



Hogan
Lovells

Citizenship Report 2012

Challenge. Inspire. Change.

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Many of the photos used in this report were taken as part of an internal Hogan Lovells photography competition for our Touch Matched Global Giving initiative. The competition, themed "Through the Looking Glass," was to celebrate and recognize the creative talent of our people across our global reach. The categories were: My Unseen City, View from a Window, Unusual Usual, Lime Green, and Nourish.

To find out more about the images included in this report, please visit www.hoganlovells.com/photography. See page 24 for more details about Touch.

Introduction

Welcome to Hogan Lovells' Citizenship Report for 2012. Here you will find an overview of our Citizenship activities during the year, reflecting the value we place on relationships with our colleagues and clients, in support of our communities and the environment.

Last year saw many notable achievements across our Citizenship programs, including high-profile and legally important pro bono matters, ground-breaking initiatives on diversity, greater participation in work with the community, innovative charitable fundraising on a global scale, and renewed engagement on environmental issues. In a challenging year for the global economy, our Citizenship activities expanded to more offices and became even more important.

We are proud of the efforts of our colleagues around the world to address issues of sustainability, inequality, and human need. We hope that the case studies selected for this report illustrate the depth and breadth of our engagement. As a leading global legal practice, we aim to approach every part of our business in a responsible and sustainable way. We have made progress toward this goal and are committed to doing more.

We hope this report gives you a good sense of our journey so far.



David Harris
Co-CEO

Warren Gorrell
Co-CEO

Our citizenship strategic goals and outcomes

Goals for 2012

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

Continue to embed Citizenship into the DNA of Hogan Lovells

Outcomes

Considerable progress has been made in expanding the network, with Diversity and Pro Bono representatives in every office, Touch in 30, Community Investment in 15, and Environment in 38.

All five Citizenship programs worked on projects involving two or more offices and on a transatlantic basis.

The internal Good Citizenship Awards were first launched in 2012 and repeated in 2013 (for projects during 2012), with online voting for a People’s Choice Award and publicity and recognition for the winners.

Citizenship was featured during our Global Partners’ Conference through a presentation at a plenary session (on Pro Bono and Touch fundraising work in Liberia) and at a set of regional meetings to discuss what more can be done at the partner level to further embed Citizenship into the day-to-day business of Hogan Lovells. A Citizenship presence at the exhibition on the final day of the conference provided tools and information for partners to take back to progress Citizenship work in their offices.

Citizenship continued to be included in appraisal, compensation, and people development processes as appropriate to the local, national, and regional settings.



“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.”

Our Good Citizenship core value



Snapshot

We have a varied and exciting Citizenship program that focuses on delivering impact where it is needed most. The following pages of this report give an overview of our program in 2012 and highlight only a selection of the many projects in these areas.

The program is composed of five parts that focus on areas that matter. They are:

- Pro Bono
- Touch: Matched Global Giving
- Commitment to the Environment
- Global Diversity and Inclusion
- Community Investment

Pro Bono

Providing Pro Bono legal services to those in need is an integral part of life at Hogan Lovells.

With the effects of the economic downturn intensifying in so many of the regions in which we operate, we continued to develop and expand our firmwide commitment to pro bono. As a global legal practice with resources and capabilities in many jurisdictions, we often are uniquely positioned to help those most in need. From the Guatemalan child refugee in the United States to the Filipino domestic worker in Hong Kong, from the mentally unwell man

facing imminent execution in Florida to the Haitian paralympic team trying to get to the London 2012 Games, we have worked with many to make sure that their rights do not go unrecognized.

Highlights of our work include:

- devoting 117,981 hours to pro bono work;
- all Hogan Lovells offices undertaking pro bono work; and
- advising on more than 460 new pro bono matters.

To read more about our Pro Bono program, please see page 18.



Specific achievements include:

- helping **120** individuals affected by HIV gain access to legal advice through our monthly legal clinics with London based charity Body and Soul;
- assisting **nine** individuals on death row;
- handling **132** cases as part of the Duty Lawyer Service Free Legal Advice Scheme in Hong Kong;
- helping **25** children seeking legal immigration status in the United States in partnership with Kids in Need of Defense;
- helping secure **£350,000** in compensation awards for victims of crime and trafficking in the United Kingdom;
- assisting **65** Ashoka Fellows globally (Ashoka is a global network of the world's leading social entrepreneurs with system-changing solutions for the world's most urgent social problems); and
- providing **£200,000** worth of legal support to the Muscular Dystrophy Campaign's advocacy service, supporting the provision of over £1 million in care, support, and equipment for patients and families affected by neuromuscular conditions in the United Kingdom.

Touch: Matched Global Giving

Our global matched giving program, Touch, grew to include an additional six offices. The program continues to support global and local charities through creative and entertaining fundraising activities around the world. In particular, we have continued to support Hogan Lovells' global Touch charity partner, Action Against Hunger | ACF International, which was selected by a global vote of all staff at the beginning of 2011.

The fundraising stories that begin on page 24 provide a representative snapshot of the innovative events that colleagues worldwide developed and ran to help raise money for some exceptional causes.

"On behalf of Action Against Hunger, I would like to thank Hogan Lovells for their fantastic support throughout 2012. Staff have raised an amazing US\$141,844.85 for our project in Monrovia, Liberia, which is saving malnourished children's lives and developing families' access to food for the future. We were delighted that a number of staff from Hogan Lovells were able to visit the program to see the impact of their support firsthand and discover the difference it is making to the lives of hundreds of families. Hogan Lovells has really gone above and beyond with their support for Action Against Hunger, including hosting an international conference and providing pro bono legal advice, for which we are extremely grateful."

*Jean-Michel Grand, executive director,
Action Against Hunger UK*



Through our fundraising efforts, Hogan Lovells employees have:

- run **947** miles (1,528 km) in various sponsored events and marathons;
- cycled **1,223** miles (1,988 km);
- raised **US\$349,589**; an increase of 28 percent over 2011; and
- increased office participation to 23 locations, up from 17 in 2011.

Commitment to the Environment

We continued to work on sustainability and reducing the environmental impact of our offices around the world. To that end, we have worked to further embed our environmental policy in the day-to-day life of our business, with a continued focus on:

- responsible procurement;
- recycling and reducing waste;
- reducing energy consumption;
- responsible travel; and
- developing environmental awareness throughout Hogan Lovells.

To explore some of the ways we implement these goals, see page 28.

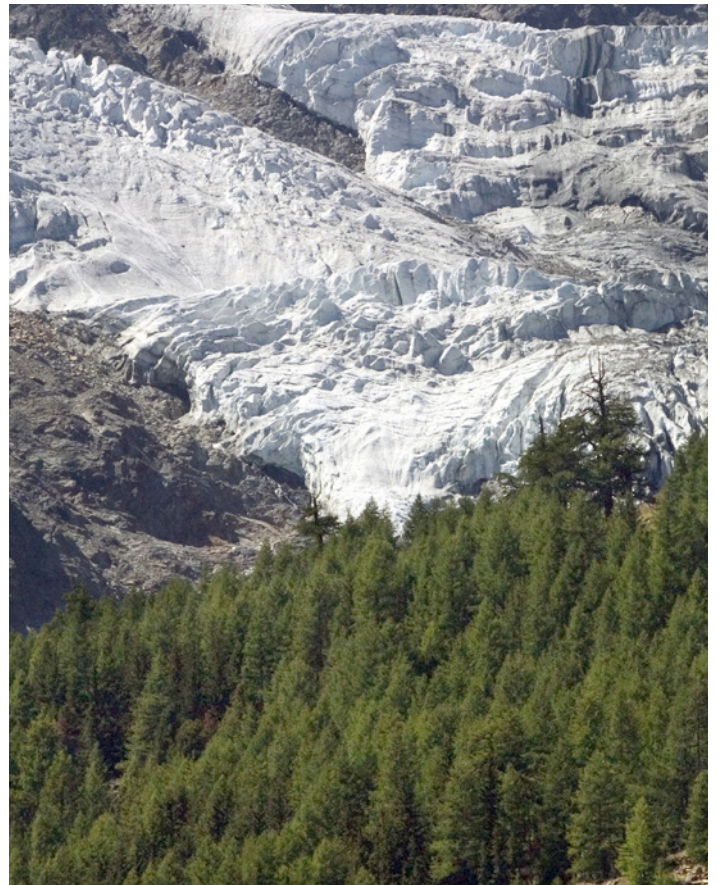
Highlights include:

248 more of our people took the Earth Day Environmental Pledge, including 50 partners attending our Global Partners' Conference.

Retrofitting sensor lighting throughout the London office helped contribute to a **4** percent reduction in our electricity consumption.

As part of an ongoing project to streamline the operation of our air conditioning system by utilizing the free cooling and heating of outside ambient temperatures, the London office has reduced gas usage by over **50** percent since 2008.

The Washington, D.C. office recycled **12,000** pounds (5443 kilograms) of e-waste in November.



Global Diversity and Inclusion

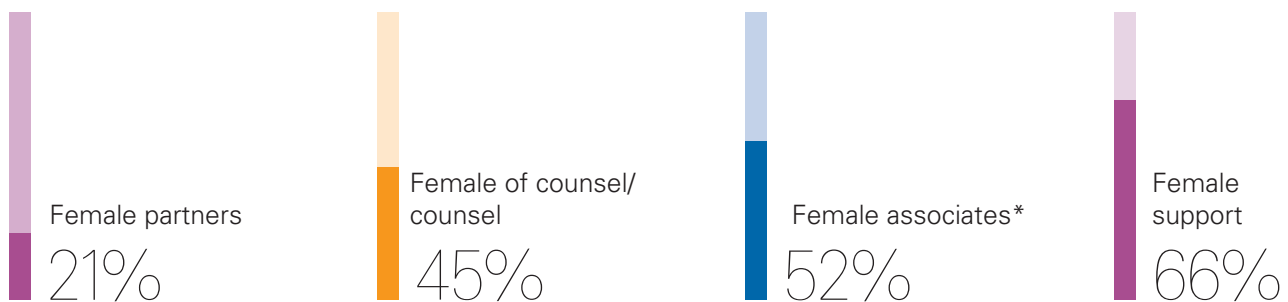
We adopted a global diversity business plan confirming diversity as a strategic priority. The plan articulates clear, measurable global and local diversity actions. Specifically, we identified the following priorities:

- To improve the retention and advancement of women to partnership and management positions throughout all regions
- To improve the recruitment, retention, and advancement of diverse/minority group lawyers and other employees
- To work on diversity initiatives with our clients and to achieve mutual objectives and improve client engagement

We have created a network of global, regional, and office-specific diversity committees, as well as individual representatives called “diversity champions,” to assist us in delivering the diversity agenda.

Page 32 details some of the key activities in this area.

Global statistics



*Includes trainees in London, Europe, and Asia

Community Investment

Our extensive Community Investment program sent more of our people than ever into their local communities to make a difference through hands-on volunteering. We have continued to build long-lasting relationships with local community groups to assist them in tackling a range of social issues. Last year we focused our efforts particularly on:

- Education and raising the achievements of local school children
- Combatting the increasing isolation of the aged and infirm
- Addressing food poverty

To read more about our Community Investment work, please see page 36.



Through our Community Investment program:

- over **1,500** children were assisted by Hogan Lovells volunteers;
 - nearly **500** holiday gifts were donated through community programs globally; and
 - more than **500** books were donated to young readers.
-

Awards

Our Citizenship efforts were recognized by a number of external sources. Examples of these awards follow.

External awards

- We won the Pro Bono Team of the Year Award at the *International Financial Law Review Asia Awards* for our charitable and pro bono work in Hong Kong and China.
- We were recognized as a Top Firm for Pro Bono by *The National Law Journal*. Hogan Lovells was one of only 10 legal practices selected and included in the publication's Pro Bono Hot List. This was for our outstanding commitment to pro bono work as demonstrated in our successful efforts to free prominent Syrian human rights lawyer Muhannad al-Hassani.
- Washington, D.C. partner Patricia Brannan was named one of City Year Washington, D.C.'s Idealists of the Year. The award was presented at City Year Washington, D.C.'s Idealism in Action Gala. An Idealist of the Year is someone who works to improve our community, nation, or world through acts of service and volunteerism.
- For the seventh 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 percent of lawyers perform 50 or more hours of pro bono work.
- We were honored at the *Washington Business Journal's* Corporate Philanthropy Awards breakfast, where Hogan Lovells was recognized as fourth among greater metropolitan Washington, D.C. law firms based on total number of pro bono hours in 2011.
- We won three awards at *The Lawyer Awards* in London, including Pro Bono Team of the Year in recognition for our work for the Libyan National Transitional Council and Farm Africa.
- We were awarded Best Firm for Minority Women Lawyers at the *Euromoney* European Women in Business Law Awards.
- London senior associate Anna Mills was named Best Woman Solicitor Undertaking Pro Bono Work at the Association of Women Solicitors Awards for her outstanding work on groundbreaking and high profile pro bono cases.



- WBGO/Jazz88.3 FM, a publicly supported (and the United States' leading) jazz radio station, honored 18 lawyers in our New York office who have provided pro bono legal services to WBGO on matters ranging from intellectual property to real estate to contract litigation.
- We won Best Gender Diversity Initiative by an International Firm in the *Euromoney Asia* Women in Business Law Awards.
- Our innovative "It's Not Just Peanuts" campaign, developed on behalf of the Access to Justice Foundation, was named CSR Programme of the Year at the *Legal Business Awards*.
- We were named to the highly regarded *Working Mother* "50 Best Law Firms for Women" list and ranked fifth out of 50 law firms recognized for our family-friendly policies and business development initiatives that retain women and advance them into leadership roles.
- We received a top rating of 100 percent on the Human Rights Campaign's annual Best Places to Work Corporate Equality Index Report for the fourth year in a row.
- We were ranked among the top 50 on *The American Lawyer's* Diversity Scorecard, an annual ranking of large U.S. law firms according to their percentage of minority lawyers and their percentage of minority partners.
- For the sixth consecutive year, *MultiCultural Law Magazine* ranked us among the Top 100 Law Firms for Diversity and the Top 100 Law Firms for Women.
- We received the Annual Theban Award for Meritorious Service from Family Matters at its 130th Anniversary Celebration Benefit for the tremendous assistance our lawyers have provided to Family Matters over the years.
- As a result of our efforts to promote gender equality, we are listed as one of *The Times'* Top 50 Employers for Women for the second consecutive year.
- We won Best Firm for Pro Bono Work at the inaugural *Euromoney* Legal Media Group Americas Women in Business Law Awards, which honors the achievements of women leading the legal sector across the Americas.
- We were ranked in the top ten of the Top Employers for Working Families Benchmark and Awards, which is the definitive annual list of the best UK employers for work-life balance and career development, identifying progressive employers who recognize and leverage the powerful links between flexibility, emotional engagement, well-being, and high performance.
- We were awarded the Hong Kong Council of Social Service Caring Company Award for the eighth consecutive year. We received this award for our commitment to caring for the community, employees, and the environment.
- We also received recognition in Hong Kong from the Home Affairs Bureau of the Government Secretariat for our dedication to pro bono initiatives.
- We were ranked in the Stonewall Top 100 Employers Workplace Equality Index, a guide to the UK's top gay-friendly employers, for the second consecutive year and as the fifth highest ranked law firm. Hogan Lovells Pride, our lesbian, gay, bisexual, transgender network, also received a Star Performing Network accolade in recognition of its activities.
- Washington, D.C. associates Renee Erickson, Sachi Jepson, and Veronica Knapp were recognized as Pro Bono Attorneys of the Month by Kids In Need of Defense (KIND) for their representations of two KIND clients.
- Our Northern Virginia office was selected as a first-time CARE Award winner by Northern Virginia Family Service and was honored at their 20th Annual CARE Awards Breakfast. We received this award for our family-friendly workplace policies and innovative employee-focused solutions.
- Our London office received an award from St. Luke's Community Trust, one of our community partners, recognizing the many hours of volunteering we have contributed to various projects, including a job club designed to help local people find employment, information technology mentoring for the elderly, and regular social events.
- Robert Kapp, of counsel in our Washington, D.C. office, was a recipient of the Lifetime Achiever award by *The American Lawyer*. The award honors outstanding private sector success and devotion to public service by members of the legal profession. Bob was a founder and has served as co-president of the International Senior Lawyers' Project since it was established in 2001. He has helped to improve the lives of countless individuals in countries like Haiti, Liberia, and South Africa.

Citizenship Award Winners

In 2013 we held the second annual Hogan Lovells Good Citizenship Awards. These regional and global awards highlighted and inspired us all with the Citizenship work of our people. We received more than 75 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 2012, all of which exemplified our core value of good, responsible Citizenship. Examples of these activities follow.

Seymour Mintz Excellence Awards

The Seymour Mintz Excellence Award is presented to members of Hogan Lovells who demonstrate truly outstanding dedication to our Citizenship ideals.

Winners

John Ferguson team — Since Mr. Ferguson's death warrant was issued in Florida on 5 September, a multioffice team worked around the clock to prepare more than 30 briefs, appear in six courts, handle four oral arguments, and represent Mr. Ferguson in a two-day trial on his competency, with the result that Mr. Ferguson's execution, scheduled for 23 October, was averted.

Haiti paralympic team — A team in the London office supported The Dream, an international campaign started in the United Kingdom to raise support for a team of disabled Haitian athletes who qualified for, and participated in, the 2012 Paralympic Games in London.

Proyecto Todos (Project All) — Our Madrid office has developed an ongoing program called Proyecto Todos that allows for the hiring of mentally disabled persons to work in administrative and supporting functions. Two disabled women are currently employed in the Madrid office through the program.

Highly commended

Legal workshops with social enterprises team — Our Beijing office hosted and delivered a series of two-hour legal workshops through the Foundation for Youth Social Entrepreneurs with topics covering incorporation of social enterprises in China, commercial partnership and operation, People's Republic of China (PRC) labor law, social impact financing, and PRC intellectual property.

Kids In Need of Defense (KIND) team — Our Baltimore, Houston, Los Angeles, New York, and Washington, D.C. offices have partnered with Kids in Need of Defense to help 25 children seeking Special Immigrant Juvenile Status, a U visa, or asylum in the United States.

Inspired Activities

Royal British Legion team — Our London office has supported the Royal British Legion in three separate projects: the Christmas Island case involving nuclear weapons testing, the war pension tribunal, and the inquest project, representing families of men and women killed in service. The work has involved legal assistance, making claims in the war pension tribunal, and helping families of those who have died in service during the coroner's inquest process.

People's Choice Award

We received a total of 914 votes for the People's Choice Award, which we encouraged by making a small donation for every vote, raising US\$294 in the Americas; £206 in London; and €414 in Europe, Asia, and the Middle East for our International Touch charity, Action Against Hunger.

The People's Choice Award 2013 winner was Farm Africa. Farm Africa, a London-based nonprofit, seeks to end hunger in Africa by providing training in sustainable methods of agriculture and improving food quality, storage, and distribution. Last year, a global, multioffice Hogan Lovells team helped Farm Africa address a series of formidable legal challenges.

Seymour Mintz Excellence Award winners – John Ferguson team



Seymour Mintz Excellence Award winners – Haiti paralympic team



People's Choice Award winners – Farm Africa team



Good Citizenship awards



Our Madrid office working with beneficiaries of the Seymour Mintz Excellence Award-winning project, Proyecto Todos



Citizenship Panel

The Citizenship program is led and coordinated by our Citizenship Panel, which is made up of partners and senior managers drawn from all our geographic regions. Our global Board and International Management Committee are represented on the panel, which reports to both bodies during the year.

The Citizenship Panel met regularly to initiate and support projects and programs that worked toward our primary objectives for the year.

Many of our clients share our values in terms of Citizenship and responsible business. We have had the pleasure of working with a growing number of clients on community investment, pro bono, and diversity projects and are proud of

the greater impact we have succeeded in achieving together. Throughout the report, you will see examples of the collaborative initiatives we have undertaken with our clients.

We saw an increase in the number of offices involved in Citizenship activities and in the time and effort dedicated to good Citizenship by members of Hogan Lovells from around the world. While we are making progress in our goal to embed the good Citizenship value in all that we do, we acknowledge that there is more to be done and areas that need our particular focus. Watch for our progress in our 2013 Citizenship Report.

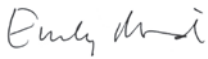


Chairs

Patricia Brannan (Washington, D.C.)



Emily Reid (London)



Deputy Chairs

Nick Cray (London)

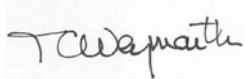


Ari Fitzgerald (Washington, D.C.)



Pro Bono

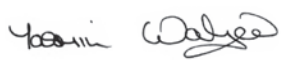
T. Clark Weymouth (Washington, D.C.)



Crispin Rapinet (London)

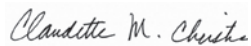


Yasmin Waljee OBE (London)



Diversity

Claudette Christian (Washington, D.C.)



Ruth Grant (London)



Touch

Richard Tyler (London)



Michael Williams (Washington, D.C.)



Community investment

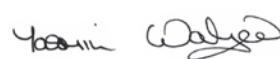
Tom Bulleit (Washington, D.C.)



Crispin Rapinet (London)

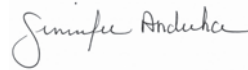


Yasmin Waljee OBE (London)



Environment

Jennifer Anduha (Washington, D.C.)



Dion Panambalana (London)



Scott Reisch (Denver)

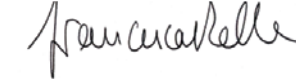


Continental Europe

Matthias Koch (Munich)



Francesca Rolla (Milan)

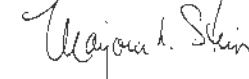


United States

Peter Dennin (New York)



Marjorie Stein (New York)



Carol Licko (Miami)



Asia and Middle East

Crispin Rapinet (London)



Steve Robinson (Beijing)



Citizenship Manager

Emma Rehal-Wilde (London)



Case Studies — Pro Bono

Paralympics 2012: advisors to ParalympicsGB

In the build-up to the Paralympic Games, our legal team worked with the board and CEO of the British Paralympic Association (BPA) on all aspects of preparation, including team agreements, commercial sponsorship agreements, and the restructuring of the charity’s governance to strengthen its position. Lawyers were seconded to the BPA for six months running up to the games and to provide on-site support during the games themselves.

In addition to pro bono legal assistance, a team of five volunteers worked at ParalympicsGB House, the team headquarters in Stratford, to support the ParalympicsGB management team and athletes.

As longstanding, sole legal advisor to the BPA, Hogan Lovells reached the climax of years of preparation last year. For our London office to be part of a “home” games was an unforgettable experience. We continue to advise ParalympicsGB as it starts to prepare for Sochi 2014 and Rio 2016.

Our London and Washington, D.C. offices partnered with the Haiti Hospital Appeal and Global Hand to establish a

nongovernmental organization called The Dream. Its goal was to bring the first-ever Haitian team to the Paralympic Games, including a survivor of the 2010 earthquake, Leon Gaisili, who tragically broke his back and lost his wife and eight children in the disaster.

The Dream sought to harness the visual power of the Paralympic Games to change attitudes regarding people with disabilities in Haiti. We advised on the purchase of the television broadcast rights to the Paralympic Games in Haiti on behalf of the two charities and gifted them to Haiti’s National Broadcasting Authority. This enabled over five million people to see the

“TV coverage of the [Paralympics Games] seems to be changing attitudes towards disability. By bringing it to Haiti, Hogan Lovells may be changing the perceptions of a generation.”

The Times

Opening Ceremony of the Paralympic Games in London



Haitian paralympic team



“The support of Hogan Lovells over the past seven years has been important and invaluable. The support provided by the Hogan Lovells team throughout the build-up and onsite during the games period helped us to put forward the best-prepared ParalympicsGB team. Hogan Lovells continues to support us and we appreciate their long-term commitment to our organization.”

*Tim Reddish OBE,
chairman, British Paralympic Association*

“‘Meet the Super Humans’ is Channel 4’s strapline for the Paralympics Games. Just getting some of the competitors to London 2012 was a heroic task for lawyers at Hogan Lovells.”

The Lawyer 2012

achievements of those with disabilities and earned recognition from the first lady of Haiti and the minister for disabilities. The Haitian paralympic team, including Leon, was part of the opening ceremony on 29 August.

The prospect of Haitian athletes taking part in the Paralympic Games provided momentum to the Haiti Hospital Appeal, which was able to secure funding for a new inclusive sports and rehabilitation facility that is now operational and employs Leon as a sports coach for those with disabilities.

Access to justice: representation of unaccompanied children

Our Baltimore, Houston, Los Angeles, New York, and Washington, D.C. offices have been partnering with Kids in Need of Defense (KIND) to provide legal assistance to children seeking Special Immigrant Juvenile Status, a U visa, or asylum in the United States. KIND is a nonprofit organization designed to create a pro bono movement of law firms, corporations, nongovernmental organizations, universities, and volunteers to provide quality and compassionate legal counsel to unaccompanied refugee and immigrant children in the United States. Since beginning our collaboration with KIND in 2012, we have helped 25 children seeking legal immigration status and represented many parents seeking custody of children in the family court.

Of particular note are two recent cases in the Virginia family court. The first client, an undocumented teenager from Guatemala,

“Working on a KIND case reminds us of why we went to law school in the first place — to use our legal skills and make a difference in someone’s life. All of KIND’s cases are compelling for the mere fact that they involve vulnerable children — many of whom haven’t had a ‘childhood.’ Children have their whole lives ahead of them, and it feels great to know that you played some part in giving them a new beginning.”

Renee Erickson, Sachi Jepson, and Veronica Knapp, associates, Hogan Lovells

KIND client who now has status in the United States thanks to our assistance



entered the United States fleeing physical and emotional abuse by his father and death threats from violent gangs. The second client, an undocumented teenager from El Salvador, entered the United States to escape sexual abuse by her father and threats from the families of her father’s murder victims. Both now have safe refuge in the United States.

Hong Kong duty solicitor scheme

The Hong Kong office handled 132 cases through the Duty Lawyer Service Free Legal Advice Scheme. We provide volunteer lawyers to advise on a wide range of issues, including commercial, company, employment, personal injury, insurance, property, family, and probate matters.

The Free Legal Advice Scheme is supported by the Hong Kong SAR Government, the Hong Kong Bar Association, and the Law Society of Hong Kong. The aim is to help clients understand the nature of their problems, their rights and obligations under the law, and the channels available to them for resolution. The advice sessions are conducted mainly in Cantonese but we also organize translation to ensure everyone can obtain the help they need. There is no state legal aid, so without this vital service many would go without access to justice.

Our work was recognized with awards from both the Home Affairs Bureau Recognition Scheme for Provision of Pro Bono Legal Services Awards and The Law Society of Hong Kong Pro Bono and Community Work Recognition Programme.

Death row and humane treatment of the mentally ill

For more than 25 years we have represented John Ferguson, who has spent 34 years on Florida’s death row. We have argued vigorously that Mr. Ferguson’s severe paranoid schizophrenia bars his execution because it would constitute cruel and unusual punishment.

On 5 September, the governor of Florida signed Mr. Ferguson’s death warrant. Immediately, our multioffice team leapt to Mr. Ferguson’s

defense, working thousands of hours and ultimately winning a stay of execution so the competency issue could be considered by the Eleventh U.S. Circuit Court of Appeals. Between 5 September and 30 November, the tenacious Hogan Lovells team submitted 35 briefs in six courts. During those months, we argued Mr. Ferguson’s case before the Florida Supreme Court and the Eleventh Circuit and tried the competency issue at an evidentiary hearing. On 21 May 2013, in the name of deference, the Eleventh Circuit upheld a decision by the Florida Supreme Court that conflicts with a binding decision of the U.S. Supreme Court. Established Supreme Court precedent holds that executing someone like Mr. Ferguson — who the Florida state courts all agreed had a history of profound mental illness — would be unconstitutional because he lacks any rational understanding of the reason for his execution or its effect. We are petitioning for rehearing en banc and going to the U.S. Supreme Court. Our efforts represent dedication to a client in the direst individual circumstances imaginable and a commitment to holding government accountable to constitutional principles of fairness and humane treatment of those who suffer from mental illness.

We were the only legal practice named to *The National Law Journal’s* Pro Bono Hot List in both 2012 and 2013. This year we were recognized for our ongoing representation of John Ferguson.

Protecting voting rights

In an important election year, our Philadelphia office’s voting rights cases took center stage. The year began with a fast-paced briefing and argument before the Pennsylvania Supreme Court in a challenge to the state legislature’s decennial redistricting plan. We represented a bipartisan group of voters, led by Allentown piano teacher Amanda Holt, who objected to the plan. It needlessly split hundreds of towns, cities, and counties to create voting districts, thus dividing communities of interest and diminishing their ability to elect candidates of their choice, in violation of the state constitution. In a divided opinion, the Pennsylvania Supreme Court ruled for our clients based on our demonstration that an alternative plan split dramatically fewer political subdivisions. The decision was the first in history to vacate a Pennsylvania state redistricting plan. On remand, the state legislative redistricting commission devised a new plan that also split far too many subdivisions. Our appeal of the new plan was briefed and argued. The court upheld the commission’s new plan, but recognized that the challenges to that plan presented a close question, and rejected the commission’s efforts to overturn the court’s original ruling.

We brought a separate case in federal court challenging Pennsylvania’s noncompliance with the National Voter Registration Act of 1993 (NVRA). Working with the Lawyers’ Committee for Civil

Rights Under Law, Project Vote, and Demos, we prepared a complaint and motion for preliminary injunction arguing that major Pennsylvania public agencies were failing to comply with the NVRA’s requirements for making voter registration materials available to applicants for benefits. The impact of these failures is significant: in an entire year, Pennsylvania’s public agencies were registering less than half as many voters as public agencies in Ohio (with a comparable population) registered in a single month.

Our lawyers defended the rights of voters in Pennsylvania to participate in fair elections. In the Amanda Holt case, we conveyed the wrong that had been done to Pennsylvania citizens in a way that was comprehensible and compelling to the court. In the NVRA matter, we were able to obtain a favorable settlement from Pennsylvania’s agencies less than two months after we filed suit. The settlement required significantly expanded distribution of voter registration materials and, importantly, implementation of these changes in advance of the registration deadline for the November 2012 general election.

Supporting social enterprise

We love the ingenuity and creativity of entrepreneurs. As a legal practice devoted to helping businesses thrive, we are pleased to also be at the forefront of work in the field of social enterprise because social entrepreneurs tackle social problems in a sustainable way by harnessing the principles of traditional business for the public good. By working with leading social entrepreneurs who would not otherwise have access to legal support, we apply our knowledge of the corporate world to assist them in challenging fundamental inequalities in the global community. We believe it is important to support this sustainable approach to improving the world we live in as it maximizes the impact of the pro bono assistance we provide. Not only are we investing in the social impact of each enterprise but we are able to work with them to build a viable model that can scale and sustain that impact.

Around the world, we are supporting the most inspirational social wealth creators and have provided strategic legal advice on issues covering the full spectrum of our commercial practice, including corporate structure and governance, intellectual property, finance and funding, environmental law, tax, and employment.

Following are examples of the entrepreneurs we support:

Beyond Youth

The London office works with lawyers from our client, Ford to support award-winning entrepreneur Emma Morris, who set up Beyond Youth. This pioneering pro bono project tackles the root causes of youth reoffending and has been named as one of the 25 leading social enterprises in the United Kingdom. Beyond Youth works with young offenders, offering a unique group-based therapeutic approach to tackle high reoffending



rates. In the United Kingdom, 75 percent of young people reoffend within 12 months after release from custody. However, 80 percent of the offenders involved with Beyond Youth have not reoffended during their period of mentoring.

We have jointly advised Beyond Youth on its ambition to expand nationally, which has involved corporate restructuring, commercial, and intellectual property advice.

“Ford and Hogan Lovells share a common desire to support individuals and organizations that do not have the means to access legal advice. Providing our expertise collaboratively to help inspire social entrepreneurs like Emma Morris from Beyond Youth achieve their vision is a tangible way we can offer support.”

David Robinson, Director, Business Associations, Legal Matters, Ford of Europe

Clean Team

We have provided corporate and tax advice to Clean Team in Ghana and to UK nongovernmental organization Water and Sanitation for the Urban Poor (WSUP) to help reverse the tragedy of 2.4 million people dying every year because of poor sanitation. With the help of a major consumer goods business, Clean Team and WSUP have developed a novel design to provide toilet and sanitation services to urban slum areas in the developing world. We have supported the project through developments that will enable it to increase production to 10,000 units in 2013.

Ghanaian children with Clean Team products



Discovering Hands

Our German offices have provided intellectual property advice to Discovering Hands. Founder and CEO Dr. Frank Hoffmann has pioneered a diagnostically superior and lower-cost breast examination method by training visually impaired women as skilled diagnosticians. Dr. Hoffmann’s approach integrates them into the primary healthcare infrastructure while enhancing women’s healthcare experience with this more personal approach.

Breast cancer is the most frequent cause of death for women in Germany between the ages of 40 and 44. There are 58,000 new cases and 18,000 deaths every year in Germany alone.

Dr. Hoffmann has designed a standardized system of orientation for breast examiners based on braille strips, which has been verified by Essen University. The program has been acclaimed as a success by both patients and practitioners in Germany and, with our advice, he is now able to expand across Europe.

The Foundation for Youth Social Entrepreneurship

Our Beijing office has worked with the Foundation for Youth Social Enterprise to create and deliver four training workshops providing pro bono legal support to young people who create sustainable solutions to the toughest social and environmental challenges. The training project recognizes that social entrepreneurs do not act in a vacuum but need access to capital and specialists in order to succeed. Successful youth entrepreneurs benefit themselves and their communities and serve as role models to inspire others.

“I would like to express our greatest appreciation to Hogan Lovells for taking the time to deliver those workshops despite your busy schedule. The time you spend on preparing and presenting those workshops to social entrepreneurs is greatly appreciated — unlike businesses [that] have the financial resources, charities and social enterprises often don’t have access to legal advice and a workshop like yours can truly make or break it for those social organizations.”

Andrea Lane, executive director, Foundation for Youth Social Enterprises

Farm Africa advisory work

Our lawyers traveled to Addis Ababa in Ethiopia to meet with our client Farm Africa, government officials, embassy personnel, lawyers, and entrepreneurs in order to help Farm Africa review how best to engage with the private sector. Farm Africa,

a London-based nonprofit, seeks to end hunger in Africa by providing training in sustainable methods of agriculture and improving food quality, storage, and distribution.

We have also advised Farm Africa on the establishment of Sidai Africa Ltd, a tax-efficient social business that offers veterinary and livestock services on a financially viable basis through a network of branded franchises owned by qualified personnel. More than 30 Sidai franchises have now started across Kenya, serving 20,000 customers.

Additionally, in order to assist Farm Africa in complying with its donor contracts, our New York office reviewed all of Farm Africa's major contracts and helped create an online database available to all personnel.

Youth Business International

Hogan Lovells continues to support and celebrate the energy of young people to become future wealth creators. Working with Youth Business International (YBI) and J.P. Morgan, we have been instrumental in expanding their network and strategically helping to develop a plan for youth entrepreneurship in Europe.

At the heart of YBI's mission is the belief that young people can be best helped by providing business training and mentoring, as well as start-up finance. This approach provides access to knowledge and experience and the vital encouragement and role model example that is lacking for many of the applicants. The YBI methodology is validated by the success rates for the business start-ups that it backs, with over 70 percent still trading after three years.

Our London office hosted a seminar on youth unemployment in Europe in partnership with J.P. Morgan, YBI, and The Youth Employment Network (a partnership of the United Nations, International Labour Organization, and World Bank). The seminar sought to address the barriers to entrepreneurship for young people across Europe and resulted in the initiation of a consortium of YBI projects across Europe, including advice from our Madrid office to the newly created Youth Business Spain.

We also partner with Youth Business Singapore, Heartware, advising on its expansion and providing direct advice to the businesses it supports. Our Singapore and Hong Kong offices advised one such business, GlydeSafe, on its joint venture and intellectual property arrangements. GlydeSafe produces an innovative wheel system for use in mobility devices for aged and infirm people and was developed by Serene Tan while studying at college. Through an introduction from YBS, our client is now in discussions with a Chinese medical products manufacturer who wishes to further develop GlydeSafe for use in its own products.

“Farm Africa is a relatively small organization facing a range of complex global issues on a regular basis, so it is absolutely invaluable for us to be able to call on the professional skills of Hogan Lovells. We have benefited from their expertise for example in setting up a social enterprise in Kenya, in reviewing structures in Ethiopia, in registering our new brand in all our operating countries, and even in providing legal support for our office move. We were pleased that Russell DaSilva, who carried out the work in Ethiopia, has recently agreed to become a director of Farm Africa USA, and that John Young has recently agreed to join our board of trustees after a year on our enterprises board. Hogan Lovells [has] been most generous in providing rooms for a variety of meetings from our AGM to donor receptions, allowing us to run external events we would not otherwise be able to afford. We are delighted that our pro bono relationship with Hogan Lovells goes from strength to strength; we now count on them as firm friends as well as expert advisers.”

Nigel Harris, CEO, Farm Africa

“At J.P. Morgan, we believe that enabling the next generation of entrepreneurs and promoting a spirit of entrepreneurship are paramount to creating vibrant communities and key in helping to combat youth unemployment. We are proud to partner with YBI and Hogan Lovells on the development of Youth Business Spain and see our complementary skills creating a unique approach that will enable more young people in Spain to achieve their full potential as entrepreneurs.”

Enrique Casanueva, senior country officer, J.P. Morgan in Spain



Case Studies — Touch: Matched Global Giving

Action Against Hunger | ACF International

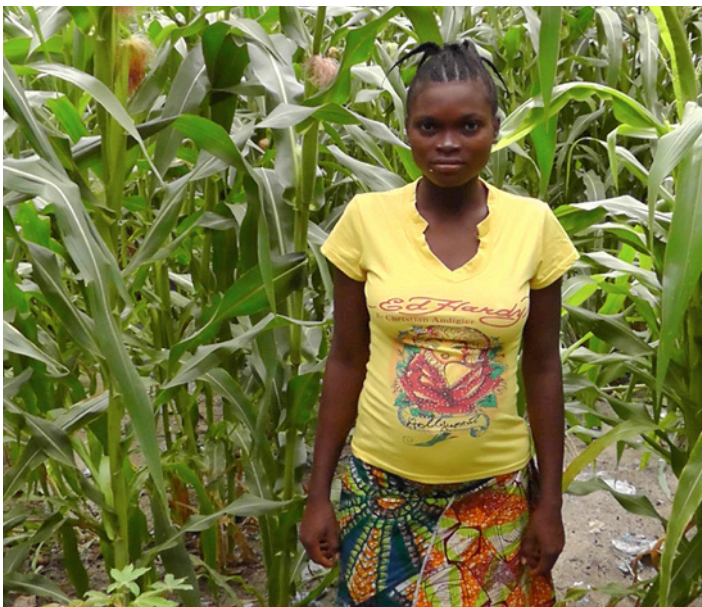
Our fundraising supports Action Against Hunger’s (ACF) work in Monrovia, Liberia, where malnutrition is an ongoing and pernicious problem, causing 1 in 5 deaths of children. ACF works in cooperation with local and international nongovernmental organizations and the Ministry of Health and Social Welfare (MOHSW), specifically focusing on building the capacities of the main stakeholders within the country. The funds we raise are used by ACF to detect, treat, and prevent malnutrition through a diverse range of programs.

A key facet of ACF’s work is preventing malnutrition by working with women caring for nutritionally vulnerable children to help improve their food security. Over the past year, more than 4,769 women have received nutrition education and more than 500 have received agricultural training on gardening techniques to help them grow vegetables to supplement their diets. At the beginning of the project, only 8.2 percent of households had three meals per day; this figure has now increased to 23.5 percent.

Working with the Ministry of Health and Social Welfare (MOHSW)

Our fundraising work for ACF is complemented by pro bono work for the MOHSW by Hogan Lovells lawyers through the International Senior Lawyers Project. Lawyers are assisting the Liberian government with revisions to their public health law and other legislation relating to communicable diseases, the environment, and pharmaceutical regulation.

A beneficiary of ACF’s Liberia work surrounded by crops she has grown in her garden



“The work done by Action Against Hunger is incredibly important, and it is inspiring to see the innovative and efficient ways in which they go about their mission and the success they’re having. It’s also gratifying to see their very tangible work in the field, which nicely complements our work drafting proposed statutes and regulations for the Ministry of Health and Social Welfare.”

Philip Katz, partner, Hogan Lovells

Business Against Hunger conference with GlaxoSmithKline and Accenture Development Partners

As part of our global charity partnership, we hosted 80 ACF field staff from more than 33 countries for their annual conference held in London for the first time. Bringing field staff together with ACF’s nutritionists and food security experts was an important step to better integration of future activities.

The nutritionist program was followed by a half-day session aimed at corporate social responsibility professionals and clients interested in discussing the role of the private sector in the fight against hunger. The conference included sessions from Accenture Development Partners, GlaxoSmithKline, Children’s Investment Fund Foundation, and Valid Nutrition.

Global fundraising challenges

We saw increased participation in Touch, with 23 offices holding at least one fundraising event. In 2013, we are aiming for even greater participation — with a goal that each of our offices will

“Our conference brought together field staff from all over the world, with the aim of sharing best practices and maximizing the impact of Action Against Hunger’s programs so that we have a better chance of eradicating child hunger. We at Action Against Hunger are so grateful for Hogan Lovells’ invaluable support throughout our global partnership, helping us to work towards this vital objective.”

Dr. Sandra Mutuma, senior nutritionist, Action Against Hunger UK

hold at least one fundraising event. Fundraising themes for 2012 emphasized eating and exercising to raise awareness of, and fund, ACF and other charities.

Phil Katz and Margia Corner from Hogan Lovells, with ACF staff and beneficiaries in Monrovia, Liberia



Eating

A number of offices participated in our simple but effective global “Touch of Sweets Challenge.” Each person in participating offices was given a tube of sweets that they were asked to eat and then fill with money for charity! Participants raised funds for ACF, as well as the local Touch charities in Singapore (MILK) and Madrid (Lacasitos). A total of £5,223 (US\$7,976) was raised across 11 offices.

In other food-related events:

- Our Washington, D.C. office participated in a challenge called “Meat Your Match,” which encouraged colleagues to try to tackle a meat-packed sandwich created by “Chef Howard” — partner Howard Flack — raising US\$535.
- The Hong Kong office’s “Money or Your Moon Cakes” event raised HK\$72,000; 11 boxes of moon cakes were donated to local Touch charity People’s Food Bank and the Samaritans.
- Members of the Alicante office organized a fun Oktoberfest event that raised €117.83.

World Food Day aims to highlight the worldwide inequalities associated with poverty and undernourishment and inspire collective action in promoting sustainable solutions to the global hunger problem.

Our offices rose to the challenge with creative events, examples include:

- The Milan and Rome (€1,457), London (£830), and Washington, D.C. (US\$700) offices each hosted cake bakes, to encourage office members to bake items that were sold or sampled to generate funds.
- The Singapore office compiled a World Food Day cookbook that featured 30 recipes from 15 different countries around the world. Each person who contributed a recipe to the book also made a donation. The cookbook is a great reflection of the office, with contributions from many of our people and from the many different nationalities represented in Singapore. The book was launched with a World Food Day lunch party featuring favorite Singapore dishes, raising a total of SGD\$1,050.
- In Colorado Springs we held a “Feed the Office Day” on which colleagues donated US\$10 to enjoy breakfast, lunch, and an afternoon treat, raising US\$107 for ACF.
- The Frankfurt office generated an impressive €1,000 from a “Touch Breakfast Buffet,” which featured delicious breakfast treats donated by staff and lawyers, as well as by local businesses.
- In Brussels we held a soup lunch for colleagues who donated delicious homemade soups that others could enjoy for a small donation to Touch, raising €100.

Josianna Fuller, World Food Day cake bake winner, Washington, D.C.



World Food Day cookbook entry, Singapore



Exercising

Not all fundraising challenges have been easy! Worldwide our people have cycled, run, and swum their way to fundraising success for Touch. Here are some examples.

Running

A London office team ran the ACF 10K Challenge in central London, becoming the second highest corporate fundraising team with a total of £6,807. ACF was awarded matched funding from the Department for International Development for the Challenge, so all donations in aid of the charity were matched by the UK government. Hogan Lovells also matched the funds raised by our team, meaning the total amount we donated was £20,422.

Walking

The Silicon Valley office raised US\$11,408 for the Leukemia & Lymphoma Society by participating in the "Light the Night" fundraising walk. Twenty-five Hogan Lovells walkers joined the charity's annual two-mile walk to raise funds for lifesaving research and patient services.

Cycling

Partners from our London, Washington, D.C., Singapore, Munich, Hamburg, Miami, and Amsterdam offices formed an international cycling team that successfully completed a 322-mile (520km) ride from London to Paris in aid of our Touch charities.

A multioffice Hogan Lovells team at the end of the London-to-Paris cycle ride



Participants in the 10K London run



Silicon Valley office fundraising walk participants





Case Studies — Commitment to the Environment

Green Innovation Challenge

In celebration of Earth Day, the Hogan Lovells U.S. Green Committee launched the Green Innovation Challenge, in which all of our people were asked to share their ideas for creating a more sustainable workplace. Green ideas were invited in four categories: Reduce and Recycle, Conservation and Energy Savings, Green Products, and Going Green Outside of the Workplace.

The Committee narrowed the many creative responses to six semifinalists, which were presented for a nationwide vote. Jeans for Riding Green, suggested by Cathy Hodges in Houston, was voted the top green idea. Cathy proposed a reward system for people who choose to ride the bus, metro/subway, carpool, drive electric vehicles, or bike to work. Specific Fridays throughout the year would be designated as jeans days for those who supported sustainable transit that month. Others who wish to wear jeans could make a donation to an environmental nonprofit. Jeans for Riding Green was implemented in November, with the funds raised donated to the Arbor Day Foundation.

The first runner-up, Cups for Conservation, proposed making reusable cups, designed specifically for our coffee machines, available in all pantries and kitchens for staff use, and collecting a small fee (to be donated to an environmental nonprofit) for each disposable cup used via a box located in each pantry area.

The Dish Return Program, second runner-up, aims to encourage the

use of reusable dishware by placing trays in pantries and kitchens for the collection of plates, bowls, and silverware from employees who wish to eat in their offices using reusable products.

These runner-up projects also will be implemented in our U.S. offices.

As demonstrated by these projects, the Green Innovation Challenge inspired discussion and implementation of ideas that improve environmental sustainability throughout our offices and as a result, reduce our carbon footprint individually and collectively.

Light sensor fitting

As part of our ongoing commitment to reduce our overall consumption and carbon output we have continued to initiate energy efficient systems by further roll-out of a lighting controller plan already in place in many of our offices. The London office has installed movement lighting controllers in all office areas of the London buildings. The sensors were installed to address the waste caused by lighting offices that are not in use. A trial installation indicated that significant savings could be made and surveys suggested positive feedback for the system and its operation.

As indicated by the trial, the installation of the light sensors has had a positive impact with an estimated reduction of 250,000 Kwh of electricity and 131,155Kg CO₂ per annum over the three buildings. The operation of the system has been positively received by staff and has helped to raise awareness of the

Earth Day Environmental Pledge



Global Partners' Conference



On average our San Francisco office has diverted **52.4** percent of its waste to composting per month.

environmental impact of lighting within the office environment. We have further reduced the delay 'off' time for lights to a minimum, giving greater gains in energy saved.

San Francisco office LEED certification

The San Francisco project was Hogan Lovells second LEED office project. LEED is a rating system provided by the U.S. Green Building Council to measure the efficiency and sustainability of building space. The firm formalized the U.S. Green Committee four years ago and continues to work towards reducing its environmental footprint and to initiate environmental sustainable programs, of which LEED is an important component. Based on the site location and building selection, the following was considered in design and construction:

- Heating, ventilation, and air conditioning
- Lighting
- Indoor environmental quality (indoor air quality, furniture, and seating is Greenguard Certified)
- Water conservation at plumbing fixtures

The building is part of a larger complex that is progressive in energy and mechanical technologies. It is well served by trained engineers who are actively involved in the maintenance of common and tenant spaces.

Environmental pro bono projects

Greenpower Education Trust

The London office has provided pro bono intellectual property advice to Greenpower Education Trust on protecting its brand. Greenpower Education Trust is a charity that sets out to advance young people's education in the areas of sustainable engineering and technology. Greenpower achieves this mainly through their electric car challenge, a school project to design, build and race an electric car with the help of an industry mentor. The scheme has been running since 1999, and now more than 5,000 students from over 500 schools take part each year in one of approximately 30 annual events.

Greenpower achieved charitable status in 2010, and is driving forward at great pace with ambitious plans to establish relationships with many more schools in the United Kingdom and potentially internationally.

Laos

A team led by the Washington, D.C. office is working with the Laos Ministry of Planning and Development in conjunction with its agricultural assistance project in the Lao People's Democratic Republic, helping with legal analysis and the drafting of land

Greenpower electric car challenge, Little Ilford School



concession contracts and other related matters. Government authorities (primarily the Investment Promotion Department) want to ensure that the next generation of contracts is structured to maximize the sustainable development outcomes of incoming investment. The Laos Ministry of Planning and Development is working with the Poverty-Environment Initiative of the United Nations Development Programme and the United Nations Environment Programme — a global U.N.-led program that supports country-led efforts to mainstream poverty-environment linkages into national development planning — to produce an outline of the overall approval process for agriculture investments. The outline will ideally lead to the development of a contract template on the basis of the review's recommendations.

Significant victory for ocean conservation organization

Our Washington, D.C. office achieved a significant victory for Oceana, the world’s largest ocean conservation organization, which will help restore New England’s groundfish populations to healthy levels. We helped Oceana to obtain a settlement requiring the federal government to ensure adequate, rigorous monitoring of commercial fishing in the Northeast. The settlement covers species such as cod, haddock, and flounder, many of which are in danger of being overfished beyond sustainable limits.

Under the new settlement, the government will be required to conduct and publish an analysis showing that monitoring will be sufficient to enforce catch limits and help preserve healthy and sustainable ocean ecosystems.

Wastebuster

The London office has supported Wastebuster CIC (Community Interest Company), which raises environmental awareness in schools, since its inception and has advised on a number of matters, including incorporation, the protection of intellectual property rights, and cooperation agreements with key delivery partners. Wastebuster aims to provide clear and practical guidance

on how schools can embed the principles of sustainable development into the heart of school life by providing a media-rich education package to all participating members. As part of this, Wastebuster runs various recycling reward schemes that offer children an opportunity to divert waste from landfills and become environmentally aware members of the community by exchanging unwanted items for rewards such as sports, gardening, or science equipment, or funds for nominated charities.

Helping to advance wind technology

We assisted in the creation of the North American Wind Energy Academy (NAWEA), a newly formed research collaborative housed at the National Renewable Energy Laboratory, and most recently helped NAWEA review and revise its charter and by-laws. NAWEA is composed of universities, research laboratories, and industry participants dedicated to coordinating wind energy research and education activities in order to advance the state of wind energy technology and new policies to develop the next generation of wind energy engineers, researchers, scientists, and innovators. NAWEA will host its first wind symposium in Boulder, Colorado, in 2013 and has asked Hogan Lovells to participate.

One of Oceana’s boats

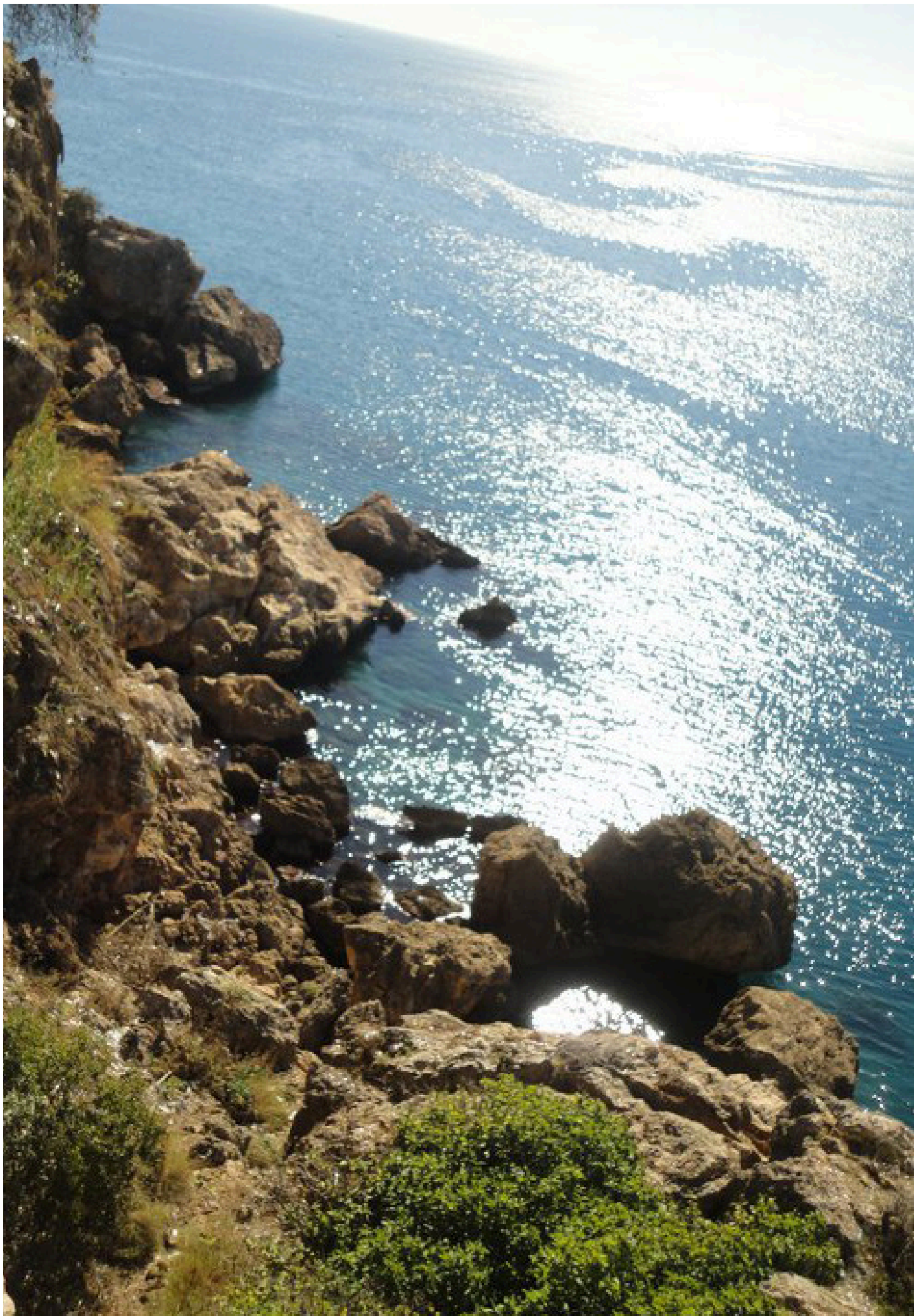


Filming part of the Wastebuster education package



The Denver office’s building diverted **60.19** percent of its waste from landfill due to its composting program.

In London alone we saved **324,000** plastic cups from entering landfill by providing long-lasting drinking cups.



Case Studies — Global Diversity and Inclusion

Retaining and advancing women

As part of our global diversity plan we have continued to focus our efforts on retaining and advancing women to partnership and senior positions throughout the firm. This global policy is prioritized at a global and regional level and has been highlighted by the number of offices that have initiated programs and held events on this topic throughout the year. The following are examples of just a few of these events:

- Breaking Barriers is a Hogan Lovells networking platform for professional women in Asia. It featured a panel discussion in Hong Kong on leadership challenges that are vexing the global community. This event provided a forum for thought-provoking and lively discussion with many of our Hong Kong-based clients. A distinguished panel of senior representatives — which included former Hong Kong Chief Secretary Anson Chan Fang On-Sang; Hogan Lovells partner Claudette Christian; Tisa Ho, executive director of HK Arts Festival; and Simona Paravani, HSBC global chief investment officer for wealth — led a debate on gender issues, including whether a mandatory proportion of women on the boards of listed companies would be a step toward improving gender equality.
- As part of our Women@HL initiative, an internal series of programs dedicated to supporting women lawyers on their way to partnership, our Frankfurt office featured “Intelligent

networking: what we can learn from politics.” The program included a discussion with Heide Simonis, former governor of the German state of Schleswig-Holstein, and Angela Hornberg, a Frankfurt personnel consultant. The event was attended by more than 60 guests from the business and legal communities and was moderated by German television personality Dorothee von Bose. The discussion focused on the various forms of networking in politics and business and the differences in male and female working styles, with lively contributions from the podium and guests.

- We were ranked fifth by *Working Mother* magazine in its “50 Best Law Firms for Women” list, as a result of our family-friendly policies and business development initiatives to retain women and advance them into leadership positions. Building upon a decade of momentum, our women’s initiatives in the United States provide female lawyers with access to female role models and a strong network of female and male firm leaders, in addition to programs for professional growth and enhancing business development skills. For example, the Denver office hosted an intimate dinner and evening with Rana Dershowitz, United States Olympic Committee general counsel and chief of legal and government affairs. The event was attended by about 50 female lawyers, clients, and other business leaders.

Women@HL event, Frankfurt



“We’re very happy that the event was such a success. The positive reaction of the participants showed that we had identified the important topics and provided a good forum for the debate.”

*Dr. Katlen Blöecker,
sponsoring partner,
Diversity Champion,
Hogan Lovells*

“Our culture rewards high-quality professionals and strongly supports women’s efforts to develop client relationships. Hogan Lovells has a proud tradition of ensuring that training, alternative work arrangements and mentoring are geared toward the long-term success of our female lawyers.”

Cristina Arumi, Hogan Lovells

Affinity/network group initiatives

In each region we have established affinity and network diversity groups that meet to develop educational and informational programs and discuss issues that might confront such groups. Each network holds regular events throughout the year, including speakers, panels, community activism, and film exhibitions. Following are examples.

- The New York diversity committee and the New York LGBT Pride lawyer group hosted a reception on the unique legal circumstances that members of the LGBT community face, including issues involving health benefits and same-sex marriage.
- The London office’s Disability and Wellbeing Network held speaker events to raise awareness of disability and profile inspirational disabled people. Adventurer Andy Campbell came into the office to talk about life following a climbing accident that left him paralyzed. Following his accident, he was discharged from the British army and set out to test his new limitations and discover how far his determination could take him. Graeme Obree, one of the United Kingdom’s top cyclists, gave members of our office an inspirational talk on his battle with depression, bipolar disorder, and low self-esteem.
- In honor and memory of our first African-American partner, Vincent Cohen, the Washington, D.C. metro area diversity committee and other offices held a fundraiser for the “Our Time Has Come” minority scholarship fund at Syracuse University.
- In support of Heritage Month activities, we raised money for various diverse and under-represented organizations such as the Hispanic National Bar Fund and Project Greer Street, a nonprofit academic enrichment program in Denver, which promotes leadership and life skills training and seeks to place African-American male high school students in elite colleges and universities.
- The London office’s Working Families Network launched a new and expectant parent program, which includes regular informal drop-in sessions for new and expectant parents to meet those who are on or have recently returned from maternity or paternity leave.

Project All

Our Madrid office has developed Project All, a program to promote the employment of disabled persons.

Project All has received positive feedback from members of the office who have been involved, as well as from relatives of the individuals. Participants said:

“Speaking with her mother ... I realized the impact that Hogan Lovells was having on both her and her family and their well-being. They are immensely grateful to our firm and to the organization with which we partnered to set this up.”

“Each of us feels proud that we made this happen.”

Raising cultural awareness

Our Tokyo office held a cross-cultural communications and collaboration workshop aiming to give members of the office a better understanding of cultural differences and how cultural backgrounds play an integral part in communication. One workshop participant commented:

“Getting to know the necessity of switching/shifting the tactics in a global working environment will help me in my work at the firm. It was very interesting and also a useful session!”

Following the workshop members of the office brought in their favorite dishes from their home region, a fun (and delicious) way to highlight and celebrate the diversity of our workforce.

New York lawyers and guests at the New York LGBT Pride event



Recruitment and advancement of diverse/minority lawyers

A key part of our global diversity plan involves the recruitment and advancement of diverse/minority lawyers. We are committed to building on our activities over the years to improve significantly access to the legal profession for people from non-traditional backgrounds.

Back in 2010 our London office launched our unique Ladder to Law program. The program includes workshops, open days and work experience placements for students that focus on showing attendees that they already have many of the skills needed to become lawyers and educate them on the importance of good exam grades and educational choices. Highlights included:

- an increase in the number of schools we are working with from seven to 10. These are schools outside of the traditional city catchment area with students of diverse social and ethnic backgrounds, where over 50 percent are on free school meals and many are likely to be the first in their families to go to university;

- a partnership with client Vodafone to give students an in-house legal experience and increase their commercial awareness via a company visit and topical presentations, and
- a strengthening of our established relationship with a number of the UK's top universities by inviting a senior academic at a leading university to share views on the application process and studying law. This session helped to break down many of the perceived barriers to a career in law.

Students participating in the Ladder to Law program



“We strive to operate as a truly admired legal function at Vodafone, which is why we were delighted to collaborate with Hogan Lovells to deliver the 2012 Ladder to Law program. The program has been designed so that the students can experience life both in private practice and in-house. We hosted some of our own work experience placements as well as an interactive workshop at our offices for all of the students. We enjoyed giving them a taste of some of the cutting-edge legal work that we are involved with and playing a part in promoting access to the legal profession while doing so.”

Rosemary Martin, group general counsel and company secretary, Vodafone

“The support Hogan Lovells has provided over the years has helped our students to learn about all the different careers within a law firm and what the role of a lawyer actually involves. The continuity of support through the different academic year groups has meant that students can develop their understanding through debating sessions in the classroom, a careers day at the law firm, and then once in year 12, they experience the work of a lawyer first hand through work experience.”

Jenny Daykin, careers and guidance coordinator, Paddington Academy

Our U.S. offices continue to run practical skills and mock interview programs for diverse law students.

- The Denver office held its sixth annual practical skills program, which strives to increase the pipeline of diverse law students into law firm practice and provide students with practical advice on interviewing, networking, and career development. Approximately 50 law students attended mock interviews and critiques, office tours, and lawyer Q&A/break-out sessions, giving them the opportunity to converse candidly with a distinguished group of panelists and enjoy a networking reception with firm lawyers and legal dignitaries.
- The New York office held a mock interview program at the New York University School of Law, where our lawyers provided mock interviews and feedback to diverse first-year law student and mingled with the students at a reception.
- The Los Angeles office ran a workshop program at University of California, Los Angeles School of Law, in partnership with our client, Fox Entertainment Group.

One student wrote:

“My mock interview... provided me with great practice for the real thing and gave me helpful feedback on my resume. I’ve been lucky enough to meet and speak with several lawyers from diverse backgrounds about their experience in the legal profession, but the panel you put together provided real perspectives on more personal and truly important topics. I appreciate all the hard work you put into making it such an incredible learning experience for us law students.”

Denver partner Phyllis Wan with law students participating in the practical skills program workshop



The London office co-hosted a DiversCity recruitment event specifically aimed at LGBT students interested in a law career in London. The event included both partner and trainee panel discussions, as well as other talks, skills sessions, and networking opportunities. This was a great opportunity for students to talk to trainee lawyers, partners, and recruiters from some of the top firms about what it’s like to be “out in the City” and to find out more about the graduate recruitment process.

London partner Elaine Penrose participated in the partner panel session and talked about her experiences and explained to students that she feels it is important to be yourself at work and not to hide from who you are. Elaine’s talk was welcomed by students who were encouraged and reassured about the inclusive environment at Hogan Lovells.

We have agreed to take part in a mentoring pilot for the students who attended the event, and five LGBT members of our Pride Network have agreed to support the initiative by becoming mentors. Feedback from students who attended:

“I thought the whole event was exceptional. It was all useful information and I enjoyed listening to people and how they got to where they are now!”

“I really enjoyed the partner panel. It really showed me that things are changing and there is more diversity at the top of large commercial firms in terms of gender, race, and sexual orientation.”

“The opportunity to speak to LGBT trainees and associates informally was a rare opportunity that provided an insight into life as an LGBT commercial lawyer.”

Case Studies — Community Investment

Education

Volunteers from across our offices work with schools in socio-economically disadvantaged areas to assist pupils with their academic and extra-curricular work. We help them to raise their aspirations and achievements so they can secure the same opportunities as their peers.

Elizabeth Garrett Anderson School, London

We sponsored 12 students and their teachers from Elizabeth Garrett Anderson School in London to visit The White House upon the invitation of First Lady Michelle Obama. For many of the pupils this was their first trip abroad. The students, some of whom participate in our flagship education program Debate It!, had a packed agenda, including meeting female diplomats, taking part in a community volunteering project, attending a press interview at the U.S. Department of State, and even meeting with the president and first lady, as well as British Prime Minister David Cameron and his wife Samantha.

One pupil, Gamze Kaplan, had her oratory skills firmly tested when she was asked to present to Michelle Obama and Samantha Cameron in a special reception at The White House. Gamze said:

“The opportunity to present in front of Michelle Obama was the most surreal experience of my life ... I will apply my confidence and skills [learned] in future opportunities and also treasure the opportunity forever.”

We use Hogan Lovells geographical reach and technology to support our education programs. We held a video conference link-up between our London and Denver offices to provide pupils from our London Debate It! club and elementary pupils from Cheltenham Elementary School in Denver with the opportunity to “meet” and present to each other. Pupils on both sides of the Atlantic presented on a variety of topics from culture and cuisine to famous landmarks.

Elizabeth Garrett Anderson School pupils visit The White House



“The relationship with Hogan Lovells is of great importance to the school. Through the partnership, we are able to develop programs and activities [that] not only support academic achievement but also help to build social capital, which is crucial if the girls are to overcome the challenges and barriers they face so that they can go on to reach the top in their chosen field.”

*Jo Dibb, head teacher,
Elizabeth Garrett
Anderson School*

Marie Reed Elementary School, Washington, D.C.

In our Washington, D.C. office, lawyers and other professionals volunteer during their lunch hours for “power lunches” with students in a local public school through Everybody Wins!.

Everybody Wins! pairs students with reading mentors with the goals of instilling a love of reading and learning and fostering a sense of self-esteem. Volunteers are set up with an alternate, and the two take turns going to Marie Reed Elementary School one day a week to read with an individual student for an hour. Volunteers have seen noticeable progress in the students’ reading levels and confidence in reading aloud since the start of the program.

Similar projects are in place across our other offices. For instance, New York runs a reading pajama party for children enrolled in a Head Start preschool education program during the school holidays at which children are given pajamas and books to take home with them.

Lockwood Avenue Elementary School, Los Angeles

Friends of Lockwood is a nonprofit organization dedicated to enriching and enhancing the lives of the 600 students between prekindergarten and fifth grade who attend Lockwood Avenue Elementary School in Los Angeles. Hogan Lovells partners with this grassroots organization to plan and produce fun, educational opportunities for the students outside of the classroom. Throughout the past two years, our employees and their friends and family have volunteered more than 280 hours at various Friends of Lockwood events. Hogan Lovells participation accounts for over 30 percent of Friends of Lockwood’s event organization and volunteer staffing.

Pupils outside the Denver office after their video conference



Mosaic, London

Hogan Lovells is the founder partner of Mosaic, a charity that inspires Muslim children from low-income communities to achieve their potential. Hogan Lovells volunteers mentor pupils at Elizabeth Garrett Anderson School and together with other corporate mentors they have been supporting children through the Apex enterprise challenge, a national competition that aims to develop and encourage their entrepreneurial skills. The national final was held in the London office and involved live presentations of business ideas developed by the teams with their mentors in the presence of His Royal Highness the Prince of Wales and Her Royal Highness Princess Badiya of Jordan.

Hogan Lovells Co-CEO David Harris, Her Royal Highness Princess Badiya of Jordan, and His Royal Highness the Prince of Wales at a Mosaic event hosted by Hogan Lovells



Children and volunteers at a Head Start reading pajama party

Children enjoy a Halloween carnival through the Friends of Lockwood program



Introducing the legal profession to students

Our community volunteering supports our firmwide focus on increasing diversity within and access to the legal profession. We support our diversity initiatives and better communities by participating in projects that introduce students to basic legal principles and how the law is used around them in everyday life. For example:

- Our Washington, D.C. office partners with Thurgood Marshall Academy and holds workshops for its students on various aspects of the law through a Law Day Program.
- Our Paris office partners with InitiaDroit, a nonprofit organization linked to the Paris Bar Association. We work with InitiaDroit to develop tailored presentations for students in primary and secondary schools on a variety of law-related subjects.
- Our Northern Virginia office partners with legal professionals from our client WellPoint to participate in a Street Law Corporate Legal Diversity Pipeline Program. With support from Street Law (a nonprofit organization that creates classroom and community programs that teach people about law, democracy, and human rights), the Hogan Lovells–WellPoint team developed a curriculum using the Affordable Care Act as the framework to teach students about legislation and the judicial process. The team guest-taught lessons to government classes at Falls Church High School, and the program culminated in a field trip to Hogan Lovells’ Northern Virginia office for a mock congressional hearing.

Fighting isolation of the aged and infirm

Isolation of older people is a serious problem in many large cities, with elderly residents who are far removed from their families suffering from a lack of support and contact. Volunteers from across Hogan Lovells work with a range of community organizations to tackle this issue. The following examples highlight some of our work in this area.

- Members of our New York office deliver meals on a regular basis to more than 100 elderly and disabled people through the city’s Meals on Wheels program.
- Through our partner Food & Friends, volunteers in our Washington, D.C. office deliver specially prepared meals weekly to persons living with HIV/AIDS, cancer, and other life-challenging illnesses.
- Our Singapore office has volunteered on three separate occasions to clean and/or decorate the homes of some of Singapore’s elderly and underprivileged. Working with island-wide organizations such as Beyond Social Services and the Henderson Aged Reachout Programme, they have helped 16 separate households.
- In our London office, volunteers help local elderly residents with their computer skills through a “silver surfers” mentoring program and assist the local community center with their regular “tea and dance” activities.

Singapore volunteers redecorating homes



“I found it a very rewarding experience providing meals and personal contact to the homebound elderly New Yorkers who are in need.”
New York office volunteer, Hogan Lovells

“WellPoint’s Legal Department is dedicated to increasing diversity within our workforce, workplace, and marketplace through community outreach and partnership development. Our participation in Street Law’s Corporate Legal Diversity Pipeline Program helps fulfil this mission by teaching students about the law and creating interest in the profession. We would not be as successful in this endeavor without the support and collaboration of our committed panel firms. We are excited to partner with Hogan Lovells in our Northern Virginia Street Law program and look forward to a continued collaboration.”
Davina Patterson Biddle, senior legal counsel, WellPoint, Inc.

Emergency assistance

The difficult economic climate has left many families struggling to meet their basic needs, relying on support from government or local nonprofit organizations to assist them. Volunteers assist various charities and community organizations to provide some welcome relief and assistance, as the following examples show:

- New York office volunteers traveled to the Midland Beach section of Staten Island to help provide meals to residents who were badly affected by Hurricane Sandy. Hogan Lovells worked with City Harvest, arranging for the delivery of over 1,000 pounds (453 kilograms) of protein. Volunteers unloaded trucks of food, served the hungry and homeless.
- Volunteers in our Madrid office assist Spanish nonprofit organization FHOME, which runs soup kitchens that feed over 400 people daily. Volunteers support the effort with help on logistics, collecting, and delivering food and drink to assist the charity.

Volunteer assists a “silver surfer” at London’s St. Luke’s Community Centre



New York office volunteers serve meals to Hurricane Sandy victims



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