



LATHAM & WATKINS<sup>LLP</sup>

2015 Pro Bono  
ANNUAL REVIEW





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# Letter from the Chair and Managing Partner



Dear Clients & Friends of the Firm:

The practice of law encompasses both the ability and the responsibility to advocate for and represent people of limited means and the organizations that serve them. As one of the world's largest providers

of pro bono services, Latham & Watkins is committed to using our time, talents, and expertise to offer legal counsel to those who would otherwise be denied representation, equality, or justice.

Our firm's dedication to pro bono service is reflected in the compassion and focus our lawyers and professional staff bring to each of the hundreds of pro bono matters we open every year. In addition to providing pro bono legal support, we volunteer and fundraise for an array of causes. This year's review highlights these extensive efforts, providing a glimpse into some of the ways in which Latham gives back around the world.

Since 2000, Latham has provided more than US\$1.2 billion in free legal services to the disadvantaged and the nonprofit sector, totaling more than 2.7 million pro bono hours. Our pro bono program spans the globe, involving all of our offices in the United States, Europe, Asia, and the Middle East, and encompasses nearly every area of public interest law, including anti-human trafficking, homelessness, veterans' rights, asylum and immigration, domestic violence, Holocaust reparations, prisoners' rights, microfinance, disability rights, community development, social entrepreneurship, and civil rights.

Each matter we take on in these areas presents an opportunity to positively impact an individual, an organization, or the community at large. I continue to be inspired by the breadth and depth of the firm's pro bono program, as well as by the enthusiasm and devotion demonstrated by our lawyers and staff. I am honored to be a part of it, and so proud to present the 2015 Pro Bono Annual Review.

Sincerely,

**William H. Voge**

*Chair and Managing Partner*



# Letter from the Pro Bono Committee Chair and Public Service Counsel



Through our pro bono program, we aim to align our resources in a way that meets the most significant needs in our communities. In 2015, this was reflected in the tens of thousands of hours of direct legal services we provided to low-income individuals and families in housing, adoption, veterans, immigration, custody, domestic violence, small business, civil rights, disability, education, and expungement matters, as well as on the larger-scale impact matters we took on to combat human trafficking and exploitation, oppose slumlords, and advance and defend civil rights.

It was also reflected in how we “scaled up” to assist unaccompanied minors fleeing violence in Central America, refugees escaping war and oppression in Syria, and non-violent federal prisoners seeking clemency as each of these urgent needs emerged.

This year, with more than 2,500 lawyers, paralegals, summer associates, trainees, and professional staff in our offices across 13 countries participating in our program, Latham provided more than 188,000 hours of free legal services.

While lawyers engage in pro bono for different reasons, fundamentally, the motivation to do this work grows out of the desire to promote the ideals of fairness and justice. Many of us were first attracted to the law and attended law school with these ideals in mind. Pro bono service allows us to advocate for and advance these values and stay connected to what inspired us to become lawyers in the first place.

For this and many other reasons, we are fortunate to be able to contribute in this way and we are delighted to share the 2015 Pro Bono Annual Review with you.

**Abid R. Qureshi**

*Partner and Pro Bono Committee Chair*

**Wendy Atrokhov**

*Public Service Counsel*

# A Global Law Firm Committed to Pro Bono



APPROX.  
**US\$118**  
MILLION  
VALUE OF FREE  
LEGAL SERVICES  
PROVIDED  
IN 2015

**823**  
NEW MATTERS  
OPENED IN  
2015

**188,000+**  
HOURS OF FREE  
LEGAL SERVICES  
DONATED IN  
2015

**25** OFFICES IN  
**13** COUNTRIES  
TOOK ON PRO  
BONO MATTERS  
THIS YEAR



**US\$1.2  
BILLION+**

VALUE OF FREE  
LEGAL SERVICES  
PROVIDED  
SINCE 2000

**2.7  
MILLION+**

HOURS OF FREE  
LEGAL SERVICES  
PROVIDED  
SINCE 2000

**2,500+**

TOTAL NUMBER  
OF PARTICIPATING  
LAWYERS, SUMMER  
ASSOCIATES,  
TRAINEES, AND  
STAFF

LAWYERS  
PARTICIPATING  
IN PRO BONO:

**93%** UNITED STATES

**78%** EUROPE, THE  
MIDDLE EAST,  
AND ASIA



# Office Overviews

## ASIA

### HONG KONG



*Areas of Pro Bono Engagement:* • asylum and immigration, anti-human trafficking and human rights, nonprofits and NGOs

*Key Partner Organizations:* • PILnet, Justice Centre Hong Kong, Liberty Asia, Ashoka

*Recent Successes:* • Conducted a comparative analysis of laws pertaining to money laundering and criminal proceeds for the anti-slavery organization Liberty Asia in order to effect legal reform designed to detect and seize such funds

• Researched legal issues relating to sexual violence for RainLily, which promotes women's rights

• Worked on asylum matters for Justice Centre Hong Kong

### SINGAPORE



*Areas of Pro Bono Engagement:* • anti-human trafficking and human rights, nonprofits and NGOs, intellectual property and licensing, corporate and regulatory, social entrepreneurship

*Key Partner Organizations:* • TrustLaw, Pro Bono Services Office of the Law Society of Singapore

*Recent Successes:* • Assisted Points of Light, which mobilizes and coordinates volunteers around the world, on its incorporation and expansion into Asia

• Conducted research for the International Child Redress Project to determine what recompense child victims of sexual exploitation have against their perpetrators in Europe and North America

• Advised Banyan Sustainable Waste Management Solutions, a social enterprise working to address environmental and health hazards associated with India's waste, in connection with capital-raising activities

### TOKYO



*Areas of Pro Bono Engagement:* • nonprofits and NGOs, social entrepreneurship, indigent criminal defense, corporate and regulatory

*Key Partner Organizations:* • Ashoka, Japan Association for Refugees, Shinkou Fukushimai

*Recent Successes:* • Advised Wings for Change, a program designed to assist social entrepreneurs with travel costs and allows individuals and organizations to donate their airline mileage points to worthy causes and social entrepreneurs

• Represented an indigent criminal defendant in court proceedings

# EUROPE

## BRUSSELS

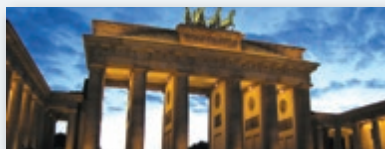


*Areas of Pro Bono Engagement:* • nonprofits and NGOs, corporate and regulatory, environment, anti-corruption

*Key Partner Organizations:* • Pro Bono International, World Wide Fund for Nature, Transparency International Slovakia, Christian Aid

*Recent Successes:* • Worked with the World Wide Fund for Nature, one of the largest environmental organizations in the world, to obtain funding in the European Union for its environmental projects, which are designed to conserve and protect the planet's biodiversity and reduce pollution, among other goals

## GERMANY



*Areas of Pro Bono Engagement:* • children, civil rights, community economic development, disability rights, anti-human trafficking and human rights, nonprofits and NGOs, asylum and immigration

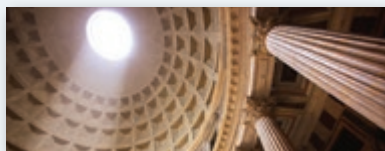
*Key Partner Organizations:* • startsocial e.V., Proboneo, Ashoka, Pro Bono Deutschland e.V., Karo e.V.

*Recent Successes:* • Established networks with law clinics and nonprofits to assist asylees from Syria and elsewhere in the Middle East, and held seminars for asylees on the legal framework for applying for asylum in Germany

• Drafted legislation in support of children with disabilities to ensure that they are educated in inclusive settings

• Advised KARO e.V., a nonprofit organization that helps victims of forced prostitution

## ITALY



*Areas of Pro Bono Engagement:* • community economic development, disability rights, children, civil rights, corporate and regulatory, real estate, nonprofits and NGOs, social entrepreneurship

*Key Partner Organizations:* • Ashoka, Emergency, GOEL Cooperative Group

*Recent Successes:* • Counseled several nonprofits and NGOs, including Ashoka, which invests in social entrepreneurs, GOEL, which fights nepotism and injustice in Italy, and Fondazione Ambrosoli, which is helping to fund and staff a hospital and school for midwifery in Uganda, on an array of corporate and regulatory matters

## LONDON



- Areas of Pro Bono Engagement:*
- legal clinics, social entrepreneurship, nonprofits and NGOs, anti-human trafficking and human rights, intellectual property and licensing, domestic violence
- Key Partner Organizations:*
- TrustLaw, A4ID (Advocates for International Development), ClearlySo, Bethnal Green Legal Advice Centre, Citizens Advice Bureau at the Royal Courts of Justice, Cancer Research UK, LawWorks, Not For Sale, Equality Now
- Recent Successes:*
- Ensured that a beloved performance and arts venue in one of London's most diverse and underprivileged areas could stay open, concluding a long legal battle
  - Advised Open Cinema, a nonprofit that manages a network of cinemas throughout the United Kingdom operated by and for homeless and socially excluded people
  - Partnered with CitiGroup on a research project to help Equality Now launch a campaign to encourage governments to revoke any remaining sex discrimination provisions in their laws

## MOSCOW



- Areas of Pro Bono Engagement:*
- children, women's rights, legal clinics, disability rights, corporate and regulatory, nonprofits and NGOs
- Key Partner Organizations:*
- PILnet, TrustLaw, United Way of Russia, Charities Aid Foundation
- Recent Successes:*
- Organized training programs and assisted at student-run legal clinics at local law schools
  - Assisted several nonprofits and NGOs with regard to the changing legal framework for charities and NGOs in Russia
  - Developed an ethics training manual for PILnet
  - Worked with Russian nonprofits to review and evaluate local implementation of orphanage reform measures

## PARIS



- Areas of Pro Bono Engagement:*
- microfinance, social entrepreneurship, asylum and immigration, veterans, children, disability rights, fair housing and tenants' rights, women's rights, elder law, social security law
- Key Partner Organizations:*
- ADIE (Association pour le Droit à l'Initiative Economique), Ashoka, Edmond de Rothschild Foundations, Droits d'Urgence, TrustLaw, PILnet, the International Senior Lawyers Project
- Recent Successes:*
- Helped MakeSense, an online platform that connects social entrepreneurs with volunteers, restructure its business model to aid with fundraising efforts
  - Counseled Enercoop, a utility company that coordinates a network of cooperatives for the supply and sale of electricity from renewable energy sources
  - Began advising Amnesty International France, the French chapter of the international human rights organization



## SPAIN



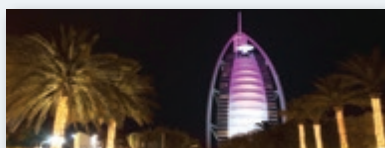
*Areas of Pro Bono Engagement:* • social entrepreneurship, nonprofits and NGOs

*Key Partner Organizations:* • Save the Children, Oxfam Spain, UnLtd Spain, Doctors Without Borders Spain, T-Oigo, Siel Bleu

*Recent Successes:* • Helped incorporate UnLtd Spain, an incubator for social entrepreneurs, and have begun advising the organization's social entrepreneurs

- Assisted Manos de Ayuda Social, a nonprofit organization that offers food and services to low-income individuals, in an ongoing property dispute
- Advised Ashoka Fellow Jordi Martí, who is working to make early diagnosis of infectious and noncommunicable diseases affordable for disadvantaged communities and poorly funded health systems

## THE MIDDLE EAST



*Areas of Pro Bono Engagement:* • microfinance, nonprofits and NGOs, asylum and immigration

*Key Partner Organizations:* • Grameen-Jameel Pan-Arab Microfinance Limited, TrustLaw Connect, Africa Eye Foundation, FINCA International

*Recent Successes:* • Represented an escaped slave from Mauritania, in connection with his application for asylum in the United States and with other post-asylum immigration matters

- Helped establish the Magrabi ICO Cameroon Eye Institute, which will provide high-quality eye care services and outreach programs in West Africa
- Represented the Weyakum Foundation, which promotes educational reform and alternative careers in the United Arab Emirates

# THE UNITED STATES

## BOSTON



- Areas of Pro Bono Engagement:**
- microfinance, intellectual property and licensing, small business and low-income entrepreneurship, asylum and immigration, veterans, children, civil rights, nonprofits and NGOs, corporate and regulatory
- Key Partner Organizations:**
- Year Up, Third Sector New England, Accion International, Lawyers' Committee for Civil Rights and Economic Justice, Economic Justice Project, Citizens for Juvenile Justice, Massachusetts Association of Criminal Defense Lawyers, Immigration Equality
- Recent Successes:**
- Filed an amicus brief on behalf of Citizens for Juvenile Justice and the Children's Law Center of Massachusetts in a case involving a juvenile probationer seeking to amend a unilateral imposition of harsh probationary conditions

## CHICAGO



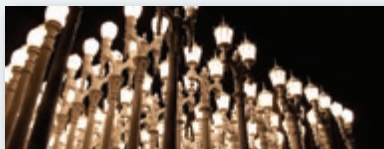
- Areas of Pro Bono Engagement:**
- asylum and immigration, domestic violence, family law, civil rights, prisoners' rights, corporate and regulatory, nonprofits and NGOs, legal clinics
- Key Partner Organizations:**
- National Immigrant Justice Center, Family Defense Center, Chicago Volunteer Legal Services, Equip for Equality, Legal Aid Society, Legal Aid Foundation, Lawyers for the Creative Arts, Domestic Violence Legal Clinic, Uptown People's Law Center, A Better Chicago, Learn Charter School, Chicago Crushers
- Recent Successes:**
- Initiated a multi-count civil rights complaint against the Illinois Department of Children and Family Services and a private agency, alleging procedural and substantive due process violations, on behalf of a victim of domestic violence
  - Served as the guardian ad litem for a four-year-old girl in a complex probate case
  - Secured asylum for a Somali man who was smuggled into the United States after surviving several vicious attacks in his homeland

## HOUSTON



- Areas of Pro Bono Engagement:**
- asylum and immigration, estate and end-of-life planning, nonprofits and NGOs, veterans, prisoners' rights, elder law
- Key Partner Organizations:**
- Human Rights First, Tahirih Justice Center, Lone Star Legal Aid, Texas Innocence Project, Houston Volunteer Lawyers Association, Texas Appleseed
- Recent Successes:**
- Handled dozens of estate and end-of-life planning matters on behalf of Houston's low-income senior citizens
  - Represented several asylum seekers, including a man who continues to be a leader in opposing tyranny and oppression in Venezuela, even in the face of kidnappings, beatings, and numerous death threats

## LOS ANGELES



- Areas of Pro Bono Engagement:*
- asylum and immigration, Holocaust reparations, family law, adoptions and guardianships, legal clinics, domestic violence, impact litigation, children, animal rights, corporate and regulatory, nonprofits and NGOs, fair housing and tenants' rights, veterans, anti-human trafficking and human rights, disability rights, microfinance, intellectual property and licensing
- Key Partner Organizations:*
- Alliance for Children's Rights, Anti-Defamation League, Bet Tzedek Legal Services, Coalition to Abolish Slavery & Trafficking, Harriett Buhai Center, Inner City Law Center, International Justice Mission, Legal Aid Foundation of Los Angeles, American Civil Liberties Union, Los Angeles Center for Law and Justice, Public Counsel, Kiva.org, Western Center on Law and Poverty, Asian Americans Advancing Justice
- Recent Successes:*
- Advised the Martin Luther King, Jr. Community Hospital, a state-of-the-art facility that provides care and has created jobs in an impoverished area of Los Angeles
  - Secured an impressive settlement for 40 low-income tenants in a habitability case against slumlord building owners and managers
  - Continued to represent immigrant workers from the Philippines in a human trafficking lawsuit against their former employer, a bakery in Beverly Hills

## NEW YORK



- Areas of Pro Bono Engagement:*
- asylum and immigration, Holocaust reparations, fair housing and tenants' rights, anti-human trafficking and human rights, domestic violence, legal clinics, small business and low-income entrepreneurship, children
- Key Partner Organizations:*
- Bet Tzedek Legal Services, Fair Housing Justice Center, Bronx Defenders, Legal Aid Society, City Bar Justice Center, Her Justice, International Refugee Assistance Project, New York Legal Assistance Group, Alliance for New York, Sanctuary for Families, Start Small Think Big, NYC Department of Small Business Services
- Recent Successes:*
- Contributed to the largest human trafficking civil action in US history, securing justice for a group of Indian laborers who were lured to the United States under false pretenses
  - Received asylum for a woman who was repeatedly assaulted and abused as a child, then trafficked into the United States
  - Hosted a series of clinics for nearly 100 low-income entrepreneurs in conjunction with NYC Business Solutions



## ORANGE COUNTY



*Areas of Pro Bono Engagement:* • domestic violence, asylum and immigration, corporate and regulatory

*Key Partner Organizations:* • Interval House, Laura's House, Human Options, Public Law Center

*Recent Successes:* • Prevailed in probate court on behalf of a mother and daughter who care for a family member with debilitating medical conditions, helping ensure that he receives the best possible care in accordance with his wishes

- Secured permanent restraining orders for many victims of domestic violence, guaranteeing safety, security, and protection from abuse for individuals and families

## SAN DIEGO

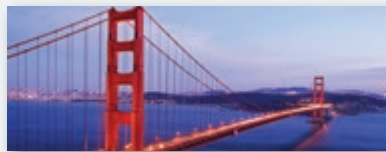


*Areas of Pro Bono Engagement:* • asylum and immigration, veterans, indigent criminal defense, family law, domestic violence

*Key Partner Organizations:* • National Veterans Legal Services Program, Casa Cornelia, Ninth Circuit Pro Bono Program, San Diego Volunteer Lawyers Program, Immigration Justice Project, American Civil Liberties Union, California Innocence Project, Not for Sale, Jewish Family Services

*Recent Successes:* • Assisted vulnerable immigrant populations in San Diego on U visa and other asylum matters, including a Nigerian lesbian who was severely persecuted in her homeland on account of her sexual orientation and an indigent, disabled man, a US citizen who was born in Mexico, after he was threatened with deportation after more than 40 years in the United States

## SAN FRANCISCO



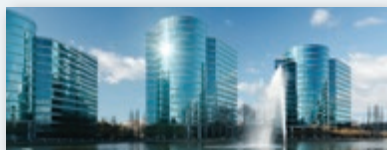
*Areas of Pro Bono Engagement:* • asylum and immigration, veterans, civil rights, children, education, anti-human trafficking and human rights, nonprofits and NGOs

*Key Partner Organizations:* • Lawyers' Committee for Civil Rights, Swords to Plowshares, Asian Pacific Islander Legal Outreach, GLIDE Memorial Church, Legal Services for Children, Bay Area Legal Aid, Not for Sale

*Recent Successes:* • Filed a lawsuit with the NAACP and local community groups seeking to consolidate a segregated rural public school system in North Carolina

- Filed a writ petition with the ACLU to compel the Sacramento County Sheriff's Department to provide records relating to its use of highly invasive cellular surveillance technology and, in that process, obtained information that contributed to a policy change to require warrants prior to the use of this technology

## SILICON VALLEY



- Areas of Pro Bono Engagement:*
- asylum and immigration, veterans, fair housing and tenants' rights, corporate and regulatory, education
- Key Partner Organizations:*
- San Francisco Bar Association's Justice & Diversity Center, Legal Aid Society of San Mateo, Community Legal Services of East Palo Alto, Law Foundation of Silicon Valley, Next Door Solutions to Domestic Violence, Lawyers' Committee for Civil Rights
- Recent Successes:*
- Confirmed asylum for a single mother who had suffered violence and persecution in Honduras, and continue to work to bring her son to the United States to join her
  - Represented an inmate currently housed in Kern Valley State Prison on his excessive force claim, and, as a result of this work, our client now has the opportunity to take the officer who abused him to trial

## WASHINGTON, D.C.



- Areas of Pro Bono Engagement:*
- civil rights, prisoners' rights, children, animal rights, veterans, homelessness, fair housing and tenants' rights, asylum and immigration, Holocaust reparations, corporate and regulatory, anti-human-trafficking and human rights, nonprofits and NGOs
- Key Partner Organizations:*
- Kids in Need of Defense, Humane Society of the United States, Ashoka, Children's Law Center, Polaris Project, Charter Board Partners, National Veterans Legal Services Program, National Law Center on Homelessness & Poverty, Tahirih Justice Center, Network for Victim Recovery of DC, Washington Lawyers' Committee for Civil Rights and Urban Affairs, Whitman-Walker Health, DC Bar Pro Bono Program
- Recent Successes:*
- Continued to represent D.C. mayor Muriel Bowser in pending litigation defending the validity of a budget autonomy act, overwhelmingly supported by voters, which allows the District to enact its own local budgets, rather than having Congress actively manage the District's finances
  - Represented a group of homeless individuals against the City of Boise, alleging that certain anti-camping ordinances violate the Eighth Amendment by criminalizing homelessness
  - Represented more than 10 unaccompanied minors seeking immigration relief

## Why We Do Pro Bono

More than 2,000 lawyers at Latham & Watkins take on pro bono matters each year. A few of our partners and associates explain why.

“I’m particularly proud of the firm’s asylum program, which works with clients who risked everything to escape lives of terror. Helping these pro bono clients gives proper perspective on what is important in this world.”

### **Rick Frenkel**

*Partner, Silicon Valley*



“Participating in pro bono has given me some of the most memorable experiences of my career. I’ve had the opportunity to interact with lawyers from other offices and practices while advocating on behalf of incredibly worthy causes. There’s no feeling quite like using my legal skills to contribute to the greater good.”

### **Helena Potts**

*Partner, London*



“Our pro bono clients have compelling stories, but need an advocate to speak on their behalf. Pro bono work is important because it provides a voice to those who have suffered harm, but are otherwise unable to find a voice in our legal system.”

### **Kevin Mallen**

*Associate, New York*





“It’s very easy to get caught up in one’s commercial practice, but pro bono reminds us that the legal profession is primarily about helping people. When I undertake pro bono work, I’m promoting fairness and spreading justice.”

**Bairta Ochirova**

*Associate, Moscow*



“Pro bono service not only lessens the justice gap, but it also benefits those who do it, by enhancing our connections to the community, increasing job satisfaction, and giving us a better understanding of individuals from divergent backgrounds.”

**Andrea Hogan**

*Partner, San Francisco*



“As long as inequality, injustice, and indifference persist, it is incumbent on each of us to contribute our unique skills and influence to promote equitable access to top-notch legal services around the world.”

**Eyad Latif**

*Associate, Dubai*





# Advising Nonprofits and NGOs

Our legal work enables our nonprofit partners around the world to do what they do best, from protecting the environment to combating governmental corruption to fighting for disability rights. Below is a sampling of some of the many nonprofits, NGOs, and charities we assisted this year.

- **A Leg To Stand On:** provides free prosthetic limbs, corrective surgery, and orthotic devices to children in developing countries who have lost their limbs
- **CARE:** fights poverty worldwide and provides emergency relief in war-torn areas, conflict zones, and regions impacted by natural disasters
- **Challenger Center for Space Education:** carries on the spirit of the Space Shuttle *Challenger* crew by developing innovative and inspiring ways to educate students and engage teachers in science, technology, engineering, and math
- **The Heroes Project:** cares for, works with, and supports veterans, soldiers, and military families and communities
- **Humane Society of the United States and Humane Society International:** help and protect animals, prevent animal cruelty, and create a more humane society for people and animals alike
- **Lava Mae:** repurposes retired buses to give the homeless in San Francisco access to private bathroom and shower facilities
- **Martin Luther King, Jr. Community Hospital:** provides general acute and emergency room care, intensive care, labor and delivery services, health education, and outreach services, as well as jobs, in underserved South Los Angeles
- **Monarch Institute and School:** delivers therapeutic education for individuals with neurological differences, including people with autism spectrum disorder and learning disabilities
- **Not For Sale:** combats modern-day slavery and human trafficking around the world, working to protect vulnerable individuals and communities
- **Open Cinema:** uses the power of film to reach marginalized populations in the United Kingdom and Ireland
- **Pink Alliance:** works to bring about LGBT equality through advocacy, campaigns, and events in Hong Kong
- **Plan UK:** uses a community-led approach to promote the rights, health, and well-being of children in some of the world's poorest countries
- **Tara Expéditions:** organizes trips to study the world's oceans and understand the impact of climate change
- **Ubuntu Education Fund:** offers cradle-to-career care to orphaned and vulnerable children in an impoverished township in South Africa
- **Wu Zhi Qiao Charitable Foundation:** designs and builds footpaths, bridges, and ecologically sound facilities in rural China to spur economic development, encourage sustainable building practices, and improve the lives of the isolated and poor
- **Year Up:** runs a year-long training program that gives young people a unique combination of technical and professional skills, college credits, an educational stipend, and corporate internships, enabling them to move on to higher education or full-time employment in corporate settings ■







## Assisting Holocaust Survivors

**Over the past decade, our lawyers have helped hundreds of Holocaust survivors be acknowledged and compensated by the German government for labor performed in ghettos during World War II.**

More than 350 lawyers from our Boston, Düsseldorf, Frankfurt, Hamburg, Houston, Los Angeles, Munich, New York, Orange County, San Diego, and Washington, D.C. offices have helped over 400 Holocaust survivors secure millions of dollars in lump-sum payments, with thousands more in ongoing monthly payments.

Under a law known in the United States by its German acronym ZRBG, Holocaust survivors who worked in Nazi-controlled ghettos could be eligible for a lifetime monthly pension out of Germany's social insurance system. Many of our survivor clients are reluctant to undertake the complicated, time-consuming application process on their own or have had prior applications rejected by the German insurance agency DRV (Deutsche Rentenversicherung).

According to Bet Tzedek Legal Services, a nonprofit organization that provides free legal assistance to Holocaust survivors, seniors, and low-income individuals in Los Angeles, and one of our long-standing pro bono partners, 25 percent of Holocaust survivors live beneath the poverty line. Because our clients are in their 80s or older, the money received from these

pensions allows them to get necessary medical care, provide for their families, and live the remainder of their lives in dignity. An ancillary benefit is that the application process gives these men and women the opportunity to share their stories and create a written record of their personal histories during the Holocaust for future generations.

Latham maintains a coordinated effort across its offices to reach out to hundreds of clients and initiate reviews by the German insurance agency on their behalf. As part of this ongoing work, our clients, including a widow seeking compensation for her late husband's work in a Polish ghetto during the Nazi occupation, were collectively awarded more than €1 million in additional back pay this year in the New York area alone. The firm was delighted to be recognized by *Super Lawyers* magazine for its Holocaust reparations program, receiving a 2014 Pro Bono Award.

While no monetary amount could ever make up for what our survivor clients endured, the funds they receive under these programs provide meaningful, often much-needed financial support, as well as poignant recognition of their experiences. ■





# Building Stronger Societies

**Legal clinics allow our lawyers to interact directly with, and ensure the equal representation of, underserved populations.**

Universal access to justice is a core tenet of an effective legal system, and Latham & Watkins joins with an array of nonprofits, law schools, and other organizations to participate in dozens of legal clinics each year. We also collaborate with these organizations to establish and run our own legal clinics around the world. Our work encompasses a variety of legal issues, while enabling us to interact one-on-one with those in need and to offer immediate, proactive solutions to legal challenges.

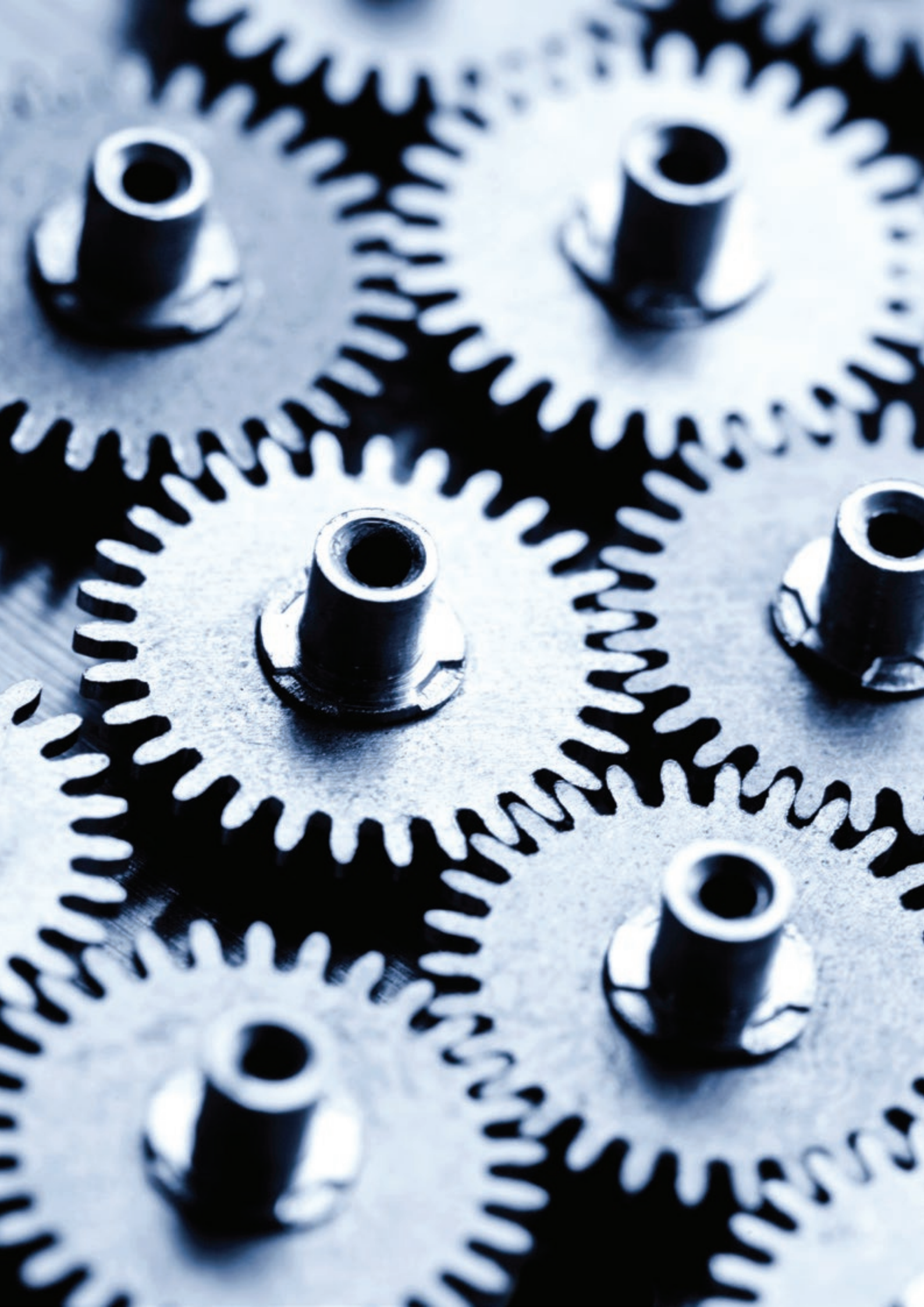
Since 2012, for instance, our lawyers have partnered with French humanitarian organization Droits d'Urgence to run a biweekly clinic at a hospital in the north of Paris. Together, we help indigent and immigrant clients address the legal, cultural, social, and linguistic hurdles that arise when navigating government bureaucracies. Our lawyers advise on asylum and immigration, debt, labor and employment, and criminal law, and assist with administrative filings for applications to public benefit programs.

This year, lawyers in our New York office hosted several small business clinics, serving nearly 150 low-income entrepreneurs seeking to build and sustain thriving businesses in order to increase their financial security and stimulate economic activity in New York City's underserved communities. Along with the NYC Department of Small Business Services, our lawyers counsel clients on entity formation, contracts and leases, intellectual property and licensing, and other questions that occur when trying to start or run a business, with the ultimate

goal of helping the entrepreneurs identify the next step to attain their business goals.

Our lawyers in London launched a new legal clinic in 2015 in collaboration with TrustLaw, the pro bono arm of the Thomson Reuters Foundation that works to trigger change and empower people around the world, and ClearlySo, a social enterprise incubator. The clinic specifically targets social entrepreneurs seeking to have a positive impact with business-based solutions. Attendees at our inaugural clinic included enterprises devoted to providing peer-to-peer support for youth mental health, building quality shelters for use in disaster zones, sharing DNA data to benefit patients, offering communications solutions for the disabled, and providing accessible student loans, among other endeavors. Our London lawyers also regularly participate in clinics held by Bethnal Green Legal Advice Centre and the Citizens Advice Bureau at the Royal Courts of Justice.

And, in Moscow, our lawyers have been instrumental in helping students at leading area law schools, including the Moscow State University and the Russian Academy for Foreign Trade, who are setting up legal clinics. Latham runs training seminars for students and staff that cover ethics, best practices, and operations and organizational issues that commonly crop up in legal clinics. This work not only aids the clients who attend the clinics, but also helps instill a sense of public service in the next generation of lawyers and enhance the culture of pro bono in Russia. ■





# Combating Human Trafficking

**Latham & Watkins fought on the front lines of the largest human trafficking civil action in US history, part of an historic coalition of law firms that secured justice for a group of 500 abused guest workers.**

In 2006, Signal International, Inc., a marine fabrication company based in the southern United States, recruited hundreds of Indian laborers to work as pipefitters, welders, and other employees in the aftermath of Hurricanes Katrina and Rita. These workers were promised green cards and possible resettlement with their families. The reality, however, was markedly different.

The men were first forced to pay exorbitant recruiting fees of up to US\$15,000. Upon arriving in the United States, the workers were required to live in squalid “man camps,” trailers on a tract of land that Signal management facetiously referred to as “the Reservation”—and they were charged an additional \$1,050 a month to do so. They suffered harassment and racism, and endured abusive working conditions.

Eventually the Indian workers mobilized and filed a lawsuit. Assisted by the Southern Poverty Law Center (a nonprofit civil rights organization), the initial lawsuit was filed as a class action on behalf of all affected workers. When the federal court declined to certify the class, a coalition of law firms brought 12 separate lawsuits in Louisiana and Texas on the behalf of the workers. Latham was the first firm to join this coalition when we signed on to represent 47 workers.

Combating human trafficking has become a particular area of focus at the firm in

recent years. In conjunction with our work on the Signal matter, we represent victims of human trafficking in immigration matters, assist victims of bonded labor in seeking redress and compensation, and counsel leading nonprofits and NGOs who seek to end modern-day slavery, including Not For Sale, the Polaris Project, International Justice Mission, the Poppy Project, and KARO e.V. Together, we develop strategies for systemic reform.

A January 2015 trial resulted in a US\$14 million verdict for the first five workers to file suit. In July 2015, days before the Latham team was set to go to trial, Signal entered into an agreement to settle the lawsuits as part of its impending bankruptcy petition. Not only was the company required to pay out more than US\$20 million to the plaintiffs, but its CEO also issued an apology. It reads, in part: “Signal was wrong in failing to ensure that the guest workers were treated with the respect and dignity they deserved. . . . [The company] is pleased that the settlement will ultimately result in meaningful recovery to those who have been affected.”

In addition to securing justice for our clients, this matter offers a roadmap for future coalitions of law firms looking to combine their resources and talents. It also has profound ramifications for guest workers, as federal lawmakers consider ways to prevent similar deprivations and discrimination. ■





# Enabling Pro Bono Legal Services Around the World

**Published in 2005, the first edition of the “Survey of Pro Bono Practices and Opportunities” covered 11 jurisdictions in Europe. The fourth edition, to be published this year, covers 84 countries in Europe, Asia-Pacific, the Americas, the Middle East, and Africa—and demonstrates the remarkable growth of pro bono legal services worldwide.**

In recent years, interest and engagement in pro bono legal services have grown dramatically around the world. Whereas a few years ago the focus was on issues of permissibility and compatibility with local legal systems, today the focus is decidedly practical: the question is how, not whether, pro bono representations may be undertaken.

Yet many lawyers, especially those outside the United States, simply do not know where to start or whom to contact. This lack of information has been a significant barrier to the development of a pro bono culture and practice for lawyers in many countries. To address this deficiency, in 2005 Latham & Watkins joined forces with the Pro Bono Institute (PBI), our longtime partner, to publish the “Survey of Pro Bono Practices and Opportunities,” providing information on the legal and cultural landscape for pro bono engagement across a handful of European jurisdictions.

In 2015, a team of more than 120 Latham lawyers and professional staff across 30 offices conducted extensive research to update, significantly expand, and publish the survey’s 10th anniversary edition. The 2015 survey details the current state of pro bono in 84 countries

in Europe, Asia-Pacific, the Americas, the Middle East, and Africa. It explains how lawyers can engage in pro bono legal services, along with describing potential barriers and obstacles. Our work included updating existing chapters and researching and drafting new chapters, as well as coordinating a vast amount of additional research and input provided by local law firms and practitioners, in-house lawyers, and NGOs around the globe.

The survey is part of an ongoing effort to promote the concept of pro bono representation globally. As the only resource of its kind, the survey is a must-have guide to pro bono practices from Angola to Venezuela, Belgium to Bulgaria, Indonesia to Lithuania. As such, it is widely used by law firms, in-house legal departments, and public interest groups that provide or are looking to provide pro bono legal services in different jurisdictions.

At Latham, our pro bono practice has grown in tandem with the expansion of our global footprint. We are very proud of our decade-long collaboration with PBI to help facilitate the expansion of pro bono among all legal practitioners through the survey. ■







# Fighting for Civil Rights

## Everyone deserves equal protection under the law, including California State Prison Inmate #7123\*.

After a confrontation with two correctional officers, our client Luke\*, who is currently serving a sentence of 25 years to life in a California state prison, unsuccessfully represented himself at the US District Court in an excessive force claim. The action was brought under Section 1983, a federal statute that allows individuals to bring private, civil actions against those acting “under color of state law” for civil rights violations.

Latham & Watkins has a long tradition of engaging in work that furthers and supports civil rights for all, including on behalf of prisoners. Although this population is known to have significant medical and mental health risks, many prisoners are frequently exposed to unsafe conditions and treatment in violation of their constitutional rights. In fact, the United States is the only democracy in the world with no independent authority to monitor prison conditions and enforce health and safety standards. Our lawyers regularly represent prisoners like Luke who are subjected to illegal brutality.

Luke alleged that he was attacked by two correctional officers following a violation hearing at which there was a heated exchange between Luke and the officers’ sergeant. Luke claimed that one of the officers violently yanked on his waist chain through his prison cell’s food port while using racial epithets, then ordered the

other officer to douse him in the face with pepper spray. The second officer complied, spraying Luke.

Lawyers from our Silicon Valley office argued that there was a real dispute as to whether or not the pepper spray was used for the malicious and sadistic infliction of pain, and that the officer was not protected under qualified immunity. In addition, we argued that the lower court applied the wrong evidentiary standard and ignored key evidence regarding the circumstances of the correctional officer pepper spraying our client.

Ultimately, the Ninth Circuit reversed the District Court’s grant of summary judgment and remanded for further proceedings against that officer. As a result, Luke was able to have his allegations against that officer heard at trial.

Access to justice is about giving a voice to the underserved and voiceless whenever their rights are violated. Without Latham’s assistance, Luke’s claims may have gone unheard or unrecognized. His case demonstrates the difference lawyers can make in protecting vulnerable populations from civil rights violations, ensuring that every citizen, regardless of means or circumstances, is afforded the legal rights to which they are entitled. ■

*\*Pseudonyms*







# Protecting Survivors of Domestic Violence

**In the United States, violence against women has become an epidemic, with more than 33 percent of women abused, stalked, or sexually assaulted by a family member.**

Survivors of domestic violence often lack legal representation and struggle to independently navigate a system that can be intimidating, frustrating, and overwhelming. In response, lawyers from nearly all of our US offices provide direct pro bono representation, helping individuals and families obtain emergency and permanent restraining orders against their abusers.

For example, Latham recently won a momentous victory for Tabitha\* and her three children. When her husband brought her to the United States from Vietnam, Tabitha expected to find comfort, safety, and security. Instead, she and her children suffered verbal, physical, and sexual abuse, including death threats, for more than 14 years. Eventually, Tabitha and her children escaped to a local shelter, where lawyers from our Orange County office were able to help them secure a permanent restraining order against Tabitha's husband. Tabitha was also awarded sole custody of the children without any visitation rights for the abuser, ensuring that she can finally start creating a better life for her family.

Our Chicago office, working closely with conflict specialists and support staff throughout the firm, developed a domestic violence clinic that was ultimately adopted by the Domestic Violence Division of Cook County Courts as its model for a court-organized clinic. The clinic grew out of a partnership between Latham and the City of Chicago Mayor's Office on Domestic Violence. The goal was to devise a program that would enable lawyers from

private firms to get involved in domestic violence cases on a pro bono basis at the earliest possible stage—when the victim is filing for an emergency order of protection. The firm's clinic structure allows lawyers to appear in court within hours of taking on a case, bringing speed and efficiency to domestic violence survivors seeking emergency as well as long-term orders of protection. Over the years, more than 150 Latham partners, counsel, associates, and paralegals in our Chicago office have represented more than 100 domestic violence victims. Today, more than a dozen area law firms also participate.

In 2015, the firm launched an innovative transatlantic partnership between our offices in London and New York that works to protect victims of domestic violence under the Violence Against Women Act (VAWA). VAWA allows immigrant women who are married to US citizens or permanent residents to petition for US residency separate from their spousal abusers. Through this partnership, US-qualified lawyers practicing in our London office work alongside our New York lawyers to represent clients in the United States. Under the Victims of Trafficking and Violence Protection Act (VTVPA), noncitizen victims of certain violent crimes, including rape, incest, felonious assault, domestic violence, trafficking, and kidnapping, who assist law enforcement authorities with their investigations, can petition for a U visa. All told, lawyers throughout our firm engaged on more than 175 VAWA and U visa cases this year. ■

*\*Pseudonym*







# Responding to the Syrian Refugee Crisis

**According to the United Nations, more than 11 million people have been displaced as a result of the Syrian Civil War. All too often, however, escaping the violence is but the first step on a long road to safety and stability.**

Germany has accepted more refugees than any other European Union state, with an “open door” policy that offers safe haven, resettlement assistance, housing, and a small stipend to those who qualify. Yet these refugees must still contend with a volatile and complex legal process. German asylum law is changing rapidly and frequently as the country struggles to absorb this dramatic influx of migrants.

In response, our German lawyers have partnered with immigration law clinics to help refugees understand and exercise their rights. Almost every Latham lawyer based in Munich, Frankfurt, Düsseldorf, and Hamburg participated in a recent training session on asylum law developments, qualifying them to volunteer at refugee law clinics and lead seminars on the asylum application process. Through a partnership with the University of Hamburg’s Refugee Law Clinic, we launched a series of weekly seminars on asylum law for Syrian refugees this year.

Our lawyers throughout the firm work directly with clients, answering questions, helping develop a plan for asylum applicants, and providing meaningful support through the daunting process of simultaneously coping with the crisis in their homeland and transitioning and acclimating into the European Union.

Latham also offers pro bono counsel to several humanitarian organizations, including CARE USA, the International Committee of the Red Cross, and Mercy Corps, which offer essential on-the-ground assistance in some of the most underserved areas of the world. Our lawyers help these organizations understand and overcome crucial barriers to providing emergency relief in Syria, such as restrictions and prohibitions tied to stringent US economic sanctions and related export controls targeting US-regulated goods, software, and technology. Even basic equipment like laptops and satellite phones may require export licensing from the US Commerce Department to allow it to be carried into Syria on even a temporary basis. Our lawyers help these organizations implement their programmatic missions, develop strategies for the future, and deliver aid to those who need it the most.

Latham further supplements its pro bono efforts with financial support. In October, we launched a firmwide donation matching program to benefit three nonprofits address the Syrian refugee crisis: Doctors Without Borders, Save the Children, and UNICEF. Within two months, the firm matched more than US\$250,000 in employee donations to advance the vital missions of these organizations. ■







## Saving the Arts

**The gripping story of a theater facing imminent closure in an underserved London neighborhood could have been lifted from one of the plays performed on its stage. But this legal drama was very real.**

London's East End has one of the most diverse populations in the city and encompasses some of its poorest areas. Housed in a former leather factory, the Rich Mix Cultural Foundation is the East End's major performing arts venue. It hosts hundreds of programs in its performance spaces and cinemas, welcoming 200,000 visitors each year, more than half of whom come from nearby neighborhoods and roughly a third of whom are from low-income backgrounds.

Despite its laudable mission of bringing people together through the arts, Rich Mix was facing imminent closure at the apparent direction of the then-mayor of London Borough of Tower Hamlets (LBTH), the East End neighborhood where the venue is located. The costly, complicated legal battle that ensued finally saw resolution in 2015.

The dispute began when LBTH sought repayment of £850,000 in funding given by LBTH to Rich Mix in 2004. Rich Mix did not believe that this funding was meant to be a loan, nor did it have funds available for repayment. Separately, Rich Mix was owed £1.6 million in "planning gains" money—funds that a developer had paid LBTH as part of securing planning permission for a residential development near Rich Mix in 2010.

Led by the mayor, LBTH commenced a claim against Rich Mix in 2012 seeking repayment of the £850,000 plus interest. Rich Mix's counterclaim failed. In addition, LBTH refused to pass on the "planning gains" money. With Rich Mix on the verge of defeat and closure, Latham & Watkins came on board to represent the nonprofit organization.

A team of lawyers in our London office developed a creative strategy that included a robust legal defense combined with an extensive public relations campaign. The local community also began lobbying on behalf of Rich Mix, with more than 17,000 people signing a petition to keep the venue open. The mayor was eventually forced out of office amidst charges of electoral fraud, a situation that presented an opening for new, substantive settlement discussions between Rich Mix and LBTH.

After more than four years of feuding, the parties settled in 2015, with LBTH releasing the £1.6 million "planning gains" funds to Rich Mix and Rich Mix agreeing to repay the £850,000 given to it in 2004. The settlement ensures that this important institution, where residents and guests can continue to make and experience art, remains a vital part of the East End. ■





## Securing Asylum

**After being raped and impregnated, after being abandoned by her family for having a child out of wedlock, after watching other lesbians be kidnapped, and after enduring the disappearance of her own girlfriend—Juba\* realized she was no longer safe in Nigeria. So she fled to the United States.**

Amir\* had other reasons for seeking asylum: he is a member of a tiny ethnic minority in Chad that is routinely abducted, beaten, and killed by the ruling ethnic group. So did Rosa\*, who grew up in a small village in Guatemala, where she was sexually assaulted by her stepfather and abused by her mother. At age 16, she agreed to marry a man she'd never met. Subsequently trafficked to the United States, she was apprehended at the border.

Many who seek asylum have stories equally as compelling as those of our clients Juba, Amir, and Rosa. Over the past 15 years, Latham has developed a premier human rights practice, representing hundreds of asylum seekers fleeing persecution in their home countries based on their political views, religion, nationality, gender, and sexual orientation, as well as unaccompanied abused, abandoned, and neglected youth seeking lawful immigration status. Along with advising individuals, our lawyers work to prevent wider abuses and deprivation of rights.

Asylum cases often require extensive research, translation, discovery, and documentation. Our lawyers must show that the client has a well-founded fear of future persecution on account of five protected grounds. Understanding our clients' experiences and conveying them to the courts requires a great deal of sensitivity and deftness.

We undertake asylum matters around the world. In Hong Kong, for example,

our lawyers collaborate with Justice Centre Hong Kong, advising refugees seeking asylum and protection from torture and cruel, degrading treatment or punishment, as well as survivors of human trafficking.

As part of the Deferred Action for Childhood Arrivals (DACA) Clinic and in conjunction with Casa Cornelia Law Center, which provides free legal services to victims of human and civil rights violations, our lawyers in San Diego have assisted dozens of motivated young people—who were brought to the United States as children and have since contributed to the community through education or military service—to determine their eligibility for relief under the federal government's DACA program, which may defer removal action of an individual under certain conditions. In Germany, our lawyers have been giving seminars on the asylum process for refugees (to learn more about this initiative, see p. 31).

Juba, Amir, Rosa, and many other clients received asylum in 2015, as a result of the efforts of Latham lawyers and our partner organizations. In some cases, our clients are working or attending school. In other cases, we are continuing to assist them as they apply for their families to join them. In every case, however, our clients escaped the fear and violence that plagued them in their home countries, and have begun to create new lives in safety and freedom. ■

*\*Pseudonyms*





## Serving Those Who Served

**Some 300,000 US veterans live on the streets or in shelters on any given night, while countless others struggle with post-traumatic stress syndrome (PTSD) and drug and alcohol addiction. The wounds of war endure.**

Take Nicholas\*, a member of the Army National Guard who was honorably discharged in 2007. Nicholas has constant flashbacks of witnessing Afghani children being killed in IED explosions, and he reports strong paranoid beliefs, suicidal thoughts, memory loss, and hallucinations. As a result, he is unable to hold a job and never leaves his house, except for his Veterans Affairs (VA) appointments.

Latham & Watkins is committed to helping veterans, including those who served in the post-9/11 conflicts in Iraq and Afghanistan, such as Nicholas, to rebuild their lives. Lawyers in nearly all of our US offices participate in Lawyers Serving Warriors, an initiative instituted by the nonprofit National Veterans Legal Services Program (NVLSP) to provide legal assistance to Iraq and Afghanistan veterans with disabilities. Over the past three years, we have taken on more than 120 matters referred to us by the NVLSP for US veterans concerning Combat Related Special Compensation (CRSC) and appeals related to disability ratings under consideration of the Physical Disability Board of Review (PDBR). CRSC can provide hundreds of dollars per month in tax-free compensation for combat-related injuries to eligible veterans for the rest of their lives.

Our lawyers also work with local organizations to represent veterans in their communities. We assist with disability

benefits and other matters, such as filing petitions for changes of discharge status, which can affect benefits eligibility. Working with Swords to Plowshares, a nonprofit organization that supports veterans in the Bay Area, lawyers in our San Francisco office successfully appealed Nicholas's CRSC disability rating. As a result of our work, this rating was increased to 100 percent, significantly improving Nicholas's circumstances and care, and acknowledging the sacrifices he made for his country.

The firm complements these multifaceted efforts by sponsoring three Equal Justice Works fellows whose two-year public interest fellowships are devoted to providing holistic pro bono support to veterans. Anne Hudson-Price spent her 2013–2015 fellowship offering civil legal services to justice-involved veterans and, in particular, service members involved with the Veterans Treatment Courts. Keith Hoffman, our 2014–2016 fellow, has established legal clinics at VA medical centers in the Bronx and Manhattan. And Sara Huffman, our 2015–2017 fellow, counsels elderly, low-income veterans in the Bay Area. We are proud to sponsor and support these young veteran-focused public interest lawyers at the start of their careers. ■

*\*Pseudonym*





# Transforming Communities

**When is a home no longer a home? When it is unsafe, uninhabitable, and unlivable.**

To afford a modest, two-bedroom apartment in California, renters need to earn a wage of \$26.65 per hour. Therefore, a renter earning the federal minimum wage of \$7.25 per hour would need to work 118 hours per week simply to afford an apartment at the fair market rent rate.

At the same time, California has a perpetual shortage of affordable housing across nearly every major metropolitan area. Low-income residents often endure substandard living conditions rather than risk eviction and homelessness. Sometimes a slum is better than no home at all.

Until it isn't. Our clients resided in a 20-unit apartment building previously owned by a notorious slumlord. The building had fallen into an abysmal state of disrepair: for many years, our clients tolerated mold, defective heating and plumbing, and rotting walls and ceilings. They suffered from cockroach bites, had their food contaminated with rodent waste, watched as vermin destroyed their appliances and clothes, and developed significant physical and emotional ailments as a result. Repeated violations were documented by the Los Angeles Housing Department and the Los Angeles County Department of Public Health, but the situation only grew worse.

Partnering with the Inner City Law Center, an organization in downtown

Los Angeles that fights slum housing and homelessness, a team of lawyers in our Los Angeles office represented 40 tenants as they coped with these vile living conditions. We prepared for extensive discovery, including taking and defending more than a dozen depositions and gathering information and testimonials from property managers, inspectors, medical experts, and even entomologists. These efforts were complicated by translation issues and the difficulty some tenants had in opening up about their emotional struggles. Several rounds of mediation ensued.

After nearly two years, we secured a significant settlement for our clients from the property owners and managers a week before the scheduled trial.

This is just one of the many matters we take on each year on behalf of low-income tenants. Our legal counsel ranges from enforcing compliance with housing standards to repairing neglected property to compensating tenants for injuries sustained due to dangerous, substandard living conditions. Our work in this area affirms the principle that safe, habitable housing is a basic human need, and that lawyers and public interest organizers are on standby and have the resources required to hold slumlords accountable. ■





# Upholding the First Amendment

**“Muslims hate terrorism! They also hate: People who tell you they went to an Ivy League school within 10 seconds of meeting them . . . When the deli guy doesn’t put enough schmear on your bagel . . . Hipsters who wear winter hats in the summer . . . The pickling of everything.”**

After agreeing to run the text above as well as other advertisements—which promote a documentary about American Muslim comedians that attempts to counter Islamophobia with wit—the New York City Metropolitan Transit Authority (MTA) reversed course and decided that the ads were too political to be displayed on its subways and in its stations.

The ad campaign began in September 2014, after a controversial organization with a history of engaging in Islamophobic media campaigns announced it was purchasing advertising space in the New York City subway. While comedians Negin Farsad and Dean Obeidallah found the bigoted ads repellent, they realized that the ads, hateful as they may be, had a right to exist under the First Amendment. But that didn’t mean the comedians couldn’t issue a response and promote their movie with the art form they know best: humor. So their company, Vaguely Qualified Productions LLC (VQP), launched its own “Fighting Bigotry With Delightful Posters” campaign, dubbed “The Muslims Are Coming!”

One of the underlying purposes of the VQP campaign was to emphasize that Muslims are just like everyone else: they eat bagels, they hate hipsters, they have a sense of humor. The ads feature such tongue-in-cheek statements as “The Ugly Truth About Muslims: Muslims have great frittata recipes” and “Facts About Muslims: Grownup Muslims can do more pushups than baby Muslims.”

After VQP submitted the ads to the MTA in fall 2014, the MTA requested numerous changes, all of which VQP made. After four

months of back and forth, the MTA finally approved the ads, and VQP’s contract promised that the ads would be posted beginning on April 27. But the ads never appeared. On April 29, the MTA announced changes to its advertising policy, which prohibited political ads. In doing so, the organization characterized the VQP ads as “political in nature,” and therefore refused to display them.

A team of lawyers from Latham & Watkins and Muslim Advocates (a national legal advocacy and educational organization) successfully argued that the MTA’s rejection of the ads constituted a violation of the First Amendment. In denying the MTA’s motion to dismiss and granting VQP’s motion for preliminary injunction, the US district judge ruled overwhelmingly in favor of VQP, determining that the MTA’s classification of the posters as political was “utterly unreasonable.”

The judge understood and supported the fundamental argument put forth by VQP: the truism that American Muslims are ordinary Americans is not a political statement. The judge wrote that “[t]he text of the messages that would be posted in the subways is not ‘prominently or predominantly political’—unless we have reached the unhappy moment in this country where the mere mention of one of the three Abrahamic faiths is ‘prominently or predominantly political’ simply because that faith is Islam.” A preliminary injunction in favor of VQP was issued in October 2015, and a confidential resolution was reached allowing the display of the ads in early 2016. ■





# Latham in the Community

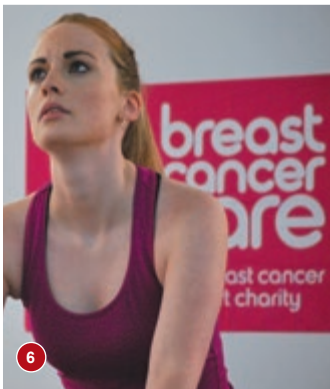
**Our offices and personnel generously donate their time, money, and talents to causes that matter. Here are some highlights from the many community service initiatives undertaken around the firm this year.**

## ATHLETICS

- 1 Lawyers and staff in our London office participated in the London Legal Walk to raise money for free legal advice charities in and around London.
- 2 The firm's annual Spring Challenge fitness event was launched as the "Fit for Good" charity initiative this year, with more than 2,200 lawyers and staff in our offices around the globe competing to see who could accumulate the most steps. Participants pledged their fitness activities to an array of charities, with donations going to Save the Children and Doctors Without Borders/Médecins Sans Frontières, two nonprofit organizations that perform humanitarian work around the world.
- 3 Team Latham participated in the annual AIDS Walk in Los Angeles and Washington, D.C., events that benefit organizations providing critical care to those infected with or affected by HIV and AIDS.
- 4 Our Washington, D.C. and Boston offices fielded teams in several local events to benefit the American Heart Association.
- 5 Members of our Los Angeles-area offices climbed nearly 1,700 stairs (75 stories) to the top of the US Bank Tower in Los Angeles, the tallest building west of the Mississippi, to support Ketchum-Downtown YMCA's programs for youth, families, and senior citizens.
- 6 Our London office sponsored a team in the Tour de France to benefit Breast Cancer Care. Now in its fourth year, the fundraising event brings together the top law firms in the United Kingdom to cycle over 1,000 kilometers, from London to Paris and back, on stationary bikes.
- 7 For the 18th year in a row, New York lawyers and staff, as well as their families and friends, took part in the JDRF One Walk. JDRF is the largest private funder of diabetes research in the world.
- 8 Once again our Tokyo office fielded a large group at the annual Run for the Cure/ Walk for Life 2015, held on the grounds of the Tokyo Imperial Palace. This event supports the efforts of the Run for the Cure Foundation, which raises funds for breast cancer research.









## VOLUNTEERING

- 1 Our Hong Kong office held a reception to celebrate 10 years of the Cambodian Children's Fund, which improves the lives of Cambodia's most destitute children and families. Tola, a former CCF student, spoke, as did CCF's founder and executive director.
- 2 Our New York office hosted a reception for Pro Bono Net that honored its work with the Immigration Advocates Network, the largest network of pro bono legal advocates and nonprofits working on behalf of immigrants' rights in the US.
- 3 The firm sponsored the 17th annual Do the Write Thing essay contest, in which middle-school students write about how violence impacts their lives and invites them to suggest solutions. The top two essayists attended the national competition in Washington, D.C.
- 4 Volunteers from our D.C. office regularly help out at Miriam's Kitchen. This nonprofit organization not only gives meals to the chronically homeless in D.C. but also provides support and services to address the underlying causes of homelessness and help clients transition into permanent housing.
- 5 Members of our Boston office often volunteer at Rosie's Place. Founded in 1974 as the first women's shelter in the United States, Rosie's Place provides a safe and nurturing environment to help poor and homeless women.
- 6 Lawyers and staff in our Hong Kong office spent the day packing and delivering gift bags to the elderly at the St. James' Settlement Community Centre.
- 7 For the fourth year in a row, we hosted 10 high school students in our London office for a week of training and mentoring as part of the PRIME social mobility initiative, which provides quality work experience to students from underprivileged backgrounds.
- 8 Friends of the firm joined lawyers and staff from our D.C. office at the Common Good City Farm, which grows food for low-income residents and provides educational opportunities.
- 9 Our Community Outreach Working Group hosted a Sandwich Brigade in which group members prepared more than 750 sandwiches for Martha's Table, an organization working to engage the community in developing sustainable solutions to poverty in the D.C. area.
- 10 Lawyers and staff in our Tokyo office spent a fall weekend building a playground and hosting a barbecue for children in northeast Japan, in an area that was affected by the 2011 tsunami and earthquake.









## FUNDRAISING

- 1 Latham raised US\$100,000, more money than any other firm, in the 2015 Food from the Bar campaign, a friendly competition among local law firms to help the Los Angeles Regional Food Bank in its efforts to fight hunger.
- 2 Our lawyers and staff don't just work hard—they also rock hard. Led by San Francisco partner Peter Wald, lawyers in our Bay Area offices play in *Montgomery Station*, which has raised money for the Family Violence Appellate Project. *Diversion* and *Estoppelgangers*, two other Latham rock bands, have also played benefit concerts on behalf of the All Stars Project, Foster Care Counts, and Miriam's Kitchen.
- 3 At its annual Chili Cook Off, lawyers, summer associates, and staff in our San Diego office created and sampled 14 cleverly named chilis, each vying for such honors as Best Name, Spiciest, and People's Choice. Proceeds from this year's event went to the Becky's House Domestic Violence Program at the YMCA of San Diego County.
- 4 The 2015 Generous Associates Campaign raised more than US\$1.3 million to benefit the Legal Aid Society of the District of Columbia. Latham raised US\$165,000—the largest amount ever raised by any single firm in the history of the campaign. This money will assist the Legal Aid Society in providing critical legal counsel to D.C.'s most vulnerable residents.
- 5 Lawyers from our Houston office offer pro bono counsel on an ongoing basis to the Monarch Institute and School, which delivers therapeutic education for individuals with neurological differences. The firm was delighted to participate in the organization's Miracle Maker Breakfast.



## HOLIDAY INITIATIVES

- 6 Every Latham office has its own unique holiday traditions. In Milan, Santa visited with children of Latham lawyers and staff, while members of the 2015 associate class entertained the New York office.
- 7 As part of its annual toy drive, our Houston office collected 2,425 toys, an average of 20 toys per person.
- 8 Our Frankfurt office created and collected shoeboxes filled with gifts and daily necessities for the organization Geschenke der Hoffnung e.V., which distributes the boxes to children in need in Eastern Europe throughout the holidays. In Hong Kong, our office wrapped shoeboxes full of pencils, erasers, origami paper, and other gifts for the children of St. James' Settlement Community Centre.
- 9 To celebrate the season, clients and friends of the firm joined lawyers, staff, and their families at our Houston office's annual ice skating event.







## Awards & Accolades

### Firm Praised for Work on Behalf of Trafficking Victims

At *The American Lawyer's* Global Legal Awards, which honor "the most distinguished international work" performed by law firms and their clients during 2014–2015, the historic coalition of law firms that secured justice for a group of 500 abused guest workers was recognized with several awards, including the Grand Prize in the Citizenship category and the Global Pro Bono Dispute of the Year Award. Latham was honored to be part of this coalition of firms, and thrilled to be recognized for its work on the largest human trafficking civil action in US history. To read more about Latham's involvement in this groundbreaking matter, see p.23.



*San Diego Pro Bono Committee members Nicole Ries Fox, Jennifer Casler-Goncalves, and Drew Gardiner are pictured here with counsel Darryl Steensma, associate Kristin Housh, partner John Wehrli, and associate Brittany Merrill Yeng, who were honored for their work with the San Diego Volunteer Lawyers Program.*



*(From left to right) Partner James Barrall, Allergan general counsel Arnold Pinkston, partner Cary Hyden, and partner Miles Ruthberg were recognized at The American Lawyer's Global Legal Awards.*

### Latham Commended by the American Bar Association

Latham won first place in the American Bar Association's National Day of Service competition, which measured events and activities at law firms that celebrated Pro Bono Week at the end of October. Recognizing "the increasing need for pro bono services during these harsh economic times and the unprecedented response of attorneys to meet this demand," the ABA created this annual celebration. Latham held almost 100 events around the firm as part of Pro Bono Week, from sponsoring pro bono legal clinics to organizing fundraisers to benefit local community groups to welcoming pro bono partner organizations for networking events and discussions.



*Erica Kaufman (far left), senior associate for corporate giving at the Children's Law Center, congratulates (from left to right) Latham manager of attorney recruitment and development CJ Bickley, partner Peter Winik, office administrator Mike Felty, of counsel Carolayne Hathaway, associate Liz Richards, and Office Managing Partner Alice Fisher, as Latham accepts the Children's Pro Bono Champion Award.*



Photo credit: Thomson Reuters Foundation

*London associates, including (from left to right) associates Andrew Boyd, Hanna Roos, Aoife McCabe, Katie Peek, Hyo Joo Kim, and Matthew Schneider, are congratulated by Monique Villa (second from right), CEO of Thomson Reuters Foundation. Aoife, Katie, Hyo, and associate Frances Stocks Allen (not pictured) collectively received TrustLaw's Lawyer of the Year Award. Andrew, Hanna, and Matthew are members of the London Pro Bono Committee.*

## Firm Named a "Caring Company"

For the fifth consecutive year, Latham was recognized by the Hong Kong Council of Social Service as one of the "Caring Companies" in Hong Kong, as a result of our Hong Kong office's achievements in corporate social responsibility and commitment to the community. Our lawyers and professional staff in Hong Kong have provided pro bono assistance through such organizations as the Justice Centre Hong Kong, Transgender Resources Center, Ashoka, ENGAGEHK/ Asia Community Ventures, RainLily, and iSEEK Culture Center. In addition, the office encourages its personnel to work directly with various nonprofit organizations, including volunteering at the food bank run by St. James' Settlement Community Centre, which helps area families living below the poverty line.





*Houston Office Managing Partner Michael Dillard and associates Alicia Handy and Elizabeth More accept a pro bono award from Lone Star Legal's Paul Furrh, CEO, and Linda Good, directing attorney.*

## Latham Receives Outstanding Law Firm Award

In recognition of the San Diego office's contributions to the San Diego Volunteer Lawyers Program (SDVLP), Latham received its Outstanding Law Firm Award. Over the years, Latham lawyers have donated more than 2,600 hours to the organization, working on matters in a variety of areas, including custody disputes and spousal identity theft. The oldest and most comprehensive pro bono legal services program in San Diego County, SDVLP serves especially vulnerable members of the community, including the homeless, the abused, veterans, immigrants, and those living with HIV and AIDS.

## London Team Collectively Wins Lawyer of the Year Award

London associates Hyo Joo Kim, Aoife McCabe, Katie Peek, and Frances Stocks collectively received the Lawyer of the Year Award from TrustLaw, the pro bono arm of

the Thomson Reuters Foundation that works to trigger change and empower people around the world. The firm was nominated for the prestigious award by longtime pro bono client Open Cinema, a not-for-profit company that provides a national network of community cinemas throughout the United Kingdom operated by and for homeless and socially excluded people.



*NLCHP board vice-chair and Carlyle Group managing director Bruce Rosenblum (left) presents the Pro Bono Counsel Award to Latham partner Allen Gardner.*



*(From left to right) Blaine Fogg, president of the Legal Aid Society, Latham associates Zachary Croft and Amanda Hernandez, Latham of counsel Chief Judge Jonathan Lippman, Richard Davis, chair of the Legal Aid Society's Board of Directors, and Seymour W. James, Jr., attorney-in-chief of the Legal Aid Society, celebrate at the 2015 Pro Bono Publico Awards.*

## Latham Named a Pro Bono Champion

The Children's Law Center honored our Washington, D.C. office with its Children's Pro Bono Champion Award. The firm has worked with the center for many years to support children living in underserved communities in D.C. Our lawyers have advocated for children with special educational needs in schools, represented caregivers looking to adopt children out of foster care, and represented the best interests of the child in contentious custody disputes as the custody guardian ad litem.

## Lawyers Praised for Assisting Low-Income New Yorkers

For the seventh consecutive year, Latham was recognized at the Legal Aid Society of New York's 2015 Pro Bono Publico Awards for the firm's outstanding service to the society and its clients. New York counsel Adam Ravin and associates Amanda Hernandez and Zachary Croft were honored at a ceremony presided

over by the then-chief judge of the State of New York Jonathan Lippman, who is now of counsel at Latham. The group was lauded for its sustained commitment to addressing the needs of low-income New Yorkers.

## Houston Office Recognized for Pro Bono Service

In recognition of its commitment to helping low-income and underserved citizens in the greater Houston area, our Houston office received the 2015 Law Firm Partner Award from Lone Star Legal. Our lawyers worked on more than a dozen estate planning matters this year, including drafting wills, powers of attorney, and other documents that are critical to end-of-life planning for low-income seniors.

## Latham Applauded for Helping to Bring Democracy to D.C.

A long-standing pro bono client, DC Appleseed Center for Law and Justice works with volunteer attorneys, business leaders, and community experts to solve problems



affecting those who live and work in the District of Columbia. To thank Latham for its continued support and efforts to bring more democracy to Washington, DC Appleseed honored the firm at its annual reception. DC Appleseed and Latham have been at the forefront, advancing and defending measures to improve the city's autonomy. These efforts include our ongoing representation of Mayor Muriel Bowser in litigation defending the validity of a budget autonomy law, overwhelmingly supported by voters, which allows the District to enact local budgets, rather than having Congress actively manage the District's finances.

### **Firm Receives Award Named for Latham Partner**

Community Partners, a nonprofit organization that offers advice and support to those who seek to develop solutions to community challenges in Los Angeles, honored the firm with the Albert R. Rodriguez Civil Legacy Award. This award celebrates the legacy of Albert R. Rodriguez, Latham's first Latino partner and an instrumental force behind the creation of Community Partners in the early 1990s. Rodriguez passed away in 2009, and the award was established to honor his memory and civic contributions. Retired partner Ursula Hyman, who accepted the award on the firm's behalf, was lauded for her pro bono work concerning post-disaster recovery efforts in the aftermath of devastating wildfires in Southern California and for her contributions to one of the organization's signature publications, "From Chaos to Community: A Guide to Helping Friends and Neighbors Recover and Rebuild After a Major Disaster."

### **Firm Honored for Its Work to End the Criminalization of Homelessness**

Latham received the Pro Bono Counsel Award from the National Law Center on Homelessness & Poverty (NLCHP) at its 17th Annual McKinney-Vento Awards. The only organization in the United States dedicated solely to using the power of the law to prevent and end homelessness, NLCHP addresses the immediate and long-term needs of people who are homeless or at risk through outreach and training, advocacy, impact litigation, and public education. In collaboration with NLCHP, Latham has challenged an anti-camping law in Boise, Idaho, researched the impact of the criminalization on homeless veterans, and supported the preparation of NLCHP's "No Safe Place" report, which has garnered serious attention and helped leverage a shift in the national conversation about homelessness.

### **New York Office Acclaimed for Community Service**

In connection with NYC Service, which promotes volunteerism around the city, Mayor Bill de Blasio honored Latham as one of New York's most engaged corporate groups. The firm was recognized with the Mayoral Service Recognition Certificate for demonstrating a substantial impact on improving quality of life by having at least 20 percent of employees engaged in community service in 2014. Latham was the only law firm to be so recognized. Personnel in our New York office regularly participate in a variety of activities, including the JDRF Walk to Cure Diabetes, AIDS Walk New York, mentoring elementary students with Read Ahead, hosting blood drives for the New York Blood Center, and coordinating toy and clothes drives for New York Cares.

### ***In Gratitude to Esther Lardent***

Our collaboration with the Pro Bono Institute and its pioneering founder, Esther Lardent, dates back nearly two decades, when we enlisted Esther's support to help us develop, organize, and grow our pro bono program. Her counsel and guidance enabled us to establish the foundation for the thriving global pro bono program we have today. On Esther's retirement, we wanted to express our deepest gratitude and best wishes.



Photo credit: Susana Raab for *The American Lawyer*

### **Los Angeles Lawyers Receive Pro Bono Award**

The Catholic Legal Immigration Network, Inc. (CLINIC) selected Latham to receive its annual Pro Bono Award. Our Los Angeles office has worked with CLINIC to provide pro bono representation to immigrants in removal proceedings and to support CLINIC's Board of Immigration Appeals Pro Bono Project. Most of these cases involve detained immigrants who are either asylum-seekers or long-term permanent residents of the United States. Much is at stake in their claims, as many face removal to countries where their lives may be in danger, while others risk permanent separation from family members residing in the United States. Latham was recognized in particular for its tenacity in securing asylum for a Colombian man.

### **Hong Kong Office Recognized for Community Contributions**

The Law Society of Hong Kong recognized Latham's outstanding contributions in the provision of pro bono counsel and community service with a Gold Award and a Distinguished

Pro Bono Law Firm Award. Latham was the only international firm honored with a Gold Award at the ceremony, and was one of just two firms honored with the Distinguished Pro Bono Law Firm Award.

### **Firm Makes Strong Showing in International Survey of Pro Bono**

Latham was recognized as a leader in international pro bono services in the Thomson Reuters Foundation's second annual TrustLaw Index of Pro Bono. As TrustLaw noted in its announcement, "compiled with data collected from over 140 law firms—both large and small—and representing 49,000 lawyers in 77 countries, the Index illustrates a story of global growth and commitment to pro bono legal assistance." Beyond the United States, where Latham placed in the Top 10, the firm's global commitment to pro bono was well represented in the index: Latham ranked first in the provision of pro bono services in Hong Kong, Russia, Spain, and Germany; second in France and Italy; third in the United Arab Emirates; and fifth in Singapore. ■



## Equal Justice Works Fellows

Each year, Latham & Watkins sponsors a new two-year public interest fellowship through Equal Justice Works. The fellowships address the shortage of attorneys working on behalf of traditionally underserved populations by providing financial and technical support to the fellows to meet pressing needs in their communities. They also help create the next generation of public interest attorneys, as many participants continue their public service work well beyond the two-year fellowship.



**Keith Hoffmann**

**Equal Justice Works Fellow  
2014–2016**

New York Legal Assistance Group  
New York, New York

Keith began his fellowship in the fall of 2014. Working with the New York Legal Assistance Group, in New York City, Keith advises veterans through legal clinics at Department of Veterans Affairs (VA) medical centers. Returning home from the wars in Iraq and Afghanistan, many veterans have sustained significant physical and mental disabilities, and may be further disadvantaged by poverty or a lack of knowledge of their legal rights. To educate these veterans about their rights and represent them in legal and VA benefits claims, Keith offers direct legal services to veterans who are being treated within the VA medical system. He works with veterans who have been erroneously denied discharge upgrades and disability benefits claims in order to restore their access to life-changing services and benefits. Keith assists clients in matters involving housing, estate, and consumer and family law, and is exploring opportunities to develop impact litigation that broadly affects the VA's provision of veterans' benefits. Keith also provides training to medical staff at VA medical centers, focusing on the medical-legal issues faced by VA patients.



**Sara Huffman**

**Equal Justice Works Fellow  
2015–2017**

UCSF/UC Hastings Medical-Legal  
Partnership for Seniors  
San Francisco, California

Sara works at the University of California–San Francisco and University of California–Hastings College of the Law Medical-Legal Partnership for Seniors to expand it to include the San Francisco Veterans Affairs Medical Center and to provide direct legal services to low-income senior veterans. San Francisco is home to more than 13,000 senior veterans, a population that experiences high rates of mental, physical, and cognitive disability which make it difficult for them to meet basic needs and stay safely in their community. Many of these health and socioeconomic needs, however, can be addressed by integrating comprehensive advance planning legal services into medical care. Sara trains medical providers to recognize the legal needs of their patients and to refer their patients to the legal arm of Medical-Legal Partnership before their needs reach the crisis stage. By providing advance planning legal services such as advance health care directives, financial powers of attorney, public benefits advocacy, and assistance with consumer debt and housing issues, Sara helps senior veterans prevent legal crises and remain in their homes and communities for as long as possible. Latham is cosponsoring Sara's fellowship with the Pacific Gas and Electric Company.



## Alexa Marin

**Equal Justice Works Fellow  
2015–2017**

Lawyers' Committee for  
Civil Rights and Economic Justice  
Boston, Massachusetts

Working with the Lawyers' Committee for Civil Rights and Economic Justice, Alexa advises minority and low-income entrepreneurs developing small businesses in East Boston, Massachusetts. In 2014, more than 160 "doing business as" certificates were filed in this neighborhood, reflecting the significant growth that is taking place in this community. To cater to the evolving small business demographic, Alexa works alongside the Lawyers' Committee and other community partners to help underserved minority and low-income entrepreneurs navigate the legal and corporate complexities of small business transactions. Over the course of her fellowship, Alexa is offering educational seminars focused on common business transactions, and she holds open "office hours" to answer questions regarding basic transactional issues. Additionally, she provides one-on-one coaching sessions with business owners as they work their way from theoretical business development to brick-and-mortar establishment.



## Carolyn Rumer

**Equal Justice Works Fellow  
2016–2018**

Legal Aid Society of the District  
of Columbia  
Washington, D.C.

In 2016, Carolyn will begin her fellowship at the Legal Aid Society of the District of Columbia, D.C.'s largest and oldest general civil legal services organization and a long-time pro bono partner of Latham & Watkins. Carolyn will advise and represent low-income victims of domestic violence, many of whom are unable to leave abusive situations due to economic isolation and financial dependence on an abusive partner. In fact, financial security is the primary predictor of whether a victim will be able to leave, and stay free of, an abusive situation. Carolyn will provide direct representation related to employment law, public benefits, and child support, and will focus on assisting clients with job security issues, securing permanent child support orders, and helping clients receive exemptions available under public benefits regulations. Carolyn will also engage in community outreach with other legal and advocacy groups to provide comprehensive services to victims and create a reciprocal referral system, and will offer training to service providers to assist them in identifying clients with legal needs related to economic security.



## Robert M. Dell Prize for Extraordinary Pro Bono Service

**Congratulations to the Signal International Litigation Team, winners of the 2015 Robert M. Dell Prize for Extraordinary Pro Bono Service.**

In 2014, in honor of the retirement of Chair and Managing Partner Bob Dell, an ardent supporter of pro bono at the firm, Latham & Watkins created an award to be given annually to a Latham lawyer or team who demonstrates an exceptional commitment to pro bono.

The Signal International Litigation Team, led by partners Miles Ruthberg and Chris Harris and associate Daniel Adams, worked on the largest human trafficking civil action in U.S. history. In this historic matter, a coalition of law firms banded together to secure justice for more than 500 Indian guest workers who were trafficked to the United States. To read more about Latham's involvement, please see p.23.

The team chose the Southern Poverty Law Center (SPLC) to receive the US\$10,000 directed donation that comes with the award. A nonprofit civil rights organization, SPLC fights for the rights of the most vulnerable members of our society, and was instrumental in the lawsuits and settlements that ultimately secured more than US\$20 million for the Indian workers. ■



*Miles Ruthberg*



*Christopher Harris*



*Daniel Adams*



*Funded by an endowment from Latham partners, the Student Advocates will assist low-income workers in the Bay Area.*

### **Robert M. Dell Student Advocates**

At the end of 2014, Latham's partners collectively donated US\$250,000 to the Legal Aid Society—Employment Law Center (LAS-ELC) to celebrate Bob Dell's retirement. This donation is being used to endow the "Robert M. Dell Student Advocates," funding LAS-ELC's summer law student program for the next decade. These law interns are supporting LAS-ELC as it works to protect the employment rights of low-wage workers in the San Francisco Bay Area.

# Pro Bono Committee

The Latham & Watkins Pro Bono Committee includes partners, counsel, associates, paralegals, and staff from across the firm.

**Abid R. Qureshi**

Pro Bono Committee Chair

**Wendy Atrokhov**

Public Service Counsel

**Laura Atkinson-Hope**

Pro Bono Managing Attorney

**Boston**

Alexander Lazar  
Kenneth Parsigian

**Brussels**

Matteo Bay  
Claire-Marie Carrega

**Chicago**

Michael Faris  
Zachary Judd  
Malorie Medellin

**Dubai**

Mohsin Iqbal

**Frankfurt**

Mathias Fischer

**Hamburg**

Mathias Hansen

**Hong Kong**

Desmond Gan  
Chi Ho Kwan

**Houston**

Alicia Handy  
Craig Kornreich  
Elizabeth More

**London**

Andrew Boyd  
Martin Cotterill  
Tracy Edmonson  
Hanna Roos  
Matthew Schneider

**Los Angeles and  
Century City**

Manny Abascal  
Hui (Jia Jia) Huang  
Robin Kelley  
Monica Klosterman  
Kimberly Posin  
Thomas Rickeman

**Madrid**

Ignacio Domínguez

**Milan**

Carlo Napolitano

**Moscow**

Olga Ponomarenko

**Munich**

Albrecht Brodhun

**New York**

Daniel Adams  
Katelyn Beaudette  
Colin Bumby  
Tony Del Pino  
Joanne Lee  
Kevin McDonough  
Christopher Plaut

**Orange County**

Sarah Diamond  
Robert Dickson  
Paul Konovalov

**Paris**

Chantal Camilleri  
Oriane Faure  
François Mary  
Laure Valance

**San Diego**

Jennifer Casler-Goncalves  
Drew Gardiner  
Nicole Ries Fox

**San Francisco**

Melanie Blunsch  
Meryn Grant  
Sadik Huseny  
Charles Taylor  
Vanessa Wu

**Silicon Valley**

Lilly Fang  
Ashley Hodge  
Terry Kearney

**Singapore**

Dhiraj Joseph

**Tokyo**

Richard Fleming

**Washington, D.C.**

CJ Bickley  
Allen Gardner  
Nkechi IHEME  
Vijay Singh  
Janice Wang



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