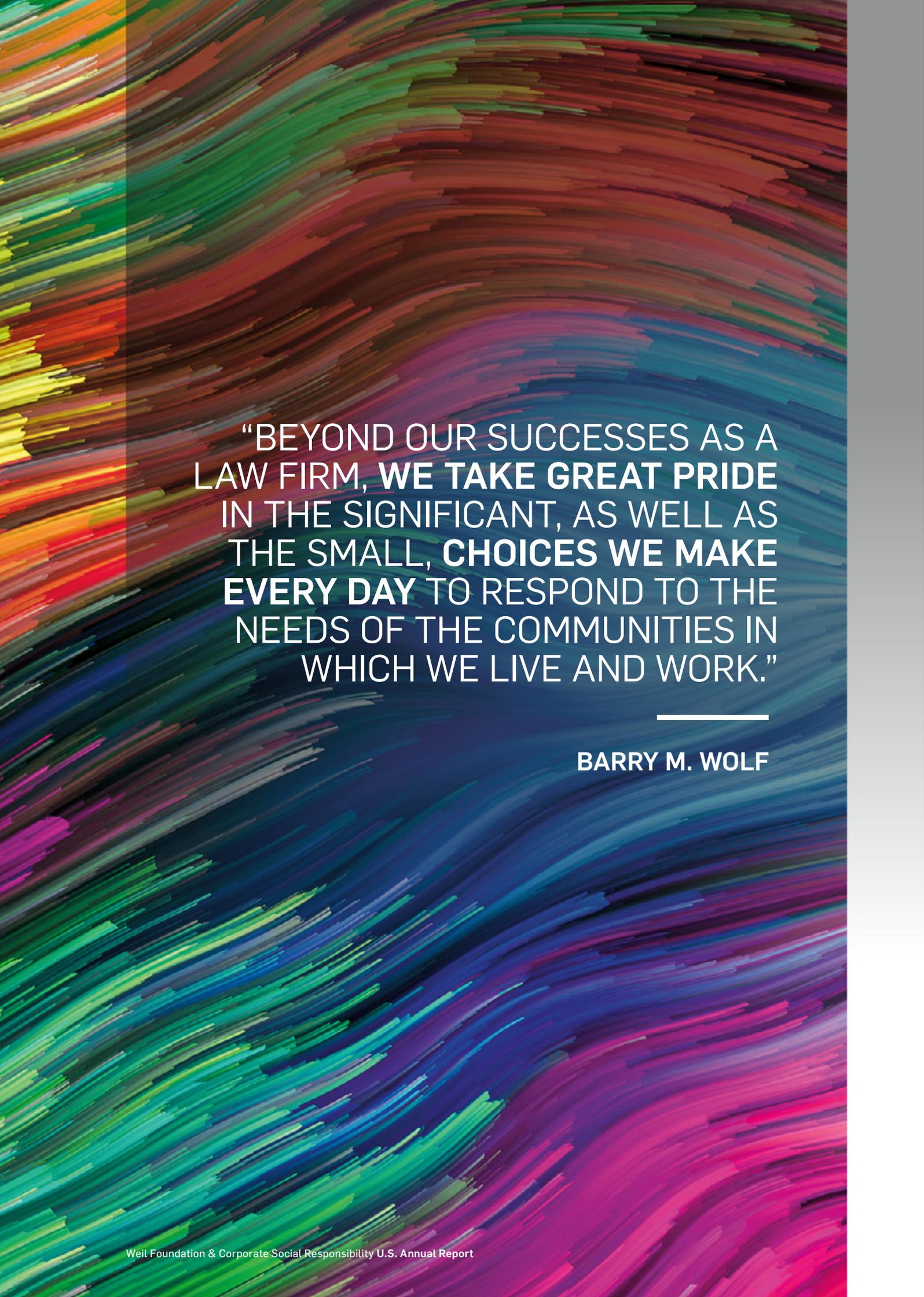


WEIL FOUNDATION & CORPORATE SOCIAL RESPONSIBILITY



U.S. ANNUAL REPORT





“BEYOND OUR SUCCESSES AS A
LAW FIRM, **WE TAKE GREAT PRIDE**
IN THE SIGNIFICANT, AS WELL AS
THE SMALL, **CHOICES WE MAKE**
EVERY DAY TO RESPOND TO THE
NEEDS OF THE COMMUNITIES IN
WHICH WE LIVE AND WORK.”

BARRY M. WOLF

MESSAGE FROM THE EXECUTIVE PARTNER

This year marks the 35th anniversary of the establishment of the Weil Foundation, whose charitable contributions along with those of the Firm have totaled nearly \$100 million since 1983. Weil engages in corporate social responsibility and philanthropy around the world – through our offices in the United States, Europe and Asia. In this inaugural edition of the Weil Foundation & Corporate Social Responsibility U.S. Annual Report, we offer you a look at Weil's long history of supporting the communities around us and an overview of the Firm's philanthropic efforts in the United States for 2017, a year in which we significantly expanded our portfolio of community engagement programs and corporate citizenship offerings.

Giving back at Weil includes the full spectrum of ways in which the Firm engages with the communities where we live and work. Our philanthropic contributions, diversity and inclusion efforts, pro bono, community engagement and sustainability initiatives all play an integral part in helping us advance our corporate social responsibility goals. These programs have ranged from volunteering at community food pantries to mentoring and college and career readiness programs for middle school and high school students to nonprofit board service and scholarships for the children of eligible Weil employees.

To further embed a culture of service at the Firm, in 2017 we launched Community@Weil across our U.S. offices, offering additional opportunities for our

partners, associates and administrative staff to give back in ways that are meaningful to them, whether it be during working hours or outside of the workday. Community@Weil has expanded the Firm's community engagement efforts beyond our pro bono legal service portfolio, with programs such as Volunteer Time Off and Weil Gives, encouraging our people to volunteer their time, or financial resources, for causes that are important to them.

This multifaceted approach to engagement was amply demonstrated in 2017, a year of unprecedented devastation from three separate hurricanes in the United States, a massive earthquake in Mexico City, and the deadliest mass shooting in modern U.S. history. The Firm actively supported relief efforts and contributed a total of \$450,000, spread among 11 charitable organizations. Individual members of the Weil community played a major part as well. The Firm matched partner and employee contributions totaling an additional \$300,000 for donations made to charitable organizations supporting disaster relief efforts in 2017.

These programs and contributions demonstrate what it means to be an outstanding corporate citizen. This is truly a defining characteristic of Weil. Beyond our successes as a law firm, we take great pride in the significant, as well as the small, choices we make every day to respond to the needs of the communities in which we live and work.



Barry M. Wolf
BARRY M. WOLF
 EXECUTIVE PARTNER

MESSAGE FROM THE CO-CHAIRS

As Co-Chairs of Weil's Philanthropic Committee and the Weil, Gotshal & Manges Foundation for close to a decade, we have seen the Firm's deep-rooted commitment to philanthropy and community grow over the years. We believe it is the Firm's responsibility to give back, not just through our pro bono legal practice, but also by facilitating charitable contributions to some of the most effective, innovative and pioneering nonprofit organizations in the United States.

Philanthropy and stewardship have been part of the fabric of our Firm since its inception, and this ethos is reflected in the people that we attract to our Firm, as well as the people who are interested in doing business with us. We are proud of the contributions that our talented U.S.-based administrative staff and attorneys have made to further the missions of hundreds of nonprofits this past year, and we are equally gratified by the support our Firm has lent to U.S. philanthropic initiatives that are of importance to our clients.

Perhaps one of the most significant ways that our people are investing in our communities is through nonprofit board service – helping to govern nonprofit agencies that are at the forefront of providing critical social, legal, medical and educational resources for those who are in greatest need. Thirty-five percent of our partners based in the United States are serving on the board of a 501(c)(3) organization, and we deeply appreciate their commitment to public service.

In addition to the millions of dollars in philanthropic investments our Firm has made in the past year, we know that there is more to be done to deepen the relationships with each of our nonprofit partners and the constituencies they serve. As we grow and focus the work of the U.S.-based Weil Foundation as well as our Firm's corporate social responsibility efforts, we are expanding our programs to be more in alignment with the philanthropic and community service interests of our employees and our clients, and what we believe to be at the core of Weil's corporate citizenship value proposition. We look forward to the next chapter of this important mission.



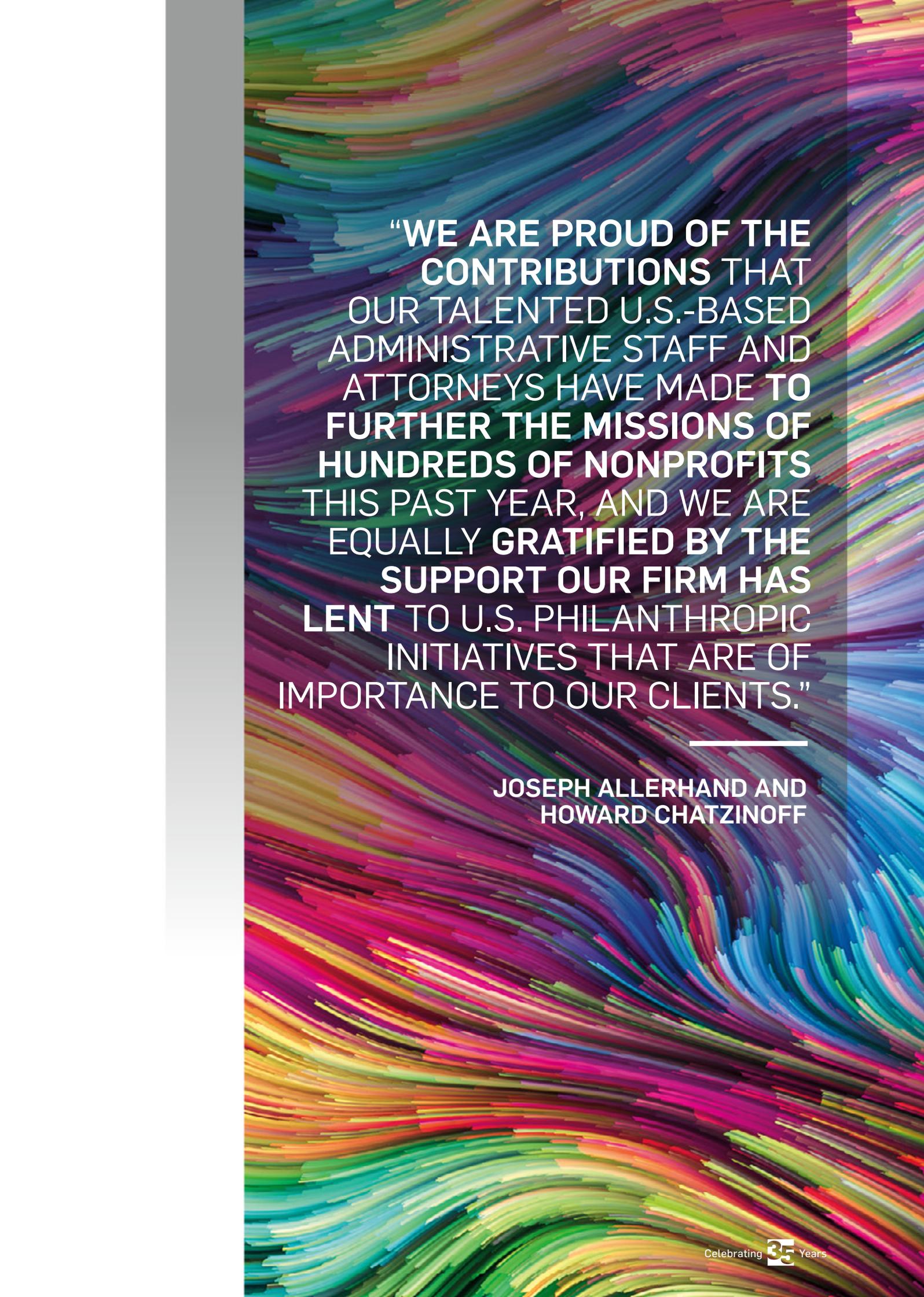
A handwritten signature in green ink that reads "Joseph S. Allerhand".

JOSEPH ALLERHAND
PHILANTHROPIC COMMITTEE
CO-CHAIR



A handwritten signature in green ink that reads "Howard Chatzinoff".

HOWARD CHATZINOFF
PHILANTHROPIC COMMITTEE
CO-CHAIR



“WE ARE PROUD OF THE CONTRIBUTIONS THAT OUR TALENTED U.S.-BASED ADMINISTRATIVE STAFF AND ATTORNEYS HAVE MADE TO FURTHER THE MISSIONS OF HUNDREDS OF NONPROFITS THIS PAST YEAR, AND WE ARE EQUALLY GRATIFIED BY THE SUPPORT OUR FIRM HAS LENT TO U.S. PHILANTHROPIC INITIATIVES THAT ARE OF IMPORTANCE TO OUR CLIENTS.”

**JOSEPH ALLERHAND AND
HOWARD CHATZINOFF**

THE PHILANTHROPIC COMMITTEE

**JOSEPH
ALLERHAND**
CO-CHAIR

**HOWARD
CHATZINOFF**
CO-CHAIR

**KAREN
BALLACK**

**MATT
BARR**



TRANSFORMING A LEGACY

The three founding members of the Weil Foundation all served as co-managing partners of the Firm and were pivotal in transforming the legacy of Weil's founding partners – philanthropy and community service – into a powerful engine for social good.

Weil's Philanthropic Committee facilitates contributions to U.S.-based nonprofit organizations that meet the Firm and Weil Foundation's philanthropic giving guidelines. Contributions further the Firm's or our clients' corporate citizenship, pro bono, or diversity and inclusion efforts. Weil's philanthropic giving mandate complies with the Human Rights Campaign's charitable giving guidelines.

**HEDIEH
FAKHRIYAZDI**

**KAREN
HARTNETT**

**ADAM
HEMLOCK**

**MEREDITH
MOORE**

**DAVID
STRUMEYER**



FOUNDING MEMBERS OF THE WEIL FOUNDATION

**ROBERT TODD
LANG**

**HARVEY R.
MILLER**

**IRA M.
MILLSTEIN**

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“LIFE’S MOST
**PERSISTENT AND
URGENT QUESTION IS:
‘WHAT ARE YOU DOING
FOR OTHERS?’”**

DR. MARTIN LUTHER KING, JR.

**35 YEARS OF CHARITABLE GIVING AND
SOCIAL RESPONSIBILITY EFFORTS**

Since its creation in 1983, the U.S.-based Weil Foundation has aligned philanthropic contributions and Firm community engagement programs with nonprofit organizations, as well as embedded a culture of service across our business.



HIGHLIGHTS FROM THE HISTORY OF THE **WEIL** FOUNDATION AND THE FIRM'S **SOCIAL RESPONSIBILITY** PROGRAMS

MILESTONES



1983: JUNE 8 Weil, Gotshal & Manges Foundation is established as a charitable organization



2011: Weil's Social Responsibility department is formally instituted and the Weil Pay It Forward program is introduced



1992: Weil Foundation Scholarship Program is created



2017: Community@Weil platform, encompassing the Volunteer Time Off and Weil Gives initiatives, is launched



2011: Philanthropic Committee is formed to manage the Firm's charitable giving portfolio



2018: JUNE 8 35th anniversary of the Weil, Gotshal & Manges Foundation



“PHILANTHROPY AND GIVING BACK ARE
INGRAINED IN WEIL’S CULTURE.
THE PHILANTHROPIC COMMITTEE HELPS
TO STEWARD THE FIRM’S CHARITABLE
GIVING AND COMMUNITY ENGAGEMENT
INITIATIVES IN A WAY THAT **SUPPORTS**
THE INTERESTS OF **OUR FIRM AND OUR**
CLIENTS, ULTIMATELY MAKING
A SIGNIFICANT IMPACT ON THE
BROADER COMMUNITY.”

JOSEPH ALLERHAND AND
HOWARD CHATZINOFF



THE WEIL
FOUNDATION





CHARITABLE GIVING



UNIQUE U.S.-BASED NONPROFITS SUPPORTED IN 2017

220+

including arts and cultural institutions, environmental organizations, medical facilities, humanitarian and aid organizations, youth empowerment agencies, veterans-related causes, and many more.



ARTS & CULTURE



DISASTER RELIEF



DIVERSITY & INCLUSION



EDUCATION



ENVIRONMENTAL CONSERVATION



HEALTH & WELLNESS



HUMAN & SOCIAL SERVICES



LEGAL SERVICES



WORKFORCE DEVELOPMENT



YOUTH EMPOWERMENT



Charitable giving has been a pivotal part of Weil's social responsibility platform since the Firm's inception. Today, the Firm is proud to support hundreds of 501(c)(3) nonprofit organizations based across the United States, helping some of the most underserved communities in the country and the world.

From social service organizations, educational programs, and medical and disaster relief services to mentorship initiatives and environmental conservation, Weil is proud to engage in the communities where we live and work by being a sponsor and active participant in them.

The Firm's charitable giving, as well as charitable giving facilitated through the Weil Foundation, works to invest in philanthropic causes that address our Pro Bono, Diversity & Inclusion, and Corporate Citizenship goals, while also helping to fight inequities both within and outside of the legal profession. We are especially proud to support

charitable organizations that are important to our clients – in so doing Weil is able to work together with our clients to help tackle some of the world's most significant socioeconomic challenges and expand our community engagement footprint.

Charitable giving at Weil takes the form of grants that are made to nonprofit organizations year round, or through direct contributions or event sponsorships, or both. In many instances, the Firm builds ongoing programs with select nonprofit partners and also facilitates one-off employee match opportunities tied to disaster relief efforts.

FORMS OF CHARITABLE GIVING AT WEIL



**DIRECT CONTRIBUTIONS
& GRANTS**



EVENT SPONSORSHIPS



PARTNERSHIPS



EMPLOYEE MATCH OPPORTUNITIES



DISASTER RELIEF



DIRECT CONTRIBUTIONS TO RELIEF AGENCIES

\$450K

made in 2017 in the wake of Hurricanes Harvey, Irma and Maria, the earthquake in Mexico City, and the Las Vegas shooting.

ORGANIZATIONS SUPPORTED IN RESPONSE TO THESE DISASTERS INCLUDE





The Weil community was troubled and saddened by the series of natural disasters and tragic acts of violence that dominated the news in 2017, including the significant damage and destruction from the earthquake in Mexico City, the unprecedented devastation due to hurricanes in the Caribbean and Gulf of Mexico, Florida, and Puerto Rico, and the mass shooting in Las Vegas, the deadliest in modern U.S. history. These were very difficult times for our country and for our Firm, particularly since Weil's Houston and Miami offices sat in regions that were impacted by hurricanes. In these distressing moments, Weil rallied around those who were experiencing the tragedy and gave back to the affected communities, actively supporting the ongoing relief efforts.

In response to these crises, the Firm contributed \$450,000 in direct donations spread among 11 organizations. In addition, the Firm matched partner and employee contributions up to a total of \$300,000 for donations made to a number of 501(c)(3) charitable organizations, in connection with Hurricanes Harvey, Irma and Maria, the earthquake in Mexico City, and the shooting in Las Vegas. This yielded \$750,000 in total contributions to direct service relief organizations. The matching grant program expanded the Firm's reach to 54 additional nonprofit organizations, doubling the impact of nearly 350 employee and partner contributions from across Weil's global offices.

While the Firm believes it had an obligation to help support the disaster relief efforts regardless of their location, the generosity of Weil's attorneys and administrative staff was remarkable and included in-kind donation drives that were held to support our own people and those in the broader Houston and Miami communities. In Houston, the Firm's in-kind donation efforts helped deliver the equivalent of approximately six pickup truckloads of items for Hurricane Harvey victims. In Miami, the office was able to send nearly 20 boxes of supplies and in-kind donations from across Weil's offices to nonprofit partner Catalyst Miami.

EMPLOYEE MATCH GRANTS

\$300K

ON BEHALF OF

344

global employees and partners that participated in the matching program

FACILITATED TO MORE THAN

54

nonprofits



WEIL FOUNDATION SCHOLARSHIP PROGRAM



As part of Weil's ongoing commitment to education, the Weil Foundation Scholarship Program awards \$5,000 per student in scholarship funds toward higher education expenses for four dependent children of Weil U.S.-based administrative staff on an annual basis.

WEIL FOUNDATION SCHOLARSHIPS

FUNDS AWARDED

\$440K

to dependent children of Weil administrative staff since the program's inception in 1992

SCHOLARSHIPS AWARDED

88

since the start of the program



Eligible students must be dependent children of U.S. full-time and part-time employees who are actively at work, among other criteria. All applications are reviewed by an independent committee whose members are not affiliated with the Firm or the Weil Foundation.

"I AM OVERJOYED ... FOR ME, THIS SCHOLARSHIP SIGNIFIES AN OPPORTUNITY TO **PUSH MYSELF BEYOND MY BOUNDARIES**; PEOPLE HAVE RECOGNIZED **THE POTENTIAL OF MY AMBITIONS** AND HOPE THAT I CAN FULFILL MY GOALS. THANK YOU FOR HAVING FAITH IN ME."



KEVIN HUI

2017 SCHOLARSHIP RECIPIENTS



KEVIN HUI

CAREER AMBITION:

I plan to receive my bachelor's degree in computer science and to pursue further education in a master's degree or even a Ph.D. I hope to become an accredited expert in computer security and pursue novel research opportunities.

College: Northeastern University

Major: Computer Science

Parent: Eric Hui, Engineer, Business Development Systems (New York office)



HALLEY ALEXIS MEIKLEJOHN

CAREER AMBITION:

I plan to attend law school and pursue a career in international law.

College: University of Central Florida

Major: Political Science with a minor in Journalism Studies

Parent: Tia Broadway, Legal Secretary (Miami office)



SYDNEY JENNELLE MEIKLEJOHN

CAREER AMBITION:

I hope to one day work for an advertising agency and be an advertising executive.

College: University of Central Florida

Major: Advertising/Public Relations

Parent: Tia Broadway, Legal Secretary (Miami office)



CONNOR SERKANIC

CAREER AMBITION:

I would love to work for an animation, video game or advertising company.

College: Becker College

Major: Interactive Media Design with a concentration in Computer Game Design

Parent: Ethna Serkanic, Legal Secretary (New York office)



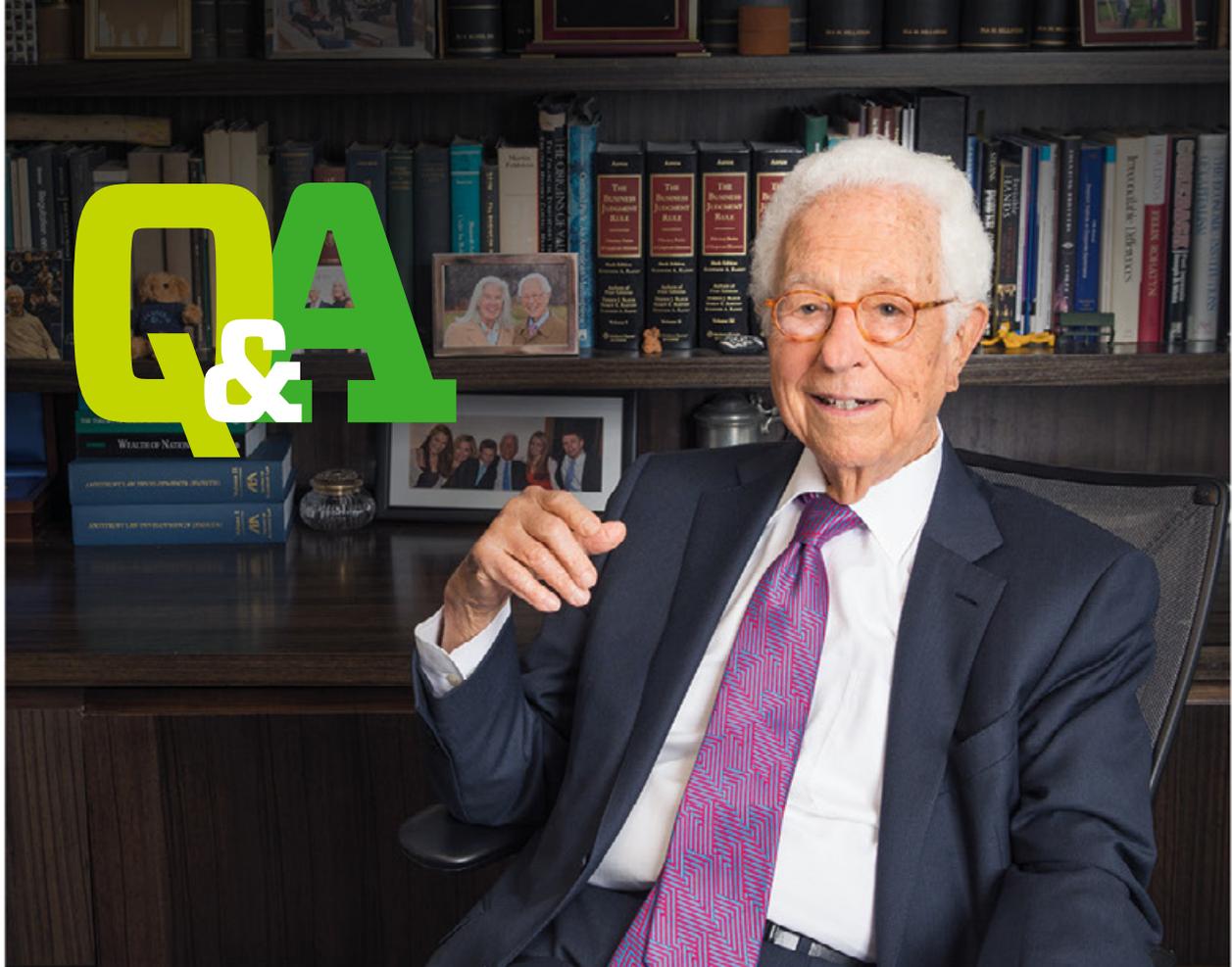
NONPROFIT BOARD SERVICE



Good nonprofit governance starts with strong leadership: a highly effective and committed staff and executive management team, and a devoted Board of Directors whose members understand their fiduciary responsibility to the organization. Governing a nonprofit requires a commitment to the organization's mission and a desire to lend one's business expertise and/or fundraising capabilities to help further a cause that is in service to the greater good.

Weil's U.S.-based partners and counsel serve on the boards of more than 100 nonprofit organizations, including the American Red Cross, Breast Cancer Research Foundation, Central Park Conservancy, Council of Urban Professionals, United Way of Massachusetts Bay and Merrimack Valley, UJA-Federation of New York and Vogel Alcove Foundation. These individuals serve their nonprofits based on a deep personal commitment to philanthropy and giving back, which extends beyond the demands of their jobs at Weil.

Many of these organizations, such as the Central Park Conservancy and the United Way of New York City, are legacy institutions that the Firm has had the privilege of partnering with for decades. Such longstanding relationships deepen the Firm's commitment to the mission and growth of these philanthropies, moving beyond board service into ongoing employee volunteer experiences.



SOCIAL RESPONSIBILITY AND CENTRAL PARK

WITH SENIOR PARTNER IRA MILLSTEIN

LIFE TRUSTEE AND FORMER CHAIRMAN OF THE BOARD
OF THE CENTRAL PARK CONSERVANCY (1991-1999)

Ira M. Millstein, whose illustrious career has included pioneering the Corporate Governance and Nonprofit Management fields, is a senior partner at Weil. He joined the Firm in 1951 and helped manage and lead Weil to prominence as one of the most respected large international law firms. He is also one of the three founders of the Weil Foundation.

Throughout his storied career, he has made a significant impact as a lawyer, academic, author and philanthropist, and has received numerous accolades for his work, including a Lifetime Achievement Award from the *New York Law Journal* in 2017 and Columbia Law School's most prestigious award, The Medal for Excellence, in 2014. As Executive Partner Barry Wolf has said, "With his brilliance, charisma, generosity and magnetism, Ira has left an indelible mark on the legal field, the Weil community and so many others."



Mr. Millstein is a Life Trustee and former Chairman of the Board of New York City's Central Park Conservancy and is currently Chairman of the Central Park Conservancy Institute for Urban Parks. He discussed nonprofit board service and his role in revitalizing Central Park with Hedieh Fakhriyazdi, Associate Director for Global Diversity & Social Responsibility.



As one of the world's preeminent corporate governance experts, you have devoted much of your professional career to ensuring that corporations are governed appropriately.

Why is it important that those same governance practices also extend to nonprofit governance?

The principle is basically the same. In corporate America the board is responsible to shareholders and to some constituents. In a nonprofit, you also have constituents and people who support you. You have a foundation, or you have individuals who have donated money or contributed. So you have the same fiduciary responsibilities to the people who

have supported you and provided the assets as the board has to shareholders, the people who earn the residual benefits of the corporation. Both sets of directors have fiduciary responsibilities to people who have extended money or support.

What are some of the greatest challenges facing nonprofit boards today? How should organizations be working to overcome these challenges?

The first thing you have to do to start looking at the challenge is to determine what the nonprofit's mission is. If the mission is to feed the hungry, that is one thing. If the mission is to improve education, that is another thing. Nonprofit boards have different objectives and different missions. They are not the same. You overcome the challenge by picking people who understand what the mission of the organization is and who will help to carry it out. And in each case, those kinds of people are different. It is not always people who will raise funds, it could be to help as an expert on what the nonprofit is doing. They work in tandem.

Your relationship with the Central Park Conservancy seems to be one of the most significant nonprofit partnerships you have developed. How did that come about?

I really backed into the Central Park Conservancy by happenstance. One of the directors of the Conservancy asked me to conduct a study of what had gone wrong that led to a terrible event in



A team of volunteers from Weil's Tax Department participate in a park beautification project through the Central Park Conservancy.



“IF YOU ARE A SUCCESSFUL
LAWYER, **YOU HAVE A
RESPONSIBILITY** TO
THE COMMUNITY IN WHICH
YOU LIVE. YOU HAVE TO
**MAKE SURE THAT THE
COMMUNITY**, WHICH HAS
BEEN SUPPORTIVE OF YOU,
THRIVES. IT IS YOUR JOB
AND A PART OF YOUR
SOCIAL RESPONSIBILITY.”

IRA M. MILLSTEIN



Central Park, namely the brutal attack on a young woman known as the “Central Park Jogger” in 1989. I reported my findings to the Conservancy, and they turned to me and said: So, if you are so smart, you fix it! You become the Chairman, and we will follow you.

As Chairman in the early 1990s, my function was to make the Park north of 96th Street a better place, to say, O.K., folks, the city, state and federal government have fallen down on this job, and we, the people around it, have also failed because we were not doing what was necessary to keep the whole place alive. I was lucky enough to have donors who agreed that the mission of the Conservancy was to improve all of Central Park for everyone. It was supposed to be the “People’s Park,” that’s how it started in the 1800s, to provide relief, exposure to sunlight and the air, to people who were living in tenements. It is now surrounded by very wealthy homes, but its mission remains the same.

I managed to convince wealthy residents surrounding Central Park that it was their obligation as responsible citizens to see that the money they contributed was spent on improving the whole park, not just a piece of it, and to convince the Harlem community that they should pitch in as well. When the whole community around the Park became convinced that the objective of the Conservancy was to fix the entirety of the Park, we began to receive support from all over. The City has since upped its share of the burden, yet a huge percentage of the financial support for the Park still comes from the private sector, which is wonderful. We convinced everyone that the purpose of the CPC is a social responsibility – keeping the Park a gem for everybody.

What is the purpose and role of the CPC’s Institute for Urban Parks? Why did you feel it was critical for the Institute to be established?

The CPC has become a model for taking care of urban parks – cutting grass, pruning trees, putting on public events, and so on. We became experts at specific things as mundane as picking up garbage, which is really waste management. There is nothing more important! We also became experts at security – keeping people safe in the Park. We were already putting on public programs for schoolchildren and teachers. So we collected a wealth of information and over time we were called upon by other parks, all over the world, including in New York, to help out.

By the end of 2010, we came up with the idea of creating an umbrella around all of the things we know and have been teaching and called it the Institute for Urban Parks. Our ability to help urban parks is within our expertise, but also in the fact that we had become partners with the Parks Department, which takes care of 600 other parks in New York City. We couldn’t take care of all of these City parks, but we could teach the Parks Department about how to use its personnel to better care for the parks that were under its control.

As we grew, we became Central Park’s managers and have a contract with the City to take care of the Park. We are not just volunteers anymore, we are in effect the managers of Central Park even though we don’t own it. We taught people how to manage, and over time, the Parks Department has become terrific, working with us to create an even better institute for teaching.

The question was who would become responsible for other parks in the City, and we used the Institute for Urban Parks as a vehicle for accomplishing that,

even though we were already doing it before. That makes the people on the CPC Board even happier to be there, because it is about helping them take care of, as best they can, all of the parks in New York City.

How should Weil continue its legacy of being of service to the CPC?

I became involved with Central Park even before my Conservancy Chairmanship. I got the Firm involved in some of the more mundane matters of the Conservancy when it was just a little thing. I volunteered my partner Kenneth Heitner to become the Counsel to the CPC, and the Firm agreed to that. So since the 1980s, Kenny has been outside counsel and remains Secretary and General Counsel to the CPC, a service the Firm provides on a pro bono basis.

To be a very good leader, you have to know and try to make sure that your successor follows in your footsteps and builds on your work. The Firm has so many people involved in doing various jobs with Central Park on committees, and so forth.

What do you consider your greatest success as a director or trustee of many nonprofit boards over the years?

I think I have been integral in the work I do with our own Not-for-Profit Practice Group to convince members of nonprofit boards that they have an even higher fiduciary responsibility to carry out the mission than they would if they were on a corporate board. It's not just a feather in your cap: You have a job and you have to carry out that job, whether it's to raise money or provide your expertise.

Why is board service such a critical part of who you are as a person and as a legal professional?

I think it rounds you out as a human being and makes you a part of the community. If you are a successful lawyer, you have a responsibility to the

community in which you live. You have to make sure that the community, which has been supportive of you, thrives. It is your job and a part of your social responsibility.

In your opinion, what makes a strong nonprofit executive or board leader?

It is really to understand that nonprofit boards and their management are teams. Being a good leader means that you can help pick an executive management team that is capable of doing the hard work and board members who will be supportive of the mission and management. Just as CEOs of corporations can't do it alone, the best nonprofit leadership is in building a team. These things don't happen by themselves. Charisma is wonderful, but it's more wonderful if you can create a team spirit among your board members and your management to do their respective jobs well.

NONPROFIT BOARD SERVICE

74 U.S.-based partners and counsel

SERVE ON THE BOARDS OF MORE THAN

100 unique nonprofit organizations





SOCIAL RESPONSIBILITY



REINVENTING PATHWAYS FOR PUBLIC SERVICE AT WEIL

BY HEDIEH FAKHRIYAZDI

ASSOCIATE DIRECTOR

GLOBAL DIVERSITY & SOCIAL RESPONSIBILITY



Expanding Weil's Corporate Social Responsibility Footprint and Further Embedding a Culture of Service Across the Firm

For nearly nine decades, Weil has been committed to corporate citizenship in a way that has extended beyond serving our own to also serving those who live and operate within our broader communities.

Our corporate citizenship strategy reflects how we achieve those goals through five pillars that operate independently, while also overlapping and partnering in ways that help our workplaces and communities thrive. Those pillars are Charitable Giving, Community Engagement, Diversity & Inclusion, Pro Bono and our growing Sustainability efforts.

Charitable giving, which has been facilitated through the Firm directly or through the Weil Foundation for the past 35 years, permeates each of these key areas, with the basic but important premise of providing financial resources to charitable causes across the United States, ultimately helping to further the important work of making our communities more equitable, inclusive, just and sustainable.

Giving back has always been at the core of our Firm and industry. The legal profession, for decades, has fulfilled its professional obligation

“IN REFLECTING ON THE FIRST YEAR OF COMMUNITY@WEIL, WE FOUND THAT **WE HAVE BEEN ABLE TO EXPAND THE FIRM’S COMMUNITY ENGAGEMENT FOOTPRINT SIGNIFICANTLY, WHILE CONTINUING TO DELIVER CUTTING-EDGE LEGAL SERVICES TO OUR CLIENTS.**”

HEDIEH FAKHRIYAZDI

of serving those who are less fortunate through pro bono legal service. Yet while those efforts have multiplied the impact that legal services nonprofits have had in serving their constituencies, the legal industry has not traditionally provided avenues for administrative staff to partake in its community engagement efforts.

As such, in 2017, Weil embarked on a journey to expand our public service offerings for U.S.-based employees by launching our Community@Weil platform, one of the first of its kind within Big Law firms in the United States. This platform has significantly increased the Firm’s reach with the nonprofits we serve, while also creating new pathways for attorneys *and* administrative staff to give back on Firm time.

Community@Weil’s marquee program, Volunteer Time Off, invites attorneys and administrative staff to utilize up to one day of paid time off per year for the purpose of volunteering with an approved nonprofit organization. While VTO is focused on

mobilizing individuals to volunteer, lending their time and talents to causes that are of interest to them, VTO’s sister program, Weil Gives, provides attorneys and staff with an opportunity to *contribute financially* to causes that they care about through office-based fundraisers and cause-related events over the course of the year.

In reflecting on the first year of Community@Weil, we found that we have been able to expand the Firm’s community engagement footprint significantly, while continuing to deliver cutting-edge legal services to our clients. Through these expanded service opportunities, employees across the Firm have had greater opportunities to be exposed to colleagues in different departments. Some of these experiences, held during work hours, have included preparing and packaging meals at local food pantries, writing cards for deployed military service members, helping women with cancer at a respite care facility and caring for animals in a local shelter, to name a few.



Whether employees are interested in giving their time, their skills, or their financial resources, Weil now has a suite of offerings that help catalyze our people to serve the community, spanning from hands-on volunteerism to skills-based volunteerism, on up to pro bono legal service.

Almost all of the nonprofits that touch our Charitable Giving, Community Engagement, Diversity & Inclusion, Pro Bono and Sustainability efforts are serving significantly under-resourced and under-represented communities. That is one of our goals – to ensure that the majority of our charitable contributions and public outreach programs go toward supporting those who are most in need. By deepening relationships with nonprofit partners that offer programs in these key areas, these organizations benefit from not only the financial support offered by Weil, but also the thought leadership, subject matter expertise and human capital that the Firm's employees have been able to provide.

Public-private partnerships, like our relationship with the PENCIL Partnership Program and Middle School 224 in the South Bronx in New York City, reveal the extent to which these programs have lasting effects on the children we are serving, as well as our own employees. These programs help

to transform both the lives of the young people we have had the pleasure of working with year over year, and also the lives of their mentors.

The Firm's business goals of recruiting, retaining and advancing diverse talent are fundamentally connected to our community engagement efforts, which also aim to expose diverse young people to careers in the legal profession.

In engaging with strategic nonprofit partners that work with diverse populations, and building out college and career readiness programs with select nonprofit partners, we are proactively addressing the need for more diversity among attorneys across the legal profession by working on developing that pipeline at younger and younger ages. This serves as a clear example of how the Firm is aligning its social engagement goals with the needs of the business and of the legal industry more broadly.

As Weil's social responsibility efforts have gained traction, they have also become further embedded in the work of other stakeholders across the organization. Our corporate citizenship efforts are reported on by Firm leadership at Associate and Partner Town Halls, New Hire Orientations, and State of the Firm and Departmental meetings,

“OUR HOPE IS TO REFRAME BOARD SERVICE AS A PROFESSIONAL DEVELOPMENT TOOL – NOT ONLY AS A SOPHISTICATED WAY IN WHICH MEMBERS OF THE FIRM CAN GIVE BACK, BUT ALSO AS AN AVENUE FOR EMPLOYEES TO GAIN VALUABLE SKILLS AND LEADERSHIP COMPETENCIES.”

HEDIEH FAKHRIYAZDI

helping to further embed the program into the fabric of the Firm. Weil's Human Resources functions are also increasingly looking at ways in which they can develop inroads with our social responsibility programs, leveraging them as a recruitment, retention and advancement tool.

For example, the Firm's Philanthropic Committee, which oversees all charitable giving at Weil, is now partnering with the Business Development, Professional Development and Global Diversity & Social Responsibility groups in expanding its Board Service program and resources, recognizing that nonprofit board service helps to develop leadership and governance skills that are also highly translatable to the workplace.

Our hope is to reframe Board Service as a professional development tool – not only as a sophisticated way in which members of the Firm

can give back, but also as an avenue for employees to gain valuable skills and leadership competencies that can help them advance their career and professional networks.

We have achieved many milestones over the past 35 years through our charitable giving and community engagement work, yet we recognize we still have a long road ahead. In the coming year, we look forward to deepening the measurement and tracking mechanisms for our social responsibility programs, as well as increasing attorney and staff involvement in Volunteer Time Off.

We'll also seek to develop innovative ways for the Firm, our clients and stakeholders to work together in advancing our collective corporate citizenship goals. And we are looking farther afield, too, with an eye toward deepening our philanthropic efforts in Weil offices outside of the United States.



COMMUNITY@WEIL

COMM
UNITY
@WEIL

Weil is one of the first law firms to implement a comprehensive community engagement program, including employee giving and volunteer opportunities for all U.S. attorneys and administrative staff, taking place both during and outside of work hours.

PARTICIPATION

140

attorneys and staff took part in the Volunteer Time Off program in 2017

BENEFICIARIES

60

unique nonprofits served by the VTO program in 2017

VOLUNTEER TIME OFF

Weil's VTO program provides U.S.-based attorneys and administrative staff with an additional day of paid time off each year that can be used for volunteer service. VTO can be used in half- or full-day increments and must benefit an approved U.S.-based 501(c)(3) organization.

LAUNCH OF VTO

On November 21, 2016, Weil Executive Partner Barry Wolf was joined by members of the Management Committee and the Chief Talent Officer to help kick off the Community@Weil program in 2017. The team hosted a "cast party" organized by nonprofit partner Only Make Believe, benefiting children at the Bellevue Hospital Inpatient Psychiatric Unit in New York.

TEAM-BASED VTO EXAMPLES

We Over Me Farm at Paul Quinn College

On May 31, 2017, the Dallas office's Green Committee partnered with Weil client ORIX in recognition of its eighth annual Community Service Project at the Paul Quinn College We Over Me Farm. The College's organic farm donates produce to local charitable organizations and also supports community members, the College, restaurants and grocers throughout Dallas. The participants spent the day cleaning out the beds of the local garden and covering the roof of the greenhouse with giant tarps.



Volunteers from the Dallas office participate in a Volunteer Time Off day with the We Over Me Farm.

Second Harvest Food Bank at Its San Carlos Warehouse

Attorneys and staff at the Silicon Valley office volunteered on two occasions in 2017 with the Second Harvest Food Bank. One group helped sort, box, weigh and pack 9,250 pounds of sweet potatoes, while the other helped sort and organize 5,273 pounds of grains.



Volunteers from the Silicon Valley office participate in a half-VTO Day at Second Harvest Food Bank.



“I WENT ON A TOUR OF WiNGS’ NEW FACILITY AND WAS HIGHLY IMPRESSED WITH WHAT THEY ARE DOING FOR WOMEN AND THEIR FAMILIES. **I FELT A NEED TO HELP** IN THEIR FUNDRAISING EFFORTS. THEY ARE TEACHING COMPUTER SKILLS, LANGUAGES, AND PROVIDE SUPPORT TO AN UNDERSERVED PART OF OUR COMMUNITY. **THE PEOPLE** WORKING THERE **ARE WORKING FROM THEIR HEARTS.**”

**WEIL VOLUNTEER, DALLAS OFFICE
VOLUNTEER TIME OFF WITH WiNGS**

WiNGS helps to empower women and fight poverty in Dallas, Texas.

“JUST BEING ABLE TO **CONTRIBUTE SOMETHING TO A COMMUNITY** OF PEOPLE THAT ARE **TRYING TO MAKE A DIFFERENCE** AND A BETTER LIFESTYLE FOR THE PEOPLE THEY SERVE WAS A HIGHLIGHT FOR ME.”

**WEIL VOLUNTEER, NEW YORK OFFICE
RESUME AND MOCK INTERVIEWING PROGRAM
BENEFITING WOMEN IN THE FIRST STEP JOB TRAINING
PROGRAM THROUGH COALITION FOR THE HOMELESS**

The Coalition for the Homeless is an advocacy group that aims to end mass homelessness in New York City.

MLK DAY OF SERVICE

Weil's U.S. offices commemorated Martin Luther King, Jr. Day of Service by hosting service-related activities in the month of January. In New York, Weil hosted a Community@Weil Nonprofit Organization Fair where representatives from groups such as the American Cancer Society Hope Lodge, Big Brothers Big Sisters of NYC, City Harvest, New York Cares, United Way of NYC and many others were available to discuss how Weil employees could use their VTO to get involved in service projects throughout the city. Participants also had the opportunity to help bundle 2,000 health and hygiene and healthy snack packs for The Bowery Mission.

The Dallas office held a "Create-a-Card" session to make greeting cards for hospitalized children and also sent volunteers to provide a dinner meal service to the homeless at The Bridge shelter in downtown Dallas.

In Boston, the Firm's volunteers helped families in need at The Greater Boston Food Bank.



Boston office employees celebrate Martin Luther King, Jr. Day of Service in January 2017.

WEIL PAY IT FORWARD

Weil Pay It Forward is an inclusion and community engagement initiative that empowers associate- and staff-led teams to leverage \$1,000 of seed funding into lasting community impact. Since 2011, WPIF teams have supported more than 500 programs educating and providing services to underserved communities globally.

WPIF BY THE NUMBERS

SINCE 2011

58

teams

ACROSS

7

cities

MORE THAN

\$593K

raised for over 500 programs



WEIL GIVES

Weil Gives encourages employees across the United States to contribute to charitable organizations over the course of the year. The Weil Foundation matches up to \$25,000 annually for the office that had the greatest overall percentage of participation in the Weil Gives program.

2017 WEIL GIVES OFFICE WINNER

HOU

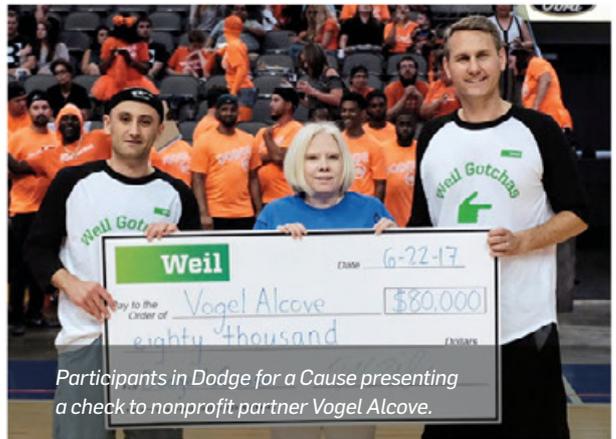
The Houston office won the 2017 inter-office program

\$25K

donation accompanied by a VTO program for attorneys and staff benefiting the Houston Food Bank

DODGE FOR A CAUSE (DALLAS)

The Dallas office hosted its fifth annual Dodge for a Cause dodgeball tournament on June 22, 2017, at the American Airlines Center in Dallas. The round-robin dodgeball competition included 28 teams from the city's most prominent companies. The event raised more than \$95,000 for Vogel Alcove, a Dallas-based nonprofit providing free, quality child-development services for the community's youngest victims of poverty: homeless children 6 weeks to 5 years old.



Participants in Dodge for a Cause presenting a check to nonprofit partner Vogel Alcove.

2017 WEIL GIVES BENEFICIARIES INCLUDE



SIGNATURE CAUSE-RELATED EVENTS



SEPTEMBER CHALLENGE (ALL U.S.-BASED WEIL OFFICES)

benefiting the Cerebral Palsy Alliance Research Foundation



2017 SEPTEMBER CHALLENGE BY THE NUMBERS

178 participants
across 8 U.S.
offices

49
teams
completed

41MIL+
total steps

Participants from Weil's Silicon Valley office show their enthusiasm for the 2017 STEptember Challenge.

AMERICAN HEART ASSOCIATION WALL STREET RUN & HEART WALK (NEW YORK OFFICE)

benefiting one of the nation's leading organizations dedicated to fighting heart disease and stroke



Weil New York administrative staff, attorneys and summer associates participate in the American Heart Association Wall Street Run & Heart Walk on May 18, 2017.



PIPELINE

COMMUNITY-BASED PIPELINE AND
YOUTH MENTORSHIP INITIATIVES



Weil is proud of its continued efforts engaging with students from a multitude of youth and education-based nonprofit programs in the United States, exposing adolescents and young adults to future professional opportunities and careers in the legal profession.

SUMMER INTERNSHIP PROGRAM

Weil's office in New York sponsors on average approximately 10 high school and college summer interns each year to expose them to careers in the law and other administrative roles, such as Finance, HR, Information Systems, Facilities, Library Services and more. Summer interns in this program are selected through a competitive application process and hail from

community-based organizations such as Advocates for Children, the New York City Bar's Thurgood Marshall Program and Summer Search, among others. Weil's Dallas office also sponsors interns from the Dallas Bar Association, Paul Quinn College and KIPP Dallas Fort Worth.

The Big Brothers Big Sisters of New York City Workplace Mentoring Program serves as one of Weil's longest-standing nonprofit partnerships, pairing Weil attorneys and administrative staff with a high school student from Murray Hill Academy in New York City. Mentors and mentees are respectively referred to as "Bigs" and "Littles." Dorian Simmons, a Weil Litigation associate, shared his experience as a Big in the program and why he chose to get involved.

Why did you choose to get involved in the Big Brothers Big Sisters program here at Weil?

I've always been involved in mentoring programs. I think I learned about the program when we had an informational fair during my first week at Weil. I was reluctant to take on a huge mentoring commitment my first year just because I wasn't sure what my workload would be like, but when I learned that mentoring was really only going to be a few hours every couple of weeks, I knew I could do it. Another reason is that I grew up attending a Boys & Girls Club and I always had mentors, so it's kind of a thank you to them to be able to mentor others now and give back to the community.

Can you highlight something you personally gained from participating in the program?

I would highlight two things – the first would be listening, which I think is an underrated skill, but it's very important. Second, our Littles are headed to college to pursue their dreams. Seeing them entering into that process can be a reminder of why I'm here and how hard I worked to get here. So I think in some ways the program can provide a renewed sense of positivity, even if I am working on something particularly challenging or having a rough day.

Do you have any favorite or proudest moments from the program that you could share?

My Little was very shy until you got to know him, so one of my proudest moments wasn't really related to anything academic – though he did



pull up his grades throughout the year, which was great – but at the end of the program, he asked if we could stay in touch. At the beginning, he was so reserved and not really coming out of his shell, so to progress to the point where he was proactively asking to keep in touch was a proud moment – seeing that kind of development meant a lot to both of us.

Are you planning to participate in the program again?

Yes, definitely. A lot of the Littles also want to become Bigs – we had a few discussions toward the end of the program where several expressed this, especially some of the kids who had been in the program for a few years. And that's huge – for them to want to turn around and be a mentor to someone else now.



CITIZENSHIP AT WEIL

OUR FIVE PILLARS



WEIL FOUNDATION

The Weil Foundation, overseen by the Firm's Philanthropic Committee, contributes to nonprofit and community-based organizations that meet our philanthropic giving guidelines. Contributions further the Firm's corporate citizenship, pro bono or diversity and inclusion efforts. Four vital areas of engagement for the Foundation are charitable giving, disaster relief, the Weil Foundation Scholarship Program and nonprofit board service. The Weil Foundation's charitable contributions along with those of the Firm have totaled nearly \$100 million since 1983.



WEIL SOCIAL RESPONSIBILITY

Weil's social responsibility programs encourage administrative staff and attorneys in our U.S. offices to participate in a broad spectrum of community engagement opportunities, from short- and long-term volunteer opportunities, to individual- and team-based volunteer experiences. Weil's Community@Weil portfolio, which includes our Volunteer Time Off and Weil Gives programs, encourages a culture of giving back during work hours, as well as team-based fundraising opportunities at select points over the course of the year.

While our aim in this Report has been to spotlight two of the pillars of our Citizenship platform, our commitment to all five is strong. Here we offer a succinct look at their missions.



WEIL PRO BONO

Weil's pro bono practice demonstrates the Firm's deeply held belief that legal representation of those with limited access to justice is among the highest values a law firm can hold. As our most recent *Pro Bono Annual Review* demonstrates, our matters span the spectrum of need, from asylum and refuge to criminal justice reform. Weil performed more than 50,000 hours of pro bono work in 2017 for both individual and institutional clients.



WEIL DIVERSITY

A commitment to diversity and inclusion has been at the core of our Firm since its founding. Weil's nationally recognized diversity program includes five active affinity groups, recruiting and pipeline efforts, education and leadership programs, as well as innovative initiatives such as Upstander@Weil.



WEILGREEN

WeilGreen targets programs and policies in areas such as document production and management, energy reduction and conservation, and hazardous electronic waste. In celebration of Earth Week each April, Weil offices globally participate in educational and awareness-building campaigns, contests and community engagement programs related to environmental stewardship.

NEARLY

\$100MIL

SINCE

1983

Weil Foundation's charitable contributions along with those of the Firm

35 years of charitable giving

and social responsibility efforts

1983–2018

GIVING TOTALED

\$750K

Firm, partner and employee giving to charitable organizations supporting disaster relief efforts in 2017

WEIL SUPPORTED

220+

NONPROFITS IN

2017

35%

of Weil's partners in the United States are serving on the board of a 501(c)(3) organization

SCHOLARSHIPS AWARDED

88

since program began in 1992



Weil has 5
affinity groups

that strengthen diversity
and inclusion

MORE THAN

41MIL

steps taken by Weil participants in the 2017 STEPtember Challenge

MORE THAN

50K | 2017

Hours of pro bono work performed by Firm attorneys

All lawyers at the Firm are expected to contribute 50 hours of pro bono work per year

17 Firm leaders

are LGBTQ+, people of color or women

140

ATTORNEYS AND STAFF

took part in the Volunteer Time Off program in 2017

Weil Pay It Forward has raised more than

\$593K

for over 500 programs since 2011

SOME OF WEIL'S U.S.-BASED NONPROFIT PARTNERS FROM 2017

ABA Fund for Justice and Education	Catholic Charities	Girl Scouts of Greater New York
Active Minds	Center for Reproductive Rights	Girls, Inc. of Alameda County
Advocates for Children of New York	Central Park Conservancy	Glen Doherty Memorial Foundation
Advocates for International Development	Cerebral Palsy Alliance Research Foundation	Good Sports
Ali Forney Center	Challenged Athletes Foundation	Graham Windham
ALSAC/St. Jude Children's Research Hospital	Children's Brain Tumor Foundation	Greater Houston Community Foundation
Alzheimer's Association	Children's National Health System	Her Justice
American Australian Association	ChIPs Network	Hispanic Bar Association of Houston
American Folk Art Museum	Citizens Committee for New York City	Historical Society of the New York Courts
American Heart Association	City Bar Fund	Homes For Our Troops
American Intellectual Property Law Education Foundation	City Year	Houston Bar Foundation
American Jewish Committee	Coalition for Integrity	Houston Coalition for the Homeless
American Red Cross	College Bound Dorchester	Houston Food Bank
Americares Foundation	Committee to Protect Journalists	Human Rights First
Americas Society	Community Boating Center	Human Rights Watch
Asian American Legal Defense & Education Fund	Community Hope	Ice Hockey In Harlem
Asian Law Alliance	Community Justice Project	Innocence Project
Bay Area Sports Hall of Fame	Community Legal Services in East Palo Alto	International Refugee Assistance Project
Becket-Chimney Corners YMCA Camps & Berkshire Outdoor Center	Crohn's and Colitis Foundation of America	J.L. Turner Legal Association Foundation
Big Brothers Big Sisters of Massachusetts Bay	Cure Childhood Cancer	JDRF
Big Brothers Big Sisters of New York City	Cyrus R. Vance Center for International Justice	Jumpstart
Booker T. Washington High School for the Performing and Visual Arts	D.C. Bar Pro Bono Center	Lambda Legal
Boston Children's Hospital	DC Appleseed	LatinoJustice PRLDEF
Boston Medical Center	Delaware Community Foundation	Lawyers Alliance for New York
Boston Scores	DirectWomen/Tides Center	Lawyers' Committee for Civil Rights Under Law
Bowery Residents' Committee	DistrictGolf Foundation	Legal Aid at Work
Boys & Girls Harbor	Facing History and Ourselves	Legal Aid Society
Boys Hope Girls Hope of New York	Federal Bar Foundation	Legal Aid of Metropolitan Family Services
Breast Cancer Research Foundation	Federal Circuit Bar Association	Legal Aid Society of San Mateo County
Brennan Center for Justice	Feeding Florida	Legal Aid Society of the District of Columbia
buildOn	Food Allergy Research & Education	Legal Momentum
C&S Charities	Food Finders	Legal Services NYC
Castle Athletics	Fordham Center on Law and Information Policy	Levine School of Music
Catalyst Miami	Futures and Options	Lincoln Center for the Performing Arts
	Gilda's Club Kansas City	Longwood Symphony Orchestra
		Make-A-Wish Foundation of Massachusetts

Make-A-Wish Greater Bay Area	Night Court	Street Law
Make-A-Wish Metro New York	NJ LEEP	Surfrider Foundation
March of Dimes	NYU Center for Labor and Employment Law	Tahirih Justice Center
Massachusetts Society for the Prevention of Cruelty to Children	Office of the Appellate Defender	The Burton Foundation
Mayo Clinic	Only Make Believe	The Feinstein Institute For Medical Research
Melanoma Research Alliance	Oxfam America	The Hellenic Initiative
Meor	PAIR Project	The Honorable Tina Brozman Foundation
Metropolitan Black Bar Association	Park Optimists Miami	The International Rule of Law Project
Minority Corporate Counsel Association	Partners In Health	The Miami Foundation
Montefiore Medical Center	Pathway Caring for Children	The Nature Conservancy
Muscular Dystrophy Association	PENCIL	The Opportunity Network
National Center for Victims of Crime	PERIOD	The Posse Foundation
National Jewish Health	PILnet	The Wilkinson Center
National September 11 Memorial & Museum	Practicing Attorneys for Law Students Program	UJA-Federation of New York
National Urban League	Pro Bono Partnership	United Way of Massachusetts Bay and Merrimack Valley
National Women's Law Center	Pro Bono Net	United Way of New York City
Navy SEAL Foundation	Promise House	Vital Voices Global Partnership
New Alternatives For Children	Read Alliance	Vogel Alcove
New England Parkinson's Ride	Reading Partners	Volunteer Lawyers for Justice
New York Cares	Robin Hood	Washington Lawyers' Committee for Civil Rights and Urban Affairs
New York County Lawyers Association	Royal Academy America	Wave Hill
New York Lawyers for the Public Interest	Samuel Waxman Cancer Research Foundation	Weill Cornell Medical College
New York Legal Assistance Group	Sanctuary for Families	Whitman-Walker Health
New York Police & Fire Widows' & Children's Benefit Fund	SCS Foundation	Woodall Rodgers Park Foundation
New York School of Ministry	SIREN	Woodrow Wilson Center
New Yorkers for Parks	Smile Farms	Worldwide Orphans Foundation
Newport Performing Arts Center	Spencer Educational Foundation	Youth INC
NEXT for AUTISM	St. Ann's Warehouse	
	Start Small Think Big	

Weil Philanthropic Committee

Joseph Allerhand
Co-Chair, Philanthropic Committee
Co-Head, Securities Litigation Practice

Howard Chatzinoff
Co-Chair, Philanthropic Committee
Co-Head, Transactions Practice

Karen Ballack
Partner, Technology & IP Transactions
Practice

Matt Barr
Co-Head, Business Finance &
Restructuring Department

Hedieh Fakhriyazdi
Associate Director, Global Diversity &
Social Responsibility

Karen Hartnett
Executive Assistant,
Executive Administration

Adam Hemlock
Partner, Antitrust Litigation Practice

Meredith Moore
Director, Global Diversity & Social
Responsibility

David Strumeyer
Executive Director

Weil Foundation Founding Members

Robert Todd Lang
Founder

Harvey R. Miller
Founder

Ira M. Millstein
Founder

ABOUT WEIL

With approximately 1,100 lawyers in offices around the world, Weil operates according to the “one firm” principle, allowing us to bring the right mix of firm-wide skill and local-market presence to deliver the coordinated legal advice necessary to help our clients achieve their sophisticated goals and objectives.

Founded in 1931, Weil has provided legal services to the largest public companies, private equity firms and financial institutions for more than 85 years. Widely recognized by those covering the legal profession, Weil's lawyers regularly advise clients globally on their most complex Litigation, Corporate, Restructuring, and Tax and Benefits matters. Weil has been a pioneer in establishing a geographic footprint that has allowed the Firm to partner with clients wherever they do business.

Our attention to client service rests upon a few core values: comprehensive understanding of our clients' businesses and culture; thorough focus on our clients' objectives, both short-term and long-term; and unwavering commitment to helping clients solve problems in the most efficient, cost-effective way.





