

Hogan
Lovells

Citizenship Report 2011

Challenge. Inspire. Change.



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The impact that Hogan Lovells has made ... is vast and we would not be the professional organization that we are without their support. Our business is all about delivering world-class support ... and Hogan Lovells has been 100% committed to supporting us in our ambitions and helping to deliver exceptional service ...

Community client



Contents

Introduction	05
Setting the scene	07
Our Pro Bono practice	11
Touch: matched global giving	21
Commitment to the environment	27
Global diversity and inclusion	33
Community Investment	41
Collaborating with clients	47
Awards	49
Citizenship panel	55
Citizenship award winners	56



Many of the photos in this report were taken as part of an internal Hogan Lovells photography competition. Entries were submitted from all regions in which we operate, and the money raised from the entry fees went to our Touch charities. To find out more about the images included in this report, please visit www.hoganlovells.com/photography See page 21 for more details about Touch.



Introduction

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...our program is more than the sum of its parts.

Welcome to the second annual Hogan Lovells Citizenship Report — the first to cover a full year of our work.

We are proud of our Citizenship achievements in 2011. We set new legal precedents on both sides of the Atlantic. More of us volunteered. And we saw our legal practice grow in its commitment and contributions to Good Citizenship. Clearly, our program is more than the sum of its parts.

This report gives an overview of our Citizenship activities in 2011 and provides some examples of our work. It is by no means exhaustive. Many others have contributed their time and expertise to projects around the globe.

We hope you enjoy the report and take as much inspiration — from both our work and our people — as we do.



David Harris
Co-CEO

Warren Gorrell
Co-CEO

“

I think the firm is a far better place to work because of the Citizenship team, and it contributes significantly to my allegiance to the firm and my job satisfaction.

Hogan Lovells Citizenship volunteer



5,069

Number of full time equivalent people working for Hogan Lovells in 2011



Setting the scene

Our Good Citizenship core value states:

“We embrace our responsibility to give back to our communities through pro bono and community service work, and we are committed to a diverse workforce that is inclusive and welcoming.”

Living by this value, we gain strength as a business by attracting and retaining people of integrity and quality, who are excited to be part of an inclusive and considerate workplace.

Citizenship Panel

Our Citizenship contribution is led and coordinated by the Citizenship Panel, comprising of partners and senior managers drawn from all regions. Our Board and International Management Committee are represented on the panel, which reports to both bodies throughout the year.

The panel meets regularly to discuss and develop Citizenship objectives, review implementation, and address other issues of importance worldwide, such as recognition and further internationalization of the program.

In 2011 the panel's primary objectives were to

- complete a Citizenship audit across different offices and regions within the newly formed Hogan Lovells to better understand our strengths and to ascertain areas for improvement and local Citizenship considerations;



- communicate Citizenship to the firm at large in a more effective manner;
- embed our Good Citizenship value globally into both the appraisal and people development processes; and
- create an international Good Citizenship Awards program to recognize and reward our people who demonstrate excellence.

The Citizenship Panel worked throughout 2011 to meet these objectives.

We now produce a global newsletter — three times a year — covering Citizenship activities across our offices.

In March, at the first firmwide partners' conference after the combination, 800 partners shared thoughts and experiences at the Citizenship lunch. This was the first time all Hogan Lovells partners were joined under the same roof, and the lunch provided the

Citizenship team with an excellent opportunity to raise awareness of our activities across the global legal practice. Eighty partners facilitated discussions at the tables, and feedback from the lunch informed the Citizenship Panel's priorities for 2012.

The Good Citizenship Awards program was developed over the year and launched in January 2012 to celebrate the great work undertaken by our people during 2011. Nearly 100 award nominations were submitted, recognizing contributions made across all regions. Details can be found on page 58.

Embedding Citizenship

In 2011 Citizenship was, for the first time, embedded formally into the appraisal and people development processes across Hogan Lovells, providing a structured opportunity for feedback, for raising awareness of Citizenship, and for individual Citizenship contributions to be recognized.



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I work very closely with the firm's Citizenship team and am privileged to see close up just how much effort they put into maintaining the firm's diverse and interesting program of events.

Hogan Lovells Citizenship volunteer

Our goals for 2012

In 2011 Good Citizenship asserted itself as a priority for Hogan Lovells. But 2011 also showed us the areas we all must work on to ensure that we make an impact that is both focused and positive.

In 2012 we aim to

- expand our network of Citizenship champions and ambassadors into every office;
- seek firmwide opportunities for collaboration on Citizenship;
- use projects that have won Citizenship awards as examples of excellence that others can replicate; and
- continue to embed Citizenship into the DNA of Hogan Lovells.

We will report our progress against these objectives in our 2012 Citizenship Report.

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Lawyers from Hogan Lovells ... deliver first-line advice to vulnerable people ... who otherwise may not be able to access legal advice The service has good outcomes for our members and we really value it.

Community client



London Associate Danielle Amore addressing the second COMP.ACT Coalition Meeting



104,047

Total pro bono hours in 2011

Our Pro Bono practice

In 2011 our strong pro bono record got stronger.

Advocating for women across the globe

In 2011 we continued and built on our firm's proud history of assisting women the world over.

Achieving Inter-American Commission success in London

In 2006 when we prepared an amicus brief on a comparative law survey of commonwealth countries for the American Civil Liberties Union, we highlighted the importance of protective and precautionary measures in combating domestic violence. In August 2011 the Inter-American Commission on Human Rights (IACHR) issued a landmark decision, finding the United States government responsible for human rights violations against Jessica Gonzales and her three deceased children — all of whom were victims of domestic violence. In the finding, the IACHR recommended significant legislative changes — including protective orders and precautionary measures — to protect women from imminent acts of violence.

Tackling human trafficking

As part of our wider focus on the global tragedy of human trafficking, we did the following in 2011:

- Our offices in Mongolia and China provided training to local lawyers on the devastating consequences of human trafficking. We also advised the government of Mongolia on the wider strategy for dealing with this problem.
- Our Rome office prepared a seminar for the On the Road ONLUS organization examining compensation for trafficking victims. The presentation featured Maria Grazia Giammarinaro — Special Representative and Coordinator of the Organization for Security Co-operation in Europe, which combats human trafficking — and a roundtable of qualified experts, including the head of the Equal Opportunities Department of the Italian Cabinet, the deputy public prosecutor of Rome, and the deputy district anti-mafia prosecutor for L'Aquila.
- Our offices across Europe work with Anti-Slavery International's program COMPACT to improve access to justice and to guarantee compensation for trafficked people. We prepared a report on the civil and criminal remedies available and were invited to present the results at the second COMPACT Coalition Meeting for EU representatives and NGOs.
- In the United Kingdom, where compensation is available for trafficking victims with physical, sexual, and mental injuries, the compensation scheme is difficult to navigate. As a consequence,

many eligible candidates are put off applying for compensation — either they're unable to manage the application process or unwilling to risk reliving their experiences. A significant team of legal volunteers now assists people through the process and, thanks to their support, the firm has arranged numerous awards for people who have suffered significant harm.

- Our London office recently helped a young woman claim compensation for injuries she sustained when she was trafficked into the country and sexually abused. Believing she was going to work as a domestic servant and receive an education, she was forced into prostitution and subjected to appalling physical abuse. The dedicated and sensitive team of lawyers helped the woman submit and track an application for compensation. The young woman was awarded £16,500 to help her rebuild her life. She is now living in foster care and attending college.

Helping the Libyan people bounce back

During the Arab Spring of 2011 we advised the Libyan National Transitional Council (NTC) on its negotiations with the UK government and banknote printers De La Rue on the release of approximately 2.1 billion Libyan dinar (approximately £1.05 billion/US\$1.66 billion). The banknotes were printed in the United Kingdom but then frozen by the UK government in March following sanctions imposed by the United Nations.

Libya is a cash society, and after the Central Bank of Libya's (CBL's) banknotes were exhausted, Libyan citizens could no longer withdraw money to pay for basic necessities — food, power, water, and medical services. The economy risked stalling completely, causing significant hardship. The NTC was concerned that if the notes were not released, this could undermine the will and ability of the people of Libya to maintain their resistance to the Gaddafi regime.

We advised the NTC on urgently obtaining an Office of Foreign Assets Control license from the U.S. Treasury. We worked with Her Majesty's Treasury (HMT), De La Rue, and the UK Foreign and Commonwealth Office, and persuaded them that, under English law, the NTC was in fact the new government of Libya and therefore had succeeded the Gaddafi regime both in terms of control of the CBL and in designating the rightful owners of the bank's notes.

There was a strong desire to help both from HMT and De La Rue, but at the same time there were significant concerns — that the situation on the ground was far from clear, and that they were being asked to send money into a conflict at the request of a new and fragile government.

The final signoff came in August, as we met in Benghazi with representatives from De La Rue. When news of the arrival of the

banknotes became known in Libya, there were large-scale celebrations in the streets.

The release of the notes was an important first step for the Libyan people in unfreezing assets belonging to them. It has had a significant impact on the lives of ordinary Libyans.

Pro bono in our communities

We worked on a number of significant community-based pro bono matters, helping organizations that assist underserved populations in the areas where we and our clients live and work — and preserving

their access to healthcare, housing, and other services.

“It’s Not Just Peanuts”

Hogan Lovells has created “It’s Not Just Peanuts,” a campaign that urges law firms to release their dormant client funds and donate them to the Access to Justice Foundation (the Foundation), which was established by the legal profession to receive and distribute additional financial resources to help provide free legal assistance to those who need it most.

Hogan Lovells provided advice to the Foundation on the Solicitors Regulation Authority’s (SRA) rules surrounding the unlocking of dormant client funds. Both Hogan Lovells and the Foundation were aware that despite the SRA rule change in 2008, few firms were taking the opportunity to give funds to charity.

Following the rule change, we

- worked with the Foundation to design and sponsor a nationwide public relations campaign, encouraging law firms to donate their unclaimed client money to community law centers;

- organized a campaign launch with more than 50 law firms, charities, and foundations, and produced the marketing materials used to inform clients about the campaign; and
- wrote, printed, and distributed 7,000 informational packets to law firms, and provided office space to the Foundation to allow for follow-up work with law firms.

In the first week of distributing the informational packets, £76,000 was pledged and/or paid to the Foundation.

Bradley Addison, a MDC service user, with his mother



Ebony Riding School



612

Number of client nonprofit organizations and qualifying governments assisted

“Flexible, innovative, and committed are the hallmarks of the team that have delivered community-focused programs that deliver social and economic change.

Community client

Sue Barker with a client living with muscular dystrophy



In the future, the “It’s Not Just Peanuts” campaign will also seek donations of more than £50 and provide assistance to law firms to help them secure SRA approval on a case-by-case basis.

Community health services for families

Our Washington, D.C. and New York offices advised the Family Health and Birth Center (the Birth Center) on the successful transfer of its nurse-/midwife-managed clinic — the Birth Center — to Community of Hope (COH). Founded in 2000, the Birth Center has worked for thousands of underserved women and their families through comprehensive pre-natal and maternity care, primary pediatric care, and well-woman gynecological care. In recent years, however, the combination of high costs for medical malpractice insurance and low reimbursement rates from government insurers threatened the Birth Center’s long-term viability. By transferring the Birth Center to COH, a nonprofit corporation that benefits significantly from its status as a “federally qualified health center,” the parties ensured both the continued survival of the Birth Center and the continued availability of birthing and related care services to underserved families.

“I am incredibly grateful to the lawyers at Hogan Lovells. This transaction would not have been such a success without the professionalism and commitment that they brought to the project day after day.”
Andrea Miano, Birth Center Board Chair

Supporting London’s muscular dystrophy community

By 2014-15 there will be an estimated £1.2 billion funding gap in adult social care in the United Kingdom. For patients with muscular dystrophy, such care and support is vital, both to protect quality of life and, in some cases, to extend life expectancy. In 2011 our London office worked with the Muscular Dystrophy Campaign to offer patients pro bono legal representation. With our help the charity assisted more than 100 patients in securing approximately £300,000 worth of support that previously had been denied.

“Hogan Lovells fought in my corner when I thought the world was against me. Their help and advice led to extra support, and life seems so much easier.”
Mike, a client living with Muscular Dystrophy

Homeless women in Washington, D.C.

With the help of lawyers in Washington, D.C. and New York, two nonprofit organizations — N Street Village and Miriam’s House — were merged. N Street Village provides meals, healthcare, housing, and other supportive services to homeless and very low-income women. Miriam’s House is a healthcare and service provider for women with HIV/AIDS. Our team structured the transaction, conducted due diligence, and engaged in extensive client counselling and discussions throughout the merger. The successful combination ensured that both organizations’ ultimate mission — helping women in need — would continue to be realized.

“We could not have completed this merger without Carin [Carither]’s strong legal counsel and general good guidance on merger strategy. She makes Hogan Lovells shine through her generous pro bono work on behalf of N Street Village and the women whom we serve.”
Schroeder Stribling, Executive Director, N Street Village

Britain’s most unusual riding school

Our London office helped the Ebony Riding School and its management team establish the first horseback-riding school for disadvantaged young people living in and around the severely impoverished area of Brixton in South London.

Our involvement included mentoring the client on legal and business issues, handling the property issues, advising on the funding agreements with Sport England, and presenting a review of the project to several ministers.

“It’s impossible to convey quite how much we appreciate what Hogan Lovells has done for us. We simply would not have been able to get to this successful outcome without your pro bono work. All the lawyers have been fantastic to work with and we count ourselves as very fortunate to have had such expert legal advisers.”
Ros Spearing, Ebony Horse Club

A teen is granted asylum in the United States

Our Baltimore office successfully obtained a grant of asylum for a pro bono client who had come to the United States from Honduras at age 17 to escape his abusive grandfather and reunite with his mother.

In May 2008 our client’s mother paid to have him smuggled into the United States. Border Patrol apprehended him at the border and initiated removal proceedings. Because he was an unaccompanied minor, the government sent him to a nonprofit residential facility, and from there to a psychiatric institution. After completing treatment, he was released to the custody of his mother, who brought him to her home in Maryland.

Our client was referred to us by Kids In Need of Defense, which seeks to arrange legal representation for unaccompanied minors in the immigration system. We filed for asylum based on the child abuse he suffered in Honduras. In addition, we established an exception to the bar on asylum claims filed more than one year after the applicant’s arrival in the United States. We prevailed, thanks primarily to the compelling testimony presented in court by our client and his older sister.

Justice for prisoners

We work closely with Freedom Now, an all-volunteer nonprofit organization. Freedom Now uses legal, political, and public relations advocacy efforts to seek the freedom of nonviolent prisoners of conscience around the world. In 2011 alone more than 30 Hogan Lovells lawyers — from Washington, D.C., New York, Houston, London, Paris, and Madrid — participated in Freedom Now cases or related projects. We advocated for 12 prisoners of conscience, three of whom were released.

Obtaining release of human rights and democracy advocate from Cuban prison

Óscar Elías Biscet González was released from prison in Cuba in March 2011. A noted advocate for human rights and democratic freedoms in his native Cuba, Dr. Biscet had been arrested in late 2002 for exercising basic civil liberties, and then convicted on sham charges that drew a 25-year prison sentence.

As a medical professional, founder, and president of the Lawton Foundation for Human Rights — and as a leading organizer of the Friends of Human Rights group in Cuba — Dr. Biscet has dedicated his life to defending the fundamental rights of the Cuban people. His release followed the July 2010 announcement by the Cuban Catholic Church that a number of unjustly imprisoned Cuban political prisoners would be freed. Hogan Lovells — together with Freedom Now — spent more than six years working to free Dr. Biscet. See our Partner Jeremy Zucker’s introduction of Dr. Biscet at the press conference upon his release.



Human rights lawyer in a Syrian prison

In June 2011 human rights lawyer Muhannad Al-Hassani was released from prison in

Damascus, Syria. Working with Freedom Now, we petitioned the United Nations Working Group on Arbitrary Detention (UNWGAD) to seek its support for Mr. Al-Hassani’s release on the grounds that his detention violated international law standards.

In 2009 the Syrian government had arrested Mr. Al-Hassani for monitoring the sessions of a special “Supreme State Security Court” used by the Syrian regime to punish dissidents. In June 2010 after a sham trial for the alleged crime of weakening the Syrian state’s “prestige” and “national sentiments” — for which he was not permitted to present a defense — Mr. Al-Hassani was sentenced to three years in prison.

Our New York office, with the support of Freedom Now, led the efforts to free Mr. Al-Hassani. The same team had previously supported release efforts for another Syrian human rights lawyer, Haitham Al-Maleh, who was arrested after serving as Mr. Al-Hassani’s counsel. Mr. Al-Maleh was freed in March. In October the UNWGAD released an opinion declaring the detention of Mr. Al-Hassani to be arbitrary and illegal under international law.

Launching the U.N. Arbitrary Detention database

Freedom Now released a database of United Nations human rights cases in conjunction with the Office of United Nations High Commissioner for Human Rights and Thomson Reuters. Lawyers in our Washington, D.C., New

York, and Denver offices provided pro bono support to Freedom Now in this effort.

The UNWGAD Document Search website was designed to enable interested parties — researchers, lawyers, human rights activists, and the general public — to search opinions by country, human rights articles and instruments, type of case, and date. The database, available at <http://www.unwgadatabase.org/un> will have a lasting impact on prisoner-of-conscience advocacy worldwide.

Clearing the names of the innocent

Hogan Lovells is committed to advocacy for people who are incarcerated for crimes they did not commit. Two matters that were resolved in 2011 were among our most intensive efforts and contributions to the integrity of the system of justice.

Derek Tice

After more than 13 years of having his life on hold, Derek Tice had his name cleared of felony charges associated with the 1997 rape and murder of the wife of a fellow Navy sailor.

A team of our lawyers had led the pro bono efforts to secure his freedom, which included obtaining Mr. Tice's release from prison in 2009. Later in 2011 the Norfolk Circuit Court accepted a special prosecutor's request to drop the charges against Mr. Tice, making him a free man after 11 years in prison and two years on parole for crimes he never committed.

Over the past seven years, working with the Mid-Atlantic Innocence Project, dozens of our lawyers worked thousands of hours to secure habeas relief for Mr. Tice, who was serving a

life sentence without the possibility of parole.

Thomas Haynesworth

In March 2011 Thomas Haynesworth was released from prison after spending the past 27 years incarcerated for a series of rapes that the evidence demonstrates he did not commit. Mr. Haynesworth has maintained his innocence since his arrest, at age 18, in 1984. In 2009 DNA evidence surfaced that proved his innocence for one of the crimes, yet he remained in prison for two convictions in which DNA evidence did not exist.



The Derek Tice team



4

Number of persons freed from incarceration during 2011 as the result of our work

Not until his 46th birthday was he finally released on parole, based on a request by Virginia Governor Robert McDonnell.

A team of partners and associates in our Washington, D.C. office worked with co-counsel from the Mid-Atlantic Innocence Project and the Innocence Project to represent Mr. Haynesworth, seeking to fully exonerate him of all his convictions. DNA evidence from other crimes he was tried for demonstrated that Mr. Haynesworth had been mistaken by the victims for a serial rapist who was

subsequently convicted. Non-biological evidence linked the same perpetrator to Mr. Haynesworth's remaining convictions. That led Virginia Attorney General Ken Cuccinelli to support our petitions for writs of actual innocence to clear Mr. Haynesworth's name and fully free him.

Mr. Haynesworth finally was declared innocent in December. The decision marks only the second time that a Virginia court has exonerated someone through a writ of actual innocence based on non-biological evidence.

Supporting social entrepreneurs

Ashoka is a global network of social entrepreneurs. We work with this remarkable group in many ways, including our sponsorship of the role of director of investment at Ashoka. The current director, former investment banker Mark Cheng, helps leading Ashoka social entrepreneurs to become investment-ready, so they can secure access to capital.

We assisted Ashoka in working with a number of social enterprises, helping to translate their visions into reality.

Reality TV in Afghanistan

To many people in the developing world, the idea of launching an enterprise and creating opportunities for their community is virtually unimaginable. Bamyan Media works to counter that sense of discouragement by using the power of reality television to demonstrate that social entrepreneurship can thrive in even the most challenging circumstances.

Bamyan Media was launched in 2008 and has run for four seasons as Afghanistan's top-rated television show.

SolSource



A flier for Bamyan Media



40 out of 43

Number of offices and associated offices that undertook pro bono work in 2011

The show pits hundreds of entrepreneurs and their business plans against one another, and winners are selected by text message vote. The show has demonstrated — to an audience of seven million people — how to build a socially driven enterprise from the ground up.

The series highlights people who have realized their dreams, improving both their own lives and prospects for their country. The importance and inventiveness of that idea is the reason that lawyers from the firm's Washington, D.C. and Northern Virginia offices advised Bamyan Media on a wide range of matters relating to corporate, tax, and intellectual property law.

Veterinary stores in Africa

In 2009 Farm Africa — a charity based in the United Kingdom and East Africa — established Sidai Africa, a franchise chain of new veterinary stores.

The stores provide affordable livestock services — including clinical services, veterinary drugs, farm inputs, artificial insemination, and animal feeds — to rural farmers. The incomes, welfare, and household security of these farmers are significantly improved through reliable access to livestock products and services from a quality-controlled, financially viable business that is expanding across Africa.

We advised Farm Africa on the franchise model, in order to ensure its scalability and to allow it to become applicable across those developing countries where the livestock sector can contribute to economic growth

and development. Crucially, the model was also developed with potential to generate an income from license fees, giving the charity a viable path to sustainability.

Sidai Africa has now opened 16 ultramodern franchises, offering a wide range of veterinary services and quality products to livestock farmers in Kenya, including the North Rift, North Eastern Province, Kajiado, and Narok.

“The branding of my shop is very attractive and farmers like the new layout. They can see all the products and like to learn about them. I have only been open three weeks and am attracting about one new customer per day. My sales have increased even though January is normally a slow month for business. I see a bright future with Sidai.”

Dr. Tiony Jeptoo, Sidai Africa franchisee in Kapsabet, Kenya

Solar power in rural China

Globally, 2.5 billion people rely on solid fuels for their daily energy needs. This results in lethal indoor air pollution that claims the lives of 1.6 million people each year and is the leading cause of mortality for children under the age of 5 in developing regions of the world. Designed in coordination with rural Himalayan communities, SolSource is a device that eliminates many of the complications associated with burning solid fuels, including indoor air pollution and greenhouse gas emissions. It also helps to mitigate gender inequalities.

One Earth Designs, the manufacturer, is a social

enterprise created to foster innovation and entrepreneurship in rural Himalayan communities. It has numerous technical partners in China (such as Tsinghua University and Qinghai Normal University) that have provided laboratory space, expert consultation, and access to critical networks.

One Earth Designs plans to expand its operations in China. It is in the process of establishing a foreign-owned commercial enterprise in Beijing to carry out trading of SolSource products. One objective is to expand operations to manufacture SolSource locally within China. Hogan Lovells is assisting One Earth Designs to set up the wholly foreign-owned enterprise in Beijing.

Supporting veterans

Hogan Lovells has provided pro bono legal support to numerous veterans facing challenging legal issues. Representation of a veteran is in the finest pro bono tradition, and we are proud to have the opportunity to assist those who have served our countries.

Road to recovery

In 2007 U.S. Army Captain Patrick Horan was shot in the head while commanding his platoon on patrol in Baghdad. His rehabilitation from this traumatic brain injury involved relearning the most basic tasks of daily life — talking, understanding speech, walking, reading, and writing.

Since late 2008 our Washington, D.C., Houston, and Northern Virginia offices have represented Capt. Horan, helping him navigate the complicated and

evolving regulatory regime for the treatment of injured servicemen and women. We worked closely with Capt. Horan's Army-appointed soldier's counsel, as well as with the National Veterans Legal Services Project, to achieve favorable outcomes for Capt. Horan in 2011. These included securing a transfer to a medical facility that was better suited to treat his specific injury and obtaining the maximum amount of benefits he was entitled to receive.

Answers for a bereaved family

In our continuing work with the Royal British Legion (RBL) — a charity that supports British military personnel and their families — we recently acted for the family of a sergeant killed in Afghanistan, his vehicle incinerated by an improvised

explosive device (IED). At the inquest, the family was concerned as to why the soldiers had been ordered to travel at night through an area known to be targeted by insurgents, and why the patrol had not carried out the Army's standard drill to identify IEDs.

We helped the family obtain and understand the documents produced by the Army. We helped them to work out which questions needed to be put to witnesses and to navigate a process in which the coroner sought to balance the family's need to know with the Army's need to keep intelligence from the insurgents. We are currently conducting three other similar inquests with the RBL.

Our work with the RBL also extends to people appealing

decisions that deny them war pensions and other forms of compensation vital to facing a future of disability or illness sustained through their service.

Improving the lives of wounded soldiers

We have assisted Team Red, White, and Blue (Team RWB) — a nonprofit organization working to improve the lives of wounded U.S. veterans — in pro bono projects involving lawyers in our New York, Washington, D.C., Houston, and Northern Virginia offices.

Team RWB uses athletic events to raise funds for the organization and to aid the reintegration process for wounded veterans. Team RWB's approach also focuses on pairing veterans with advocates in order to create a

personal connection between those veterans and their communities, thereby assisting them with reintegration into civilian life.

We have advised Team RWB on proposed partnerships with third parties, as well as on corporate governance issues, tax questions, and risk mitigation matters. In addition to legal assistance, we also entered a team of runners in the 200-mile American Odyssey Relay from Gettysburg, Pa., to Washington, D.C. to support Team RWB.

Peter Derrick, a veteran and advocate for the Royal British Legion





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The relationship has been extremely productive, both for individual clients and for the organization. Hogan Lovells has shown an interest in not only the legal side of our work but also in assisting us more generally.

Community client



95%

Number of offices worldwide that took part in the vote to select our global charity partner, Action Against Hunger

\$15

Cost to provide one week's supply of therapeutic milk, nutritional products, vitamins, and medicine for a child

Touch: matched global giving

In 2011 we made Action Against Hunger | ACF our global charity partner.

Periodically, we ask our people all over the world to select — by vote — the charity we will all take on as our international charity partner, as part of our Touch: matched global giving program. Worldwide, 95% of offices took part in the 2011 vote, which named Action Against Hunger | ACF International our global charity partner for the next three years.

It costs just US\$15 to provide one week's supply of therapeutic milk, nutritional products, vitamins, and medicine for a child. Action Against Hunger understands how to get these vital necessities to the people who so badly need them. We admire their work and are honored to assist them in a growing range of important projects.

Our goal is for every office to hold at least one fundraising event in support of Action Against Hunger | ACF International — thereby increasing firmwide participation and fundraising.

A message from Action Against Hunger

Staff at Action Against Hunger were absolutely delighted to have been selected by staff at Hogan Lovells' offices worldwide as the international Touch charity partner for the calendar years 2011 and 2012. Fundraising for the charity by Hogan Lovells staff began immediately and has resulted in a steady stream of income from fundraising events, which is helping malnourished children in Liberia.

Hogan Lovells chose to support Action Against Hunger's program in Monrovia, Liberia, where 42% of children under 5 years old are stunted and 44% of child mortality is attributable to malnutrition. It is estimated that the project in Liberia will assist [more than] 10,000 people over the partnership. The project is supporting vulnerable households with household gardening and income-generating activities as well as teaching hygiene, health, and childcare practices to families. Action Against Hunger is also helping the Liberian Ministry of Health to become more self-sufficient in diagnosing and treating malnutrition so that it can eventually assume responsibility for managing the nutrition programs independently.

As well as [for] the generosity and commitment of staff who engage in various fundraising activities, we would like to thank Hogan Lovells for matching all staff fundraising, doubling the donations [that] are having such a positive impact on the lives of some of the world's most vulnerable people. In addition to the fantastic fundraising for the Liberian project, Action Against Hunger has benefited massively

from the partnership, receiving pro bono legal advice in a number of areas and being allowed to use Hogan Lovells' facilities in London for a number of important meetings for charity staff with potential donors and peer organizations that are also working to combat poverty and malnutrition.

We were recently informed that the Touch international charity partnership would be extended for a further year, until the end of 2013. On hearing the news, Action Against Hunger's Executive Director Jean-Michel Grand, commented, *"I would like to extend my thanks for extending our relationship as your international Touch charity partner to the end of 2013. We are very grateful for the fantastic matched fundraising events, the pro bono legal advice, and [the] regular use of your facilities, which Hogan Lovells has provided to us throughout our partnership. This is a great partnership that really makes a difference for Action Against Hunger."*

In 17 Hogan Lovells offices around the world events were held, raising \$272,428 for Action Against Hunger and locally selected charity partners, including the following:

London to Paris

A team of Hogan Lovells cyclists crossed the finish line of the London to Paris 2011 cycle race, a 550km bike tour from Hampton Court in London to the Eiffel Tower in Paris.

A truly international fundraising effort, the team was riding in support of Action Against Hunger and the London Touch

charity Leukaemia and Lymphoma Research. Thanks to the support of firm personnel, £5,140 was collected, which was combined with matched global giving for a total of £10,280.

Wii Bowling

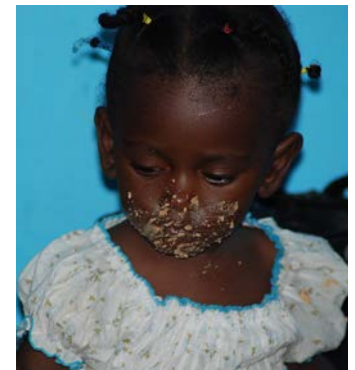
The Washington, D.C. office held a Wii Bowling Tournament to raise money for its local Touch charity, So Others Might Eat (SOME). Thirty-eight two-person

teams competed, with prizes awarded to the teams that accrued the highest bowling scores, obtained the most sponsors, and raised the most funds. With the firm's matched funding, the event raised more than US\$20,000 for SOME. In addition to fundraising, the Washington, D.C. office has also supported SOME by donating computer equipment and volunteering (see page 42).

Teddy bears for children in Monrovia, knitted by employees in the London office



Jaralyn eating PlumpyNut supplied by Action Against Hunger in Monrovia



The London to Paris cycling team near the Eiffel Tower



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Hogan Lovells has demonstrated strong accountability and business alignment in its community investment, with clear and transparent reporting lines through the organizational structure.

Business in the Community

Bowlers bowling for victory



Legally Ballroom III

In London, Legally Ballroom returned for the third time.

Fifteen couples from the London office volunteered to learn four dances over the course of ten weeks. A professional dancer taught them the steps, but it was up to the dancers to add style. An audience of more than 300 turned out to see family, friends, colleagues, partners, and managers dance in the final competition.

The event raised nearly £10,000 for Leukaemia and Lymphoma Research and Action Against Hunger.

Legally Ballroom III – Co-Chair John Young dancing with Claire Pryce of AAH



Holiday raffles

Our Frankfurt, Germany, and Northern Virginia offices held holiday raffles to help raise money for Action Against Hunger, as well as for their own local office charities. Frankfurt’s raffle sold more than 100 tickets on the first day. Northern Virginia ticket sales exceeded expectations — more than 250 tickets were sold.

Frankfurt’s local charity is Kinderneurologie-Hilfe (children’s neurology support). Northern Virginia’s is Food for Others.

Christine Anson Morgan, Frankfurt’s Touch representative, said, “I’m really proud of my

colleagues’ generosity and the Office Managing Partner’s agreement to match every euro donated — they’ve really set me a challenge if I want to exceed this amount next year!”

Todd Aman, a member of Northern Virginia’s committee, said, “I was impressed by the contributions that vendors and local businesses made to our raffle — they really helped make the raffle such a big success.”

Denim for Diabetes

Our Miami office participated in Denim for Diabetes, organized by the American Diabetes Association. For a US\$5

\$272,428

Amount raised globally for Action Against Hunger and locally selected charity partners

10,000

Estimated number of people that the feeding program in Liberia will assist

donation, lawyers and staff were permitted to wear jeans to work on a Friday, in support of diabetes research and awareness. In November the office sponsored “Step Out — Walk to Stop Diabetes.”

The American Diabetes Association’s mission is to prevent and cure diabetes and to improve the lives of people affected by diabetes. The Miami office’s contribution will help fund diabetes research and educational programs to further that mission.

Singapore Giving Tree

Our Singapore office participated in Prison Fellowship International’s (PFI) Angel Tree Program. PFI is the world’s largest and most extensive criminal justice ministry, with a global association of more than 100 national Prison Fellowship organizations.

This program, which benefits children separated from parents who are incarcerated, includes a variety of year-round events — including mentoring projects — designed to help these innocent victims.

During the donation drive, donors picked from the Christmas tree a tag with a dollar value. Each tag was a promise of a gift (valued at no more than US\$50) of milk formula, school shoes, and other vital items. Donations were then given to PFI to buy gifts.

In working with PFI, we are not only transforming the lives of the children and their parents, we are also playing a part in preventing the children from future involvement in crime — statistically, children of prisoners are at greater risk

of becoming prisoners themselves.

Fundraising outside of Touch

Responding to the tsunami

The massive Japanese tsunami of January 2011 that left a devastating path of destruction — killing many and leaving thousands homeless — sparked a rapid and generous response across the firm. Every office rallied to raise funds to help the affected areas.

The effort was spearheaded by our Asia offices, which collected US\$13,728 for the

Peter and his grandmother



The Wishing Tree in our Hong Kong Office



17

Number of Hogan Lovells offices across the globe that held events raising \$272,428 for Action Against Hunger and locally selected charity partners

“

Help is always offered willingly and efficiently, even when requested at short notice.

Community client

Hong Kong Red Cross.

In addition, the Hong Kong office raised an additional US\$564 for those affected by the Yunnan earthquake. The Hong Kong Red Cross — nominated as the local Touch charity for the Hong Kong office — will also receive funding from the Touch: global matched giving program.

Wishing Tree in Hong Kong office

In addition, the firm pledged US\$25,000 to a charity that was to be nominated by our Tokyo office. After careful consideration and an office vote, they nominated ASHINAGA, which helps orphans or children whose parents or guardians

have been left severely disabled by a disaster. Since ASHINAGA's founding in 1969 more than 60,000 orphans have graduated from schools with ASHINAGA scholarship support. The charity also sends trained members of staff to areas affected by disaster to help children identified as in need of psychological/emotional support.

In the firm's offices in Continental Europe and London, more than US\$16,000 has also been raised for ASHINAGA. In the United States, donations of more than US\$23,000 were sent to the Japanese Red Cross through the American Red Cross.

Touch case study

Peter is a 3-year-old orphan from Monrovia, Liberia, taken to his great-grandmother's home following the death of his mother. After a long journey in scorching heat, Peter was very sick by the time he arrived in the capital, and he quickly developed life-threatening malnutrition. Although Peter's great-grandmother, age 85, looked after him as best she could, Peter no longer had the energy to eat, walk, or even smile.

Thankfully, Peter was admitted to Action Against Hunger's feeding program, where he received emergency treatment and supplies of highly nutritious therapeutic foods to take home so his great-grandmother could feed him every day and nurse him back to health. Every week, they returned to the feeding center for follow-up care. Two weeks after Peter's first visit to the center, he was able to walk again. Within a month he had made a full recovery and started smiling.

"Our work with the Ministry of Health and Social Welfare involves drafting proposed statutes and regulations in a number of important public health areas, and the work done by Action Against Hunger complements our efforts. We're helping to build a legal framework, and they're acting under those laws to design and implement effective programs, but we both have the same goal — improving and protecting the health of Liberians."

Robert Leibenluft, Hogan Lovells Partner



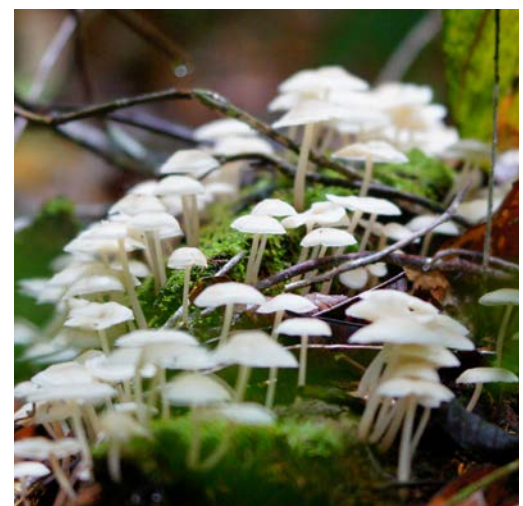
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Hogan Lovells has demonstrated its ability to consult and take advice from community partners in relation to strategic planning.

Business in the Community



17,000kg
Weight of e-waste recycled last year in the United States



Commitment to the environment

In 2011 the green got greener.

As a modern global legal practice we are always mindful of our effect on the environment, and we've systematically taken action to mitigate that effect.

Recognizing that our principal impact stems from our energy use, from the waste we generate, and from our travel and procurement, we have adopted an environmental policy that stresses:

- Raising internal awareness of environmental issues
- Minimizing energy consumption
- Minimizing waste
- Maximizing recycling and reuse
- Responsible travel
- Responsible procurement

2011 was an active year for environmental initiatives in all our offices. What follows are some standout examples.

Ford Transit Connect Electric vehicle

Our Washington, D.C. office unveiled the firm’s Ford Transit Connect Electric vehicle (TCE). Purchased from our long-standing client, Ford Motor Company, the vehicle reflects the critical role the law plays in creating a global regulatory and business climate that encourages innovation. It also demonstrates our commitment to environmentally friendly business practices and to responsible global Citizenship.

We are one of the first organizations — and the only

legal practice — to own one of the very limited number of these innovative vehicles now available worldwide. It can travel 50-80 miles without recharging and has a top speed of 75 mph. Its advanced lithium-ion rechargeable battery uses either a 240-volt or standard 120-volt outlet, giving a full charge in six to eight hours.

After a contest to name the TCE, and with nearly 150 names submitted and more than 350 votes cast from every office in the United States, we announced the winning name: ZELDA (“Zero Emission Lawyer

Driven Automobile”). Contest semi-finalists received “green grocery” prize packs — reusable tote bags, bumper stickers, and Whole Foods gift cards — for their eco-friendly shopping needs. In addition, each semi-finalist was encouraged to take ZELDA grocery shopping at his or her convenience.

The Washington, D.C. office has also been awarded electric vehicle charging stations under the ChargePoint America Program. The stations have been installed in the Columbia Square office garage and can be used for most electric vehicles.

One of the key ways we use ZELDA is to deliver used clothing donations to shelters throughout the city — a double benefit that helps preserve the environment while supporting those most in need.

Environmental initiatives in Munich

Our Munich office has undertaken a number of initiatives in recent years to minimize its environmental footprint. These include:

- One hundred percent renewable energy for all electricity supplies

David Leitch, General Counsel and a Group Vice President of Ford Motor Company, with Warren Gorrell and the Hogan Lovells Ford van



8,406

Number of metric tonnes of CO₂ that were emitted in the London office in 2011 — a reduction of 6% from the previous reporting period

- Use of treated/carbonated tap water
- Reimbursement of public transport costs for staff
- Cycle-to-work program
- Double-sided printing

LEED silver certification in Baltimore

Our Baltimore office was awarded the silver Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council (USGBC). The USGBC developed LEED to provide building owners and operators with a framework for implementing environmentally sustainable projects.

The LEED certification program consists of a variety of rating systems, awarding credits based on a specific set of criteria. We earned credits in categories such as water efficiency, use of sustainable materials and resources, indoor environmental quality, innovation, and education.

To complete the certification process, sustainability projects must be documented as they are implemented, then submitted to the USGBC for review and verification — a process that took more than one year to complete. Even though this was the firm's first LEED project, the silver certification is a tribute to the hard work of our architects and contractors.

We are confident that this will be the first of many sustainable construction projects for the firm and that it will reinforce our

strong commitment to reduce, re-use, and recycle.

Here are some of the credits we earned toward our certification in Baltimore:

- Recycled more than 85% of construction materials, with a total of 55 tons diverted from landfills
- Used construction materials that were low volatile organic compounds
- Purchased alternative energy power by contributing money to local wind power resources
- Optimized energy-efficient appliances such as low-energy lighting and low-flow faucets and toilets
- Created a robust occupant recycling program, including mixed paper and bottle, can, and glass recycling, and periodic electronic waste recycling
- Resold all excess furniture from previous office space to divert it from landfills
- Produced educational materials for staff and visitors

Motion sensors saving energy

Our London office conducted a one-month pilot program to evaluate the use of motion sensors in our office space. The sensors are designed to save energy by turning lights on and off based on movement within the detectors' fields of vision. To aid in the test, monitors were installed in control offices so that the impact of the motion sensors

could be compared against offices that did not have them.

The test confirmed that installation of motion sensors in all offices, common areas, and corridors should result in an estimated yearly energy saving of 136 tons of CO₂ — roughly the equivalent of taking 54 family-sized vehicles off the road. With this in mind, we proceeded to install the sensors throughout the London office.

By reducing our consumption and therefore emitting less carbon (for which we will be taxed through the Carbon Reduction Commitment Energy Efficiency Scheme), we should realize an estimated cost saving of £22,000 annually.

Recognizing that our environmental contribution can be more than simply using less and recycling more, the office has taken on a number of pro bono projects that assist environmental organizations and/or have environmental objectives.

Environmental pro bono projects

Lower Elwha Klallam Tribe

In September we celebrated a significant victory for long-time pro bono client the Lower Elwha Klallam Tribe. A groundbreaking ceremony — attended by Interior Secretary Ken Salazar, Senators Patty Murray and Maria Cantwell, Representative Norman Dicks, and Governor Christine Gregoire — marked the commencement of dam removal from, and restoration of, the Elwha River in Olympic National Park in Washington State. The removal of the two dams from this river — the

largest dam demolition project in the United States to date — is considered a major environmental accomplishment, as well as a milestone for Native American rights. We have worked with the tribe on this matter for nearly a decade and will continue to do so as the river is restored.

Bottletop

Bottletop is an ethical fashion social enterprise launched by Cameron Saul in 2003.

Bottletop takes its names from its first concept — creating fashion bags made out of recycled bottle tops.

Bottletop came to us because its legal structure impeded the raising of investment it needed to grow the fashion business to profitability. Hogan Lovells volunteers implemented a highly innovative corporate restructuring. They set up a new for-profit trading entity that could raise seed capital from social investors under the UK’s Enterprise Investment Scheme, while continuing to allow the original charity to pursue its social mission of raising donations to support local communities.

Our London-based team first successfully steered this

structure through the Charity Commission approval process, and then helped the Bottletop team issue and launch an angel investment offering that should value the company at approximately £1.5 million.

This deal is a landmark for several reasons. It highlights the ability of socially responsible businesses to raise equity. And it is one of the first deals in the United Kingdom where a social business has used the Enterprise Investment Scheme to raise equity finance.

Before and after the dams were removed



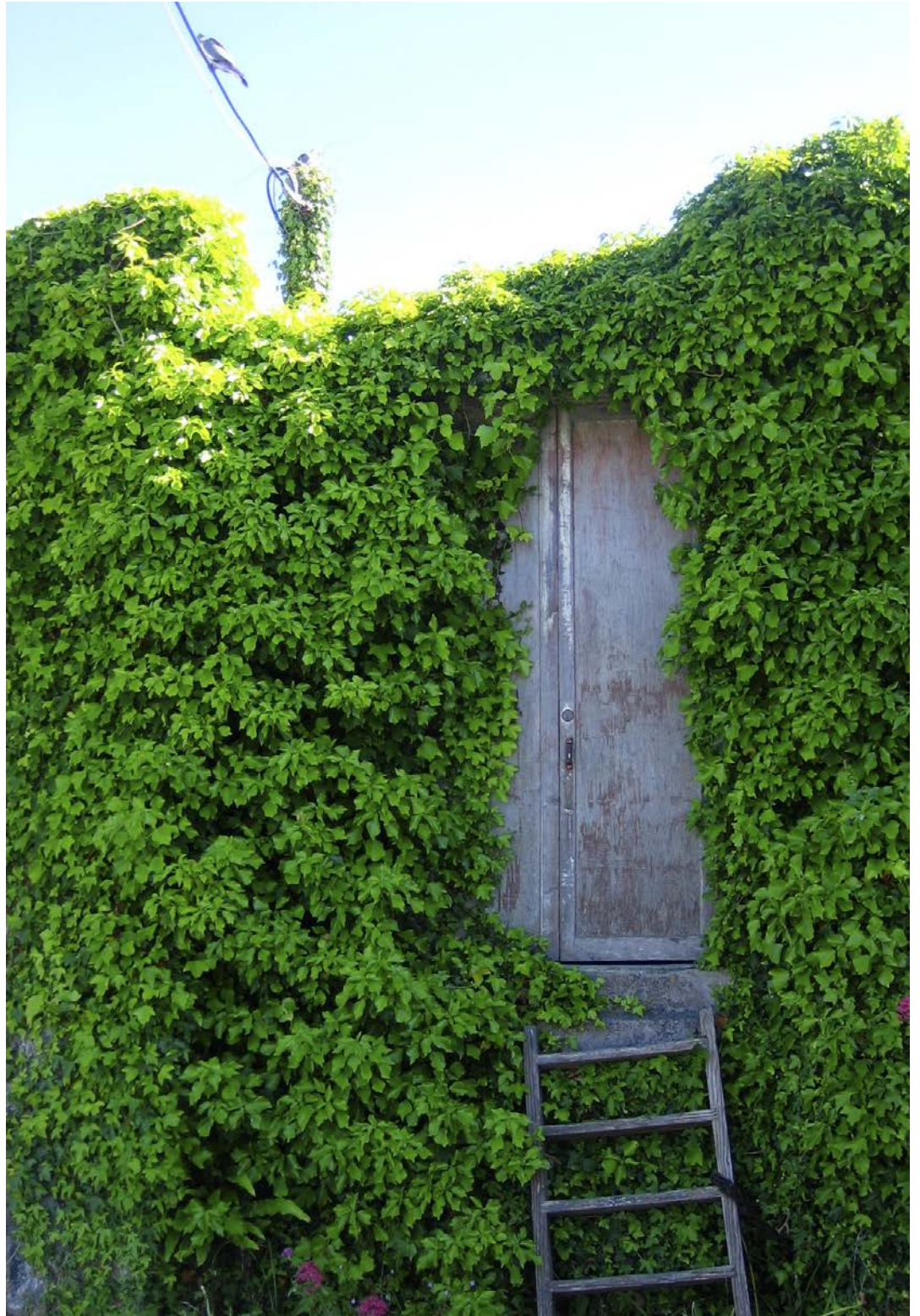
5.15

Number of metric tonnes of CO₂ emitted per employee in the London office in 2011 — a reduction of 7% per employee from the previous reporting period

“

Hogan Lovells has also ensured that any community engagement or activity undertaken is aligned to both the corporate and its overall CSR strategies.

Business in the Community



“

I am proud to work for a company that cares about the local community and contributes to wider charities.

Hogan Lovells Citizenship volunteer



Global diversity and inclusion

2011 saw diversity and inclusion prioritized across our offices and throughout the firm.

Being a diverse and inclusive workplace is at the core of the firm's vision and values. Our diversity and inclusion initiatives are well established and far reaching. In addition to devising regional diversity and inclusion initiatives, 2011 saw the Global Diversity Committee focused on several key areas across our global footprint, namely:

- Retaining and advancing women
- Multiculturalism
- Lesbian, gay, bisexual, and transgender (LGBT) issues
- Disability and wellbeing
- Working families
- Diversity awareness and education

What follows are examples of our progress during 2011 in each of these areas. Our goal is to ensure that we continue to offer a welcoming environment to people of all backgrounds.

Retaining and advancing women

Global Women’s Executive Summit, New York

In October we designed and convened the Global Women’s Executive Summit (GWES) in New York — bringing together leading women in business, government, philanthropy, and academia — to explore key global issues. With more than 130 attendees, GWES provided a unique platform for leading women from around the world. More than a dozen countries were represented, and leaders of several of the world’s most successful companies shared their experiences and thoughts

on global and gender-related issues.

The event featured 15 world-class speakers, including MSNBC journalist Mika Brzezinski and Time Warner’s Carol Melton. An introductory dinner and discussion with former U.S. Secretary of State Madeleine Albright set the tone for ongoing conversations concerning leadership in challenging times, bringing about change, and leaving one’s mark on society.

Breaking Barriers in Asia

In 2009 Hong Kong Partner Gabriela Kennedy, struck by the

absence of professional women’s networks in Asia, set up a branded networking platform called Breaking Barriers to help fill the need. Breaking Barriers brings together professional women — both our own lawyers and clients — and creates an environment where they can share experiences, discuss and debate thought-provoking topics, and make connections both inside and outside their own professional spheres. The program has grown rapidly and is now used to coach female lawyers on networking and business skills. In doing so, Breaking Barriers contributes to the development

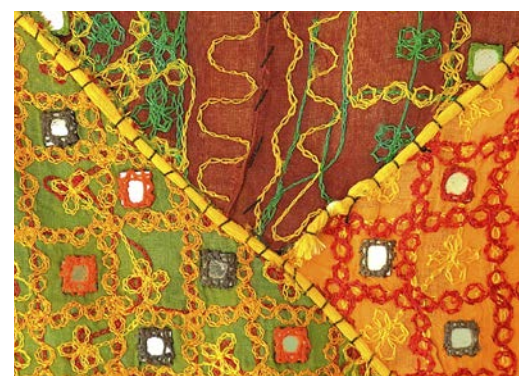
and retention of women within the firm.

In April Breaking Barriers held its second anniversary cocktail party in Hong Kong. Our office there partnered with the Little Angels Foundation — a charitable organization — to help raise funds for its operations. Little Angels strives to improve maternity wards and related medical facilities in developing countries, including training doctors in safe pre- and post-natal care. It further aims to raise public awareness of the plight of mothers and newborns in developing countries. More than HK\$55,000 was raised for

Co-Chair Claudette Christian with Madeleine Albright



Women’s network event in Amsterdam



the foundation through an auction of artwork and other items donated by corporate patrons.

Women's network event in Amsterdam

The Amsterdam office hosted Grenzeloze Vrouwen Netwerkbijeenkomst, a professional women's network event. Seventy-five guests attended workshops on a number of topics, including the "dos" and "don'ts" of performance management, best practices for corporate lawyers, and a discussion of cultural differences. Eight female lawyers in the Amsterdam office had the opportunity to lead these presentations.

Women of Achievement speaker series in London

The London office hosted "Moving Beyond the Boys' Club," an event featuring Suzanne Doyle-Morris, PhD. — author, entrepreneur, and international speaker — who presented tangible strategies for women to enhance their career progression. Dr. Doyle-Morris' presentation covered topics such as capitalizing on speaking engagements and conferences, getting published in internal and industry publications, using social media, and making the most of networking opportunities. She also shared techniques for helping women become more comfortable with self-promotion and more able to garner and accept the recognition they deserve. The event also included a panel discussion led by our partners, including Co-CEO David Harris, debating the issues covered by Suzanne.

This event and other initiatives to promote gender equality in London resulted in Hogan Lovells being ranked among *The Times'* Top 50 Employers for Women in the United Kingdom.

Diversity from a client perspective

The New York Diversity Committee and the New York Women's Working Group sponsored a lunch panel with clients JPMorgan Chase & Co., Standard Chartered Bank, and The Chubb Corporation called "Diversity From a Client's Perspective." Its panelists discussed their companies' internal practices for the retention and recruitment of diverse and female employees, and shared their priorities in this regard when hiring outside counsel.

Multiculturalism

We believe that an inclusive culture that values the diversity of all cultures, ethnicities and faiths, is essential to our ability to provide quality legal services around the world. Our commitment to multiculturalism and diversity is reflected in the following.

"Heritage Months"

Our Washington, D.C. Metro Diversity Committee has a strong tradition of celebrating diversity, and in 2011 it held a number of activities in recognition and celebration of several heritage and diversity groups — namely, Black History Month, Women's History Month, Asian-Pacific American Month, LGBT Pride Month, and Hispanic Heritage Month.

Throughout each celebrated month, the Washington, D.C. office held a variety of

educational, social, and/or community service events, including speaker presentations, receptions with current and former government dignitaries (including Harold Koh, U.S. State Department Legal Adviser), themed lunches, and charitable fundraisers.

Several of the heritage month celebrations were replicated in four of our U.S. offices (Baltimore, Denver, New York, and Northern Virginia). In 2012 the committee hopes to include all U.S. offices in the program either by adopting their events or by creating similar themed programs of their own.

Young Global People in Amsterdam

Our Amsterdam office began working with Young Global People, an organization that brings multicultural talent together with employers, advises them on multicultural matters, and actively promotes an "open mind" toward multicultural employees. Through training, education, and counseling, Young Global People and our Amsterdam office helped talented multicultural students and young professionals increase their employment opportunities.

The office organized an exclusive in-house event for 12 highly talented multicultural law students. During this event, the students got to know the office, and vice versa. They were given challenging assignments, which gave them the chance to demonstrate their potential in a friendly environment. One of the attending students was subsequently invited to join the office as a student intern.

Multicultural network in London

During 2011 members of the London office met informally to discuss the possible creation of a multicultural network. After soliciting feedback from across the office, it was agreed that a formal discussion group, chaired by a partner, would be open to anyone with an interest in issues of ethnicity, faith, and culture. The new group launched in early 2012.

**LGBT
LGBT pride**

Hogan Lovells has been a leader in developing workplace policies

of inclusion for LGBT lawyers and staff. Our benefits policies have long covered domestic partners, and our equal employment opportunity policies include both sexual orientation and gender identity and expression. There are many self-identified LGBT partners, associates, and staff throughout the firm.

In both London and the United States, there is an active LGBT group called Hogan Lovells Pride. In the United States the group has built on the firm's strong diversity tradition,

extending it to the celebration of LGBT Pride Month each June. In London, the group has promoted a number of initiatives focused on pro bono work, community investment, and business development.

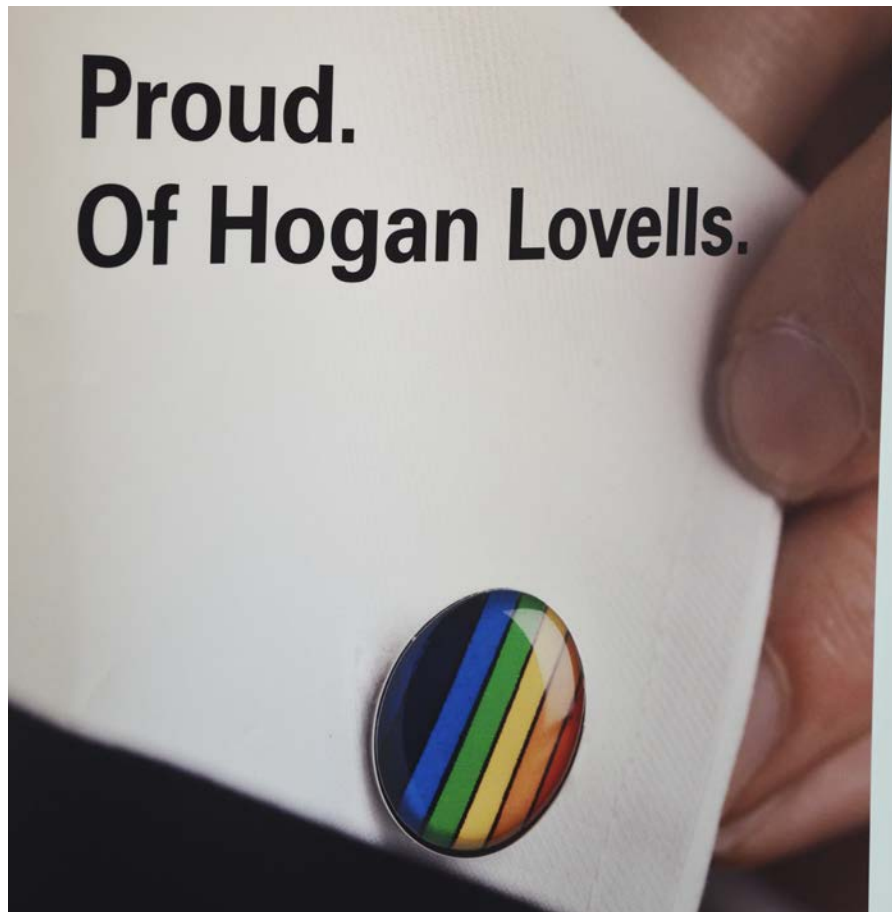
Claire Southern, Partner and Chair of our London office LGBT network, said:

"We established an LGBT network in the London office in 2007 and since then the network has gone from strength to strength. With the considerable support of others

within the firm, the network continues to make a significant contribution to Hogan Lovells' commitment to ensuring an inclusive and welcoming workplace. The network established some excellent initiatives during 2011 [recognized by our Stonewall ranking] and this ranking provides a superb foundation for us to take those initiatives forward and achieve even more in 2012."

Human Rights Campaign's Corporate Equality Index
For the third consecutive year, the Human Rights Campaign

A Pride event in our London offices





(HRC) awarded Hogan Lovells a Corporate Equality Index (CEI) rating of 100%. It also named the firm a “best place to work” for LGBT equality.

The HRC’s CEI provides an in-depth analysis and rating of large U.S. employers and their policies and practices, as they pertain to LGBT employees.

Businesses are rated on numerous factors, including:

- Having an equal employment opportunity policy that includes sexual orientation and gender identity or expression
- Extending inclusive employee benefits
- Demonstrating sustained and accountable commitment to diversity and cultural competency
- Maintaining LGBT-specific engagement extending across the firm

“Hogan Lovells is committed to fostering a work environment where people of diverse backgrounds can flourish... Receiving a 100% rating on HRC’s Corporate Equality Index is a direct reflection of our commitment to creating an inclusive workplace, which allows us to attract and retain some of the world’s best and brightest lawyers.”
Claudette Christian, Partner and Co-Chair, Global Diversity Committee

Stonewall Workplace Equality Index

Hogan Lovells has been ranked 62nd — fifth among law firms

— in the Stonewall Top 100 Employers 2012 Workplace Equality Index for our progress made during 2011. This marks the second consecutive year that Hogan Lovells has been included in the Top 100 list.

The Stonewall Workplace Equality Index benchmarks the progress made by UK organizations on LGBT equality within the workplace. The index measures progress on policy and practice; employee engagement; employee development and support; monitoring; community engagement; the number of openly gay, lesbian, or bisexual employees at senior levels within the organization; and the results from a staff feedback survey.

Ruth Grant, Partner and Co-Chair of the Global Diversity Committee and Chair of the London Diversity Committee, commented:

“Ranking in the Top 100 once again is a great result that reflects the continued focus we have placed at Hogan Lovells on encouraging and maintaining a diverse workforce that is both inclusive and welcoming. We have exciting plans to develop this commitment further in 2012.”

Pride within the community

Our London office hosted an LGBT network event featuring Lord Smith, the first openly gay Member of Parliament (MP), as well as the first MP to acknowledge that he is HIV positive. He discussed his experiences as a gay man living with HIV, as well as the progress he has seen in LGBT issues during the course of his career.

Lord Smith is a patron of the Food Chain, a charity that provides nutrition services to those chronically sick from HIV-related illnesses. Its services include home-delivered meals, essential groceries, and nutrition advice. The Food Chain invited companies across London to take part in the first Spring Office Picnic, whereby picnic attendees would donate the cost of their usual lunch to the Food Chain. We raised more than £2,000 for the organization.

Hogan Lovells’ U.S. offices are a long-time pro bono partner and supporter of local and national organizations serving members of the LGBT community. We have worked with the Whitman Walker Legal Clinic in Washington, D.C. for decades and are a national sponsor of Lambda Legal Defense Fund, a leading civil rights organization.

Disability/wellbeing Learning disability awareness in Madrid

In Madrid our office teamed with Fundación Prodis in sponsoring an internship for a student with a learning disability. The student worked two days a week over a four-month period, performing office and library service jobs. In conjunction with the internship, the office also organized an awareness day to familiarize everyone with the challenges and benefits of integrating people with learning disabilities into the workplace. After the internship the student joined us as a permanent employee.

Fundación Prodis is a foundation that has developed — in collaboration with Universidad Autónoma de Madrid — the



PROMENTOR program, which promotes employment of young people with learning disabilities. Through this program, 15 young adults enrolled in a two-year course at the university to prepare them for outside employment positions. Our clients — including Barclays, Banco Santander, Metrovacesa, ONO, FCC, and Pullmantur — also collaborate with Fundación Prodis.

Disability and Wellbeing Network in London

In London 2011 saw the launch of our Disability and Wellbeing Network (DAWN). DAWN supports our London Diversity Committee by addressing specific issues relating to disability and long-term health conditions, and promotes general wellbeing in the workplace.

DAWN events included a lunch event with Paralympian Andy Barrow; a discussion with Changing Faces, a charity focused on disfigurement and bias; a seminar about understanding mental illness and developing resiliency; and a discussion on issues relating to men’s health.

Working families Work Life Balance Week in Hong Kong

In October our Hong Kong office participated in “Work Life Balance Week”, a series of events sponsored by Community Business, a nonprofit organization whose mission is to lead, inspire, and support businesses that continually seek to improve their positive impact on people and communities. Events included:

- A seminar with organizational development specialist Henry Chamberlain examining strategies to help cope with stress and burnout in today’s workplace
- A visit from nutritionist Megan Jack, who provided advice on combining healthy eating with a busy lifestyle and on eating well for mental performance
- An evening of “art jamming”, where staff members could express themselves through a session of canvas painting

Support for new and expectant parents

One measure of success in our Citizenship programs is their replicability in other settings in our global legal practice. Over the past five years our Washington, D.C. office has held monthly Stork Groups for expectant women or those with young children. The groups provide informal, discrete opportunities for women to meet, openly discuss concerns and support each other through their experiences both at work and outside the office. These popular events helped to inspire our London office’s New and Expectant Parents Program.

The London office’s New and Expectant Parents Program is run by the Working Families Network. The network aims to increase awareness and understanding of issues associated with trying to achieve a balance between responsibilities at work and at home. It acts as a source of advice for matters relating to employment strategy, policy development, and related issues, ensuring that working

practices are as inclusive as possible.

The first session for new and expectant parents was held in late 2011. The sessions are open to anyone with childcare responsibilities — men or women. They provide a forum for new and expectant parents to offer mutual support, share their experiences managing home and working lives during pregnancy, maternity/paternity leave, and the return-to-work period. They also provide an opportunity for these individuals to give feedback on our policies, processes, and benefits.

The sessions, which will continue to run on a quarterly basis, have been well received.

“Many thanks for yesterday’s new parents’ session, which is a brilliant new initiative. It was very helpful.”

“Nice to know there are other mums out there [who] are as sleep-deprived as I am.”

New mothers, Hogan Lovells London office

Diversity awareness and education

Asia & Middle East Regional Conference — Understanding Diversity and Inclusion in Asia
In December the Asia & Middle East Regional Conference, titled “Understanding Diversity and Inclusion in Asia,” was held in Macau. All delegates at the conference participated in workshop sessions conducted by Community Business.

The workshops were highly interactive and raised awareness of the importance

of diversity and inclusion. They highlighted the key diversity issues in Asia and the Middle East, and illustrated how leading companies are addressing these issues — sharing examples of best practice from the region.

The sessions included an exercise called “Do You Discriminate?” which was designed to engage participants in conversations exploring stereotyping, and to raise awareness of the unconscious but commonly held biases and assumptions that undermine a business’ ability to be fully inclusive.

Focus group on the retention and advancement of diverse lawyers

Phyllis Wan, our U.S. Deputy Chief Diversity Officer, participated in a focus group discussion held by the Center for Legal Inclusiveness (CLI).

The purpose was to explore the challenges faced by diverse lawyers in both law firms and corporations, and to formulate action-oriented solutions to address such challenges.

Nearly 80 general and corporate counsels as well as managing and diverse law firm partners attended the discussion. They sought to identify barriers to retention and success, and to devise action-oriented solutions to implement individually and within their respective organizations.

The focus group was moderated by Dr. Arin Reeves of Nextions, a national expert on leadership and inclusiveness matters, and CLI Executive Director, Kathleen Nalty. Their findings and recommendations were presented later in the day to law firm managing partners and general counsels of major U.S. companies, including Lockheed

Martin Space Systems, Xcel Energy, MillerCoors, CH2M Hill, CenturyLink, Janus Capital Management, and DaVita.

Diversity and Inclusiveness Reception

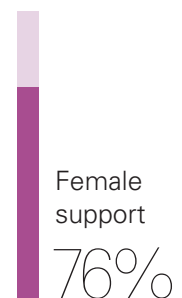
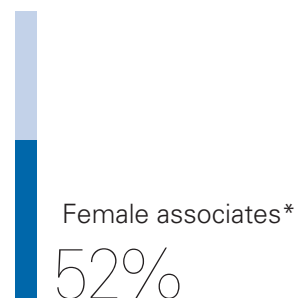
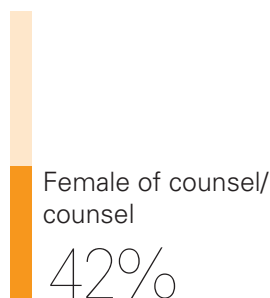
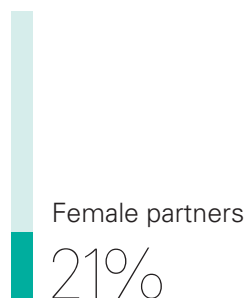
The Colorado Diversity Committee hosted its second annual Diversity and

Inclusiveness Reception, featuring several partners describing their practice-area paired associates, allowing others in the office to get to know them better. The reception included a slideshow presentation profiling associates and staff members as well as pictures from the Colorado offices’ 17-year history.

Center for Legal Inclusiveness focus groups on diverse attorney retention and advancement



Global statistics



*Includes trainees in the International LLP

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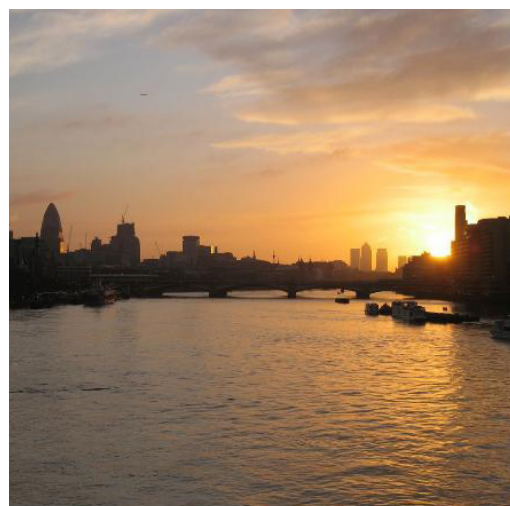
The firm is able to demonstrate clear beneficial outcomes for the communities in which it works, aligned to relevant social issues [that] focus its activities.

Business in the Community



1,000

Number of students we have supported through programs such as mentoring, career advice, reading and debating



Community Investment

In 2011 we rolled up our sleeves.

At Hogan Lovells, Community Investment work gives our people the chance to tackle social issues within their communities.

We are convinced there is no better way to engage our local communities than by rolling up our sleeves and getting involved.

Here are some examples of the work we do around the globe.

Lending a hand at So Others Might Eat (SOME)

Hogan Lovells employees have been assisting with lunch service and cleanup at SOME.

A community-based organization, SOME has served the poor and homeless in Washington, D.C. for more than 40 years. SOME provides food, clothing, healthcare, addiction treatment, job training, and housing. On a typical day, SOME feeds more than 1,000 men, women, and children. During the course of 2011, more than 50 Hogan Lovells lawyers and staff volunteered at SOME.

"I really enjoyed the experience of serving lunch at SOME. It was a great way to spend time with old and new Hogan Lovells friends while supporting a terrific organization. The experience allowed us to see firsthand how hard conditions are for many of our neighbors in this city, and SOME made it easy for us to jump right in and help."
Michael Williams, Partner, Washington, D.C.

English fete in Hong Kong

St. Stephen's Fete was a fundraising English-style family event held in Stanley Village. Stalls and entertainment were

provided to raise money for local charities: Bethune House Refuge for Migrant Women Workers, Crossroads International, Liangshan Leprosy Project, and Rainbow Project for autistic children. Hogan Lovells staff arranged all licensing (placements of entertainment, gaming, liquor, food, fire services, banners, first aid, rubbish collection) and, on the day of the event, acted as liaison to the licensing authorities manning the gates and facilities.

More than 1,000 people attended this family event and more than HK\$200,000 was raised for local charities.

ZELDA delivers food in Washington, D.C.

Volunteers from our Washington, D.C. office have been using ZELDA (Zero Emission Lawyer Driven Automobile) to handle the deliveries, one shift each month, for Food & Friends, a local charity. Combining the efforts of our Community Investment and Environmental Citizenship initiatives, our people are helping Food & Friends deliver meals and groceries to people living with HIV/AIDS, cancer, and other life-challenging illnesses.

Press pass in London schools

ITV — a Hogan Lovells client — now works with community

The students visit the ITN news studios



Preparing a meal at Ronald McDonald House



449

Number of monitors we have donated to schools. We have also donated more than 100 PCs and laptops to schools and community organizations

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Overall our relationship with Hogan Lovells has been massively beneficial both to our own organization and to the wider community that we serve.

Community client

volunteers from our London office on a new initiative at London's Clerkenwell primary school. The project is designed to develop written, verbal, and communication skills among the school's "gifted and talented" pupils, ages 9 to 11. The children create their own newspaper articles and documentaries about the school and local issues. They also had the opportunity to visit the ITN news studios to see the professionals at work — Liz Wickham, an ITV news reporter, talked to them about writing for television, filming, and editing.

"Hogan Lovells has brought a different dimension to education at the school; they are helping us not only raise the standards of the pupils but more importantly their aspirations. This new project is such a fantastic opportunity for the children — we are really pleased with the volunteers' work and how the program is progressing; the children couldn't wait to visit the TV studios!"

Neil Richardson, former Deputy Headteacher, Clerkenwell Primary School, London

Cooking for Ronald McDonald House

The Colorado Springs office recently prepared meals at the Ronald McDonald House Charities of Southern Colorado — and helped out with chores around the facility.

This Ronald McDonald House location provides a "home away from home" for families of seriously ill children receiving medical treatment at Memorial Hospital in Colorado Springs. A dozen of our people participated in this activity, and those who could not attend donated funds to purchase the meals' ingredients.

London PA joins ParalympicsGB

Nicola Ayrton, a PA from our London office, accepted a community secondment — a temporary four-week assignment with ParalympicsGB — giving the organization much needed help as the London 2012 Games approach.

Here is what she had to say about her experience:

"When asked if I was interested in working for the ParalympicsGB team for a month, I found it impossible to say no — and I'm very glad I didn't. My first week revolved around getting to know the guys in the office and undertaking admin tasks on behalf of the office administrator. I also had the opportunity to attend the Paralympic Potential Day in Guildford. The day is an opportunity for athletes who think they have the potential to meet experienced Paralympic coaches and show off their skills. A truly inspiring day, with my personal highlight being observing the ex-military guys try out for wheelchair basketball and the visually impaired group try out their judo moves."

ParalympicsGB



In my final two weeks I got involved in a range of work from data collection research for the communications team on how the sports have performed since the last games in Beijing to assisting the performance team with kit measurements for the women's basketball team — no one day was the same!"

Helping Habitat for Humanity in Moscow

Moscow office Partner Michael Pugh joined forces with Credit Suisse and Habitat for Humanity in Armenia to rebuild family homes on the outskirts of Yerevan. The project was a great success and the teams left the families in greatly improved living conditions after an intense few days on the building site and some lively evenings in downtown Yerevan.

Both Michael and Nick Wilcock of Credit Suisse are members of the Advisory Counsel of Youth Business Russia, which focuses on providing financial support and legal advice to young entrepreneurs in Russia.

Michael Pugh in Armenia



Holiday collections and drives

For the holiday season, many of our offices organize donation drives and other activities to benefit local organizations. These are rewarding opportunities for Hogan Lovells employees to give back and help others celebrate the season.

A few examples of these activities follow.

Thanksgiving baskets for homeless women

Calvary Women’s Services is a nonprofit organization that provides housing and support services to homeless women in Washington, D.C. Our volunteers assembled 70 food baskets, helping the women receiving support from Calvary to enjoy their Thanksgiving.

Toys for Tots

Each year — October to December — Toys for Tots collects new toys and distributes them as Christmas gifts to needy children in the local community. Our California, Colorado Springs, Northern Virginia, and Washington, D.C. offices regularly collect toys and monetary donations for this renowned U.S. Marine Corps Reserve program.

Helping troubled teens

The Children’s Home Society of Florida provides social services that protect children at risk of abuse, neglect, or abandonment. They offer housing and group homes to neglected and abused children and teens, and they find safe, loving homes — both foster and

permanent — for troubled teens. Our Miami office collects gifts and monetary donations for this private, nonprofit organization that helps teens currently aging out of group homes and foster care.

Assisting families in need

Family Tree is a nonprofit organization that provides a broad range of services to families and youth in the Denver area, helping them to overcome child abuse, domestic violence, and homelessness. For the 10th consecutive year, our Denver office spent December collecting holiday gifts and monetary donations for families in need. To date the office has provided charitable contributions of approximately US\$25,000, assisting more than 40 families.

Fifth graders in Disneyland

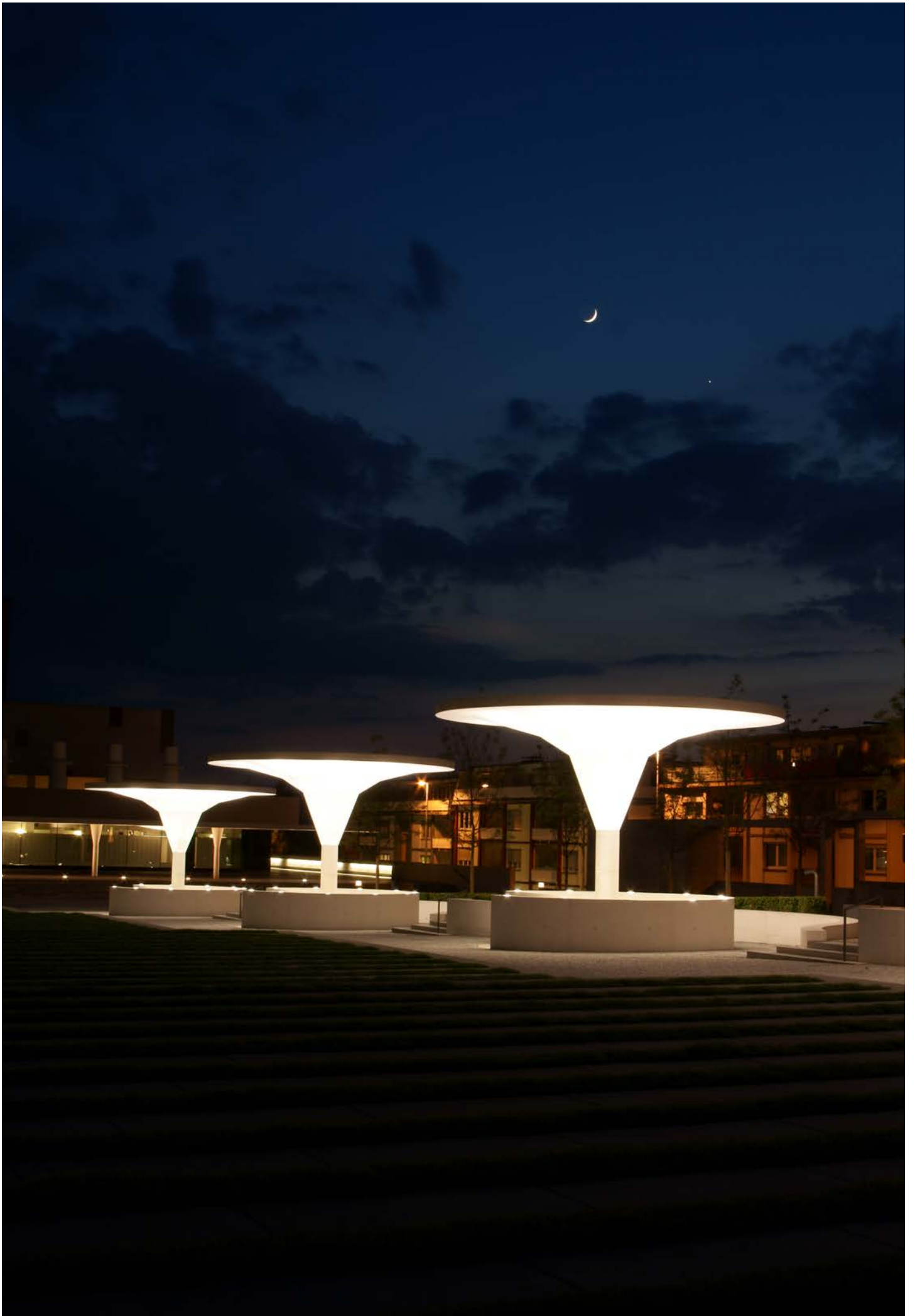
Each year, the Friends of Lockwood Elementary School takes a trip to Disneyland. Our Los Angeles office participated in the trip, each volunteer being paired with one of 50 underprivileged fifth graders, spending the day talking, laughing, and enjoying the rides.

Gifts for the elderly

In London volunteers provided and wrapped some 200 holiday gifts for the elderly at our local community center. Volunteers from the office also helped serve Christmas dinner to guests the following week.

Toys for Tots





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Hogan Lovells has exhibited best practice in engaging clients to achieve a common social aim. The firm’s work with ITV and Lloyds Banking Group is a strong example of leveraging customer engagement, and Hogan Lovells should be commended for its work.

Business in the Community



Collaborating with clients

Teaming up with our clients is a particularly rewarding and innovative aspect of our Citizenship work, and we take great pride in the collaborative initiatives we have undertaken together.

Our work with Ford **Our electric car**

In June our Washington, D.C. office hosted an event unveiling ZELDA, our newly acquired Ford Transit Connect Electric vehicle.

We welcomed our client — David Leitch, Ford's Group Vice President and General Counsel — and thanked Ford, a long-standing client, for being one of the industry pioneers in environmentally sensitive technologies. The vehicle can be seen on Citizenship missions around Washington, D.C.

Beyond Youth collaborates with Ford

Hogan Lovells is a supporter of UnLtd Big Venture Challenge, a national competition to find the United Kingdom's 25 most ambitious and dynamic social entrepreneurs. Backed by Coutts (a London-based bank), the Guardian, and the United Kingdom Minister for the Third Sector, we advised the social entrepreneurs on becoming investment ready and on securing access to growth capital.

One of the most successful Big Venture Challenge enterprises is Beyond Youth (BY). BY performs highly successful interventions among young offenders ages 14 to 25. The program effectively reduces recidivism while promoting productive life changes. Working with Ford's legal department, we are advising on the franchise agreements that allow BY to be introduced in prisons and youth offending institutes across the United Kingdom.

ITV and the Body & Soul legal clinic

The Body & Soul legal clinic offers advice to the service users of Body & Soul, a UK charity supporting those closely affected by HIV. The clinic is managed by our Pro Bono department and staffed both by our lawyers and those of our commercial client, ITV. This is the first UK partnership to bring in-house lawyers from a blue-chip corporation together with private client lawyers from a major city firm. Since the clinic's inception, the collaboration has supported approximately 100 clients each year, helping them with legal issues — both basic and complex.

Teaming up with UnitedHealthcare

As Mid-Atlantic pro bono counsel for UnitedHealthcare, we collaborate with in-house lawyers in the Washington, D.C. metropolitan area on a variety of pro bono projects. Members of the UnitedHealthcare legal team have volunteered on projects such as counseling residents of a Virginia-based homeless shelter. Larger groups of UnitedHealthcare lawyers have worked with our team to research, analyze, and draft legal background papers on issues frequently encountered by volunteers of another pro bono client, NAMI of Montgomery County, which offers support to people and families affected by mental illness.

Teaching students to debate with Lloyds Banking Group

Debate It! — a program developed by our London office — involves volunteers from both Hogan Lovells and firm client Lloyds Banking Group. The program provides weekly after-school sessions to teach debating to students at four local primary schools. The project has worked with 102 children across the London area. All the

participating pupils report that Debate It! has increased their confidence in their ability to speak in public.

Assisting the disabled

We joined with client BNY Mellon and Community Links — an East London charity — to assist disabled people in completing the long and often confusing forms required to apply for disability living allowance welfare benefits. Research done by Community Links has shown that such interventions drastically reduce the likelihood of applications being refused and appealed — a finding that has been borne out in the experiences of our volunteers.

“

Hogan Lovells has demonstrated its ability to consult and take advice from community partners in relation to strategic planning.

Business in the Community



Awards

In 2011 we launched the first ever Hogan Lovells Good Citizenship Awards. These regional and global awards highlighted and inspired us all with the Citizenship work of our people. We received nearly 100 nominations from all over the globe, featuring work performed by hundreds of people, affecting thousands of lives.

The awards recognized 21 excellent activities, undertaken during 2011, all of which exemplified our core value of good, responsible Citizenship.

Examples of these activities follow.

Challenging handgun regulations

Lawyers in our Washington, D.C., Baltimore, Los Angeles, and San Francisco offices have worked with the Brady Center to Prevent Gun Violence since late 2010, filing amicus briefs in opposition to constitutional challenges to various gun laws across the U.S. These laws involve concealed carry permit regulations, age restrictions on handgun sales, restrictions on gun carrying on municipal property, and gun regulations on public housing grounds.

We have filed more than 15 briefs in state and federal courts supporting these laws, including briefs in nine states, and in the Fifth, Sixth, Ninth, and Tenth Circuits. These efforts have supported the successful defenses to many challenges to gun control legislation and have influenced an evolving body of Second Amendment jurisprudence. The arguments authored by our team have been adopted by several courts in holding that the Second Amendment protects a limited right to possess guns in the

home for self-defense, but does not protect a broader right to carry guns in public.

Our work also has generated public support and awareness of the Brady Center's Legal Action Project and the broader campaign against gun violence.

Inspiring through theater

Hua Dan is a nonprofit organization dedicated to using theater to bring out people's full potential, fostering confidence and creativity both in individuals and their communities. This is

the first organization in China to pioneer the use of participatory and educational theater, touching the lives of more than 14,000 people.

Lawyers in our Beijing office provided pro bono assistance to Hua Dan, helping to register the trademarks for the consulting company it is establishing in China. Hua Dan now offers a range of different consulting programs for businesses and other nonprofits. The main goal of these workshops is to promote team cooperation, communication ability, innovation, and leadership skills.



Making Christmas merry

Our Warsaw office bought Christmas gifts and prepared individual packages for children and teenagers at the Youth Sociotherapy Center in Warsaw, a boarding school for children of families in need.

Each of the youths had previously prepared a letter to “Santa,” describing the presents they desired. The gifts came as a complete surprise, helping to create a special and memorable Christmas for the residents, who received presents related to their interests in sports, music, and other activities.

Donating clothes and giving hope

Presented as a “spring cleaning” project, we orchestrated, for the fourth consecutive year, a Los Angeles-wide clothing drive in support of Chrysalis, a nonprofit organization that creates a pathway to self-sufficiency for homeless and low-income individuals, by providing resources and support to find and retain employment. Our goal was to have people donate lightly used professional attire that Chrysalis could distribute as interview clothing for those trying to enter, or re-enter, the workforce.

Chrysalis helps hundreds of homeless men and women find employment each year, and our clothing drive continues to provide an immediate and tangible benefit to those looking for a new start.

Challenging volunteers to help

The London People Team — a group that manages human resources in our London office — set itself the challenge of

undertaking 60 volunteer hours between September and December. The aim was for the entire team to be involved in a variety of initiatives across our Citizenship programs. The final total hours achieved was 124 — more than double the original target — and nearly all members of the team were involved either directly by volunteering and raising money or indirectly by providing administrative support.

Activities undertaken as part of this initiative included a cake bake-off, flower and raffle ticket sales to raise money for our Touch charities, working with students on their debating skills, and a community garden project.

Supporting Téléthon

For the fifth straight year, our Paris office took part in the Téléthon, an annual event organized by the French Association to help finance research of genetic neuromuscular diseases, as well as other rare genetic diseases. This year they raised more than €22,000 — 50% more than the previous year. Donations were raised thanks to a team of volunteers who arranged a weeklong schedule of fundraising events, including a talent show, a sponsored run, and a cake sale.

Awards we won

- We were awarded Business in the Community’s coveted CommunityMark for work with London communities in need of support and assistance. The CommunityMark is the United Kingdom’s only national standard that publicly recognizes excellence in community investment. We were one of the first 50

businesses to achieve the mark, and only the second law firm.

- We earned a Global Pro Bono Visionary Law Firm award from the International Senior Lawyers Project (ISLP). The recognition was presented by ISLP to honor its key supporters and volunteers as the organization celebrated its 10th anniversary. ISLP presented a video of actor Matt Damon, who thanked Hogan Lovells from the set of his upcoming movie.



- The Legal Business Award for best CSR (Corporate Social Responsibility) program was awarded to the firm:

“Hogan Lovells has long led the way with its CSR work and this year is no exception. The firm created an innovative scheme that encourages law firms to release their dormant client funds and donate them to the Access to Justice Foundation (AJF). So far the attorney general and lord chief justice have both backed the scheme that has already freed up £76,000 for use by AJF.”

- We earned a spot in the Top 10 as one of Law360’s Pro Bono Firms of 2011 for dedicating a robust number of lawyer hours and for securing significant wins in pro bono matters.

- Washington, D.C. Associate Mark Brennan was selected as a “Best LGBT Lawyer Under 40” by the National LGBT Bar Association for his professional accomplishments and commitment to equality:

“I am honored to receive this distinguished award from the National LGBT Bar Association. This recognition also is an important reflection of Hogan Lovells’ long-standing commitment to diversity.”

- Our London office received a Building Stronger Communities Big Tick from Business in the Community, in recognition of the community-based volunteering we undertake in the area around our office.
- We were honored by the Washington Council of Lawyers at its Fortieth Anniversary Celebration, to celebrate our sustained history of support for the only voluntary bar association in the District of Columbia committed to pro bono service and the public interest practice of law.
- Hogan Lovells and New York Partner Robin Keller were presented with the Friends and Benefactor Award by the Global and Regional Asperger Syndrome Partnership (GRASP) in appreciation of our pro bono support and assistance. GRASP is an organization that advocates for adults and teens on the autism spectrum.
- For the sixth consecutive year, our Washington, D.C. office

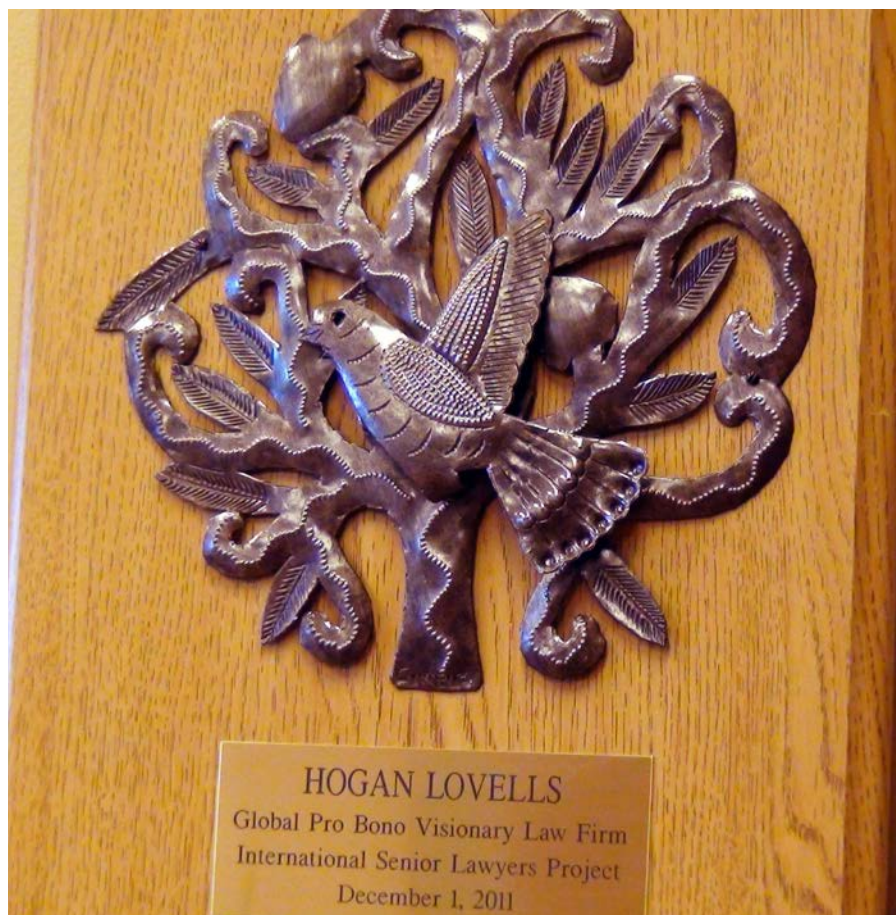
was distinguished by the Pro Bono Committee of the District of Columbia’s federal courts for its performance as a “40 at 50” office, in which 40% of lawyers perform 50 or more hours of pro bono work.

- Fair Chance, a nonprofit organization dedicated to improving the lives of children and youth in Washington, D.C. recognized the firm and Partner David Winter as the 2011 Community Champion of the Year at its annual graduation ceremony.
- The Euromoney European Women in Business Law Awards celebrate firms that set the standard for female-friendly work practices and that recognize the achievements of women leading the field in the legal sector across 34 jurisdictions in Europe. We were named Best International Firm for Women in Business Law and Russia Law Firm of the Year. Two individuals, Alicante trademark Partner Verena Von Bomhard and Brussels international trade Partner Lourdes Catrain, were also recognized as best in their fields. We were also awarded Best Firm for pro bono work at the inaugural Euromoney Americas Women in Business Law Awards.
- New York Associate Hugh Hill received the Jeremy G. Epstein Award for Pro Bono Service for his work with the City Bar Justice Center, the pro bono affiliate of the New York City Bar. The award is given annually in recognition of one volunteer from each of

the Justice Center’s projects who stands out for leadership, quality of work, support for pro bono, and commitment to clients.

- We received an Outstanding Achievement Award from the Washington Lawyers’ Committee for Civil Rights and Urban Affairs for our work over the past 20 years in administering the Washington Lawyers’ Committee’s “Introduction to Legal Reasoning Program,” a special training program for entering Washington-area law school students who are members of groups traditionally disadvantaged or underrepresented in the practice of law.
- The Foundation for Criminal Justice honored the firm for our recent pro bono work representing the National Association of Criminal Defense Lawyers as an amicus curiae before the United States Supreme Court.
- Our London office, together with local community partner St. Luke’s, was awarded a Community Engagement Dragon Award by the lord mayor of the City of London. This award recognized the outstanding work we are delivering to St. Luke’s and its service users in the Islington area of London.
- Washington, D.C. Partner Howard Rosenstock was honored by Life Pieces to Masterpieces (LPTM) with a “Strong Men ... STRONGER” Award for his pro bono service to LPTM, which provides

Award received from the International Lawyers Project



young African-American men in Washington, D.C. with an arts-based development program to inspire their creative abilities and instill confidence in the possibility of growth and change.

- Our Miami office received the 2011 Outstanding Large Law Firm Pro Bono Award from Put Something Back, a joint pro bono project of the Dade County Bar Association and the Eleventh Judicial Circuit, designed to increase access to the civil legal system for the needy population of Miami-Dade County.

- We were presented with the Stephen Mather Visionary Award by Save Hetch Hetchy in San Francisco in May 2011. The award is named for the founding director of the National Park Service and is bestowed annually on private firms working in support of the campaign to restore Hetch Hetchy Valley — a glacial valley in Yosemite Park — which currently is flooded by the O'Shaughnessy Dam.

- We received an Outstanding Law Firm Award from the Washington Legal Clinic for

the Homeless for providing pro bono representation leading to a favorable settlement for three tenants in a long-running building conditions case and eviction lawsuit. Washington, D.C. Partner Jonathan Abram, who played a lead role in this representation, was also honored at the event with an award for his 10 years of dedicated service to the Legal Clinic.



Pat Brannan



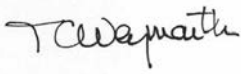
Carol Licko



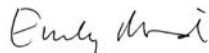
Steve Robinson



Emma Rehal-Wilde



T. Clark Weymouth



Emily Reid



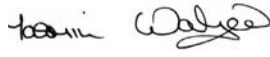
Nick Cray



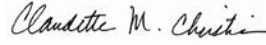
Ari Fitzgerald



Crispin Rapinet



Yasmin Waljee OBE



Claudette Christian



Ruth Grant



Jennifer Anduha



Dion Panambalana



Scott Reisch



Richard Tyler



Michael Williams



Tom Bulleit



Catriona Hatton



Joe Cyr



Citizenship panel

Chairs

Patricia Brannan (Washington, D.C.)
Emily Reid (London)

Deputy Chairs

Nick Cray (London)
Ari Fitzgerald (Washington, D.C.)

Pro Bono

T. Clark Weymouth (Washington, D.C.)
Crispin Rapinet (London)
Yasmin Waljee OBE (London)

Diversity

Claudette Christian (Washington, D.C.)
Ruth Grant (London)

Touch

Richard Tyler (London)
Michael Williams (Washington, D.C.)

Community investment

Tom Bulleit (Washington, D.C.)
Crispin Rapinet (London)
Yasmin Waljee OBE (London)

Environment

Jennifer Anduha (Washington, D.C.)
Dion Panambalana (London)
Scott Reisch (Denver)

Continental Europe

Catriona Hatton (Brussels)

United States

Joe Cyr (New York)
Carol Licko (Miami)

Asia and Middle East

Crispin Rapinet (London)
Steve Robinson (Beijing)

Citizenship Manager

Emma Rehal-Wilde (London)

Citizenship award winners

A huge thank you to everyone who won a Citizenship Award for their contributions during 2011. They are:

Office	People
Beijing	Jun Wei, Yan Rae, Ally Fan, Ke Chen, Vanessa Tang, Gabrielle Sun
Denver	Carrie Etherton, Paul Hilton, Michael Theis
Germany	Matthias Koch, Claudia Bonacker, Sebastian Hinuber, Mathias Schonhaus, Sebastian Schwalme, Christiane Stutzle, Clemens Waitz
Hong Kong	Gabriela Kennedy, Allan Wardrop, Jason Choi, Kelsey Lau, Lucy Munro, Deanna Wong, Henry Wheare, Chaz Kittrell, Valerie Fung, Richmond Wong, Amos Yoo, Ina Chu, Linda Yip, Joanne Li, Kitty Wo, Kitty Man, Cassand Ng, Jeffrey Ng
Houston	Joshua Newcomer
London	Stephen Harrison, David Knapp, Kevin Maginnis, Paul Chaplin, Tom Astle, Nick Roberts, Marilyn Blattner-Hoyle, Anna Mills, Emma Claremont, Rupert Sydenham, Chris Hinze, Giles Witchell, Corinne McPartland, Andy Fox, Chris Harp, Christina Devaney, Michael Seymour, Kay Willis, the London HR team, John Young, Frances Le Gry
Los Angeles	Justin Portaz, Anthony Basich, Robert Church, Nicole Civita, Timothy Conley, Asheley Dean, Robert Efthimos, Allen Hubsch, Bety Javidzad, Lorig Kalaydjian, Steve Kay, Elizabeth McGuire, Colm Moran, Poopak Nourafchan, Neil O'Hanlon, Robin Samuel, David Skaar, Gary Urwin, Sean Atherton, Judy Bacchi, Carmela Barrera, Chris Bostrom, Chris Bowen, Mae Chester, Toia Cross, Kristen Echols, Karen Farrell, Larry Jacobs, Susan Launer, Juanita Newton, Amy Powell, Irene Rosa, Marjorie Sener, Tom Spath, Jamie Wood, Bert Lau
Madrid	Lucía Lorente, Adela García de Tuñón, Ana Ortego, Paloma Prados
Miami	Catherine Dorvil

Office	People
Moscow	Michael Pugh, Eugene Perkunov, Natalia Gulyaeva, Ekaterina Petrova, Konstantin Kontievsky, Serafima Pankratova, Arthur Sanikidze, Andrew Robinson, Ksenia Andreeva, Vironika Pilyugina
New York	Marc Gottridge, Jason Porta, Jason Isralowitz, Maureen Hanlon, Peter Dennin, Claudia Morgan, James Clare, Theresa House, Janos Marton, Meaghan Atkinson, Janos Marton, Leah Rabinowitz, Brooke Skartvedt
Paris	Sharon Lewis, Elaine Barrow, Vanessa Smith, Clemence Biffaud, Katryn Green, Loic Lermercier, Sylvie Gallage-Alwis, Lorene Mazet, Olivia Bernardeau-Paupe, Christelle Mongis, Lisa Peloy, Jules Fabre, Deborah Dransfield, Carine Legrand, Jean-Marie Albiol, Elizabeth Slattery, Kerstin Neighbour, Vittorio Moresco, Anita de Jong
Philadelphia	Christine Chou, Steven Datlof, Janice Hogan
Warsaw	Jen Jaroslowski, Anna Nowina-Witkowska, Julia Walicka
Washington, D.C.	Chartey Quarcoo, Matthew Sullivan, Samson Asiyanbi, Cyrus Chung, William Rawson, Jonathan Diesenhaus, Jeremy Zucker, David Weiner, Stephen Propst, Amy Roma, Leslie Burke, Khang Tran, Alex Dreier, Karl West, Ali George, Esther Haley Walker, Tom Kennedy, Bob Leibenluft, Des Hogan, Chris Handman, Dana Boehm, Kim Whaley, Ellen Kennedy, Aaron George, Tom Widor, Kim Whaley, Tomegee Seri, Elena Flowers, Stuart Altman, Phillip Assmus, James Banks, Joseph Bell, Kathryn Blair, Robert Brady, Brooke Bumpers, Ellen Chung, Jason Conaty, Margia Corner, Alice Valder Curran, Michael Druckman, William Ferreira, Andrew Furlow, Emily Gebbia, Darrel Grinstead, James Johnson, Robert Kapp, Philip Katz, Robert Kenney Jr, Edward Korwek, Sara Kraner, Stuart Langbein, Robert Leibenluft, Crystal Liu, Lynn Mehler, Lindsey Murtagh, Anne Mutashi, George O'Brien, Jonathan Skowron, Brian Stone, Emily Stopa, Marie Vodicka

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Hogan Lovells
have been
stunning
partners ...
always going
the extra mile to
help us achieve
our ambitions.

Community client



www.hoganlovells.com

Hogan Lovells has offices in:

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Baltimore	Dusseldorf	London	Paris	Tokyo
Beijing	Frankfurt	Los Angeles	Philadelphia	Ulaanbaatar
Berlin	Hamburg	Madrid	Prague	Warsaw
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* Associated offices