Cleary Gottlieb is proud of its award-winning pro bono practice.

As a charter member of the Law Firm Pro Bono Challenge, Cleary Gottlieb provides 3% or more of our billable hours to a diverse range of pro bono clients.

Cleary Gottlieb believes that pro bono work creates an opportunity for ‘equal justice,’ enabling lawyers to address the unmet legal needs of those with limited access to legal services.

Cleary Gottlieb encourages and values pro bono work, supporting the desire and responsibility of our lawyers to give back to the community.

For more information about our practice visit: www.cgsh.com
One Liberty Plaza
New York, NY 10006
Phone: (212) 225-2000
www.clearygottlieb.com

LOCATIONS
New York, NY (HQ)
Washington, DC • Beijing • Brussels • Buenos Aires • Cologne • Frankfurt • Hong Kong • London • Milan • Moscow • Paris • Rome • São Paulo • Seoul

MAJOR DEPARTMENTS & PRACTICES
Anti-Trust and Competition • Banking and Financial Institutions • Bankruptcy and Restructuring • Capital Markets • Corporate Governance • Derivatives • Energy • Environmental Law • Executive Compensation and ERISA • Intellectual Property • International Trade and Investment • Leveraged and Acquisition Finance • Litigation and Arbitration • Mergers, Acquisitions and Joint Ventures • Private Clients and Charitable Organizations • Private Equity • Privatizations • Pro Bono • Project Finance and Infrastructure • Public International Law • Real Estate • Sovereign Government and International Institutions • Structured Finance • Tax • White-Collar Defense, Securities Enforcement and Internal Investigations

THE STATS
No. of Attorneys: 1,153
No. of Offices: 15
Managing Partner: Mark Leddy
Hiring Partner(s): Breon S. Peace

EMLOYMENT CONTACT
Donna Harris
Director of Legal Recruiting
Phone: (212) 225-3170
Email: dharris@cgsh.com
Careers website: www.cgsh.com/careers/
WHO’S WHO

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

2

For each of your pro bono coordinators and/or partners, please specify how much of his/her time is spent on pro bono work and/or administering the firm’s pro bono program.

<table>
<thead>
<tr>
<th>Pro Bono Coordinator/Partner</th>
<th>Time Spent</th>
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<tr>
<td>1</td>
<td>All of his/her time</td>
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<td>2</td>
<td>All of his/her time</td>
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Please provide the primary pro bono contact(s)’s information below.

Jennifer L. Kroman, Esq.
Director of Pro Bono Practice
Phone: (212) 225-2348
Email: jkroman@cgsh.com

Maurya Couvares
Pro Bono Coordinator
Phone: (212) 225-3776
Email: mcouvares@cgsh.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Quarterly

Please describe the composition of the committee.

New York and DC each have a pro bono committee comprised of lawyers of all seniority levels. The committees meet regularly throughout the year to discuss and improve the ways in which pro bono work is done at the Firm.

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?

The firm will consider taking on a matter pro bono where:

1) the potential client is a person or organization with a genuine need of pro bono legal representation,
2) there is a respectable legal argument that deserves to be aired,
3) there are committed volunteers who want to take on the assignment, and
4) there are not conflicts or other issues that would make taking on the assignment imprudent.

The decision how to apply this test in a given case in the first instance is made by the pro bono committees.

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

Yes

What are some of the areas of law in which your firm has performed pro bono legal work since 2010?


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

No

List up to 10 of your firm’s pro bono clients or partners since 2010, including legal service providers or clearinghouses.

- The Legal Aid Society
- Human Rights First
- Lawyers Alliance for New York
- MFY Legal Services Inc.
- The Bronx Defenders
- Sanctuary for Families
- Volunteer Lawyers for the Arts
- New York Lawyers for the Public Interest
- Volunteers of Legal Service
- DC Bar Pro Bono Program

List up to three representative examples of your firm’s pro bono matters since 2010. Please limit your answer to a short paragraph per matter.

CG Partners with the Queens Economic Development Corporation

In late 2011, Cleary Gottlieb launched a partnership with the Queens Economic Development Corporation (QEDC) to
provide pro bono legal services to QEDC’s micro entrepreneur clients. Cleary Gottlieb represents business owners referred by QEDC with the broad spectrum of corporate legal issues faced by small business owners. Since the inception of our partnership with QEDC, Cleary Gottlieb has helped nearly 40 micro entrepreneurs.

CG Partners with the Legal Aid Society To Assist Victims of Sex Trafficking

Human trafficking is a form of modern-day slavery. Many victims are forced to work in the sex trade and then are arrested and prosecuted for prostitution. In 2010, New York State passed a law that enables survivors of human trafficking to vacate their convictions for prostitution related offenses. Cleary Gottlieb has joined with The Legal Aid Society to represent more than 12 survivors in their quests to clear their records, and lawyers in the Firm’s DC office are helping victims under a similar law passed in Maryland in 2011.

CG Partners with The Bronx Defenders on Stop and Frisk Project

In 2010, more than 50,000 people were arrested for low-level marijuana possession in New York City. These arrests are typically the result of “stop and frisk” encounters with police. In many cases, the police lack the reasonable suspicion required to make the stops. The police often effectively create the crime by requiring stopped persons to remove small amounts of marijuana from their pockets or bags—which takes marijuana possession from a non-criminal violation to an arrestable misdemeanor. These unlawful arrests may have serious collateral consequences for the persons arrested, affecting their employment, immigration status, and eligibility for housing and student financial aid. In the fall of 2011, Cleary Gottlieb began a partnership with The Bronx Defenders to represent persons arrested for low-level marijuana possession in an effort to challenge the policing conduct that generates these needless, costly and often harmful contacts with the criminal-justice system.

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

- In December 2011, Cleary Gottlieb persuaded a Tennessee appellate court to vacate the murder conviction of its client, former death row inmate, Erskine Johnson. Cleary Gottlieb represented Mr. Johnson continuously for more than 15 years, first succeeding in 2001 in having his death sentence set aside on the ground that the prosecution withheld exculpatory evidence, and then in 2004, persuading the prosecution not to seek the death penalty again. Since then, Cleary Gottlieb has fought to have Mr. Johnson’s conviction reversed. Most recently, the Cleary Gottlieb team filed a “writ of error coram nobis” requesting that the court consider facts not on the trial record that might have changed the outcome of the jury’s decision. The lower court dismissed the writ, but the Tennessee appellate court reversed that judgment, vacated Mr. Johnson’s conviction and remanded the case for a new trial. Rather than retry the case, the Cleary Gottlieb team negotiated a favorable resolution with the State, under which Mr. Johnson agreed to an Alford time-served plea to a reduced charge, while maintaining his innocence. Mr. Johnson was released without any conditions on June 1, 2012. More than 35 attorneys worked on Mr. Johnson’s case over the 15+ years.

- In September 2011, Cleary Gottlieb won a grant of asylum in the U.S. Immigration Court for client Ms. H, a Pakistani native who was physically abused and raped by her ex-husband in Baltimore, and was continuously threatened by her ex-husband’s family both in the U.S. and Pakistan after the couple divorced. Pending since 2003, Ms. H was granted asylum by an Immigration Judge in 2004. Her case was subsequently appealed by the Department of Homeland Security to the Board of Immigration Appeals, and the case was remanded to the Immigration Court in 2011 for further factual and legal development. Asylum was granted following a full merits hearing in 2011 in which Cleary Gottlieb convinced the Court that Ms. H was persecuted on account of her membership in the particular social group of oppressed and abused Pakistani women who resist male domination in conflict with social mores, and that the Pakistani government has failed to provide adequate protection to women in Ms. H’s position.

- Cleary Gottlieb, together with the Worker & Immigrant Rights Advocacy Clinic at Yale Law School, represented eleven plaintiffs in a pro bono civil rights action filed in the District Court of Connecticut alleging violations of the Fourth and Fifth Amendments and Federal Tort Claims Act. Early in the morning of June 6, 2007, approximately 20 U.S. Immigration and Custom Enforcement agents, together with other federal, state, and local officers, entered homes without warrants or consent in Fair Haven, a predominantly Latino neighborhood in New Haven, Connecticut. Agents illegally seized and arrested over 30 residents. The raids occurred just two days after the approval of a new municipal program designed to offer identification cards to all New Haven residents without regard to immigration status. Plaintiffs allege the raids were carried out in retaliation for the city’s identification program and residents were targeted solely on the basis of their Latino appearance.

After defeating several motions to dismiss the lawsuit by the United States and the individual defendants in 2010, the plaintiffs announced on February 14, 2012 an unprecedented settlement of their civil rights lawsuit. The federal government paid $350,000 and offered plaintiffs the choice of either immigration relief known as deferred action coupled with work authorization or termination of pending deportation proceedings. The agreement appears to be the largest monetary settlement ever paid by the United States in a suit over residential immigration raids, and the first to include both financial compensation and immigration relief.

BY THE NUMBERS

What is the total number of hours that lawyers at your U.S. office(s) spent performing pro bono legal services, as defined by the Law Firm Pro Bono Challenge, in 2010 and 2011? Do not include summer associate or non-lawyer pro bono hours in your answers.

Total number of pro bono hours in 2010: 44,593
Total number of pro bono hours in 2011: 47,445
What was the attorney headcount in your firm’s U.S. offices?

Number of attorneys as of December 31, 2010: 633
Number of attorneys as of December 31, 2011: 649

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

Average number of hours per attorney in 2010: 70
Average number of hours per attorney in 2011: 73

What percentage of attorneys employed during 2010 and 2011 in your firm’s U.S. office(s) did at least 20 hours of pro bono during that calendar year?

Percentage of attorneys who did pro bono work in 2010: 41–50%
Percentage of attorneys who did pro bono work in 2011: 41–50%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?
Yes

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

Are those evaluations taken into account in determining salary or bonuses?
N/A - Salary and bonuses are determined by seniority

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

Is there a pro bono requirement at your firm?
No

Does the firm give billable hour credit for pro bono work?
N/A - The firm does not have a billable hours target

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

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

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?
Cleary Gottlieb lawyers can participate in legal service trainings organized by public interest law groups to learn about areas of pro bono law that interest them.

In addition, the Firm creates and presents in-house trainings throughout the year on a variety of issues pertinent to our lawyers’ pro bono work.

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

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono in 2010 and 2011.

Total hours summer associates spent on pro bono work
2010: 3,056
2011: 2,808

Average hours per summer associate spent on pro bono work
2010: 36
2011: 26

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2010: 64%
2011: 53%

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

Summer associates can participate in any open pro bono matter during their summer. The pro bono matters are assigned to the summer associates based upon their expressions of interest. The Director of Pro Bono Practice and The Pro Bono Coordinator work closely with the Summer Associate Committee to ensure that the summer associates get the most out of their pro bono work.

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

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

In 1969, Cleary Gottlieb established its first formal externship with MFY Legal Services, Inc., a legal services office in Manhattan. MFY devotes much of its resources to landlord-tenant matters, often in New York City Housing Court. Since
1989, the firm has also worked with the Lawyers Alliance for New York (LANY), a public interest law group that assists not-for-profit community organizations in New York City. The externship program at LANY provides associates with corporate, real estate, tax and/or other transactional or business law experience related to public interest work.

Both externships work in the same fashion: an associate is selected to work on a full-time basis at the offices of MFY or LANY for a four-month period. Each associate participating in the program works exclusively on MFY or LANY matters during the four-month assignment, but continues to receive his or her full salary and benefits from the firm. In essence, during the course of a year, three different associates provide an additional full-time staff lawyer position for each of MFY and LANY.

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

Cleary Gottlieb sponsors the Melvin C. Steen Fellowships at the Legal Aid Society as well as holding an annual associate driven fundraising drive for the Legal Aid Society. In addition, our Harvard alumni sponsor an annual fellowship at the Harvard Immigration and Refugee Clinic.

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

In 1991 Cleary Gottlieb initiated a “partnership” with Washington Irving High School (WIHS), a New York City public school, in order to assist in the major challenge of revitalizing the perceived failure of the NYC public school system. The Partnership allows the firm, as a whole, to participate in community service in an area where there is dramatic need. Major partnership programs include one-on-one mentoring, college advising, SAT preparation courses, and sponsoring annual events that promote the various academic and cultural talents of the students. The Firm employs a full time employee to coordinate our partnership with WIHS.

All employees in the New York office are invited and welcome to share their time and talents with the students of Washington Irving High School through participation in a variety of programs and events. A committee composed of lawyers and non-legal employees from throughout the Firm contribute ideas and guidance to the coordinator and assist in recruiting volunteers.

Please list any special recognition or awards your firm has won since 2010 for its pro bono work.

- Above and Beyond Pro Bono Achievement Award (Sanctuary for Families)
- Annual Pro Bono Recognition Award (Legal Services NYC)
- Capital Pro Bono Honor Roll (DC Bar Pro Bono Program)
- Lawyers Alliance for New York 2010 Cornerstone Award
- Norman Redlich Award for Advocacy in a Death Penalty Case (New York City Bar Association)
- Pro Bono Publico Award (The Legal Aid Society)
- S. Jeanne Hall Pro Bono Service Award (Volunteer Lawyers for the Arts)
- Dedicated NYC Bankruptcy Assistance Project Volunteers (New York City Bankruptcy Assistance Project)