



**2009
PRO BONO ANNUAL REVIEW**

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Over the past decade, the lawyers and staff at Weil Gotshal have worked very hard to reinvigorate the firm's pro bono program. We felt then – and feel today – that pro bono legal work is a vital component of any law firm's community outreach, as well as a professional obligation that each lawyer shares. Pro bono represents "our finest hours."

This commitment and renewed focus have yielded significant results for our firm. Since 2005, our firm has logged more than 325,000 hours of pro bono service, a figure that represents a huge increase over the preceding four-year period. Last year, our firm provided nearly 90,000 hours of pro bono work, or work roughly equivalent to 45 full-time lawyers; in the US, the firm averaged 82 pro bono hours per lawyer, and over 90 percent of our partners took on pro bono assignments.

This tremendous collective effort, year after year, gains its momentum from the firm's unique pro bono policy. We maintain the goal that every lawyer should perform 50 hours of pro bono work each year; the expectation that every partner work on a pro bono matter every year; and the requirement that every new attorney – from first-year associates to lateral partners – take on a pro bono matter within his or her first two years at the firm. The crafting of this policy has played no small part in Weil Gotshal's pro bono performance over the past few years, culminating this year in an unprecedented accomplishment: our firm became the first to hold concurrently the two highest awards in the US for pro bono service – the American Bar Association's Pro Bono Publico Award and the Pro Bono Institute's Pickering Award.

These accolades are a wonderful recognition of our recent pro bono work, but, ultimately, the driving force behind our efforts remains our clients, many of whom desperately need our help in facing serious challenges and circumstances, including, among others, parents whose children have been unlawfully abducted; asylum seekers who need protection from persecution in their homelands; minority workers facing discrimination on the job; tenants who face eviction from their homes; and foreign governments seeking novel financial and legal tools to guard against natural disasters and poor harvests. Our work touches people the world over, from New York to central Africa, and involves lawyers from every office at our firm. We are proud of our pro bono commitment and accomplishments and invite you to explore a sampling of our work in the pages that follow.



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Chairman

Steven Alan Reiss
Co-Chairman
Pro Bono Committee

John B. Strasburger
Co-Chairman
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"Of Equality - as if it harm'd me, giving others the same chances and rights as myself - as if it were not indispensable to my own rights that others possess the same."

Walt Whitman (1819-1892)



Defending the Rights of Same-Sex Domestic Partners

In groundbreaking litigation, Weil Gotshal obtained an unprecedented ruling from the New York Appellate Division clarifying the extent to which orders of protection can be extended to protect same-sex domestic partners and other individuals not specifically identified in New York's Family Court Act. Working with Sanctuary for Families, our team represented a woman who had been assaulted by her brother and whose domestic partner had also been assaulted. The Family Court issued an order requiring the brother to stay away from our client, but refused to offer similar protection to our client's domestic partner, reasoning that it was without authority to grant that relief because the Family Court Act did not recognize same-sex relationships.

Our litigation team then appealed the decision to the Appellate Division, which unanimously held that the order of protection should include a requirement that the brother stay away from our client's domestic partner. The Appellate Division held that the additional requirement would "go toward achieving the purpose of fully protecting" our client and that the Family Court "erred in concluding that it was constrained in its ability to issue such relief." This important decision should provide additional means for relief to same-sex couples that otherwise lack legal recognition in the State of New York.

Defending Prisoners' Rights

Weil Gotshal obtained a complete plaintiff's verdict on behalf of a client who was physically assaulted by five corrections officers while incarcerated at Fishkill Correctional Facility in upstate New York. The beating, which lasted almost three minutes and took place while our client was still handcuffed, resulted in at least 12 documented injuries to his face, jaw, abdomen, and back. The jury awarded \$200,000 in compensatory damages and \$550,000 in punitive damages, for a total damages award of \$750,000.

After receiving the case from The Legal Aid Society, our firm had to move quickly, as our client had just signed an ill-advised stipulation of discontinuance dismissing a complaint he had filed *pro se* against the same five defendants. We persuaded the court that this constituted a voluntary dismissal without prejudice to refile, and then subsequently drafted and filed a new complaint. After fending off a motion for summary judgment, our pro bono team of litigators took to the courtroom. After deliberating for six hours over two days, the jury found all three defendants who beat our client liable under the Eighth Amendment for using excessive force, and the remaining two defendants liable for failing to intervene to prevent the use of excessive force. One defendant was also found to be liable as a supervisor.

Preserving Equality Under the Law

Through a joint effort of several Weil Gotshal offices in Europe and the United States, we assisted the European Roma Rights Centre (ERRC) in a case before the European Court of Human Rights. The ERRC is disputing the widespread discriminatory practices of Croatian secondary schools of forcing students of Romani origin into Roma-only classrooms, ostensibly under the guise that the children's inability to speak fluent Croatian results in a need to segregate them from other Croatian classrooms and terminating their studies prematurely, thus depriving them the right to an education. Weil Gotshal undertook comparative legal research to supply legal arguments to the ERRC in fighting segregation of Romani and non-Romani schoolchildren throughout Central and Eastern Europe. In addition to research conducted on compulsory education laws in France, Germany, and Hungary, the team provided an analysis of legal arguments and precedents used in those jurisdictions as well as in the United States.

CIVIL & CONSTITUTIONAL RIGHTS

Protecting Equal Access to the Ballot Box

For several years, Weil Gotshal attorneys have been coordinating with the Election Protection Program with the Lawyers' Committee for Civil Rights Under Law, the Asian American Legal Defense and Education Fund, and the Puerto Rican Legal Defense and Education Fund, as part of the nation's largest nonpartisan program working to break down barriers to the ballot box for traditionally disenfranchised voters. Our multi-office effort aids the overall program by meeting with election officials, staffing hotlines to address voting rights, and serving as mobile legal volunteers on Election Day. Where necessary, our lawyers also litigate for improvements to the election process. The program is available to all voters across the country, but finds its greatest relevance in communities where voter disenfranchisement is a continuing challenge, including those with large numbers of African Americans, Asian Pacific Americans, Latinos, Native Americans, senior citizens, young people, low-income voters, and individuals with disabilities.



Broadening Access to Aid for Disabled Persons

As part of its continuing pro bono service to persons with disabilities, Weil Gotshal successfully represented a Harlem man diagnosed with severe and debilitating depression who had been denied Disability Insurance Benefits and Supplemental Security Income. Our client's depression made it difficult for him to perform his daily tasks or even to show up for work as a janitor in an apartment complex, and bullying from his coworkers made him increasingly paranoid. He lost his job, and with very little income, our client and his ailing 86-year-old mother, for whom he is the caretaker, had to move into a new apartment that was rat-infested and unhealthy.

Since losing his job, our client was hospitalized five times, with one of the hospitalizations lasting almost a month. Many of the hospitalizations occurred after serious incidents caused by his mental illness, such as severe panic attacks, paranoia, and heart palpitations. He also experienced oratory hallucinations, or "hearing voices," on multiple occasions that encouraged him to harm himself or others. Despite heavy doses of antidepressants, our client's illness is still a disabling condition.

The legal work surrounding the case involved thoroughly digesting extensive medical records and evidence and condensing them into a comprehensive letter brief to the administrative law judge. We met with the client frequently and prepared him for questioning, creating a direct examination, and rebuilding the witness's testimony after the judge did his best to poke holes in the case. Ultimately, the judge rendered a favorable decision, awarding our client benefits and allowing him and his mother to move into more suitable housing.

Securing Benefits for the Disabled

In a case over thirty years in the making, Weil Gotshal secured for a needy client Social Security benefits that had been denied since 1978, covering a nine-year period several decades ago. Our client was provided disability benefits from 1987 to the present, but was denied benefits for the 1978 to 1986 time period, despite being eligible for them.

After receiving an adverse ruling before the administrative law judge, the Weil Gotshal team persevered and, on appeal in district court, prevailed on behalf of our client. By seeing the case through to victory, the Weil Gotshal team established substantial precedent regarding the Dixon Presumption – a presumption designed by the Second Circuit to remediate improper disability determinations that could not be remanded for further review because the Social Security Administration had destroyed the administrative record.

Protecting Minority Access to Jobs

Weil Gotshal co-counseled with the Asian American Legal Defense and Education Fund (AALDEF) to secure an appeals court affirmation of a trial court decision protecting the rights of tenured public school teachers in Lowell, Massachusetts. Citing the longstanding rule that courts may not disturb an arbitrator's legal and factual findings, the court preserved the arbitrator's ruling that discrimination against non-native speakers violated Massachusetts anti-discrimination law. The decision significantly advances the rights of non-native English speakers in the workplace, and was featured widely in the press and legal trade publications.



Since April 2007, a growing team of Weil Gotshal lawyers has been helping Human Rights Watch, a non-governmental organization, with a project relating to cases being heard before the International Criminal Court (ICC) in The Hague. This has primarily involved monitoring and summarizing significant decisions issued by the ICC on an ongoing basis. This enables Human Rights Watch to stay current in its work to promote justice for the most serious crimes – genocide, war crimes, and crimes against humanity – through fair and effective trials by the ICC.

HUMAN RIGHTS WATCH

In order to provide Human Rights Watch with the information it needs on a timely basis, a Weil Gotshal team of over 70 volunteer lawyers prepares daily summaries of ICC decisions and analyses of developments in the ICC relating to core human rights issues. The decisions to date have encompassed a wide range of issues, from the appropriate basis for victim participation in trials to the rights of defendants to a fair trial – some of which are being considered for the first time at this level.

Weil Gotshal's work has also included multi-week trips to The Hague in order to observe the proceedings against two Congolese warlords accused of war crimes and crimes against humanity – including murder, sexual slavery, rape, inhumane acts, and using child soldiers – committed during conflict in the war-torn Ituri district of the Democratic Republic of Congo (DRC). The attendees provided daily reports of the events in court to Human Rights Watch focused on the issues of fair trial rights of the individual defendants, the rights of victims of the alleged crimes, and how perceptions of the proceedings will have implications for the credibility of international justice. In September 2008 the ICC issued its decision confirming the majority of the charges against the warlords, who are expected to be formally tried in 2009.

A number of other cases are currently pending in the ICC against individuals to whom the ICC has issued arrest warrants alleging war crimes, crimes against humanity, and other serious violations of international humanitarian law committed in the DRC, Darfur, Uganda, and the Central African Republic. Through its International Justice Program, Human Rights Watch has an important role in monitoring the ICC's activities to ensure that human rights are being respected through the entirety of the court process – whether in respect of the victims of war crimes or the defendants accused of those crimes.

Human Rights Watch is very active in monitoring this groundbreaking new court and is in constant dialogue with court officials, state parties to the ICC, and the media about how the ICC can develop and respond to the challenges it faces. From time to time, it consults members of the team about the significance of certain decisions with respect to the broader development of international law and process in accordance with the appropriate standards of human rights. Human Rights Watch, therefore, plays an influential role in the development of the court's practice, and the digests and analyses produced by our team of volunteers help to enable Human Rights Watch to engage with their counterparts on an informed basis as and when important matters arise. Since the project's inception, Weil Gotshal has worked over 3,000 hours worldwide on a pro bono basis assisting Human Rights Watch in this important endeavor.



“Where, after all, do universal human rights begin? In small places, close to home – so close and so small that they cannot be seen on any maps of the world.... Such are the places where every man, woman, and child seeks equal justice, equal opportunity, equal dignity without discrimination. Unless these rights have meaning there, they have little meaning anywhere.”

Eleanor Roosevelt (1884-1962)

HUMAN RIGHTS

Preserving Human Rights Amid Calamity

In conjunction with the law firm Koob & Magoolahgan, Weil Gotshal represents one of hundreds of Arab and South Asian Muslim men from the New York area who were held by the US government after the September 11, 2001 terrorist attacks solely for reason of race, religion, and national origin. Our client had no connection to the events of September 11, 2001, or any other terrorist activity, but was nonetheless detained in a maximum security facility in Brooklyn and subjected to brutal abuse and mistreatment.

Weil Gotshal, along with its co-counsel, assisted a second defendant in obtaining the first-ever settlement by the US government in a 9/11 prisoner abuse case. The pending suit is against a wide range of defendants including corrections officers and other prison personnel, as well as high-ranking government officials, including former US Attorney General John Ashcroft and former director of the Federal Bureau of Investigation Robert Mueller. The case has been consolidated for pre-trial purposes with a class action of other post-9/11 detainees, who are being represented jointly by the Center for Constitutional Rights and Covington & Burling.

The district court rejected the government’s motion to dismiss, in which the government argued that post-9/11 law enforcement needs justified the plaintiffs’ detention and mistreatment. The appeals court affirmed, holding that high-ranking officials must be made to answer for their role in formulating and carrying out an unconstitutional and discriminatory policy targeting Arab and Muslim men. Mr. Ashcroft and Mr. Mueller successfully petitioned the US Supreme Court for certiorari, and the case was argued in December 2008. A decision is expected in 2009.



Making the Business Case for Human Rights Compliance

On behalf of pro bono client Oxfam America, Weil Gotshal authored a memorandum in support of a 2008 report issued by John Ruggie, the United Nations Secretary-General’s Special Representative on Human Rights. The Ruggie Report proposed guidelines for improving corporate compliance with human rights obligations both in the US and internationally.

The Weil Gotshal memo in support of the Ruggie Report argued that the legal framework already in place in the United States makes corporate compliance with human rights a standard practice at most US companies. Because human rights violations may constitute material risks for US corporations – not only at home, but also in the other countries in which they operate – the Weil Gotshal memo concluded that beyond the obligation to manage risks and comply with the law, there is a substantial business case in favor of safeguarding human rights. Weil Gotshal’s memo became public shortly after its issuance and sparked a spirited debate in the legal and business communities.

Advocating for Holocaust Survivors

Federal Republic of Germany

Continuing our work with Bet Tzedek Legal Services, an organization that provides legal assistance to victims of political persecution and ethnic cleansing, our Frankfurt office is handling the claims of 30 Holocaust survivors in connection with past labor benefits. This representation focuses on so-called “voluntary” laborers in a World War II German ghetto. Because demonstrating “voluntary” labor from over 60 years ago is difficult, our lawyers have worked extremely hard to expedite these claims, enduring significant delays and appeals from German pension authorities. The German government has now retooled its system to allow a one-time payment of 2,000 Euros to this victim class, leading the way for survivors to complete their applications for this new German Ghetto Work Payment Program.

In an effort to assist with this reparations program, Weil Gotshal helped launch a large-scale initiative along with Bet Tzedek Legal Services and many major US firms and local Jewish family service organizations. A nationwide network of pro bono clinics has been developed to help those eligible. Time is of the essence in cases involving Holocaust survivors, most of whom are over 80 years old and many of whom are in failing health. The effort commenced at Bet Tzedek Legal Services in Los Angeles, a client of our firm’s Budapest office, and now includes Weil Gotshal’s New York, Boston, Washington, DC, Dallas, Houston, and Miami offices. Participating attorneys assist clients with their applications at a clinic located in their city.

Republic of Hungary

Our firm’s Budapest office assisted Bet Tzedek in Hungary, successfully representing a client in connection with his claim for the loss of his father at the Bergen-Belsen concentration camp. Our client’s father died in April 1945, a few days after the liberation of Bergen-Belsen concentration camp where he was imprisoned. Since case law in Hungary suggests that, indeed, those who died after liberation were not entitled to compensation, the Hungarian government had cited the timing of the victim’s death as justification for withholding compensation to his surviving family, but the Compensation Office reversed its earlier decision and approved our client’s claim once our attorneys filed a statement of claim and advocated for our client’s position.





“The rapidity of change and the speed with which new situations are created follow the impetuous and heedless pace of man rather than the deliberate pace of nature.”

Rachel Carson (1907-1964)

HEALTH & THE ENVIRONMENT

Holding Public Officials Accountable for Child Safety

When the New York City School Construction Authority (SCA) proposed to construct a new school facility in the Mott Haven section of the Bronx on a contaminated former industrial site, New York Lawyers for the Public Interest (NYLPI) looked to Weil Gotshal to carry forward the resulting litigation, which was brought in Bronx County Supreme Court on behalf of a coalition of students, teachers, and members of the local community.

The Weil Gotshal team sought to force the SCA to produce a detailed maintenance and monitoring plan for the controls installed during cleanup of contamination at the school site. The plan approved by SCA precluded meaningful public comment because it lacked a discussion of relevant maintenance and monitoring factors, which is crucial to ensuring the health and safety of students and teachers at Mott Haven. In addition, given SCA's stated intention of building new schools at a number of former industrial sites in New York City, the client felt it was particularly important to establish a precedent that would require SCA to allow meaningful public comment on long-term maintenance and monitoring plans for such sites prior to their approval.

Our attorneys advanced the novel legal argument that the maintenance and monitoring plan previously approved under the Brownfields Cleanup Program violated the State Environmental Quality Review Act (SEQRA) because it lacked sufficient detail to provide plaintiffs with a meaningful opportunity to comment on mitigation measures before it was approved. The court agreed with our team's argument, concluding that SCA did not provide for adequate public comment and, therefore, failed to comply with SEQRA. Further, the court granted NYLPI's desired remedy by requiring SCA to prepare a supplementary environmental impact statement that details a plan for long-term maintenance and monitoring.

Combating Global Climate Change

Weil Gotshal attorneys worked with Oxfam America's climate change team to address legal issues in connection with Oxfam's policy proposals to construct and implement an international aviation emissions trading framework and carbon auction. Both of these proposals would provide a consistent funding stream that would give developing countries the resources to combat the impact of climate change. Weil Gotshal attorneys conducted extensive international legal research relating to these proposals and provided counsel directly to Oxfam's climate change experts. This work was facilitated by Oxfam's Law Firm Consortium, an initiative co-founded by Weil Gotshal that seeks to bring the resources and strategic thinking of law firms to address the issues of international poverty.

Empowering Those Who Seek Change

In 2008, Weil Gotshal contributed over 1,500 hours of legal services to E+Co, a non-profit social enterprise corporation started by the Rockefeller Foundation. E+Co invests capital and provides business development support to local enterprises that supply clean and affordable energy to households, businesses, and communities in developing countries. Weil Gotshal's multi-disciplinary efforts have included advising the company in its sales of "People and Planet Notes," which are sold to accredited investors; structuring and negotiation of several loan agreements and joint venture agreements with financing institutions and foreign development funds to raise capital to invest in clean energy projects; and general corporate, tax, employment, and intellectual property advice.

In one notable transaction, Weil Gotshal represented E+Co in its agreement with J. Aron, the commodities trading subsidiary of Goldman Sachs Group, Inc., in connection with a five-year forward sale contract for greenhouse-gas offsets generated from certain of E+Co's investments.



Enabling Green Alternatives and Lifestyles

Weil Gotshal currently represents Solar One, a not-for-profit organization "dedicated to empowering people with the vision, knowledge, and resources to attain a more environmentally sound and sustainable future." The organization seeks to accomplish its mission through education and outreach that focus on "green energy," environmental sustainability, and economic development.

Our pro bono team has provided and expects to continue to provide an array of legal services to Solar One, including real estate, intellectual property, and general not-for-profit counseling. This legal advice will continue to enable the organization to follow through on important projects, including its green energy outreach programs, which have reached over 19,000 New York City school-children; programs on green living and environmental sustainability; and its "green energy"-inspired art events that encourage community members to think and become involved in sustainability issues.

Solar One also maintains the New York City's first solar-powered "green energy, arts, and education center." Solar One is in the planning stages to build Solar 2, which will replace its current headquarters and will be New York City's first carbon-neutral building. Solar 2 will utilize solar power and advanced mechanical systems to prevent the production and emission of carbon dioxide and will serve as a leading-edge example of green energy. The organization plans to use the building as a community and education center to demonstrate and teach New Yorkers about the possibilities of green living and environmental sustainability.

WEILGREEN

In 2007 Weil Gotshal launched WEILGREEN, a firm-wide initiative to introduce greener business processes and procedures. The program to date has already introduced many efficiencies into the firm's day-to-day operations, affecting recycling, document printing, office equipment/supply procurement and disposal, energy consumption, and facilities management and utilization. The firm's efforts have been greatly assisted by the formation of Green Committees in each office around the firm. These committees serve as talking shops for new ideas. They also provide resources through which the firm is able to identify and extend best practices and the means by which the firm can monitor its results. Weil Gotshal is also an Associate Member of the Chicago Climate Exchange (CCX), which commits the firm to moving toward carbon neutrality by purchasing Carbon Financial Instrument® (CFI™) contracts in an amount equal to the amount of carbon emissions produced by the firm through air travel and office operations.





“The right to development is the measure of the respect of all other human rights. That should be our aim: a situation in which all individuals are enabled to maximize their potential, and to contribute to the evolution of society as a whole.”

Kofi Annan (b. 1938)

COMMUNITY & ECONOMIC DEVELOPMENT

Helping Government Better Serve People’s Needs

Weil Gotshal represented The New York City Department of Education in connection with its acquisition of a large, complex computer system to improve the management of special education services provided by the department. The department provides special education services to 191,000 disabled preschool and school-age students with disabilities in New York City. The management of these services had been operated for years by an aging data collection system whose imperfections and limitations were potentially costing the city millions of dollars of federal reimbursement. The new web-based, state-of-the-art system, called SESIS, will improve the department’s management of special education referral, evaluation, and placement process; provide real-time information to schools; and improve data integrity, potentially assisting the city in increasing federal reimbursement.

The new system will allow the Department of Education to provide families of students with disabilities with better and more timely information and will greatly improve the efficiency and effectiveness of the department by replacing paper files with electronic records for every student with disabilities recommended for special education services including vital information, such as student referrals, evaluation reports, and physicians’ prescriptions.

Our firm represented the department for over eight months, throughout its process of selecting among multiple vendors and negotiating with the preferred vendor concerning acquisition of the computer system and its associated database. The contract calls for \$54.9 million of expenditures over five years.



Blending Private Market Skills with the Public Interest

Following on Weil Gotshal’s work with the United Nations World Food Programme in 2006 on the world’s first humanitarian relief weather derivative transaction, Weil Gotshal lawyers were called upon in 2008 to represent the World Bank in its first-ever such transaction related to levels of precipitation in the Republic of Malawi.

Because Malawi is at risk for drought that, when it occurs, cuts agricultural yields, depresses farmer incomes, and negatively affects the government’s budget, the motivation for Malawi’s purchase of a weather-related hedging instrument was to reduce its agriculture-related financial risks. By entering into an index-based risk management contract, Malawi transferred some of the financial risk related to severe and catastrophic nationwide drought to the World Bank. In turn, the World Bank entered into a similar back-to-back contract transferring that risk to a leading reinsurance company, and thus to the financial markets. In simple terms, the index underlying such a contract is based on the level of rainfall in a country during a growing season. If rainfall during the season is below a set threshold, Malawi receives a pre-defined payment at the end of the season. That payment is at greater levels if precipitation during the growing season has been at lesser levels.

Weil Gotshal’s application of legal skills to a derivative transaction that could result in humanitarian relief has continued our assistance with groundbreaking changes in the way disaster relief efforts are planned for and financed – a true blending of private market skills and public interest.

Bringing Global Resources to Local Communities

Weil Gotshal advised Movement for the Budapest Olympics, or BOM, on the creation of legislation that will help provide political, economic, professional, and social guarantees for a possible Budapest application for the Summer Olympic Games of 2020. The legislation has already received unanimous approval at the municipal level and will now be sent to the Hungarian Parliament for its approval. BOM believes the application process and prospective hosting of the Games can act as a unifying agent around which Hungary’s various political and social groups can rally, as well as offer to the city of Budapest an opportunity to market its cosmopolitan air and regional strengths to the rest of the world.

Upholding Tenants’ Rights

Weil Gotshal recently extended tenants’ rights in New York, preventing a family from being evicted from its home and setting a valuable precedent for future tenant respondents. In 2005 our client traveled from New York to Jamaica to visit her family, but shortly after her arrival, she endured a series of misfortunes – her son died, she suffered a stroke, and she was diagnosed with severe depression. As a result of these medical issues, doctors recommended that she remain in Jamaica temporarily.

During this time our client retained her apartment in New York City, which she shared with members of her immediate family. She intended to return to New York as soon as it was medically feasible. In December 2007, her landlord filed a holdover proceeding against her, claiming that she improperly sublet her apartment and sought to evict her and her family from the apartment. In conjunction with The Legal Aid Society, Weil Gotshal filed a motion for summary judgment on the basis that service of the Petition and Notice was improper. The court found the affidavit of service to be defective on its face and dismissed the proceeding without prejudice. As such, it represents a significant victory for all tenants.



Assisting Trade-Impacted Workers

Weil Gotshal secured trade-related unemployment benefits, known as Trade Adjustment Assistance (TAA), from the US Department of Labor for a group of former employees of Medtronic, Inc., the Minneapolis-based medical device company. Our clients had lost their jobs as a result of Medtronic's decision to shift production of cardiovascular stents from its California facility to Ireland. After filing a petition for TAA with the Labor Department and being twice denied, three former employees filed a *pro se* challenge to the decision before the US Court of International Trade, which appointed Weil Gotshal to represent the former employees.

After identifying substantial holes in the Labor Department's administrative record and legal analysis, our team secured a remand to the agency, whereupon we provided evidence demonstrating how the former Medtronic workers qualified for benefits under not one, but two, separate provisions of the TAA statute. Within a few days of our submission, our clients were certified for TAA.

Our pro bono team succeeded in delivering what many policymakers have recognized as key to maintaining an open trading system: ensuring retraining and other help for workers affected by globalization. Thanks to the team's efforts, our clients and an additional 120 former employees of Medtronic are now eligible to receive money for job retraining, a stipend during retraining, reimbursement of job-search expenses, reimbursement of relocation expenses, and other training as needed. The California Employment Development Department will work further with our clients to create an action plan incorporating the TAA benefits until they find employment.

Building the Foundations of Community Strength

Weil Gotshal established a general corporate counsel relationship with the Kent/Charlestown Community School Council, a non-profit organization serving residents of diverse backgrounds and experiences in the Charlestown neighborhood of Boston. In collaboration with the Boston Centers for Youth and Families, our client provides a wide array of services, including much needed recreational, educational, and social services and programs to residents in the Bunker Hill Housing Project – a federally funded housing development operated by the Boston Housing Authority (BHA).

In 2008, our firm assisted the council in negotiating and preparing space and services agreements with several of the council's community-based partners, including BHA. The agreement with BHA allows our client to expand and strengthen its Adult Basic Education and English as a Second Language programs and outreach.



VETERANS' RIGHTS



“As we express our gratitude, we must never forget that appreciation is not to utter words, but to live by them.”

John F. Kennedy (1917-1963)

Safeguarding Veterans' Survivor Benefits

Weil Gotshal successfully represented three widows of disabled veterans in their efforts to secure survivor benefits for themselves after their husbands' deaths. The case generated a great deal of attention, despite the seemingly low stakes – about \$1000 per widow per month – because, as all parties agreed, the case involved a pure issue of statutory interpretation; therefore, the case's outcome was likely to affect an entire class of veterans' widows with a total benefit value of approximately \$35 million.

The US government brought a motion to dismiss the case, and after the Weil Gotshal team's oral argument before the Court of Federal Claims, the judge expressed that he might grant summary judgment – for our clients. Summary judgment did indeed follow, after the judge denied the government's motion in a 25-page opinion fully adopting our reading of the statute. The Weil Gotshal team is now representing the widows as appellees before the US Court of Appeals for the Federal Circuit.

Assisting Disabled Veterans in Need

Weil Gotshal recently prevailed before the US Court of Appeals for the Federal Circuit in litigation that secured disability benefits for a long-suffering Vietnam veteran and may well change the way disabled veterans are compensated by the US government.

Our team represented a veteran diagnosed with post-traumatic stress disorder in the 1980s. When alerted to our client's condition, the Department of Veterans Affairs (VA) asserted that there was no proof that the disorder was related to his military service, this despite our client's year-long assignment during the war of guarding an ammunition depot that had been “under mortar attack almost every night.” His condition led to severe sleep deprivation, brought on by chronic nightmares and flashbacks, thereby aggravating his headaches and depression that set in after Vietnam. Although he was in and out of VA facilities from 1988 onwards, his disability was not legally connected to his military service in Vietnam until 1999, and even then, he only received a partial disability designation, amounting to \$300 per month, despite his inability to hold a job.

In 2004, the VA upgraded our client's disability designation, but did not retroactively apply the designation. Our client appealed the case to the Board of Veteran's Appeals (BVA) in 2004 and Disabled American Veterans (DAV) wrote a letter on his behalf. The BVA rejected his claim, and he appealed to the US Court of Appeals for Veterans Claims, where the government took the unusual stance of treating our client as an adversarial party in the proceedings, gutting the traditional “rule of sympathy” in handling veterans affairs litigation.

In his subsequent appeal to the US Court of Appeals, our client was finally vindicated. The court's decision set the important precedent that veterans should receive all possible benefits, even if they do not have the legal knowledge to specifically ask for them. Also, it said that they must be treated sympathetically even if a veteran's organization assists them. This decision is monumental for the veteran disability benefits process. It represents the first time a court has ruled to say that the VA must consider the maximum possible benefits for a veteran even if they do not ask for them specifically at the Board level. It is also the first time that any court has said explicitly that help from service organizations does not count against veterans, thus securing the right of veterans' organizations to help veterans through the appeals process, critically important for a system that has been notoriously complicated to navigate.



“Looking back through history ... a community’s moral duty and behaviour always included how it responded to appeals for asylum ... Known as non-refoulement, this same principle is today considered the cornerstone of international refugee law.”

António Guterres (b. 1949)

ASYLUM & IMMIGRATION

Iran

Weil Gotshal represented a lesbian Iranian woman in her attempt to secure asylum in the US after enduring persecution related to her sexual orientation and her work on behalf of an exiled Persian singer who supported women’s rights. The client had suffered torture on multiple occasions and heard her gay and lesbian friends being hanged and stoned to death after she and her friends were arrested at a gay party. The University of Tehran expelled her after the *Basij*, an underground paramilitary organization, alleged that she was a lesbian. Ultimately, the government sentenced her to lashings. She feared she would be killed if she returned as she had an outstanding court hearing in a country where lesbian women can be sentenced to death. The Weil Gotshal asylum unit went into action, knitting together a legal team to advocate for our client’s welfare. Our efforts were rewarded when our client received a grant of asylum, allowing her to stay in the United States.

Kenya

Weil Gotshal represented a Kenyan gay rights and HIV/AIDS activist in his request for asylum after being persecuted in his home country for his sexuality and activism. The US government granted asylum after an affirmative asylum hearing. Asylum victories at the interview level are rare, and the asylum officer commended the pro bono team for its representation and case preparation.

Cote d’Ivoire

Weil Gotshal secured legal immigration status for a young Ivorian woman whose parents had planned to return her to Cote d’Ivoire to be circumcised and to take part in an arranged marriage. Despite abundant US government documentation characterizing such circumcisions as instances of female genitalia mutilation, as well as documents detailing the practice of arranged marriages in Cote d’Ivoire, counsel for the Department of Homeland Security objected to our client’s application for relief.

During the course of preparing her application, the Weil Gotshal team came to learn that our client’s parents had regularly beaten and emotionally abused her since they brought her to the United States to cook and clean for the family five years ago. In light of this domestic abuse, the team filed a claim for relief under the Violence Against Women Act (VAWA). After hearing the in-court testimony of the client along with the rest of the documentary evidence, including the declarations of several fact and expert witnesses, the court granted the VAWA claim, entitling our client to the benefits of US residency status.



Honduras

Weil Gotshal successfully challenged the Department of Homeland Security (DHS) in connection with its alleged unlawful treatment of a Honduran national who had immigrated to the US in 1988 to escape persecution by the Honduran military. Back in 1996, following a two-day trial on the merits, our client was granted asylum by a US immigration judge based on our client’s fear of persecution in Honduras; however, in 2005, when he applied for an adjustment in his status from asylee to permanent resident, DHS not only denied his application to become a permanent resident, but issued an order that included factual findings contrary to those of the immigration judge, recasting our client as a persecutor, not a victim.

The Weil Gotshal litigation team’s complaint alleged that DHS’s behavior was contrary to applicable law and violated principles of due process, the Administration Procedures Act, and the doctrine of collateral estoppel. We claimed that, during our client’s adjustment-of-status interview, the adjudicating immigration officer improperly sought to reopen our client’s eleven-year-old award of asylum by cross-examining him about his alleged “persecution of communists” during his coerced service in the Honduran military in the 1980s. Our complaint further alleged that, contrary to the immigration judge’s 1996 finding that our client had not participated in acts of persecution, DHS unilaterally decided that our client’s statements were false.

Ultimately, the US Attorney’s Office, as counsel for the government, agreed to vacate the order denying his status adjustment and to grant him the permanent resident status he was seeking. As a result, our client was able to return to Honduras to visit with his family for the first time in twenty years and return to continue his life in the United States.



“So, much of modern business has much to learn from the charity sector – from the refreshment and restoration to be gained from taking on board a little of its magic formulae and remembering that a single act of unalloyed generosity can be transforming for life, that a single demonstration of unmerited trust can be liberating for life, that companies are made up of people who need people.”

**Andrew Wyndham Phillips,
Baron Phillips of Sudbury (b. 1939)**

NOT-FOR-PROFITS

Not-For-Profit Practice Group

Weil Gotshal’s commitment to the not-for-profit sector is supported by the firm’s Not-for-Profit Practice Group. The group, founded in 2006, is comprised of lawyers from a wide array of practice specialties who are dedicated to marshaling and standardizing the vast spectrum of Weil Gotshal’s not-for-profit efforts. As a result of the group’s efforts, the firm’s pro bono transactional practice has continued to elevate its status as an industry leader, and Weil Gotshal has emerged as a premier provider of legal services for the not-for-profit sector. The group, in cooperation with the firm’s Pro Bono Committee, hosts an annual Not-for-Profit Board Member Symposium, which focuses on good governance in this era of enhanced challenges, heightened expectations, and rigorous regulatory scrutiny in the not-for-profit, foundation, and charitable communities.



Council of Senior Centers & Services of New York City, Inc.

Weil Gotshal serves as pro bono general counsel to Council of Senior Centers & Services of New York City, Inc. (CSCS), a membership organization representing over 200 community-based senior centers and service agencies, which in turn assist over 300,000 elderly New Yorkers. Weil Gotshal has provided guidance in matters related to corporate governance, litigation, contracts, intellectual property, real estate, strategic alliances, and business ventures, including the development of “The Marketplace@CSCS,” an internet group purchasing program that provides discounted food and services for senior citizen agencies and public interest groups.

Tutu Foundation

Weil Gotshal provides the Tutu Foundation with legal advice on corporate matters, charity law issues, and fundraising. The foundation and its sister organizations in the United States and South Africa have been formed to perpetuate and further develop the work and ideas of Archbishop Desmond Tutu and his wife Leah. The Archbishop is one of the iconic figures in the struggle against apartheid in South Africa and with his wife Leah has been central in the process of reconciliation that has helped South Africa to make the transition to democracy.

In the UK, the foundation applies Archbishop Tutu’s work in mediation and conflict transformation to British communities in conflict. In doing so it offers a practical and proven solution to one of the most pressing needs in the UK today – reclaiming and transforming the lives of young people who are involved in violence, anti-social behavior, and gangs. The foundation has helped with workshops involving rival gangs in areas of Liverpool, is working with young people in Bradford, and is involved in an initiative relating to knife crime in London.



Oxfam International

Continuing Weil Gotshal’s commitment to Oxfam, the firm recently advised Oxfam on the reorganization of its operations in India. Historically, Oxfam’s Indian operations have been operated by Oxfam India and five international Oxfam subsidiaries – Oxfam Australia, Oxfam GB, Oxfam Hong Kong, Oxfam Intermon (a Spanish charity), and Oxfam Novib (a Dutch charity). In order to strengthen its Indian operations, Oxfam decided that the Indian operations of these six entities should be integrated into a “Single Integrated Oxfam for India.”

Oxfam has concerns regarding the reorganization because of the complexity of each Oxfam operation; each entity has its own employees, finance and funding, partner relationships, and property, among other assets and processes. Weil Gotshal was asked to provide strategic advice and guidance as to how Oxfam should approach the reorganization. We drafted a transfer agreement to be used as a basis for the Indian local counsel who had to document the transaction. We were also in regular communication with Oxfam to discuss methods to resolve challenges relating to the different international aspects of the reorganization, which was completed in late September 2008.

Multiple Sclerosis Society of Poland

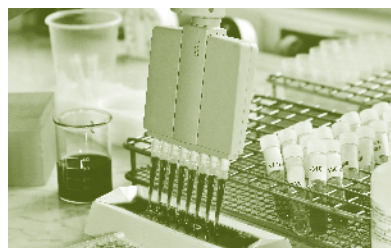
Weil Gotshal advises the Multiple Sclerosis Society of Poland on tax matters, in particular, the taxation of donations intended for the treatment and rehabilitation of members of the society. The tax opinions prepared for the society will be made available to other organizations seeking and raising funds for the sick.

INNOCENCE PROJECT

Since 2005, Weil Gotshal has proudly worked on more than a dozen matters for The Innocence Project, a national litigation and public policy organization dedicated to exonerating wrongfully convicted people through DNA testing and to reforming the criminal justice system to prevent future injustice. We look forward to supporting and growing this partnership in the future in order to provide a voice for those who suffer due to wrongful convictions.

Highlights of our work with The Innocence Project include:

- Wrote an amicus brief to the Louisiana Supreme Court in support of one of the “Angola Three” – men who were charged with the murder of a guard during a prison riot and held in solitary confinement for 29 years. The men have always declared their innocence. One member of the group was exonerated by the State of Louisiana in 2001 and released. He is now fighting for the release of the other men.
- Investigated and prepared a successful parole petition for a man who was convicted of rape in Houston, Texas, in 1985, despite a solid alibi placing him nearly 200 miles away from the crime scene. After Houston police department officials lost the DNA evidence that could have conclusively proven our client’s innocence, Weil Gotshal agreed to help him in his efforts to obtain parole. The comprehensive petition that Weil Gotshal’s Houston office presented to the parole board so powerfully asserted his claim of innocence and the injustice of the loss of his DNA evidence that the board, in an extremely rare move, voted to grant him parole despite the seriousness of the crime for which he was convicted and the length of time remaining on his sentence.



- Wrote an amicus brief in support of an Ohio man who was wrongfully convicted of murdering his mother-in-law and raping his eight-year-old niece. He was exonerated after DNA evidence proved his innocence and the culpability of the actual perpetrator, a convicted rapist who lived in the neighborhood at the time of the crime and who has since confessed to the crime. The Innocence Project consulted on the case; Weil Gotshal filed its brief on behalf of the Innocence Network.
- Provided comprehensive research assistance on claims involving actual innocence, witness perjury, and the suppression of evidence under Texas law in the case of a man who has been in prison for 21 years for a rape and murder he has always maintained he did not commit. Recently obtained DNA evidence pointed to another man who had testified against our client at trial and who was subsequently arrested and convicted of the crime. Weil Gotshal’s research helped lead a post-conviction court to recommend that our client is entitled to a new trial.
- Wrote an amicus brief in support of an Innocence Project client who has been fighting for DNA testing for 11 years. The Louisiana Supreme Court ruled in his favor and testing is underway. He has been in prison for 26 years.
- Drafted an appeal brief leading to consent for DNA testing for an Innocence Project client.
- Worked with The Innocence Project to determine that Texas exonerees can receive financial support from The Innocence Project after their release but prior to the governor’s declaration of innocence – a procedure specific to that state. It was determined that The Innocence Project could, indeed, support the exonerees during this period.
- Assisted a recently released exoneree and former postal worker in re-establishing his benefits after spending 19 years in prison for a murder he did not commit. This exoneree was wrongly accused of the crime by then New York Police Department detectives Louis Eppolito and Stephen Caracappa, who were themselves later prosecuted for alleged mob-related crimes, including murder, kidnapping, money laundering, and narcotics distribution.
- Successfully represented an exoneree in Texas State Court, where he sought compensation under the state’s statute.
- Wrote an amicus brief to the United States Supreme Court on behalf of a man who is filing a civil law suit against top officials in the Los Angeles District Attorney’s Office. Our client was wrongly convicted of murder and spent 24 years in prison based on the testimony of a snitch, who had received a deal to testify. The fact that the informant had received previous deals was never revealed during the trial, despite the legal requirement to do so. Our client’s conviction rested on the informant’s false testimony, and he is suing for monetary damages.
- Provided legal counsel on matrimony and tax issues to a recently released exoneree who spent 21 years in prison for a rape he did not commit.
- Worked with The Innocence Project’s paralegal staff to establish an effective filing system and helped to organize hundreds of case files.



“The test of the morality of a society is what it does for its children.”

Dietrich Bonhoeffer (1906-1945)

CHILDREN’S ISSUES

Giving All Children Needed Support

In collaboration with Texas Appleseed and Advocacy Inc., Weil Gotshal is working for needed reforms at the Texas Youth Commission, a state-level agency that oversees juvenile detention centers. Through the execution of a comprehensive strategy, Weil Gotshal’s pro bono team is working to end the agency’s use of long-term isolation to “manage aggression” in institutionalized teenagers, as well as seeking to ensure that Texas’ institutionalized children are afforded legally-mandated medical care and educational programming. In recognition of these results achieved on behalf of Texas youths, Weil Gotshal was presented with the “Good Apple Award” for Pro Bono Service by Texas Appleseed.

Helping Parents Manage Their Children’s Disabilities

Working alongside the staff members of New York Lawyers for the Public Interest, Weil Gotshal attorneys participate each month in the Guardianship Workshop Program. This ongoing project connects volunteer attorneys with parents of children with developmental disabilities to help familiarize the parents with the necessary *pro se* petitions they must file for guardianship. In the state of New York, once a child turns 18 years of age, medical requests and Social Security Insurance entitlements often require guardianship letters. Time spent at this monthly workshop is a simple way to perform pro bono service, but can make a big difference in the lives of parents and other family members in the community. The firm takes great pride in having helped over 400 families with this important program over the past seven years.



Improving Health through Preventive Law

In 2008, Weil Gotshal began a relationship with Medical-Legal Partnership (MLP) | Boston, the founding site of a unique national program that partners medical clinicians with lawyers to ensure that low-income patients have access to all of the tools necessary to address the social determinants of health. The firm has provided services to MLP | Boston’s clients in a number of areas, including (i) assessing eligibility for application and navigating the appeal process for income supports including public benefits and health insurance and (ii) ensuring access to appropriate education and childcare. The partnership between Weil Gotshal and MLP | Boston continues to help low-income patients in the Boston area navigate complex regulatory and legal requirements to obtain much-needed medical and educational resources for vulnerable families in a preventive posture, before their challenges become crises.

Striving to Reach Every Child in Need

Throughout the course of 2008, Weil Gotshal advised the National Society for the Prevention of Cruelty to Children (NSPCC), negotiating a letter of intent followed by a managed services agreement and corresponding service schedules with BT plc for the development and management of NSPCC’s next-generation call center. This project will overhaul the way in which NSPCC operates its call centers in that the organization will be able to offer text messaging services to children and eventually communication via instant messaging. The project will also change the way in which advice is managed as information on callers will be stored on computers and retrieved during repeat calls, allowing each NSPCC counselor to give more informed guidance. Given regulations under which BT operates, the pro bono team also advised NSPCC regarding UK Office of Communications regulation and the terms on which BT offers its services.

One of the NSPCC’s key goals is to reduce dramatically the number of children whose requests for help go unanswered, and the new services supported by the call center are expected to have a dramatic impact in this area.

Protecting Children from Illegal Abduction

Weil Gotshal represented a Mexican woman whose two minor children – both American citizens – were being detained in Mexico by the family of the children’s abusive father. After securing an order of protection against the man, the Weil Gotshal team began its effort to secure custody of the children and their safe return to the United States. After the father failed to produce the children as mutually agreed upon pursuant to an interim custody order, the Bronx Family Court issued an order for their return and gave sole custody to the mother. Over the following weekend, Weil Gotshal, with the invaluable assistance of Sanctuary for Families, facilitated the return of the two minor children to their mother after a year-and-a-half absence.

Upholding the Lawful Custody of Children

In a matter referred to the firm by the National Center for Missing and Exploited Children, Weil Gotshal represented a citizen of Mexico whose two minor children were abducted by their mother and illegally transported to the United States. After Weil Gotshal attorneys obtained a federal court order requiring the mother to return the two children to their father, the mother fled and hid the children in an unknown location in Texas. Once the mother’s location was discovered, the firm sought an emergency motion to enforce judgment and for the mother to be held in contempt. The court granted Weil Gotshal’s motion and issued a bench warrant for the arrest of the mother. Shortly thereafter, Weil Gotshal facilitated the return of the two minor children to the client. The client, who had not seen his children in six years, was then able to reunite the children with their ailing grandfather, who passed away a mere two days later.

Battling for Parental Rights Across Borders

Weil Gotshal represents a mother whose spouse wrongfully took their child to another country without her permission. Our client’s predicament is one of a growing number of such cases, in which, often, the “left behind” spouse’s only option is to plead for assistance in navigating the Hague Convention on the Civil Aspects of International Child Abduction and the maze of international governmental agencies that support it. Our client was doing just that in her home country of Mexico when her efforts were circumvented by those of her husband, who fraudulently obtained a default judgment in Harris County, Texas, that terminated her parental rights. She was never given any notice of the proceeding and, therefore, did not have any opportunity to defend herself or to fight for custody of her daughter. With time running out to file a motion for a new trial, the National Center for Missing and Exploited Children turned to Weil Gotshal for assistance. Although the trial court could not be moved, the Weil Gotshal team is currently pursuing an appeal on behalf of our client.



“This is no life of cloistered ease to which you dedicate your powers. This is a life that touches your fellow men at every angle of their being, a life that you must live in the crowd, and yet apart from it.”

Benjamin N. Cardozo (1870-1938)

EXPANDING PRO BONO GLOBALLY

Charting New Directions in Pro Bono

Weil Gotshal played a leadership role in the planning and execution of the second annual Public Interest Law Institute (PILI) European Pro Bono Forum in Budapest, Hungary. The conference offered participating attorneys the opportunity to share experiences, ideas, and strategies concerning European Union-based pro bono work, which has seen explosive growth in recent years. There were more than 150 attendees with affiliations at law firms, non-governmental organizations, and corporations located in over 20 countries. The conference's workshops addressed multiple issues of European and international importance, including the difficulties of international project planning and implementation posed by jurisdictional differences.

Celebrating the Spirit of Pro Bono

Weil Gotshal held its inaugural World Pro Bono Week from December 8 to December 12, 2008. Themed “What’s Your Pro Bono?”, the event was an opportunity to celebrate Weil Gotshal’s pro bono legal work, both locally and around the world, as well as to encourage lawyers in each office to explore how they can make a contribution to the pro bono program in the future. Pro Bono Week events were held in the firm’s offices worldwide, and the firm also successfully launched a video clip on YouTube that included attorneys from several offices answering the question, “What’s Your Pro Bono?”

Weil Gotshal Externships

Weil Gotshal’s externship programs allow full-time associates the opportunity to work exclusively on pro bono for a period of several months for leading public service and charitable organizations. Because of the expanded time frame of our externship assignments, associates are able to witness and appreciate the difference their efforts make, and the knowledge and skills they acquire on these assignments enhance not only their sense of social responsibility, but their legal acumen as well.

The following summaries detail some of the externships recently offered at Weil Gotshal:

Weil Gotshal Corporate associates work at **Lawyers Alliance for New York** with a wide variety of clients, advising on matters ranging from economic and community development projects and contract and lease negotiations to mergers of not-for-profits and financial reorganizations.

Weil Gotshal’s externship program at the **New York City Law Department** provides litigation associates the opportunity to assist the Corporation Counsel’s office with depositions, motions, and trials.

At **Legal Services for New York City**, litigation associates get hands-on litigation experience in areas such as housing, bankruptcy, Social Security disability, and parental and children’s rights, gaining valuable experience while helping disadvantaged New Yorkers.

Weil Gotshal and the **Dallas Volunteer Attorney Program (DVAP)**, a joint program of the Dallas Bar Association and Legal Aid of NorthWest Texas, work together on the **Lend-A-Lawyer Program** assisting low-income Dallas residents with their legal problems. While working onsite at the DVAP offices, our attorneys

help the Lend-A-Lawyer Program handle civil cases, participate in weekly legal clinics, and work closely with DVAP’s mentoring lawyers to assist clients. Weil Gotshal’s Dallas summer associates are also able to spend a week of their clerkship at DVAP’s offices assisting staff in providing legal services to the poor.

Trainees from Weil Gotshal’s London office are seconded on a rotation program to the **Bar Pro Bono Unit**, a UK-based pro bono charity organization that helps members of the public access legal counsel, one day a week. The trainees assist with the prioritization and allocation of cases and are an invaluable resource for the unit.

New York summer associates are given the opportunity to participate in the firm’s pro bono **summer externship program** by spending one or two weeks at a public interest organization. These externships afford summer associates the opportunity to attend pro bono training programs, work alongside staff attorneys, conduct administrative hearings, assist on appeals, and interview clients. Apart from externships, summer associates are also assigned pro bono cases under the supervision of attorneys in the various practice groups through which they rotate.

Summer associates from Weil Gotshal’s Washington, DC office participate in the **Washington Legal Clinic for the Homeless**. With training and attorney supervision, each summer associate provides advice and assistance to potential clients on issues of homelessness, the shelter appeals process, income assistance, medical needs, and public benefits issues.

Accolades

Throughout the past year, Weil Gotshal’s Pro Bono Department was recognized by many organizations and entities around the world for the work we performed on behalf of clients facing a wide variety of legal challenges.

American Bar Association

Pro Bono Publico Award

The American Bar Association honored Weil Gotshal with its 2009 Pro Bono Publico Award; the honor is conferred annually on those in the legal profession with exceptional dedication to volunteer legal services for the poor and disadvantaged.

Pro Bono Institute

2008 Pickering Award

The Pro Bono Institute and its Law Firm Pro Bono Project named Weil Gotshal the recipient of the 2008 Pickering Award. Each year this honor is bestowed on the firm that has demonstrated the greatest pro bono commitment and effectiveness for the year. Weil Gotshal was noted for its trailblazing creativity in expanding and maintaining its pro bono activities.

Other Notable Recognitions and Awards

Academy for the Development of Philanthropy in Poland Benefactor of the Year ▪ Dallas Volunteer Attorney Program Gold Award and Lawyer of the Year Award ▪ Disabled American Veterans (special recognition) ▪ Eleventh Judicial Circuit and Dade County Bar Association’s Put Something Back (multiple awards) ▪ Houston Bar Association Leon Jaworski Award ▪ Humane Society of the US Pro Bono Service Award ▪ Law Technology News Award for Most Innovative Use of Technology for a Pro Bono Project ▪ Lawyers Alliance for New York Cornerstone Award and Award for Pro Bono Leadership ▪ Lawyers’ Committee for Civil Rights Under Law Advocate for Justice Award ▪ Legal Aid Society (NY) (multiple awards) ▪ Legal Services-NYC (multiple awards) ▪ March of Dimes (special recognition) ▪ National Wildlife Federation Conservation Achievement Award ▪ Sanctuary for Families (special recognition) ▪ Texas Applesed Pro Bono Service Award ▪ Texas Bar Foundation Lola Wright Foundation Award

50-Hour-Plus Performers

JoLee Adamich	Warren T. Buhle	Kelly DiBlasi	Jin W. Han
Priya B. Adhinarayanan	Gemma Bullmore	Christine T. DiGuglielmo	Alexander Hasek
Christopher K. Aidun	Kristen L. Buppert	Leslie Dite	Michelle F. Herman
Jose R. Alcantar	Gregory C. Burns	Christine Doktor	Susannah Heyworth
Margaret H. Allen	Simon Burrows	Boris Dolgonos	Robert R. Hindman
Alejandra M. Almonte	Brett Adam Bush	David Duffo Weinstock	Nichole Hines
Ashley R. Altschuler	Blaire Cahn	David W. Dummer	Laura W. Hirschfeld
Denise Alvarez	Konrad L. Cailteux	Paul Dutka	Trinh Hoang
Katherine Ambrogi	Linda E. Calles	Andrew B. Edington	Eric S. Hochstadt
M. Jean Anderson	Matthew D. Cammack	Matthew Eisler	Lauren Hoelzer
Amanjit Arora	Robert F. Carangelo	Matthew R. Elkin	Mark Hoenig
Madeleine G. Asplundh	Maria G. Carminati	Alex Elser	Leason Hoilett
Patricia Astorga	Jonathan E. Carr	Diana M. Eng	Konstantin Hoppe
Scott J. Atlas	Chelsea M. Carroll	Donald Etienne	Yossie Y. Horwitz
Sarah J. Aucterlonie	Starlett A. Carter	Elizabeth H. Evans	Melissa L. Hotze
Silke Baechle	William J. Carter	Garrett Fail	Maxine House
Lawrence J. Baer	Francene S. Castillero	Pablo Falabella	Christine Howard
Conrad G. Bahlke	Xavier Chabeuf	Timothy S. Feltham	Eileen Hren
Andrew C. Bailey	Hillary G. Chapman	Marisa L. Ferraro	Sonja N. Huang
Kristin L. Baldwin	Julian Chatterton	Rip J. Finst	Peter J. Ibrahim
Karen N. Ballack	Calvin Y. Cheng	Mark J. Fiore	Peter D. Isakoff
Kent H. Barnett	Anupama Chettri	Barry Fishley	Edward N. Jackson
Christopher D. Barraza	Teresa Chin	Nick Flynn	Elisa Jaclyn
Sarah E. Barrows	Kathleen E. Clark	Andrew R. Fox	Mark A. Jacoby
Nicolas G. Barzoukas	Sara Coelho	Michael Franzinger	Joseph M. Johnson
Seth A. Bayles	Harris Cohen	Robert Frastai	Rupert J. Jones
Allison J. Becker	Paul T. Cohn	Lucia Freda	Rupert J. Jones
Elisa Behar	James Cole	Jared R. Friedmann	Pauline Justice
Sandra Beladjine	Scarlett E. Collings	Idit Froim	Stephen D. Kahn
Stella V. Belvisi	Jason Comer	Morgan F. Frontczak	Sinan Kalayoglu
Matthew D. Bergman	Howard B. Comet	Deidre E. Fuller	Jocelyn R. Kanoff
Joseph F. Bernardi	Brian Compagna	Randell J. Gartin	Jaime S. Kaplan
Elizabeth Berry	Marco Compagnoni	Amorita L. Gaucin	Eszter Katona
David R. Berz	Annemargaret Connolly	Kenneth Gavsie	Marcie Kaufman
Jakub Biernacki	Melanie Conroy	Caroline P. Geiger	Vanessa A. Kaye Watson
Lauren Blair	Rose Constance	Larry J. Gelbfish	Vanessa A. Kaye Watson
Aimee N. Blanchard	Madelene Cook	Caroline Genevois	Consuelo A. Kendall
Kimberly S. Blanchard	Robin Cook	Malick W. Ghachem	Alex Khachatryan
Allen S. Blaustein	Caroline S. Coursant	Stephen A. Gibbons	Hyun K. Kim
John W. Blevin	Nicole J. Coward	Keith Gibson	Jae Y. Kim
Jonathan Bloom	Lianne Craig	Eleanor H. Gilbane	Michael A. King
Benton B. Bodamer	Kerianne Crooker	Peter Godhard	Michal Klaczynski
Lynn Bodkin	Blake Cunningham	Ajit Gokhale	Michael Klein
Daniel J. Booth	Jessica Cunningham	Simeon Gold	Jeffrey S. Klein
Elizabeth Bosshard-Blackey	Dionne Cutting	Lyuba Goltser	Anna Kobielska
Augustine Bourne	Ronald F. Daitz	Angela Gonzalez	Sachin Kohli
Lisa Bourque	Brian J. D'Amico	William Gordon	Violetta A. Kokolus
Jennifer M. Brace	Debra A. Dandeneau	Thomas D. Goslin	Jordan K. Kolar
Derek Brice	Arthur C. D'Andrea	Maya M. Grant	Magdalena Korol
Michael Brien	Stephen J. Dannhauser	Rebecca Grapsas	Liani G. Kotcher
Vernon S. Broderick	Kasara Davidson	Melanie Gray	Robert Krasnodebski
Vigdis Bronder	Joshua P. Davis	Frederick S. Green	David P. Kreisler
Ardith Bronson	Richard J. Davis	Holly J. Gregory	Brianne L. Kucerik
Brandye L. Brown	Scott R. Dayton	David N. Griffiths	Etai Lahav
David C. Brown	Richard A. DeCicca	Maria Isabel S. Guerrero	Michael Lane
Yehudah L. Buchweitz	Edwin M. Delaney	Germaine N. Gurr	Todd Larson
Miriam Buhl	P. Christine Deruelle	Caitlin J. Halligan	Erin J. Law
			Kathy A. Le
			Joseph Lee

June K. Lee	Kirsten A. Noethen	Lori A. Seavey	Peter Van Keulen
Alexandra Lehson	John O'Connor	Jennifer A. Seymour	Eleanore Varnham
Robert Levine	Robert C. Odle, Jr.	Manesh J. Shah	Rob Velevis
Jason Lichter	Ellen J. Odoner	Aabha Sharma Reddy	Daniel J. Venditti
Jessica Liou	Itay Offir	Shu-Ping Shen	Stefania D. Venezia
Lauren B. Lipson	Craig A. Olsen	Alexander Sheppard	Ronald W. Victor
Leslie A. Liu	Okey Onyejekwe	Rachel B. Sherman	Robert T. Vlasis
Christopher M. Lopez	Eric Ordway	Robert C. Shmalo	Tim Vogel
Marianna S. Lopez	Giana Ortiz	Christine Shrestha	Victoria Vron
Annelies Lottmann	Tlalit Packer	Lisa Sidman	Jackson Wagener
John W. Lucas	Ritu Pancholy	Jessica Siegel Ross	Justin Wagner
Douglas Lumish	Nicholas J. Pappas	Konrad Siegler	Brian A. Waldbaum
Roy S. Luria	Meredith B. Parenti	Marsha E. Simms	Rupert A. Wall
Stacey Lutzker	Benedict Pearce	Daniel Simonyi	Karl T. Walli
Ray C. Lyman	Tashanna B. Pearson	Matthew T. Simpson	Michael J. Walsh
Georgia Magno	Joshua Peck	Randi W. Singer	Lisa S. Ward
Natalie C. Maksin	Ricardo P. Pellafone	David R. Singh	Millie Warner
Lavell Malloy	Alfredo Perez de Alejo	Hannah Skeete	Irwin H. Warren
Gareth M. Mandel	Brittany R. Perez	Richard W. Slack	Claire L. Webb
Audrey L. Maness	Lesley Phillips	Jeremy Smith	Dotan Weinman
Tracy T. Mann	Nathan M. Pierce	Leslie S. Smith	Marc A. Weinroth
Johanna Markson	Jaime Pierre-Louis	Michael C. Smith	Renee D. Wells
Elizabeth A. Martialay	Robert T. Polemeni	Odalys Smith	Gavin Westerman
Meagan Martin	Dana K. Powers	Jonathan E. Sokotch	Joseph R. Wetzal
Joshua A. Materese	Matthew Powers	Ben Solaimani	Frank M. White
Peter G. Mattocks	Mandisa Price Brown	Heather R. Solow	Sean White
Sylvia A. Mayer	Lydia T. Protopapas	Edward Soto	Zillah Whittaker
Carlyn S. McCaffrey	Jason Pruzansky	Mark W. Soundy	Laura A. Wilkinson
Meghan A. McCaffrey	Alex Purtill	Brooke Spanierman	Jennifer L. Wine
Edward McCarthy	Bronwen R. Pyle	Alicia L. Speake	Jed P. Winer
Douglas W. McClellan	Joseph A. Rafferty	Danitra Spencer	Michael Winn
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