civil rights issues. Individual offices conduct in-house seminars on local or regional issues such as family law, adoptions and landlord-tenant issues. We also encourage attorneys to participate in CLE programs that provide training in poverty and public interest law. Finally, we invite speakers to the firm on a

periodic basis to speak on public interest issues to raise our attorneys' awareness of the issues and to learn what they can do to help.

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

Yes.

What pro bono opportunities are available for summer associates?

During the summer, the firm encourages summer associates to become involved in our many existing pro bono cases and/or to take on new matters that are suitable to their experience. For the summer of 2008, summer associates from across the firm assisted more than 30 immigrant women with Violence Against Women Act self-petitions.

What percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work in 2008?

79 percent.

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

No.

What other law-related public interest and community service programs (that are not "pro bono" as defined by the Law Firm Pro Bono Challenge®) do you offer and manage?

We select and sponsor one postgraduate Equal Justice Works fellow each year for a two-year fellowship. In 2008-2009, the firm is sponsoring three Equal Justice Works fellows: Jessa Wilcox at the Legal Aid Society of New York (2007-2009); Kate Lincoln-Goldfinch at American Gateways, Austin, Texas (2008-2010); and Ted Roethke at the Asian Law Caucus, San Francisco (2008-2010).

As a matter of policy, the firm provides generous financial support to those legal services organizations that screen and refer matters to us. We believe we have an obligation to support these organizations, since their work enables us to have a robust and successful pro bono practice.

What non-law-related volunteer opportunities does your firm offer?

Akin Gump has partnerships with Tyler Elementary School (Washington) and James W. Fannin Elementary School (Dallas) where firm employees assist the school in all aspects of its work, including fundraising, weekly tutoring, parent education, book drives and supply drives. Our attorneys serve on the boards of hundreds of nonprofit organizations, including, among others: the Legal Aid Society of the District of Columbia, Washington Lawyers Committee, Human Rights First, Capital Area Immigrant Rights Coalition, Buildable Hours, New York Lawyers for the Public Interest, Texas C-BAR,

Texas Advocacy Project, Texas Appleseed, Neighborhood Legal Services, Washington Legal Clinic for the Homeless, NAACP, Big Brothers Big Sisters, various symphonies and ballet companies, religious organizations, Public Counsel, Children's Law Center of Los Angeles, Operation Smile and many more.

Our firm informally serves as general counsel to many of these organizations through our attorney board members. The firm makes significant charitable contributions to these and other charitable groups. In addition, the firm sponsors clothing and food drives for the homeless, holiday "giving trees" for the poor, Habitat for Humanity Buildable Hours projects, Race for the Cure, Lawyers Have Heart, Wildlife Conservation Society, Pax, Thurgood Marshall Scholarship Fund, and "wear your jeans to work" days for various charities. In each office, special interest groups have traditions of community service activities. For example, our Women's Forum prepared and served meals, provided toiletries for homeless women's shelters, purchased gifts and sponsored parties for homeless children on holidays.

Has your firm won any special recognition or awards in 2007 and 2008 for its pro bono work?

Yes.

2008

- Tahirih Justice Center Law Firm of the Year Award
- KIPP Charter Schools "Beyond Z" Award
- Human Rights Initiative Angels of Freedom Award (Diane Couchman, Dallas)
- Legal Aid Society of New York Pro Bono Award (Sylvie Goursaud)
- Washington Legal Clinic for the Homeless Site Adoption Award
- "Big Mover" in *The American Lawyer* magazine's pro bono rankings
- National Legal Aid & Defender Association Beacon of Justice Award 2007
- Human Rights First Marvin Frankel Award
- Legal Aid Society of New York Pro Bono Award
- DC Bar Pro Bono Lawyer of the Year (Duncan Stevens)
- Discover the Heart of Washington Award, Cultural Tourism D.C.
- Southern Center for Human Rights Frederick Douglass Human Rights Award
- State Bar of Texas Legal Assistance to Military Personnel Project Commendation
- National Legal Aid & Defender Association Beacon of Justice Award

THE FIRM SAYS

The firm is deeply committed to building a robust and rewarding pro bono practice that serves our communities while leveraging the resources and expertise of a global law firm. Thus, not only do we look for matters that will help individuals in need, but we also seek matters that can have a systemic impact on issues of substantial public concern. While we are developing certain areas of public interest expertise—for instance, in

human rights, assistance to military personnel, death penalty litigation and counseling to charter schools—we also encourage our attorneys to work on matters that involve their personal passions. We fully expect our pro bono practice to meet the exacting standards we demand of all our practice areas.

Our Chairman Bruce McLean's statement on the firm's pro bono commitment sums up well our attitude toward our pro bono practice:

"Providing high-quality legal services on a pro bono basis is critically important to our communities, to the legal profession and to Akin Gump. Our commitment to public service runs deep, dating from our founding in 1945 by Dick Gump and Bob Strauss. As the firm has grown, we have extended this spirit of public service to all our offices and all our practice areas through a commitment to providing pro bono legal services for those in our communities most in need and least able to pay.

Although we are always extremely busy in managing professional and personal obligations, our commitment to pro bono service is unequivocal. The foundation of our pro bono practice is providing legal services to clients who are unable to pay for the kind of legal assistance they seek from us. Our pro bono clients may be individuals or organizations, may be from the United States or abroad, and may seek our assistance in any of our many practice areas. But they all have one thing in common: they are clients of the firm. Once we agree to represent a client on a pro bono basis, we expect our attorneys to provide high-quality legal services to that client with the same determination, dedication, efficiency and teamwork that are the hallmarks of our service to our fee-paying clients.

Accordingly, as firm policy we treat time spent representing pro bono clients the same as all other client time for all purposes. All firm resources will be available to help solve our pro bono clients' legal issues, and we expect our more senior lawyers to provide substantive supervision to our more junior lawyers on pro bono matters. Thus, for all lawyers, paralegals and staff in the firm, pro bono work should be regarded as a regular, not exceptional, part of their Akin Gump experience.

As a charter signatory to the Pro Bono Institute's Law Firm Pro Bono Challenge®, Akin Gump has committed to providing at least 60 hours of pro bono legal services per attorney per year. While pro bono work is voluntary, and any one lawyer's pro bono client commitment may vary year to year, we are asking the entire Akin Gump team to help us meet this goal. I am proud that we met the Challenge in both 2007 and 2008."