

“This country will not be a permanently good place for any of us to live in unless we make it a reasonably good place for all of us to live in.”

THEODORE ROOSEVELT

At Sullivan & Cromwell, we have a long tradition of encouraging pro bono involvement by our lawyers and staff by providing the support and resources necessary to offer quality advice and counsel to individuals and organizations in need of legal representation and to engage with the community through public service activities.

Our pro bono involvement spans individual initiatives and signature projects that address such critical social issues as asylum, domestic violence, housing, civil rights, and formative and governance issues for non-profits, all of which utilize the expertise of our lawyers across our global practice. We are honored to be able to serve our profession and the community by helping those who otherwise might go unserved.

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THE STATS

No. of Attorneys: 793
No. of Offices: 12
Chairman: Joseph C. Shenker
Hiring Partner(s): Sergio J. Galvis

EMPLOYMENT CONTACT

Patricia J. Morrissy
Chief Legal Recruiting Officer
Phone: (212) 558-3518
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WHO'S WHO

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

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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.

Pro Bono Coordinator/Partner 1
All of his/her time

Pro Bono Coordinator/Partner 2
All of his/her time

Pro Bono Coordinator/Partner 3
All of his/her time

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

Jessica Klein
Special Counsel and Head of Pro Bono Practice
Phone: (212) 558-3153
Email: kleinj@sullcrom.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

Monthly

Please describe the composition of the committee.

Six litigation partners and three corporate 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?

Lawyers are encouraged to take on any matter of interest to them, subject to standard conflict clearance and approval in accordance with the firm's general procedures for approval of new matters. That includes the following:

- individual representation
- participation in poverty and civil rights programs
- bar matters

- political service and legal, governmental, educational, charitable, cultural, and religious endeavors

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

No

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

Arts and historic preservation, Asylum, Civil rights, Community economic development, Consumer law and small claims court, Death penalty defense, Disability benefits, Domestic violence, Education, Elder law, Employment, Environment, Fair housing/tenants rights, Family law, First Amendment and constitutional issues, HIV/AIDS advocacy, Homeless advocacy, Immigration, Indigent criminal defense, International human rights, Juvenile justice reform/children's rights, Nonprofit corporate law, Nonprofit incorporation/tax exemptions, Nonprofit intellectual property, Parole hearings, Police misconduct, Prisoners' rights, Probate law, Public benefits, Real estate transactions, Social Security law, Veterans' benefits/appeals, Voting rights

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

Bankruptcy

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

- Human Rights First
- The American Civil Liberties Union
- Lawyers' Committee for Civil Rights Under Law
- Sanctuary for Families
- inMotion, Inc
- New York Lawyers for the Public Interest
- The Legal Aid Society
- Bronx Defenders
- Volunteers of Legal Service
- Transgender Legal Defense and Education Fund

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.

- Staffing a legal clinic at New York Presbyterian Hospital and its Chelsea Center to provide estate planning for indigent AIDS patients.
- Representing transgendered individuals with their legal name change process through the Transgender Legal Defense and Education Fund's Name Change Clinic.
- Appearing as of counsel to the Neighborhood Defenders Service of Harlem in misdemeanor cases in Manhattan Criminal Court, handling matters from initial arraignment through final disposition.

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.

- Together with the ACLU, Public Counsel and other pro bono organizations, S&C is actively litigating a class action on behalf of individuals, suffering from serious mental disabilities, who are detained by the Department of Homeland Security as part of their immigration proceedings, but are being compelled to represent themselves in their immigration proceedings, even after immigration court findings that these individuals are mentally incompetent.
- A team of S&C attorneys has filed a complaint in the federal Middle District of North Carolina challenging the constitutionality of North Carolina's ban on second parent adoption, which is the only mechanism in North Carolina for both members of a same-sex couple to become the legal parents of the child or children they are raising together. The complaint challenges the ban as a violation of plaintiffs' federal equal protection and substantive due process rights.
- South Carolina brought an action against the United States seeking preclearance of its recently enacted voter ID bill under the Voting Rights Act. S&C's client, the League of Women Voters, intervened as a defendant along with several other individuals and organizations. A trial and oral argument was held during August and September 2012 before a three-judge panel in the District Court for the District of Columbia. The panel denied preclearance for the 2012 elections, granted preclearance beginning in 2013, and strengthened the bill's voter protections by mandating a broad interpretation of those provisions.

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: 40,422

Total number of pro bono hours in 2011: 41,684

What was the attorney headcount in your firm's U.S. offices?

Number of attorneys as of December 31, 2010: 658

Number of attorneys as of December 31, 2011: 650

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: 61

Average number of hours per attorney in 2011: 64

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: 31–40%

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?

Yes

What is the requirement and to whom does it apply?

Partners are expected to perform 20 hours of pro bono work each year.

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

N/A - The firm does not have a billable hours target

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

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?

Training opportunities are regularly distributed to associates as they are referred to the firm by the monthly NYC Pro Bono & Legal Service Training Calendar (a joint project of The Legal Aid Society, the Legal Support Unit of Legal Services for New York City, Probono.net and Volunteers of Legal Service) and by other pro bono referral organizations, including inMotion, Sanctuary for Families, New York Lawyers for the Public Interest, Volunteer Lawyers for the Arts and Lawyers Alliance for New York.

In addition, the firm hosts in-house training sessions to support associates in particular pro bono practice areas, such as:

- New York Presbyterian Hospital AIDS Clinic
- Transgender Legal Defense & Education Fund Name Change Clinic
- Asylum representation
- Neighborhood Defender Service of Harlem Misdemeanor Project
- Sanctuary for Families U Visa Project
- City Bar Neighborhood Entrepreneur Law Project
- Election protection hotline training
- Legal Aid Juvenile Rights Project
- Board service training
- Housing
- Sanctuary for Families Bronx Family Justice Center Screening
- Volunteer Lawyer for the Day Housing Project
- VOLS Unemployment Insurance Project

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

Yes

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

Total hours summer associates spent on pro bono work

2010: 3,862

2011: 7,626

Average hours per summer associate spent on pro bono work

2010: 47

2011: 53

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

2010: 67%

2011: 72%

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

- The Courtroom Advocates Project (helping victims of domestic violence file petitions for protective orders)
- inMotion Summer Associate Program (representation of victims of domestic violence with uncontested divorces and custody proceedings)
- NYLPI Summer Associate Program

- Anti-Defamation League research projects
- The Fortune Society's Summer Associate Volunteer Day

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

Yes

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

We currently have an associate working at the Federal Defenders of New York for six months.

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

- S&C lawyers participated in providing legal and non-legal information for an Internet web site, funded by a grant from Johns Hopkins University and the City of New York, designed to assist people who have been diagnosed with a life-challenging condition (e.g., HIV/AIDS, cancer).
- Lawyers at the firm act as attorney-advisors/mentors to students from Midwood High School in preparation for statewide high school mock trial and moot court competitions.
- In partnership with Goldman Sachs, S&C sponsored an Equal Justice Works fellow.
- The firm supports pro bono and public service related organizations through donations and support of their gala events, including inMotion, Sanctuary for Families, Legal Aid and Legal Services NYC, to name a few.

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

The firm has partnered with The Charles Hamilton Houston Institute for Race & Justice at Harvard Law School and Goldman Sachs to sponsor a forum on "The Pipeline Crisis: Winning Strategies for Young Black Men" and to address the rising rates of school drop-outs, unemployment and incarceration that have significantly reduced the number of young black men in the pipeline to higher education and professional endeavors.

Employees at the firm also participate in the Everybody Wins! reading program, assisting local public school children on a weekly basis. Several legal assistants have taught an Unlearning Stereotypes class at New York City high schools and junior high schools once a week for a semester in conjunction with the New York Civil Rights Coalition's project. Through the firm's partnership with the Frederick Douglass Academy and other New York City public schools, employees also have supported a wide range of educational programs, including grant writing and curriculum projects.

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

- In June 2012, S&C was awarded the 2012 Daniel M. Gribbon Pro Bono Advocacy Award at the biennial District of Columbia Circuit Judicial Conference. The award, granted once every two years, recognized S&C's "extraordinary pro bono work" on the case *ACLU v. U.S. Department of Homeland Security*.
- In June 2012, S&C was honored at *The National Law Journal's* Annual Awards Gala for its pro bono work on the *Cole v. Arkansas* case, which was also featured on *The National Law Journal's* 2011 Pro Bono Hot List.
- In April 2012, S&C was honored by Public Counsel, the largest pro bono law firm in the nation, with its Law Firm Pro Bono Award for S&C's work on *Franco-Gonzalez, et al. v. Holder, et al.* (Franco), a class action aimed at remedying the mistreatment of immigrants with severe mental disabilities who are obligated to defend themselves, pro se, in their immigration proceedings, including objecting to their prolonged detention.
- In January 2012, the New York State Bar Association recognized the 2011 NYSBA Empire State Counsel honorees for providing at least 50 hours of pro bono service in 2011. S&C received the 2011 Empire State Counsel Bronze Supporter Award in recognition of the pro bono work we have done and the partnerships we have created to promote legal justice.
- In November 2011, The Legal Aid Society presented S&C with a Pro Bono Publico Award. Four S&C associates were recognized for providing exceptional pro bono service in the category of protecting the rights of immigrant adults and children.
- In June 2011, Sanctuary for Families presented S&C with its 2011 Law Firm Leadership Award at Sanctuary's Zero Tolerance benefit. S&C was recognized for its pro bono and financial support of SFF since 1998, including work on asylum, U-Visa and family law matters. SFF also recognized the more than 60 S&C summer associates who have trained with SFF's courtroom advocates project, assisting domestic violence victims who are petitioning for orders of protection in family court. Finally, special note was made of a new project in which S&C associates are staffing a family law clinic in partnership with SFF attorneys at the New York City Family Justice Center in the Bronx.
- The Los Angeles office was honored with the Equal Justice Advocacy Award at the ACLU Foundation of Southern California's 17th Annual Law Luncheon in June 2011.

Please add any additional information about your firm's pro bono program.

Sullivan & Cromwell's public service activities are coordinated by Jessica Klein, Special Counsel & Head of Pro Bono Practice,

along with the firm's nine-partner pro bono committee. S&C created the position of Special Counsel & Head of Pro Bono Practice to enhance the firm's deep commitment to pro bono work and broaden the opportunities and types of pro bono matters available. In addition, the firm has designated a day-to-day administrative coordinator of pro bono activities.

The firm seeks out challenging and rewarding public service opportunities. The firm creates numerous opportunities for all lawyers, summer associates and legal assistants to participate in public service activities.

- The firm works closely with community organizations and accepts pro bono matter referrals.
- Individuals at the firm are encouraged to and do bring public service opportunities to the attention of the coordinators. They are also encouraged to advise the coordinators of their particular interests in public service opportunities so that those with common interests can jointly respond to outside requests for assistance.

The firm actively encourages lawyers to participate in pro bono and other public service activities, and makes the firm's facilities and personnel fully available to assist in these efforts. In recognition of the varying interests of its lawyers, the firm recognizes as "public service" work participation in such diverse activities as civil rights programs, bar association and related professional work, and other governmental, legal, educational, charitable, cultural and religious endeavors.

All of the firm's offices participate in pro bono matters. In addition, the special counsel for pro bono engages nationally and internationally with individuals and organizations, to make sure that pro bono matters are available to all of our offices no matter where they are located.

INITIATION OF A PRO BONO PROJECT

Pro bono matters are generally undertaken in one of two ways: as a result of a referral from a community organization or at the initiative of the firm or individual lawyers. In whichever way a matter is initiated, a proposed new matter goes through the firm's standard new matter opening procedures. These procedures include conflict clearance as well as approval by the managing partners committee.

All resources of the firm are available for pro bono work both in terms of personnel and financial support.