

KIRKLAND & ELLIS

# Our Year of Impact

Corporate Social Responsibility

Attorney Advertising





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# Letter from the Chairman

How does an organization make a real impact — something that disrupts the status quo, or is life-changing for an individual or a community?

For us, impact is made possible by people and partnerships.

At Kirkland & Ellis, our commitment to providing excellent service to our clients goes hand in hand with dedicating substantial talent and resources to meaningful initiatives that reflect our values and mission. We are a firm that celebrates diversity, inclusion and service within the global communities in which we live and work.

By harnessing the varied experiences and viewpoints throughout Kirkland and those communities, we effect powerful change together. We believe it is our duty to:

- embrace and promote diversity and inclusion within Kirkland and throughout the legal profession;
- provide pro bono legal services to those who cannot afford counsel;
- support community and law-related organizations through charitable giving; and
- reduce our environmental impact through sustainability initiatives.

This publication highlights and celebrates our recent achievements in these efforts — which are made possible only because of our dedicated attorneys, staff members and partnering organizations.

As we continue our ongoing mission of making a difference through these initiatives, we welcome you to join in our commitment and deepen our impact.



**JEFFREY C. HAMMES, P.C.**  
Chairman, Global Management Executive Committee

# Advancing Inclusion



## Engaging Future Leaders

Committed to cultivating a work community that is wide-ranging in both ideas and backgrounds, Kirkland initiated several law student programs to engage the next generation of diverse lawyers in career conversations.

“At Kirkland, we understand that true advances in diversity take a forward-thinking and long-term commitment,” said debt finance partner Louis Hernandez, who is a co-chair of the Firm’s Racial and Ethnic Minority Subcommittee. “Our programs are designed to expand the diversity pipeline at several points throughout the educational journey to foster a more diverse pool of young lawyers joining Kirkland after law school.”

Kirkland hosted its third annual 1L Diversity Scholars Program in March 2018 at its New York office,

providing a forum for diverse law students to establish meaningful connections with Big Law attorneys and clients early on in their careers. Fifty first-year law students were selected to participate in the two-day program featuring presentations and panels led by Kirkland attorneys and in-house counsel, as well as smaller group discussions and networking events.

In July 2018, more than 90 diverse Kirkland summer associates came together for the Firmwide Diversity Summer Networking Program to connect with Kirkland leaders and participate in discussions about advancing diversity and inclusion at the Firm and in Big Law.

Connecting with law schools that are working to promote diversity within the legal community, Kirkland offers the 2L Diversity Fellowship Program, which has provided more than \$3.9 million in grant

**\$1.6M+**

IN 2018, KIRKLAND DONATED MORE THAN \$1.6 MILLION TO ORGANIZATIONS FOCUSED ON SUPPORTING AND ADVANCING DIVERSITY AND INCLUSION

“

At Kirkland, we understand that true advances in diversity take a forward-thinking and long-term commitment. Our programs are designed to expand the diversity pipeline at several points throughout the educational journey to foster a more diverse pool of young lawyers joining Kirkland after law school.”

**LOUIS HERNANDEZ**

Debt Finance Partner &  
Racial and Ethnic Minority  
Subcommittee Co-chair

funding to approximately 190 fellows since 2004. A \$25,000 stipend is provided to second-year law students holding offers to join the Firm’s summer associate program.

Within the Firm, Kirkland offers many diversity-oriented leadership opportunities so that attorneys may serve as program liaisons and mentors. On a broad scale, the Firm’s ALLSA initiative reaffirms its commitment to fostering connections with “all” racial, ethnic, women’s and LGBTQ+ law student groups at our key recruiting schools across the country.

The Firm is also involved with the Leadership Council on Legal Diversity (LCLD), partaking in Fellows and Pathfinders programs and tapping attorneys to serve as LCLD City Leads to connect with diverse law students across the country.

**A WIN FOR HBCUS**

For the past 10 years, Kirkland has worked to challenge the state of Maryland’s failure to fully dismantle its formerly segregated system of higher education. In a suit brought on behalf of the Coalition for Equity and Excellence in Maryland Higher Education in partnership with the Lawyers’ Committee for Civil Rights Under Law, Kirkland seeks to hold Maryland accountable for its failure to properly invest in its historically black colleges and universities (HBCUs), alleging that the state maintained a vestige of the era of racial segregation by duplicating the HBCUs’ academic programs at traditionally white institutions, thereby diverting students away from the state’s HBCUs.

The case went to trial in 2013, concluding with a historic 60-page decision that Maryland had violated the constitutional rights of students at its four HBCUs by maintaining a 10:1 program disparity in favor of the white institutions, and again in 2017, when the court ruled in Kirkland’s favor and ordered significant remedies. The case is now on appeal at the U.S. Court of Appeals for the Fourth Circuit, which after oral argument referred the parties again to mediation. The case has been closely watched by the students and alumni of Maryland’s HBCUs, who have come to court and cheered for Kirkland’s attorneys at the end of summary judgment arguments.

Litigation partner Mike Jones, who is an HBCU alum, has worked on the case since 2009. He is supported by litigation partner Karen Walker, who first stepped in to argue the multiple motions for summary judgment filed by the state of Maryland in 2010 with nearly no prior knowledge of the case. Mike and Karen co-tried the liability case in 2012 and the remedies case in 2017 (alongside the Lawyers’ Committee) and handled the briefing and oral argument in the Fourth Circuit.



“

... participating students gain valuable skills that will lead to future career opportunities [and] form meaningful connections within our Kirkland family.”

**GREGG LOCASCIO**

IP Litigation Partner &  
Global Management Executive  
Committee Member

## Student Programs

In an effort to provide educational workplace opportunities to students living in underserved communities, Kirkland partners with several organizations and has established internships in offices throughout the country.

Over the course of nearly two decades, more than 30 Kirkland employees have served as mentors for LINK Unlimited Scholars, a Chicago-based college and career success organization focused on serving African-American youth. Mentors provide guidance, tuition assistance and access to professional development opportunities to help students reach their full career and personal potential. In May 2018, the organization honored Kirkland with the DreamKeepers Award recognizing the Firm's continued commitment to the program.

Kirkland has been involved with the Legal Prep Charter Academy's Negotiation Program since 2013, partnering with Dyson last school year and with Accenture during previous years. Legal Prep is Chicago's first and only legal-themed charter high

school and serves a student population that is more than 95 percent diverse and primarily low-income. During this semester-long program, Kirkland and Dyson attorneys mentored Legal Prep students and worked through a series of structured lessons and activities emphasizing critical thinking and analytical reasoning. The program provides students with a basic understanding of legal skills, an opportunity to learn and practice negotiation strategies, and unparalleled exposure to legal professionals.

The Firm is also a longtime member of Sponsors for Educational Opportunity (SEO), a key pipeline organization for diverse law students from top law schools. Kirkland welcomed three fellows in 2018, supporting efforts to create professional mentorship and networking opportunities for diverse students early in their law school careers.

Since 2014, Kirkland has partnered with The Summit School in New York, an educational organization that serves students with learning, social and emotional challenges. The Firm has hosted 13 students in its

information governance and purchasing departments to provide workplace experience opportunities. In June 2018, Kirkland was honored as Summit School's "Employer of the Year" for its involvement in the school's Work-Based Learning Program. Kirkland was selected for going "above and beyond" in exemplifying the commitment to diversity and student mentorship upheld by the program.

Kirkland also employs students through Genesys Works, which provides a pathway to career success for high school students in underserved communities through skills training and meaningful work experience. Across the country, 19 students worked up to 30 hours a week as interns in the Firm's IT, risk management and accounting departments in 2018.

"We're proud of these partnership programs," said IP litigation partner Gregg LoCascio, who is a member of the Firm's Global Management Executive Committee. "Not only do the participating students gain valuable skills that will lead to future career opportunities, but they also form meaningful connections within our Kirkland family."



## INTERNAL INITIATIVES

Kirkland's new Inclusive Leadership Series continues the Firm's tradition of involving both young attorneys and senior Firm leaders in the conversation. The ongoing programs are geared toward building diverse teams, fostering inclusion, communicating across differences and mitigating unconscious bias among Kirkland attorneys at all levels. The New York office welcomed New York University Law Professor Kenji Yoshino as the speaker for the kickoff program. He addressed the issue of women and minorities minimizing certain aspects of their identities in an effort to align themselves with what is considered mainstream. He emphasized the negative consequences of this "covering" trend and how this could perpetuate underrepresentation of minority groups in the legal profession.

Aiming to support diverse attorneys in building their careers and personal connections, the Firm organizes opportunities through the Kirkland Connection Series for diverse attorneys to meet casually with senior partners in their practice groups or offices. The Firm also held a Diverse Partners' Retreat in its New York office featuring workshops, interactive "design thinking" sessions and a client networking reception focused on inclusion within the legal industry.

To further explore the topic of diverse identities in the workplace, Kirkland also recently launched the Multicultural Women's Series as part of the Women's Leadership Initiative. The inaugural event featured Dr. Arin Reeves, a leading researcher, author and adviser in the areas of leadership and inclusion. Reeves discussed the topic of intersectionality, which examines the ways in which multiple aspects of a person's identity overlap and influence life experience, and addressed strategies for promoting the advancement of all women within the workplace.

**LEFT:** 2018 IL Diversity Scholars

**BELOW:** Multicultural Women's Series inaugural event featuring Dr. Arin Reeves







# LGBTQ+ Advocacy

## Supporting Transgender Troops

Kirkland attorneys devoted more than 3,800 hours to one of the country's most important transgender rights cases in 2018.

A nationwide team of Kirkland litigators, working alongside Lambda Legal and the Modern Military Association of America, represents transgender members and prospective members of the military in their effort to strike down President Trump's 2017 ban on transgender military service. In the case, *Ryan Karnoski, et al. v. Donald J. Trump, et al.*, the plaintiffs contend that the policy violates their equal protection and due process rights and their rights under the First Amendment.

“

We will continue to represent these brave individuals as they fight to enforce their constitutional right to serve their country.”

**JORDAN HEINZ**  
IP Litigation Partner &  
Kirkland Pride Co-chair

In July 2017, President Trump tweeted that “the United States Government will not accept or allow transgender individuals to serve in any capacity in the U.S. Military.” A subsequent presidential memorandum was issued, directing the Secretaries of Defense and Homeland Security to “return” to the military’s longstanding policy authorizing the discharge of openly transgender service members, to prohibit the enlistment of openly transgender individuals, and to prohibit the funding of certain surgical procedures for transgender service members. Kirkland successfully obtained a preliminary injunction blocking the policy in December 2017.

In January 2019, the U.S. Supreme Court, in a 5-4 decision, agreed to the Trump administration’s request to lift the injunction against the ban, but ruled that legal challenges to the policy could continue in the U.S. Court of Appeals for the Ninth Circuit.

The Ninth Circuit issued its ruling in June, stating that the administration’s policy “indisputably bars many transgender persons from military service” and “on its face treats transgender persons differently than other persons.” Notably, the court also ruled that discrimination on the basis of transgender status constitutes sex-based discrimination. As a result, the administration must establish that its policy survives intermediate scrutiny — a non-trivial burden. The Ninth Circuit remanded the case to the district court for further analysis.

“The ruling affirms that the ban targets current and prospective transgender service members,” said IP litigation partner and Kirkland Pride co-chair Jordan Heinz, who is part of the team of attorneys dedicated to the case. “We will continue to represent these brave individuals as they fight to enforce their constitutional right to serve their country.”



Attorneys and staff Firmwide wear purple in support of GLAAD Spirit Day.



## GLAAD SPIRIT DAY

Kirkland has been a proud international sponsor of GLAAD's Spirit Day since 2013. Each year, the Firm demonstrates its support on Spirit Day by encouraging attorneys and staff in all offices worldwide to wear purple; celebrate diversity; and continue conversations about diversity and inclusion within the Firm, the legal profession and the community. Kirkland also contributes to GLAAD's Spirit Day Fund, which supports GLAAD's year-round efforts to combat bullying, protect LGBTQ+ youth and garner participation in Spirit Day each October.

GLAAD is the world's largest LGBTQ+ media advocacy organization. Spirit Day is the largest international anti-bullying campaign in the world that aims to accelerate the acceptance of LGBTQ+ youth. Kirkland is committed to supporting GLAAD's mission to speak out against LGBTQ+ bullying on Spirit Day and every day.

## SPONSORSHIP SPOTLIGHT: WILLIAMS INSTITUTE MOOT COURT COMPETITION

The Williams Institute Moot Court Competition is the only national competition dedicated exclusively to the areas of sexual orientation and gender identity law and provides an opportunity for competitors to write an appellate brief on a current legal topic and to argue the case before a panel of judges. Kirkland has sponsored law student teams from 12 schools to participate in the competition.

In April 2018, a Kirkland-sponsored team from the University of Pennsylvania Law School won the competition. Another Kirkland-sponsored team from University of Southern California Gould School of Law reached the quarterfinals, and two Kirkland-sponsored students from Harvard Law School won the competition's Best Brief Award.



# 9,500+ hours

KIRKLAND ATTORNEYS AND SUMMER ASSOCIATES DEDICATED MORE THAN 9,500 PRO BONO HOURS TO LGBTQ+ RELATED WORK IN 2018

## WORKPLACE EQUALITY AWARDS

Kirkland received a 100 percent score on the Human Rights Campaign 2018 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBTQ community. The Firm has received a 100 percent score on the CEI for 11 years in a row.

Kirkland was also named to Stonewall's 2018 Top 100 Employers List, which identifies the most LGBT-inclusive employers in Britain. Stonewall is the largest LGBT rights organization in Europe. Organizations are featured on the list for outstanding work over the past year for LGBT employees.



## ALLY ORGANIZATIONS

Kirkland is committed to providing financial and other support for organizations concerned with LGBTQ+ rights, including:

- American Civil Liberties Union (ACLU)
- Equality Illinois
- Gay and Lesbian Advocate Defenders
- GLAAD
- Immigration Equality
- Lambda Legal
- National Center for Lesbian Rights (NCLR)
- National LGBT Bar Association
- Transgender Legal Defense & Education Fund (TLDEF)
- The Williams Institute

# Firm Overview

Our Global Footprint



**15**  
OFFICES

**2,500+**  
ATTORNEYS  
WORLDWIDE

## Prioritizing Pro Bono



MORE KIRKLAND LAWYERS  
THAN EVER BEFORE  
PARTICIPATED IN PRO BONO  
WORK IN 2018

**96%** OF LAWYERS CONTRIBUTED  
PRO BONO HOURS

**1,635** U.S. ASSOCIATES AND PARTNERS  
CONTRIBUTED 20+ HOURS

**49%** OF LAWYERS IN EUROPE AND  
ASIA CONTRIBUTED 20+ HOURS,  
A NEW RECORD

KIRKLAND DEDICATED

**138,000+**

PRO BONO HOURS GLOBALLY IN 2018,  
A 9% INCREASE FROM 2017

**2,000+**

CLIENTS RECEIVED PRO BONO ASSISTANCE  
FROM KIRKLAND IN 2018, INCLUDING:

- VETERANS
- INDIVIDUALS LIVING IN POVERTY
- IMMIGRANTS AND REFUGEES
- MEMBERS OF THE LGBTQ+ COMMUNITY
- CHILDREN
- DISABLED INDIVIDUALS
- NONPROFIT ORGANIZATIONS
- ENTREPRENEURS
- INDIVIDUALS FACING DISCRIMINATION  
AND CIVIL RIGHTS VIOLATIONS
- DETAINED AND IMPRISONED INDIVIDUALS

Advancing

# Diversity & Inclusion

Kirkland embraces and promotes diversity and inclusion, both within our own organization and throughout the legal profession. We are proud of our employees' rich and varied backgrounds, knowledge and skills, which make us stronger as a Firm. Diversity at Kirkland transcends race, gender, age, ethnicity, sexual orientation, religion, country of origin and political affiliation. We continually strive to build and maintain a culture that values and gathers strength from our differences.

IN 2018, KIRKLAND HELD

**191** DIVERSITY AND INCLUSION EVENTS

**66** WOMEN'S LEADERSHIP EVENTS

**64** LGBTQ+ EVENTS

**61** DIVERSITY LEADERSHIP SERIES AND OTHER INITIATIVE EVENTS

KIRKLAND HAS GRANTED

**\$3.9 million**

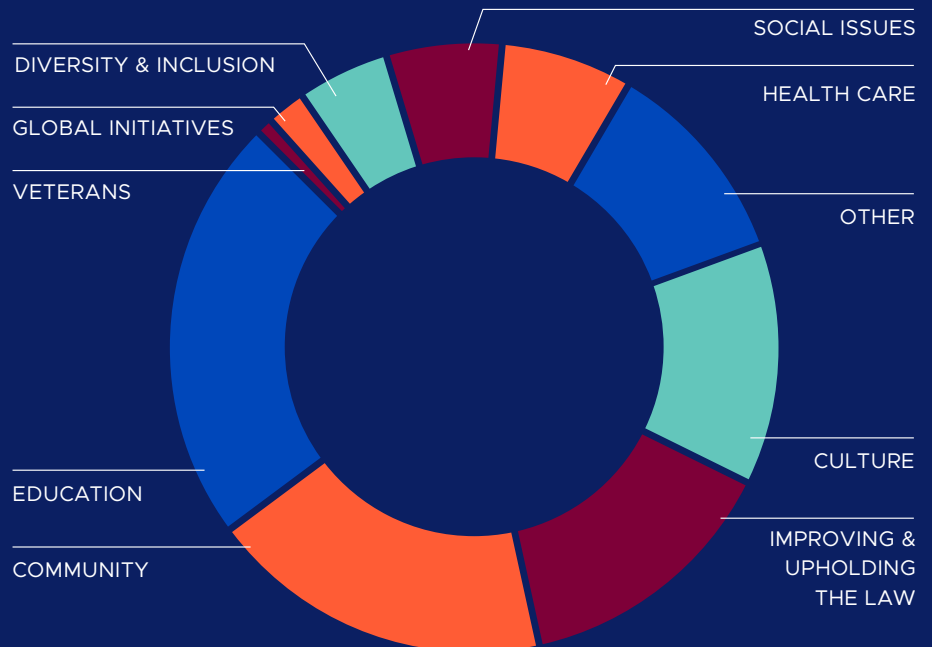
TO 190+ DIVERSITY FELLOWS SINCE 2004

## Supporting Meaningful Causes

KIRKLAND DONATED MORE THAN

**\$20 million**  
**to 1,300+**

CHARITABLE AND LAW-RELATED ORGANIZATIONS IN 2018



# Empowering Women

## Encouraging Entrepreneurs

All entrepreneurs inevitably face obstacles along the road to success. But female entrepreneurs often face additional gender barriers that further hamper their ability to succeed. Although the number of female-owned businesses in the U.S. continues to rise, women still represent a minority of business owners.

Using its resources to empower these businesswomen, Kirkland partnered with the New York City Department of Small Business Services to launch the Women Entrepreneurs Legal Clinic in late 2018. The pro bono program aims to help female New Yorkers of moderate means fulfill their entrepreneurial goals and build successful businesses by inviting them to receive targeted, practical legal advice from Kirkland attorneys.

Kirkland hosted the first two clinics in the Firm's New York office in November and December 2018. Forty attorneys from various practice areas — including IP litigation, restructuring, debt finance, real estate, private equity and investment funds — advised the clinic's 38 clients in areas such as corporate entity selection, contract review, commercial lease negotiation, copyright, patent and trademark.

"This work is about more than answering a specific legal question," said IP litigation partner Claudia Ray, who participated in both clinics. "It's about validating our clients' visions for their small businesses, and for their lives."

The clinic's clients have included a diverse group of women entrepreneurs with unique aspirations. One attendee, a filmmaker working on a documentary about the ecological importance of swamps, dreams of opening a small film studio. Another, a veteran who taught herself to code, hopes to create an online platform to match manufacturers in Southeast Asia with U.S. customers.

"It's amazing to see a client light up when she realizes that we listened, really heard what she said about her concerns, and made an effort to provide practical advice that she can actually go out and implement," said Ray. "Helping people in such an immediate way is enormously satisfying. We benefit from the experience at least as much as the clients do."

An illustration featuring a diverse group of women of various ethnicities and ages. The women are depicted in a stylized, flat-art manner with bold colors. Some are wearing headscarves, some have glasses, and some are making hand gestures like a peace sign or a fist. The background is a mix of solid colors and a white diagonal band with horizontal lines.

## BEST LAW FIRM FOR WOMEN

*Working Mother* named Kirkland to its 2018 list of the “Best Law Firms for Women.” The list honors U.S. law firms for their excellence in creating flexibility and professional development programs designed to retain and advance women into the leadership pipeline. Kirkland has been named to the list for the past seven years.



LEFT TO RIGHT: Lauren Casazza, Anne Sidrys, Erica Williams, Erin Johnston, Anna Rotman

## Kirkland Women Partners Share Their Experiences

### What makes you feel empowered at Kirkland?

*Lauren Casazza:* Paying it forward — mentoring women junior to me to play my small part in retaining and promoting the great women we have at the Firm. I have had great mentors and sponsors at Kirkland who encouraged me and who I felt sincerely wanted me to succeed.

*Anne Sidrys:* The combination of an independent practice with an incredible support system. As a mother of four, I appreciate both the flexibility of this profession and the entrepreneurial environment that Kirkland provides.

*Erica Williams:* The freedom and resources to create a law practice that is sophisticated and interesting.

*Erin Johnston:* The lack of red tape. If you have a good idea, Kirkland lets you run with it quickly and nimbly.

*Anna Rotman:* Kirkland's entrepreneurial culture is very empowering. As we've worked to build up our litigation practice and brand in Houston, the Firm and my partners have supported us trying out different approaches

and have provided tremendous resources and support.

### What's the best piece of advice you've ever received from another professional woman?

*Casazza:* After the birth of my second daughter I felt like a walking working-mom cliché and was burning the candle at both ends — wanting to be everything to everyone all the time. My mentor told me, “don't be so hard on yourself, and don't quit.” At a difficult time in my career, I needed that blunt wisdom and motivation to be resilient and I am forever grateful.

*Sidrys:* In this profession, it is easy to lose sight of who you are and try to become or act like someone you are not. But, long ago, a client and dear friend told me to never lose my personality or my values as I move forward in my career.

*Williams:* Be your authentic self at work. You don't have to act like a man to succeed. Don't feel pressure to conform and hide aspects of yourself that are more feminine.

*Johnston:* Focus on your unique value add in each situation, rather than trying to do and be everything to everyone all the time.

*Rotman:* After my first maternity leave, a mentor advised me to decide on a work schedule I could live with for 12 months. That fixed time period allowed me to embrace challenges and opportunities without daily questioning whether I could do this job forever.

### Any other viewpoints on your career as a female Kirkland attorney?

*Rotman:* Our junior female associates are key. As they work their way up they will inspire, mentor and support so many who follow.

*Johnston:* The quality of the women at Kirkland, both as lawyers and as people, is second to none. I could not ask for a better group of female colleagues.

*Sidrys:* I believe that I am a better lawyer, better partner, better mentor and better friend because of those around me here at Kirkland.



## IN-HOUSE INSIDER

Kirkland's In-House Insider Experience, an extension of the Firm's award-winning CareerLink program, is an elite opportunity designed for Kirkland attorneys and alumnae to gain valuable perspective that deepens their current client relationships and prepares them for a future career should they transition in-house. Hosted over three weekends at unique venues, the selective program attracts participants across the country and provides an excellent opportunity for networking, learning and career planning.



LEFT TO RIGHT: Chris Torrente, Andrew Kassof

## MOBILIZING MALES

Men play a critical role in furthering gender diversity, and Kirkland designs related programming to ensure leadership and engagement among these allies within the Firm.

"Fair and equal representation drives our success as a Firm, making gender diversity a top priority," said corporate partner and Global Management Executive Committee member Chris Torrente. "Advancing gender equity requires open discussions and authentic participation from all stakeholders, and including our male attorneys in programming helps us create a broader and better impact."

Kirkland facilitates conversations among male attorneys about ways for them to promote gender diversity, including through a roundtable that delved into Kirkland's Women's Leadership Initiative (WLI) offerings and how men can collaborate on efforts.

Kirkland also hosted an April 2018 Firmwide program with Joanne Lipman, author of "That's What She Said: What Men Need to Know About Working Together," on why men must join the conversation to bring equity to the workplace. More men than women attended the event in many of the participating offices, reinforcing their interest in this area, and the need for continued dialogue.

Kirkland will host a WLI Leaders and Allies Summit in 2019 to explore how to continue bridging the gender gap and supporting the advancement of female attorneys.

"We all benefit from a diverse and inclusive workplace, and we all have a responsibility to foster an equitable environment," said litigation partner and Global Management Executive Committee member Andrew Kassof. "By involving all of our attorneys — women and men — in these important discussions, we can better translate them into actions that promote women across the Firm."



Kirkland hosted a Firmwide program with author Joanne Lipman on why men must join the conversation to bring equity to the workplace.



# Assisting Immigrants & Refugees

## Serving as Watch Guard

Immigration attorneys and service providers have expressed concern about the U.S. government placing 18-year-old migrants in adult detention facilities, which is not in compliance with the Trafficking Victims Protection Reauthorization Act.

“We believe that U.S. Immigration and Customs Enforcement (ICE) is routinely and systematically failing to comply with an unambiguous congressional statute,” said litigation of counsel Steve Patton. “The result is that hundreds of already traumatized and vulnerable teenagers are being incarcerated in county jails and other adult detention facilities across the country, at taxpayer expense, when they should have been released to U.S. family members or other willing sponsors.”

Kirkland partnered with the National Immigrant Justice Center on a federal class action lawsuit filed in March 2018 — the first and only action to bring these claims on a classwide basis. The team, led by Patton, argued that the government fails to adhere to the statutory provisions that require it to consider placement in “the least restrictive setting available,” and to provide meaningful alternatives to detention. The court granted the request for a preliminary injunction on behalf of two of the named plaintiffs, denied the government’s omnibus motion to dismiss and certified the nationwide class.

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We believe that U.S. Immigration and Customs Enforcement (ICE) is routinely and systematically failing to comply with an unambiguous congressional statute.”

**STEVE PATTON**  
Litigation Of Counsel



## DACA STATUS IN QUESTION

Kirkland has been assisting clients pro bono on their Deferred Action for Childhood Arrivals (DACA)-related legal questions.

Enacted in 2012, DACA was a vehicle for immigrants brought to the U.S. as children to be granted temporary legal status and work authorization and avoid deportation. In September 2017, the Trump administration announced the immediate end of the program and gave a one-year deadline to submit renewal applications. Since then, the Firm has partnered with several clients, including Aon, Baxter and United, to hold DACA-specific clinics for local communities.



## CLINICS WITH CLIENTS

Kirkland hosted a half-day clinic in partnership with client United Airlines and Human Rights First in the Firm's Houston office in July 2018. Kirkland and United attorneys helped six immigrant families complete applications so they can work legally in the U.S. Immigration experts from Human Rights First reviewed the drafts, and the clients left that afternoon with ready-to-file applications.

Attorneys in the Firm's Chicago office partnered with client IBM and the National Immigrant Justice Center (NIJC) in October 2018 to assist clients granted asylum in the U.S. with applications for post-asylee benefits. The NIJC screened clients and provided training to the Kirkland and IBM volunteers, who then assisted clients with their applications for benefits including work permits, Social Security cards and Permanent Resident Cards (Green Cards). Kirkland attorneys continue to represent the clients through the full application process.



KIRKLAND ATTORNEYS AND STAFF FIRMWIDE DEDICATED NEARLY

# 26,350 pro bono hours

TO IMMIGRATION- AND REFUGEE-RELATED WORK IN 2018



## SUPPORT FOR KIDS

Kids in Need of Defense (KIND) D.C., an organization focused on representing unaccompanied immigrant and refugee children in their deportation proceedings, presented Kirkland with an appreciation award for sponsoring its first Building Community Through Art project. The initiative allowed children ages 13–17 to participate in a structured art program with all supplies, materials and transportation provided. Participants painted self-portraits symbolizing their current lives and their aspirations for the future.

**TOP:** Participants in the IBM Clinic

**BOTTOM:** Award received for sponsorship of the inaugural KIND D.C. Building Community Through Art Project 2018



## Helping the Vulnerable

“You’re on the beach and a group of starfish get swept up by the tide and left in the harsh sun. A person walks by and throws one starfish back into the water to save its life. Someone asks, ‘Why are you even bothering? It’s just one starfish. You can’t save all the starfish.’”

That’s how Kirkland litigation partner Emily Nicklin describes the work she and many other Kirkland lawyers are doing to help migrants and refugees who have been negatively affected by recent changes to U.S. immigration policies, including the “zero tolerance” policy that separated parents crossing the border from their children.

“We can’t solve every problem, but we try to help one person at a time and make a difference one situation at a time,” Nicklin added.

In a continuing effort to reunite children with their parents, teams of Kirkland lawyers fanned out

across South Texas in 2018 to provide assistance to individuals held at detention centers. Kirkland attorneys across the country are involved in the work; Nicklin has taken a lead role in coordinating some of the toughest reunification cases — cases in which partnering immigration organizations have explored all possible avenues and finally turn to Kirkland for help.

“We get called when it’s hopeless,” Nicklin said. “It is deeply satisfying to save someone from very deep trouble, even if you can’t open all the doors and get a solution for every problem.”

As one example, Nicklin and other Kirkland lawyers helped a father and his 6-year-old son, who were

separated for nearly a year. The two had fled extortion and threats of violence from gangs and government officials in their home country of Guatemala and sought asylum in the U.S. They were placed in separate holding facilities and had not seen each other in almost a year. During their time apart, the young boy began losing his ability to communicate in Achi, his indigenous language, and stopped calling his father “Dad.”

Kirkland worked to develop the father’s full story and filed an asylum application on his behalf. The immigration court ruled this March that he was entitled to protection under the United Nations Convention Against Torture and thus entitled to

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We can’t solve every problem,  
but we try to help one person  
at a time and make a difference  
one situation at a time.”

**EMILY NICKLIN**  
Litigation Partner

remain in the U.S. and be released from detention. This is the first known instance of a positive judicial determination for withholding of removal under the Convention Against Torture for a parent detained under the “zero tolerance” family separation policy.

“These various cases bring home for me the power of law,” Nicklin said. “Without representation, these migrant parents are essentially helpless. It reminds me of a saying by the founder of the International Justice Mission: ‘Prayers help — but prayers and a lawyer help more.’”

“It has been a privilege and a pleasure to see the energy and skill that our young Kirkland lawyers bring to every matter on behalf of these desperate people,” she said. “We protect the rule of law — and in the long run, our entire society — when we fight for these families.”

## ANSWERING TOUGH QUESTIONS

The first step in the asylum process consists of a credible fear interview (CFI), which determines whether an asylum seeker has a credible fear of returning to his or her home country because of persecution or torture. In addition to assisting asylum seekers with CFIs at detention centers, Kirkland lawyers have represented detained immigrants in CFIs remotely through Project Corazón, which the Firm founded with the nonprofit organization Lawyers for Good Government to help reunite families.

Kirkland has trained and coordinated 40 law firms, which in turn have participated in 800 credible or reasonable fear interviews and written almost 80 briefs for immigrant families detained at Karnes County Residential Center in Texas. Kirkland attorneys participated in more than 200 of those interviews and wrote 24 briefs. Since the project began in mid-2018, the rate of successful interview outcomes for those detained has risen significantly, allowing these immigrants to file complete applications for asylum that, if granted, will enable them to escape the violence and poverty of their home countries.

# Steering Toward a Sustainable Future

## Green Spaces

We are proud to create office space structured with consideration for the environment. Across the globe, the majority of our workspaces have achieved noteworthy eco-friendly distinctions, including ENERGY STAR® ratings and the U.S. Green Building Council's® LEED® (Leadership in Energy and Environmental Design) Green Building Rating System certification.

## Energy Efficiency

Data centers, which power our computing operations, are one of our largest sources of electricity consumption. We undertook measures to significantly improve our data centers' energy efficiency by installing a monitoring system, upgrading the centers' cooling system controls and merging existing uninterruptible power supply systems.

Energy savings through Kirkland's data center efficiency efforts total more than \$1.8 million. The annual savings are equivalent to:



THE ANNUAL ELECTRICITY USAGE OF MORE THAN **1,600** HOMES

THE ANNUAL EMISSIONS OF MORE THAN **2,500** PASSENGER VEHICLES

MORE THAN **13,000** TONS OF GREENHOUSE GASES

MORE THAN **27,000** BARRELS OF OIL



In 2018, Kirkland recycled 2 million+ pounds of shredded paper, which helped save:



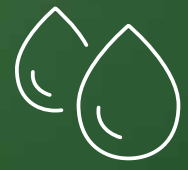
**17,485**

TREES



**388,758**

GALLONS OF OIL



**7,161,333**

GALLONS OF WATER



**4,092,190**

KILOWATTS OF ENERGY



**3,069**

CUBIC YARDS OF  
LANDFILL SPACE



# Community Commitment

## Protecting Tenants' Rights

"It was a David and Goliath story." That's how litigation partner Tanya Greene describes the plight of a group of Los Angeles renters — many of them disabled, elderly and low-income individuals — who were evicted from their rent-controlled apartments by landlords trying to convert the property into a tourist hotel.

In January 2016, management at the Royal Park Motel ordered residents to vacate their apartments for repairs and renovations following a fire. They assured tenants that the moves were temporary and that they would be able to return to their units at the same rental amount.

Management did not, however, provide alternative housing to at least 100 tenants, many of whom struggled to find affordable housing in LA's pricey rental market. Some stayed with family and friends, and some were left homeless — including

one resident who spent several months living in a van with his service dog after he was unable to secure another apartment.

The tenants' ordeal didn't end after the renovations were complete. Instead of simply repairing fire damage, the owners had removed kitchens, installed hotel key card readers and advertised the building online at a daily rate. Upon returning to the building, the former residents were either denied re-entry altogether or told that they could not re-enter their apartments unless they agreed to pay the daily rate of up to \$100 per night.

"Wrongful evictions, and associated moving costs and rent increases, would cause disruption for even the average renter," Greene says. "But for our clients, these setbacks can be life-changing, and it can take them a long time to bounce back, assuming they ever fully do."



Nine low-income tenants, along with tenant rights organization Inquilinos Unidos, sought assistance from the Legal Aid Foundation of Los Angeles (LAFLA). Greene, a LAFLA advisory board member, was looking to take on a high-impact pro bono case and offered Kirkland's services.

Kirkland and LAFLA sued the Royal Park owners, alleging that they had unlawfully converted a rent-controlled residential hotel into a tourist hotel, and that they had violated numerous city and state rent control and eviction laws by displacing existing tenants.

After mediation and negotiations, Kirkland and LAFLA secured a \$1.025 million settlement for the plaintiffs. Royal Park management also had to establish a \$200,000 fund for affected tenants who were not parties to the lawsuit, ensuring that they receive the statutory relocation fees they should have been paid when they were first displaced.

"It was justice and compensation long overdue — and it was the kind of compensation that truly benefits these individuals because of their unique vulnerabilities," Greene said.

The settlement was a victory for the Royal Park tenants and for other LA renters in need of affordable places to live. The Kirkland team hopes to signal to landlords that law firms and legal aid organizations will fight to preserve affordable housing in the city.

"These landlords compounded the day-to-day challenges that the plaintiffs already faced," Greene said. "To the extent that they consider doing it at one of the many other properties they own, I hope that they'll think twice."

“

It was justice and compensation long overdue — and it was the kind of compensation that truly benefits these individuals because of their unique vulnerabilities.”

**TANYA GREENE**  
Litigation Partner

## PROJECT SPOTLIGHT: BOYS & GIRLS CLUBS OF AMERICA

Kirkland dedicates pro bono services to a variety of charitable organizations that positively affect their local communities, including the Boys & Girls Clubs of America (BGCA). Recently, Kirkland transactional attorneys assisted BGCA with efforts to merge individual chapters in California, Massachusetts and Texas, reducing redundancies and allowing BGCA

to continue its mission of inspiring and enabling young people.

Kirkland represented the Boys & Girls Club of Greater Dallas on its merger with the Boys & Girls Club of Navarro County, which involved complex real estate negotiations that benefited the combined chapter. The work was especially meaningful to corporate associate Chad Barton, who attended after-school programming and sports leagues at an area club as a child. He jumped at the chance to be a part of the team working on the merger.

"Internal and external pressures forced [the Navarro County club] to contemplate a near-term shutdown. Fortunately, our client stepped in with a merger option that saved the club," Barton said. "Kirkland's work helped to ensure that hundreds of at-risk boys and girls will continue to benefit from the safe, enriching opportunities the BGCA provides."



## GLOBAL RECOGNITION

Kirkland plays an active role in strengthening and advancing our local communities, including through pro bono service. These efforts have earned accolades from organizations around the globe, including:

- **The Hong Kong Home Affairs Bureau Companies' Award**, which recognizes the Firm's commitment to pro bono service in Hong Kong;
- **The Legal Aid Society of the District of Columbia's Making Justice Real Award**, which reflects Kirkland's five-year clinic partnership with Legal Aid to provide legal services to an underserved D.C. community;
- **The OneJustice Champion of Justice Award**, in honor of the Firm's longstanding commitment to bringing justice to rural California communities through active engagement in OneJustice's legal clinics; and
- **The Legal Aid Society's Pro Bono Publico Award**, an annual award that recognizes the outstanding work of law firms, corporations, volunteer lawyers and other professionals who support the Legal Aid Society and/or provide exceptional services to low-income New Yorkers.

**TOP LEFT: IMPETUS-PEF PRIVATE EQUITY TRIATHLON — U.K.** Kirkland fielded its largest-ever team at the Impetus-PEF Private Equity Triathlon, which supports young people from disadvantaged backgrounds in the U.K.

**BOTTOM LEFT: YES PREP SCHOOL TOUR — HOUSTON** Corporate partner John Pitts toured the YES Prep campus, including a classroom named after Kirkland that recognizes the Firm's annual scholarship sponsorship.

**RIGHT: NY CARES VOLUNTEERING — NEW YORK** Kirkland's New York summer associates participated in a volunteer day with New York Cares at PS 196 in Brooklyn.



## RELIEF EFFORTS

In 2018, Kirkland contributed to various relief efforts to aid individuals and communities affected by natural disasters. Following Hurricane Michael, the Firm and its employees donated to the American Red Cross to support short- and long-term recovery for those affected.

Kirkland also mobilized to assist communities devastated by deadly wildfires throughout California. Employees donated to the California Community Foundation Wildfire Relief Fund, which supports wildfire preparedness and recovery; and the International Association of Fire Fighters Foundation's Disaster Relief Fund, which aids first responders and their families.

**TOP LEFT: WALK & ROLL — CHICAGO**  
Employees, family members and friends participated in the American Cancer Society's Walk & Roll event, Illinois' longest-running cancer fundraiser.

**BOTTOM LEFT: LAWYERS HAVE HEART — D.C.**  
A Kirkland team participated in the American Heart Association's Lawyers Have Heart run/walk for the 16th consecutive year.

**RIGHT: WILLIS TOWER STAIR CLIMB — CHICAGO**  
Kirkland associates climbed 105 flights of the Willis Tower to benefit the Shirley Ryan AbilityLab research hospital.

U.S. ATTORNEYS AND  
STAFF DEDICATED

**4,650+**

PRO BONO HOURS TO  
VETERANS WORK IN 2018

# Support for Veterans

## Access to Disability Benefits

For more than a decade, Kirkland has supported the National Veterans Legal Services Program (NVLSP), a U.S. nonprofit organization that works to ensure veterans and active duty personnel receive the benefits to which they are entitled due to disabilities resulting from their military service.

The Firm's first large-scale project for the NVLSP kicked off in 2011 and involved assisting veterans in applying for Combat-Related Special Compensation, which is a monthly entitlement that allows eligible military retirees to recover some or all of their retirement pay that was offset by their U.S. Department of Veterans Affairs (VA) disability compensation. While that project has since concluded, Kirkland attorneys continue to support veterans pro bono through the organization's various projects.

In 2018, IP litigation associate Hannah Bedard secured two victories in cases referred by the NVLSP, both of which were appeals of decisions made by the Board of Veterans' Appeals to deny disability benefits. The cases involved a U.S. Air Force veteran suffering from post-traumatic stress disorder (PTSD) after serving in Vietnam and a U.S. Army veteran who was exposed to Agent Orange while serving in South Korea.

"Working with the NVLSP gives young associates like me the opportunity to take the lead on a case by developing legal arguments, drafting briefs and interacting with clients," Bedard said. "Even better, these cases allow us to make a difference in the lives of people who served our country and now need help from the VA."



“

[T]hese cases allow us to make a difference in the lives of people who served our country and now need help from the VA.”

**HANNAH BEDARD**  
IP Litigation Associate

Another ongoing project, and one of the largest that Kirkland has worked on for the NVLSP, is the Military Sexual Trauma (MST) Project, which began in 2014. Kirkland co-sponsored an Equal Justice Works fellow, in partnership with Raytheon, who began a project to advocate for veterans who experienced sexual trauma while in the military.

According to the VA, one in four women and one in 100 men serving in the Armed Forces have experienced MST, which is defined as psychological trauma resulting from sexual assault or repeated, threatening sexual harassment, that occurred while serving. Because many survivors are fearful of reporting MST while in the military, they face a high hurdle when trying to obtain disability compensation from the VA for PTSD resulting from MST.

The assistance Kirkland provides to the MST Project is critical, as there is a severe shortage of legal pro bono representation available to assist these veterans. Survivors with MST-related PTSD have a better chance of success in resolving their claims if they have an effective and trained legal advocate who thoroughly reviews military, medical and personnel records and then develops the evidence needed to support their claims. Through the MST Project, the Firm took some of the very first cases of this kind and has assisted 33 clients to date.

## 100+ individual pro bono clients

MORE THAN 225 ATTORNEYS AND SUMMER ASSOCIATES AND 29 STAFF MEMBERS ASSISTED OVER 100 INDIVIDUAL PRO BONO CLIENTS IN 2018, IN ADDITION TO SERVING VETERANS AT LEGAL CLINICS AND PROVIDING LEGAL SERVICE TO VETERANS ORGANIZATIONS

## BUILDING A COMMUNITY

In fall 2018, a group of Kirkland’s military veterans from around the U.S. held an inaugural event to meet one another, build community and talk about strategic goals. The group discussed ways for veterans to leverage their service-oriented mindsets to serve local communities, recruit law school candidates and provide pro bono representation to other veterans. The group plans to host local events and will continue to meet on a regular basis.

Restructuring associate Davion Chism helped to launch the group, drawing on her experience balancing law school with service in the U.S. Navy Reserves.

### What motivated you to get involved with Kirkland’s veterans group?

I was president of Northwestern University Pritzker School of Law’s Veterans Law Association and greatly appreciated the support within and for the group. When I was recruiting, I noticed a lack of veterans groups within firms, so I was very interested when the idea of creating a veterans group at Kirkland was discussed.

The Northwestern vets group was important to my law school transition. I came to school from active duty and greatly needed the support of those who came from a similar background and understood the transition. I wanted to ensure there was support for veterans, and those affiliated with veterans, when coming to Kirkland. I also wanted to promote the importance of veterans within the Firm in terms of recruiting law students, interacting with clients and evaluating the skill sets we bring to the Firm.

### How does Kirkland support veterans?

Kirkland has supported the group by organizing informal meetings to forward our goals, facilitating veterans recruiting events, and even updating its military leave policy to be inclusive and supportive of reservists and the unique role we play in balancing civilian and military life.

**\$200,000+**

KIRKLAND DONATED MORE THAN  
\$200,000 TO ORGANIZATIONS THAT  
SUPPORT VETERANS IN 2018

## Continued Service



### Nathan Mammen

Just six months after becoming an IP litigation partner at Kirkland, Nathan Mammen was called to active duty for deployment to Kuwait as a military prosecutor. With Kirkland’s full support, Mammen was able to serve his country for 14 months and resume his work at the Firm without issue.

“When you’re away for a year or more, you look forward to getting back to your life, and your job is an important part of that,” Mammen said. “Kirkland supported me when I was gone and re-integrated me in such a way that my deployment didn’t harm my career — it’s hard to express how important that is.”

Mammen has paid that support forward by representing veterans and their families pro bono, regularly handling benefits appeals before the U.S. Court of Appeals for the Federal Circuit.

He also represents six Coast Guard veterans in a class action that includes several hundred other veterans who served for 20 years or more before allegedly being forced into retirement, losing additional retirement benefits and higher pensions. The lawsuit shines light on an issue that affects many service members, but doesn’t always draw public notice.

“There are many legal issues veterans face that don’t get as much attention [as benefits cases],” Mammen said. “I’m interested in cases where we can not only help an individual client, but also make systemic improvements.”

“

Kirkland supported me when I was gone and re-integrated me in such a way that my deployment didn’t harm my career ... ”

**NATHAN MAMMEN**  
IP Litigation Partner



## Stephen Iacovo

On a daily basis, Stephen Iacovo helps large corporations deal with debt as a Kirkland restructuring associate. So it's natural that his pro bono work centers on helping veterans reduce their debts.

Iacovo — who served for four years as a Commissioned Officer in the U.S. Army — became involved in veterans debt issues in law school and currently sits on the board of the Military Assistance Project, which provides legal and financial services to service members and their families.

Much of his Kirkland pro bono work involves cases in which the U.S. Department of Veterans Affairs either wrongly denies benefits or overpays benefits and demands reimbursement, leaving veterans responsible for thousands of dollars that they didn't know they owed.

These aren't headline-grabbing cases, but to a veteran struggling to pay off debt and afford basic living expenses, debt reduction is life-changing.

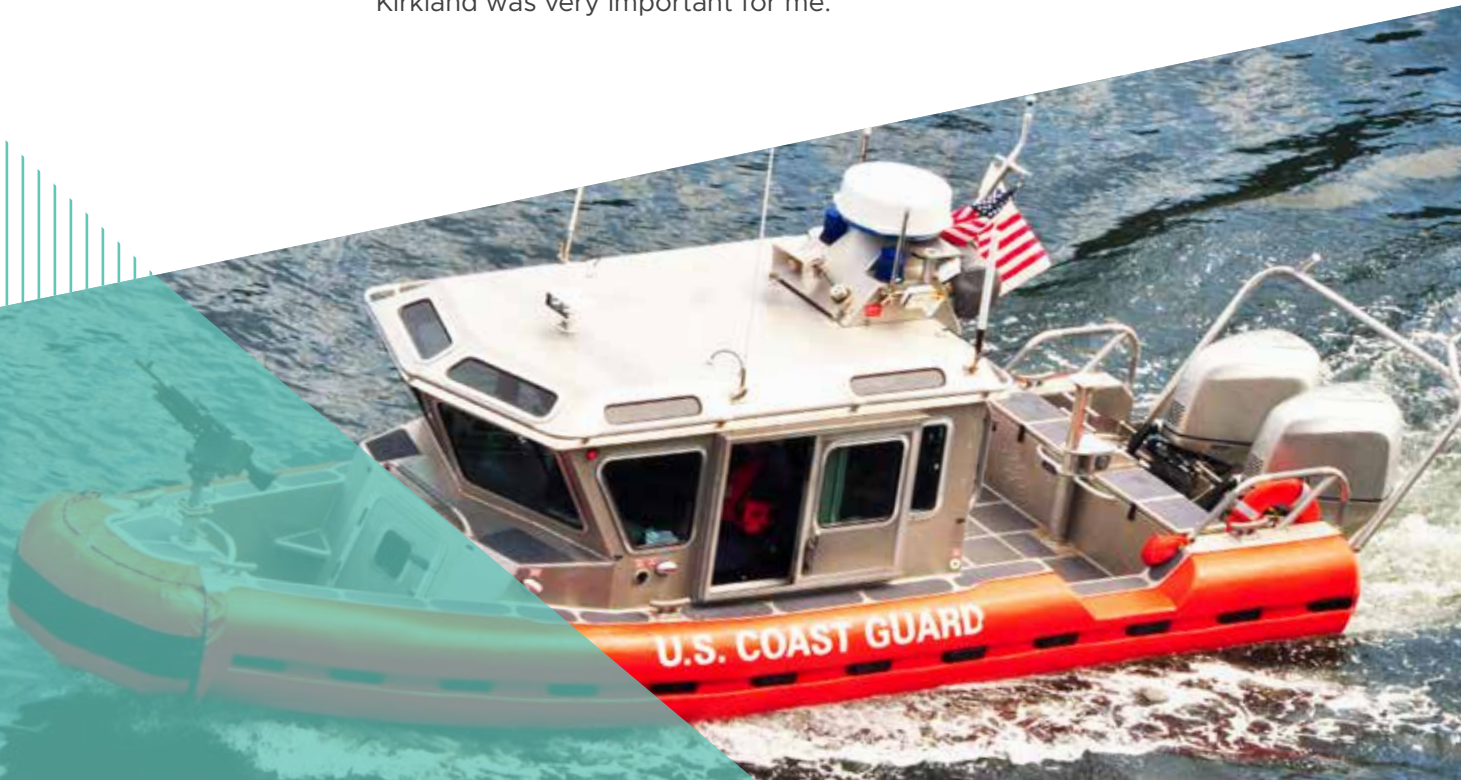
"Even small victories can make a big impact on these veterans' lives," Iacovo said.

His military experience helps him to connect with these clients and has also proven invaluable in his career at the Firm. "Kirkland values more than just law school GPAs," he said. "Good lawyers are leaders and effectively manage relationships, and many veterans possess those skills. Veterans also tend to be very self-driven, so coming to an entrepreneurial firm like Kirkland was very important for me."

“

Even small victories  
can make a big  
impact on these  
veterans' lives.”

**STEPHEN IACOVO**  
Restructuring Associate



# Improving & Upholding the Law

## Election Protection Efforts

On a normal day, Kirkland attorneys hold client meetings in their offices during normal business hours. On Election Day, however, those who volunteer for the Election Protection program kick off their client meetings at the crack of dawn in bustling restaurants, schools and churches serving as polling places.

Since 2002, Kirkland has participated in the Election Protection program, a nonpartisan coalition that is administered by the Voting Rights Project of the Lawyers' Committee for Civil Rights Under Law. Across the U.S., Kirkland attorneys worked in the field on Election Day in November 2018, resolving legal questions regarding voter eligibility and helping eligible voters gain access to the polls at voting sites.

"Participating in Election Protection has been an uplifting experience and renewed my faith in the democratic process," real estate partner Rob Miceli said. "It's inspiring to see people from various backgrounds

and walks of life come together for a common cause to choose our elected representatives."

Kirkland lawyers also volunteered at a national call center in Washington, D.C., during the weeks leading up to the election through Election Day. Kirkland also hosted call centers in its Chicago, San Francisco and New York offices. Attorney volunteers answered voters' questions and helped address legal issues that arose at polling places in various states.

In total, more than 275 Kirkland attorneys — alongside more than 4,000 attorneys from nearly 100 other law firms — volunteered at Election Protection call centers and in the field program across the U.S. The teams assisted with polling concerns, including registration, designated polling places, identification requirements, broken voting machines and harassment.

## COMMITTED TO JUSTICE

Kirkland was named "International Law Firm of the Year" at the 2018 TrustLaw Awards, an annual ceremony recognizing innovative, complex pro bono projects worked on in collaboration with NGOs and social enterprises throughout the world. TrustLaw is the Thomson Reuters

Foundation's global pro bono legal program. Kirkland was selected based on client feedback and the broad range of pro bono work taken on by members of the Firm.

In 2018, Kirkland was honored with the Norman Redlich Capital Punishment Award, recognizing the Firm for its dedication to representing more than

a dozen convicted inmates in death penalty cases over the last 10 years. Dozens of Kirkland lawyers have worked tirelessly, compelling reexamination of convictions, challenging controversial rulings, and remaining committed to due process for their clients, who have been sentenced to the most severe of consequences.



## DEFENDING MINORS

Kirkland secured commutations from then-Illinois Governor Bruce Rauner in December 2018 on behalf of Jaylan Banks and Sylvester Williams, who received adult sentences for minor infractions committed while in juvenile detention.

The two were serving the final months of their juvenile sentences when — after minor altercations with staff that did not result in any injuries — Jaylan and Sylvester were charged as adults and sentenced to eight and six years of incarceration, respectively.

In 2016, guards at Illinois Youth Center-Harrisburg — frustrated by a federal consent decree that limited their ability to subject young inmates to prolonged solitary confinement — ignored the Department of Juvenile Justice’s official policies and began recommending that the local State’s Attorney charge disciplinary infractions as adult felonies. Jaylan and Sylvester received the longest sentences of any juvenile inmates charged at the center.

Jaylan and Sylvester were convicted and sentenced pursuant to pleas that were neither knowing nor voluntary. Kirkland worked with the John Howard Association of Illinois and the Moran Center for Youth Advocacy to seek commutations for Jaylan and Sylvester. The two young men were both released before their expected parole dates. Both have since returned to prison for parole violations, but Kirkland’s work on this case will benefit future juvenile inmates.

“The best pro bono cases are the ones where you can address a significant systemic injustice while prevailing for an individual client,” litigation associate Ben O’Connor said. “It’s gratifying to work at a firm with the resources to help our clients, especially young people who still have their whole lives in front of them.”

**\$3.5 million+**

KIRKLAND DONATED MORE THAN \$3.5 MILLION TO ORGANIZATIONS DEDICATED TO IMPROVING AND UPHOLDING THE LAW IN 2018





## Ethics Education

While legal ethics is an established component of law school education in the U.S. and Europe, the subject is rarely found among course offerings at China's leading law schools. Taking notice of this gap and its potential ramifications for an increasingly global legal market, a group of attorneys from Kirkland's Shanghai and Hong Kong offices teamed up to develop and deliver their own legal ethics course at Fudan Law School, one of China's top legal education programs and the oldest existing law school in the eastern and southern parts of the country.

Led by litigation partners Tiana Zhang, Agnes Li, Cori Lable and Jodi Wu and corporate partner Xiaoxi Lin, the program offers students an in-depth comparative examination of how U.S. and Chinese legal ethics and professional responsibility rules apply to specific scenarios that could arise during cross-border practice, particularly in the areas of litigation, investigation and M&A transactions. "My colleagues and I consider legal ethics training a crucial component of educating

the world's next generation of global lawyers," said Zhang. "Our course aims to equip students with the tools they need to navigate ethical questions in the law throughout their careers."

Each class is taught by a panel composed of Kirkland attorneys, general counsel from leading multinational corporations and partners from top Chinese law firms, and is structured as a discussion-oriented seminar using practical case examples to address real-life issues. Approximately 80 graduate law students have attended the course since it launched in 2017.

The attorney team works closely with Fudan Law School faculty to provide students with opportunities to hear from an array of practitioners. Following their participation in the class, many students described the value they found in hearing the experiences of lawyers from a variety of backgrounds.

"This class is very practical and inspiring," said student Xie Ying, adding that participants learned "not only to identify and

“

My colleagues and I consider legal ethics training a crucial component of educating the world's next generation of global lawyers.”

**TIANA ZHANG**  
Litigation Partner

analyze legal ethics issues in practice, but also to stick to their principles when working to resolve the problems that they face.”

The Kirkland team will continue leading the course at Fudan Law School in the coming years, working to build professional and cultural connections across the legal world.

# Recognition

## Best Law Firm of the Year

2018

*The American Lawyer* named Kirkland Best Law Firm of the Year at the inaugural American Lawyer Industry Awards. The awards honor the exceptional work that occurs across the entire legal services delivery spectrum and the increasing interconnectedness among members of that community.

## Pro Bono Hot List

2018

*The National Law Journal* named Kirkland to its 2018 Pro Bono Hot List, which recognizes the law firms that have led the way on access to justice. Kirkland was honored for our work representing Maryland's historically black colleges and universities, as well as the Firm's entrepreneurial approach to pro bono work.

## The A-List

2018

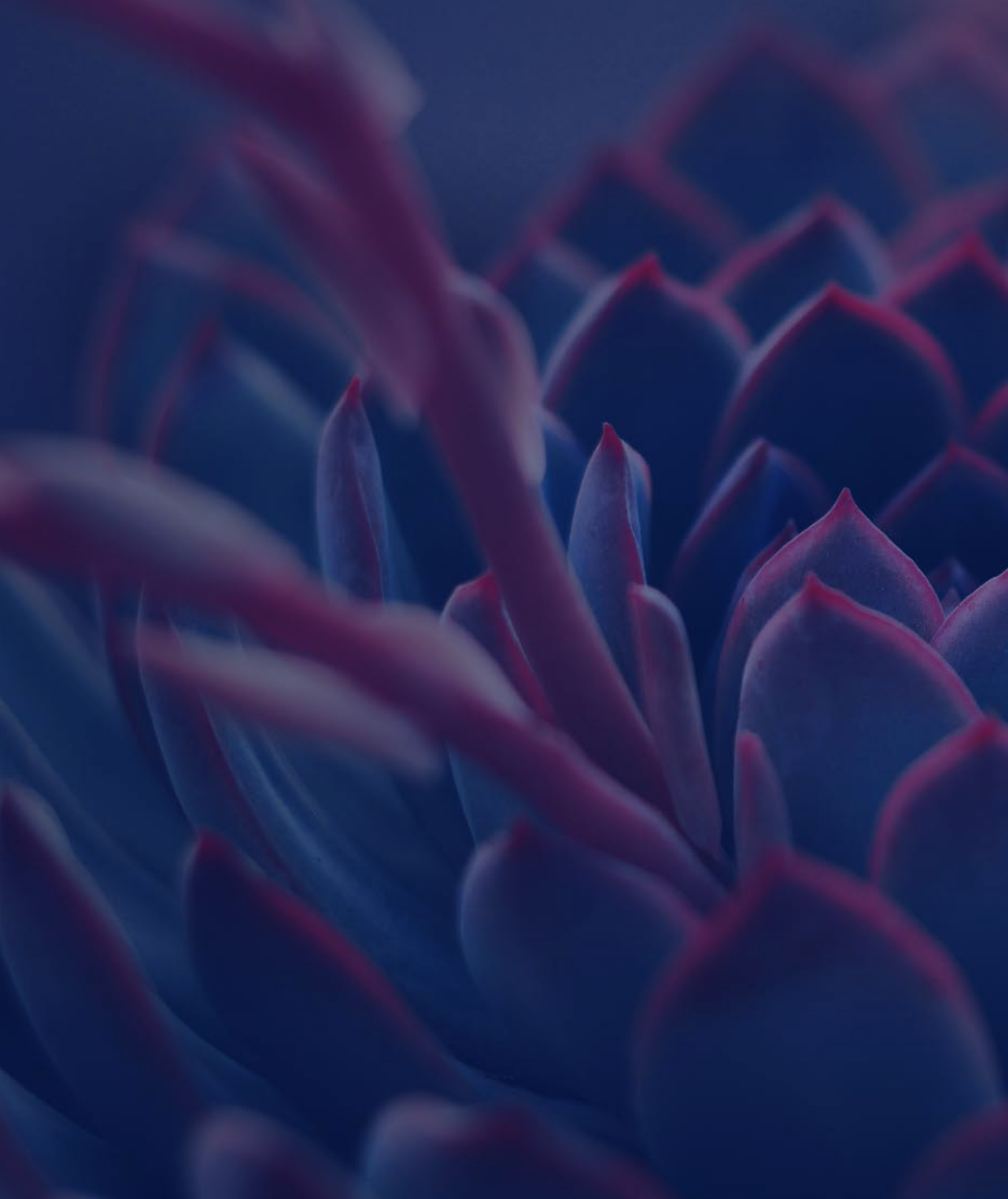
For the sixth year in a row, *The American Lawyer* named Kirkland to its A-List. The annual list aims to identify the most well-rounded law firms based on a measure of their success in five areas: revenue per lawyer, pro bono, diversity, associate satisfaction and the percentage of women equity partners. The 20 top-scoring firms comprise the A-List 2018.



## North America Innovative Lawyers Report

2018

*The Financial Times* recognized Kirkland in its 2018 North America Innovative Lawyers Report, including as a "standout" firm in the Rule of Law and Access to Justice category for our work on the transgender military ban case.





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