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THE STATS
No. of Attorneys: 448
No. of Offices: 8
Managing Member: Robert I. Bodian
Hiring Partner(s): Susan Finegan

EMPLOYMENT CONTACT
Katy von Mehren
Director of Legal Recruiting
Phone: (617) 542-6000
Email: kvonmehren@mintz.com
Careers website: www.mintz.com/careers.php
WHO'S WHO

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

4

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
Less than half of his/her time

Pro Bono Coordinator/Partner 3
Less than half of his/her time

Pro Bono Coordinator/Partner 4
Less than half of his/her time

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

Susan Finegan
Member
Phone: (617) 348-3005
Email: sfinegan@mintz.com

Does the firm have a pro bono committee?

Yes

How often does the committee meet?

The Committee meets three times annually. It also meets frequently by email to discuss intake of new matters and other topics. Subcommittees may meet more frequently.

Please describe the composition of the committee.

The Pro Bono Committee is a 16-attorney committee made up of members and associates from various offices and sections of 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 has numerous longstanding pro bono efforts, but also encourages attorneys to initiate requests for new projects that interest them. The Pro Bono Committee vets all new pro bono proposals to determine whether the work fits the pro bono policy. Many of the firm's signature pro bono projects started with junior associates bringing their projects to the attention of the Pro Bono Committee, such as the Domestic Violence Project.

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?

Death penalty defense

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

• Political Asylum/Immigration Project
• Medical-Legal Partnership
• Greater Boston Food Bank
• Human Rights First
• National Network to End Domestic Violence
• Lawyers’ Committee for Civil Rights Under Law (national and local)
• Volunteer Lawyers Project (Boston and San Diego)
• Human Rights Campaign
• Neighborhood Entrepreneur Law Project
• Mississippi Center for Justice

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.

• The Domestic Violence Project (DVP) was founded in 1991 by two first year Mintz Levin associates. Since then, the firm has made a strategic commitment to focus on domestic violence as a signature pro bono and community service initiative. Over the years Mintz Levin attorneys and paraprofessionals have represented hundreds of domestic violence and sexual
assault victims who seek protective orders and other legal remedies. We have handled appellate matters and have filed amicus curiae briefs in both federal and state courts on behalf of nonprofit organizations and coalitions. Our attorneys represent a variety of nonprofits focused on domestic violence—such as domestic violence shelters, counseling agencies, and entities providing other support services—in corporate, employment, and governance matters. In addition to client representation, the DVP has lobbied for legislation at the state and local levels that will afford greater protection for domestic violence survivors.

- Medical-Legal Partnership: The Medical-Legal Partnership is a model program which creates alliances between clinicians and lawyers to ensure that families can meet their patients’ basic needs. Mintz Levin was the first law firm to partner with MLP and has taken nearly 50 case referrals from MLP in the last several years on such issues as child guardianship, safe housing, benefits, immigration and special education needs. We have also partnered with a number of law firms to assist the Dana Farber Cancer Institute, providing low income cancer patients with legal assistance. Last, this year we are co-sponsoring with our client Biogen Inc., an Equal Justice Works fellow located at MLP.

- Mintz Levin staffs a variety of legal clinics each year. In Boston, attorneys staff at least two legal clinics annually for Lawyers’ Clearinghouse for Affordable Housing and Homelessness. The clients meet with attorneys to discuss the issues they are facing, often housing SSDI / SSI administrative benefits, bankruptcy, or immigration issues. We partner with in-house counsel clients and summer associates to staff these clinics. Attorneys in Boston also participate in the Lawyer for the Day Program, a joint effort of the Volunteer Lawyers Project and the Real Estate Section of the Boston Bar Association. Mintz attorneys give advice and provide limited representation to pro se tenants facing eviction. In San Diego, attorneys staff a walk-in clinic, where domestic violence victims come to obtain legal assistance in preparing a temporary restraining order against their abuser. In New York, attorneys participate in the Family Court Volunteer Attorney Program. Attorneys primarily provide clients with brief advice about child support, custody, and visitation, orders of protection, paternity and guardianship. Finally, in several offices, attorneys provide advice to low-income entrepreneurs at legal clinics.

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.

- The Massachusetts Supreme Judicial Court awarded Mintz Levin its prestigious Adams Pro Bono Publico Award for its work on behalf of low-income residents of Mississippi after Hurricane Katrina. In November 2010, five years after Hurricane Katrina made landfall and two years after filing suit against the U.S. Department of Housing and Urban Development (HUD), Mintz Levin attorneys and Mississippi housing advocates helped reach a resolution between the plaintiffs, HUD and the State of Mississippi. The settlement calls for the state to direct $132 million in federal disaster housing recovery money to lower-income households in south Mississippi whose needs were not served by the State’s previous programs in particular, those whose homes were damaged by wind as opposed to flooding during the hurricane. Mintz Levin attorneys, along with the Lawyers’ Committee for Civil Rights Under Law and Mississippi Center for Justice, filed the lawsuit in December 2008, on behalf of the Mississippi State Conference NAACP, the Gulf Coast Fair Housing Center and four individual plaintiffs. The $132 million funding supports long-term disaster recovery in the wake of the 2005 hurricane.

- In 2011, the Anti-Defamation League requested Mintz Levin’s assistance in drafting an amicus brief calling on the U.S. Supreme Court to support the right of American citizens born in Jerusalem to have their place of birth listed as “Israel” on both their birth certificates and U.S. passports. Attorneys Michael Gardener, Jeff Robbins, and Ari Stern prepared the brief, arguing that the law in question was both appropriate for court resolution and constitutional. The Anti-Defamation League and 11 other prominent American-Jewish organizations subsequently filed the brief in support of the petitioner’s position in Zivotofsky v. Clinton. In March 2012, the Supreme Court adopted the brief’s argument and reversed a court of appeals dismissal of the pertinent lawsuit. In its ruling, the Court directed a lower court to review the Zivotofsky’s claim on the merits, rejecting the argument that the issue at stake was a “political question” inappropriate for court resolution.

- Attorneys across many of Mintz Levin’s offices provide vital legal services to immigrants seeking refuge from the torture and/or persecution that awaits them in their home countries. In one recent case, Mintz Levin secured asylum for Oscar Castañeda, a survivor of a 1982 massacre in Guatemala that killed over 200 men, women and children of Mayan descent. A Guatemalan nonprofit human rights group, which has been working with Guatemalan and American prosecutors for decades on this case, recently discovered that some of the members of the Kaibles, the elite Guatemalan military branch that perpetrated the killings, kidnapped at least two Mayan children during the massacre. Because those two children looked less Mayan than all the other children, they were kidnapped but not killed. After several years of searching for these kidnapped children, the nonprofit tracked down one of them, a 32-year-old man by the name of Oscar, who was living in Massachusetts with his wife and children. He had come to the United States many years ago in search of a better life, but he was undocumented. DNA tests confirmed that Oscar was not the son of former Kaibile leaders, but rather the son of a former resident of the village who lost his wife and eight other children in the massacre while he was farming in the nearby fields that day. Given Oscar’s young age at the time of the massacre, he recalled nothing about the incident or his true family. The newly established DNA evidence and Oscar’s history are elements of cases being prosecuted in Guatemala and Spain against senior members of the military and ex-Kaibles (including the current president of Guatemala). Given that Oscar’s DNA evidence and live testimony have been key to the continuing prosecutions, Oscar would have been the target of death threats, or worse, if he were forced to return to Guatemala.
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: 17,623
Total number of pro bono hours in 2011: 17,200

What was the attorney headcount in your firm’s U.S. offices?
Number of attorneys as of December 31, 2010: 442
Number of attorneys as of December 31, 2011: 438

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: 39.9
Average number of hours per attorney in 2011: 39.3

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: 31–40%

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?
Yes, they are taken into account when determining salary

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?
Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?
No

Does the firm consider pro bono hours when determining bonuses?
Yes

PRO BONO POINTS
What training opportunities are open to associates working on pro bono matters?
The firm has devoted significant resources to maintain the Mintz Levin Professional Development program, which offers a comprehensive training curriculum for associates on a variety of topics, including pro bono issue areas such as domestic violence. Other skill-based training topics, such as motion practice training and depositions, have hands-on pro bono practical components. Many of our pro bono referral organizations also conduct annual in-house pro bono trainings for our lawyers. The firm has a full-time partner to provide in-house training and supervision on all pro bono work of the firm.

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: 665
2011: 697.5

Average hours per summer associate spent on pro bono work
2010: 89
2011: 80

Percentage of summer associates in your firm’s U.S. office(s) engaged in pro bono work
2010: 100%
2011: 100%

Please provide any additional information about pro bono opportunities available to summer associates.
There is a formal pro bono component to the summer associate program, overseen by the firm’s pro bono partner. The hiring committee surveys all incoming summer associates prior to the summer to gauge interests in different issues and projects, then assists in assigning projects in these areas throughout the summer. Each summer associate has the opportunity to work...
on at least one project; many take on three or four interesting projects. Summer associates participate in clinic opportunities (in both litigation and transactional areas), individual pro bono representation, and policy research.

**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.**

Mintz Levin continuously staffs a position at the Framingham office of the Middlesex District Attorney’s office in Massachusetts, where one mid-level litigation associate at a time works as a prosecutor for a 6 month period. Each associate carries a full case load, and then returns at the end of 6 months with bench and jury trial experience. At the end of each 6 month externship, a new Mintz associate is trained and steps into the workload of the associate returning to Mintz.

Mintz Levin also participates in the New York City Law Department Public Service Deposition Program, whereby Mintz Levin sends mid-level and senior associates from the Litigation and Intellectual Property Sections to the New York City Law Department to take and defend depositions on behalf of New York City. The associates typically spend a portion of their time for an average of twelve weeks at the New York City Law Department, conducting either a series of depositions in one individual case, or back-to-back depositions in a variety of different cases.

**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.**

- Mintz Levin has established a diversity scholarship for first-year law students of color. Named for Herman Mintz, one of the firm’s original members, the scholarship is an outgrowth of our commitment to make Mintz Levin and our profession more diverse. The Herman Mintz Scholarship will provide the recipient with a paid summer position in the firm’s Boston or New York office, $10,000 toward the second year of law school, and a continuing working relationship with the firm throughout that second year.

- Mintz Levin participates in the Practicing Attorneys for Law Students Program (PALS). In this program minority law students receive one-on-one mentoring from volunteer lawyers. Mentors provide support and advice on how to handle the unique challenges confronting minority law students during law school and early career development.

- In 2011, during the annual Victim Rights event sponsored by the Massachusetts Office of Victim Assistance at the Massachusetts State House, Mintz Levin awarded the first annual Mintz Levin/Paul Poth Scholars Awards. The awards, in memory of Paul Poth, an attorney at Mintz Levin who passed away in 2009, recognize individuals who like Mr. Poth, work with crime victims. The three recipients of the awards receive full tuition scholarships to the Massachusetts Victim Assistance Academy, a week-long, nationally recognized training program sponsored by the Massachusetts Office for Victim Assistance (MOVA). Scholarship recipients were selected based on their demonstrated commitment, through their personal, civic and/or professional activities, to “furthering the ideals espoused by Paul Poth in his career as an attorney in private practice, as an Assistant District Attorney, and through his daily life and service to the Victim Services Community.”

**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.**

Mintz Levin has a long-standing commitment to a variety of civic, charitable, educational, social and political efforts in the community. In 1994, the firm focused its community service efforts on domestic violence prevention. The decision to focus on domestic violence was built upon the experience and resources the firm had already developed in this area through its pro bono Domestic Violence Project. Each year, employees perform community service and raise money for organizations focused on serving domestic violence survivors. In addition, Mintz Levin takes part in the Citizen Schools Legal Apprenticeship Program and 8th Grade Academy writing coach program.

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

**2011 Awards**

- The Supreme Judicial Court Standing Committee on Pro Bono Legal Services selected Mintz Levin as a recipient of the 2011 Adams Pro Bono Publico Award. The firm was honored for its work on behalf of low-income residents of Mississippi after Hurricane Katrina, most notably its contribution to obtaining a $132 million financial settlement for victims whose homes had been destroyed by the storm.

- The Massachusetts Supreme Judicial Court presented Mintz Levin with a Pro Bono Certificate of Recognition for the firm’s 2010 pro bono hours and pro bono policies.

- The Boston Business Journal awarded Mintz Levin the Corporate Charitable Contributor award in recognition of the firm’s exemplary corporate citizenship.

- The Connecticut Bar Association named Mintz Levin to the organization’s 2010 Pro Bono Honor Roll.

- The Legal Aid Society honored Christophe Difo with the society’s 2011 Pro Bono Publico Award in recognition of outstanding service to the Legal Aid Society of New York and its clients.

- Boston College Law School awarded Sue Finegan the Curtin Center for Public Interest Pro Bono Service Award in recognition of her extensive work with victims of domestic violence and sexual assault.

- Dartmouth College awarded Sue Finegan the Dartmouth College Alumni Award, given annually to a handful of alumni who have demonstrated extraordinary service to

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Dartmouth and civic organizations in addition to career accomplishment.

- The Lawyers’ Committee for Civil Rights presented Katy Ward with the Civil Rights Pro Bono Recognition Award, citing her extensive and wide-ranging pro bono and community service work.
- The Massachusetts Women’s Political Caucus presented Steve Weiner with a Good Guys Award in recognition of his ongoing commitment and partnership in achieving equality for women.
- The American Bar Association (ABA) presented Mintz Levin with the Pro Bono Publico Award for its longstanding commitment to eradicating domestic violence, most notably the firm’s work leading to the passage of a landmark sexual assault, stalking, and harassment law in Massachusetts.
- The Boston Area Rape Crisis Center awarded Mintz Levin with the Champions for Change 2010 Award Fight against Sexual Violence.
- The Boston Business Journal recognized Mintz Levin for its corporate philanthropy at its annual Corporate Citizenship Summit in September.
- The Robert F. Kennedy Children’s Action Corps named Mintz Levin one of the Corporate Partners of the Year, specifically receiving the Education and Training award.
- The Legal Aid Society honored Mintz Levin generally and Nick Bentley individually as two honorees of the Society’s 2010 Pro Bono Publico Awards, in recognition of outstanding service to The Legal Aid Society and its clients.
- The Boston Bar Association selected Brian Dunphy to participate in its year-long Public Interest Leadership Program.
- The Rappaport Center for Law and Public Service at Suffolk University Law School presented Elissa Flynn-Poppey with their Pro Bono Award.
- Stars, a South Shore early education and youth development program, awarded Elissa Flynn-Poppey with the Rosemary Wahlberg Children’s Choice Award, citing her leadership and extraordinary commitment to improving the lives of low income children and families living in South Shore communities.
- City Year named Helen Guyton as an “Idealist of the Year.” Helen was cited for her extensive pro bono work in sexual assault and domestic violence.
- New York Lawyers for the Public Interest named Carrie Kreifels a Pro Bono All Star for her work with Mark Lamb Dance.
- The Lawyers’ Committee for Civil Rights cited Colin Van Dyke with the Civil Rights Recognition Award.

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

Mintz Levin encourages its lawyers to provide service to the community as a part of their professional responsibility as members of the bar and believes that the establishment and maintenance of an organized, firm-sponsored pro bono program is critical in enabling its lawyers to undertake such efforts. The firm’s resources are fully committed to ensure that every approved pro bono matter will be handled in the same manner as matters for paying clients. The program is a vibrant one, with enthusiastic participation by attorneys at all levels, sections, and offices of the firm. The firm has had a full-time Pro Bono Member since early 2006, who oversees the pro bono efforts of the firm and provides expanded training and supervision of associates on all pro bono matters.