

FOR THE

GOOD OF ALL

HIGHLIGHTS

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A MESSAGE FROM

JIM SEGERDAHL

Global Managing Partner

For most, 2022 continued a trend of unusual times. The tenacity of the COVID-19 virus and its continuing impacts, uncertainty in the global economy, humanitarian crisis driven by war in Ukraine, and global political instability have contributed to create another challenging year.

However, the past year also highlighted the power and tenacity of human resolve. We have seen such resolve—of those across the globe and across the street—as we continue to learn from challenging circumstances, adapt to the adversity of recent years, and continually strive to improve in all that we do.

As we move forward, we can be sure of only one thing: uncertainty will continue. But uncertainty does not require us to stand still. As a firm, we choose to view the days ahead as an open field of opportunity—an opportunity to build stronger connections, better practices, healthier communities, and brighter futures for all.

We remain committed to actively prioritizing these intentions, exploring the best ways to expand and improve upon our annual efforts. In 2022, our lawyers and allied professionals provided a solid foundation on which we will continue to build. While impossible to detail every contribution, this publication summarizes the demonstration of firm values through **COMMUNITY SERVICE**, **PRO BONO**, **SUSTAINABILITY**, and **DIVERSITY** initiatives and our commitment to the good of all.





“

Community service has always been a pillar of our firm, and at the center is our Global Day of Service. I'm so proud to be part of this effort each year, and my pride is shared by hundreds of our lawyers and professionals around the globe.”

COMMUNITY SERVICE

SCOTT WILKENS

Chair, Global Day of Service
Director of Administration, Miami

Engaging with the communities in which we live and work is a strong, shared value across our global platform. As a firm, we encourage our people to give back by contributing their time and talents toward the greater good. Various efforts showcase our community commitment year-round, but it is best embodied by our annual Global Day of Service.

Established in 2013, the Global Day of Service is a highly anticipated activity that fosters and strengthens community connections by lending a hand to individuals and organizations in need. Each year, hundreds of firm members channel its theme, The Power of Giving Back, as they support the causes and address the needs of organizations through targeted volunteer efforts in communities throughout the world.

As world events continue to unfold and new challenges arise, the need for community outreach and service to others grows even greater. We hope our 2022 Global Day of Service events and other initiatives helped move the needle in the cities and regions we serve.

COMMUNITY SERVICE

GLOBAL DAY OF SERVICE

Caring for the Community

The spirit of our annual Global Day of Service is in giving back to the very communities we live and work. This allows us to create and strengthen key relationships with important organizations close to home, while as a firm, lending a hand all around the world.

Members of our **London** office supported the **LONDON COMMUNITY FOUNDATION**, an organization that gives money to small charities and community groups whose existence is generally below the public radar. Volunteers raised over £650 with a special lunch menu and an afternoon cake sale and donated all proceeds to the foundation.

Our **Washington, D.C.**, office worked to preserve local beauty at **KENILWORTH AQUATIC GARDENS** by performing various park restoration projects. Kenilworth Aquatic Gardens is a national park in the historic Kenilworth neighborhood, along the Anacostia River.

In **Hong Kong**, volunteers focused on clothing community members in need while addressing fashion-related waste, and teamed up with **REDRESS** for an in-office clothing drive





and delivery effort. Redress is an environmental non-governmental organization based in Hong Kong, working to reduce waste in the fashion industry. Our team collected 50 pounds of clothing.

Our **Dubai** office celebrated the firm's annual Global Day of Service by volunteering with **SMARTLIFE**, an organization whose aim is to help the average blue-collar worker. The group prepared toiletry bags and clothing to distribute and organized free haircuts for laborers.

Team members of our **Wilmington** office volunteered with **HABITAT FOR HUMANITY OF NEW CASTLE COUNTY**, an organization that preserves affordable homeownership by building homes, communities, and hope in New Castle County, Delaware. The group measured and assembled materials to build affordable housing.



The firm's **Beijing** office brought together several organizations in its community to organize and implement a fundraising walk to support art and education programs in 100 rural schools. Partner organizations included **LOVE AND FUTURE ENTERPRISE VOLUNTEER ACTION, CHINA YOUNG ARTISTS CHARITY FOUNDATION (CYACF) YOUNG ARTISTS PUBLIC WELFARE FUND, CHINA CHARITIES AID FOUNDATION FOR CHILDREN, and BEIJING FOREIGN ENTERPRISE HUMAN RESOURCES SERVICE CO., LTD. (FESCO).**

COMMUNITY SERVICE



Environmental Sustainability

Each year, several of our annual Global Day of Service events focus on the importance of sustaining the environment. As a firm, we are committed to protecting our fragile environment, and utilizing sustainable practices to defend and preserve our planet for future generations.

In **Seoul**, firm volunteers got their steps in while keeping the community clean in a "plogging" event with the **ICHON GLOBAL VILLAGE CENTER**. Plogging is a unique trash-collection exercise that combines jogging and trash pickup. The Ichon Global Village Center was established in 2008 to help immigrants, particularly from Japan, settle in the Korean community.

Our **Brussels** office helped to sustain the environment with a clean-up effort in the **SONIAN FOREST**. The Sonian Forest is an area of natural beauty that extends deep into the city of Brussels and the surrounding towns and villages. Volunteers collected several bags of trash.

Seattle office members volunteered with **RONALD McDONALD HOUSE CHARITIES** to prepare the Ronald McDonald House gardens for winter weather. Ronald McDonald House Charities is an independent American nonprofit organization that creates, finds, and supports programs that directly improve the health and well-being of children.

Our **Orange County** office joined **NEWPORT BAY CONSERVANCY**, an organization that protects and preserves Upper Newport Bay, at its Big Canyon restoration site. The group protected new plantings by removing invasive weeds that threatened native plant communities.

Members of our **Taipei** office participated in a coastal and beach cleanup event with the **ENVIRONMENTAL PROTECTION ADMINISTRATION, EXECUTIVE YUAN OF TAIWAN**. The Environmental Protection Administration, Executive Yuan is a cabinet-level executive agency responsible for protecting and conserving the environment in the Republic of China.

The firm's **Sydney** office worked with **PLANTINGSEEDS** as part of their B&B Highway project. The B&B stands for Bed & Breakfast, as well as biodiversity for birds, bees, and butterflies threatened by habitat loss. Volunteers helped the organization to regenerate passageways and native vegetative corridors in urban areas to give much needed rest to pollinators who are experiencing population declines. PlantingSeeds is an environmental protection and sustainable education program, which fosters biodiversity in urban and peri-urban environments. **Melbourne** team members also worked with the organization to plant and augment native vegetation that supports endangered



COMMUNITY SERVICE

pollinators, sustainability, and biodiversity. The office visited a school and planted flowers, built homes for local blue-banded bees, and attended an education session. Additionally, groups from our **Perth** and **Brisbane** offices teamed up with PlantingSeeds and prepped planter beds with a focus on fostering environmental sustainability.

Trees and forestry are important and essential parts of the environment. **Pittsburgh** office members worked to sustain tree life at **TREE PITTSBURGH**, an environmental nonprofit organization dedicated to enhancing community vitality by restoring and protecting the urban forest through tree planting and care, education, advocacy, and land conservation. Our teams containerized trees and shrubs for the winter.

A **Pittsburgh** team also gave back to the environment with **THE WOODLANDS FOUNDATION**. Volunteers cleaned up the outdoor areas and performed landscaping. The Woodlands provides children and adults with disabilities an accessible environment, innovative programs and activities, and a passionate, nurturing staff.



Feeding the Hungry

World hunger is a fight that demands everyone's support. For this reason, many of our offices made feeding the hungry their main priority this Global Day of Service.

Members of our **Harrisburg** office helped the **CENTRAL PENNSYLVANIA FOOD BANK** give back to those in need of essential food items. Volunteers organized and boxed food to share with local distributors. The Central Pennsylvania Food Bank is a nonprofit organization committed to ending hunger in 27 counties across central Pennsylvania.

Our **Newark** office collaborated with the **COMMUNITY FOOD BANK OF NEW JERSEY**, an organization that provides food and assistance programs to those in need. The team was in charge of sorting and packing donations received, as well as weighing and labeling the packages for distribution. They sorted and filled well over 200 boxes.

Research Triangle Park office members volunteered at the **FOOD BANK OF CENTRAL & EASTERN NORTH CAROLINA, DURHAM BRANCH**. The group sorted and bagged potatoes for pick up. They prepared just under 6,000 pounds, which converts to 5,700 meals for those in need. The Durham Branch of the Food Bank of Central & Eastern North Carolina serves six



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counties. In these counties, more than 106,000 people live in food insecure households, and nearly a third of them are children.

Our **San Francisco** and **Palo Alto** offices held a joint fundraiser for the **SAN FRANCISCO-MARIN FOOD BANK**, and raised US\$1,300. Each year, the San Francisco-Marín Food Bank distributes over 55 million pounds of food to people facing hunger.

The **Boston** office collaborated with the **GREATER BOSTON FOOD BANK (GBFB)** for a virtual fundraiser. This effort allowed participants to contribute from their homes and beyond. The GBFB is the largest hunger-relief organization in New England, and is among the largest food banks in the country. The team raised nearly US\$3,000.

The firm's **Kansas City** office volunteered with **HARVESTERS—THE COMMUNITY FOOD NETWORK** and repackaged bulk donations for redistribution throughout Harvester's network of food pantries and kitchens. The team also attached caloric and ingredient labels and inspected the packaging of vegetables for use in the “Meet & Eat” and “Read & Feed” programs, which provide healthy food to hungry, school-aged children in Kansas City and surrounding communities by partnering with local schools and libraries.



Members of our **Pittsburgh** office volunteered at **GREATER PITTSBURGH COMMUNITY FOOD BANK** in the Market and the Volunteer Engagement Center stocking shelves, sorting donations, packing boxes, and helping guests shop. Greater Pittsburgh Community Food Bank's goal is to increase access to nutritious food.

In **Frankfurt** and **Munich**, team members worked with **MÜNCHNER TAFEL E.V.** With the help of volunteers, the organization supports 15,000 citizens in each city, every month, through their food distribution points, and about 12,000 people in more than 50 social institutions.

Helping Those in Need

Doha volunteers worked with the **MIGRANT WORKER & OTHER FILIPINO RESOURCE CENTER** (MWOFRFC) to gather, organize, and package necessities for migrant workers. Through their programs and services, MWOFRFC supports the leadership and empowerment of low-income youth, low-wage workers, immigrant women, and families so they can effectively engage in improving the conditions of their health, schools, workplaces, neighborhoods, and environment. MWOFRFC serves as a central hub for welfare and assistance to migrant Filipinos.



COMMUNITY SERVICE

The **Charlotte** office assembled snack packs to donate to **THE CRISIS ASSISTANCE MINISTRY**, a nonprofit organization that provides assistance and advocacy for people in financial crisis, helping them move toward self-sufficiency and prevent homelessness. Each snack pack included a variety of snacks, a drink, and a kind note. These supplies were provided to those seeking financial assistance or shopping at the Ministry's Free Store.

A team from our **Miami** office volunteered at **THE GLOBAL EMPOWERMENT MISSION**, which collaborated with **BSTRONG**. Bstrong's mission is to provide emergency assistance to people in crisis. Our office packed 500 essential boxes distributed to Florida families and communities affected by Hurricane Ian.

Animals are helpless, and often put in uncomfortable or uninhabitable situations. To help remedy these situations, our **Portland** office volunteered with **THE PIXIE PROJECT**, a nonprofit animal adoption center and rescue. They collected and donated items for shelter animals, including blankets, food, toys, and more.

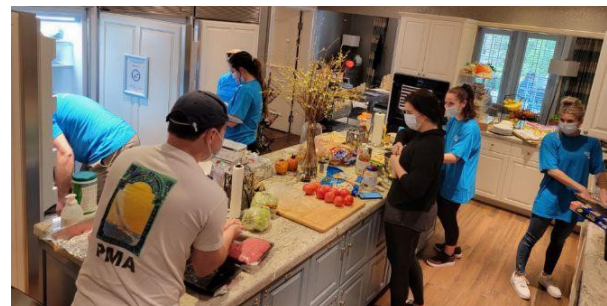


Our **Raleigh** office teamed with the **DIAPER BANK OF NORTH CAROLINA**, an organization that provides personal hygiene products and other basic necessities to remove barriers to education, employment, or personal fulfillment. The group wrapped diapers and feminine hygiene products.

Honoring Local Heroes

Members of our **Charleston** office volunteered at the **RALPH H. JOHNSON VA MEDICAL CENTER FISHER HOUSE**, a home away from home for the families of veterans receiving care. They prepared a build-your-own burger dinner complete with fries. They also cleaned the front porch and some common areas, and presented Fisher House with a gift certificate to a local grocery store.

Team members in **New York** engaged **WEHERO**, which designs, plans, and executes corporate volunteer experiences that create social impact. Our volunteers prepared toiletry bags for disaster relief.



COMMUNITY SERVICE



Serving the Homeless

Hundreds of millions face the hardship of living without shelter and other human necessities that we take for granted. As in past years, several of our offices spent time giving back to these displaced community members and youth.

Our **Austin** office volunteered with **MICAH 6 PROJECT**, an organization that provides access to healthy foods and hygienic facilities for the homeless community. Two teams worked diligently in its food pantry.

Chicago firm members made over 100 lunches for **INSPIRATION CORP.**, an organization that provides housing, meals, and job training to low-income and unhoused Chicagoans.

In **Los Angeles**, team members combined exercise with community service through a virtual jog, bike, and run fundraiser with **MY FRIEND'S PLACE** in support of homeless youth. My Friend's Place offers comprehensive services to youth experiencing homelessness between the ages of 12 and 25.



Team members in **Fort Worth** worked with **PRESBYTERIAN NIGHT SHELTER** to fill approximately 100 hygiene bags and snack bags to deliver to the houseless community. The Presbyterian Night Shelter is a place of trust, respect, and caring for the homeless, helping them regain their quality of life.

A group of **Pittsburgh** volunteers prepared and distributed lunches for **RED DOOR MINISTRIES, AKA "THE RED DOOR."** The Red Door's mission is to serve the most vulnerable in downtown Pittsburgh with food and love.

Supporting Children and Families

Today's youth will shape tomorrow's world, which is why we must ensure that they have the necessary tools, resources, and support for growth and development. Lack of proper education, health care services, nutrients, and essentials is a crisis that we recognize, and we have dedicated time and care to causes that target disadvantaged children.

Berlin office members worked with **YOUTH AID AND EDUCATION**, a voluntary youth welfare organization. They offer effective, targeted, and individualized services for children, young people, and their families



COMMUNITY SERVICE

Members of our **Austin** office gave back with **RONALD McDONALD HOUSE CHARITIES OF CENTRAL TEXAS**, whose mission is the health and well-being of children. Volunteers prepared lunch for those in need of a meal. Similarly, **Washington, D.C.**, team members assembled more than 200 snack kits for families of the **RONALD McDONALD HOUSE CHARITIES OF GREATER WASHINGTON**. **Seattle** office volunteers also worked with RMHC to assemble gifts for children. **Chicago** team members took part in the effort, and assembled over 75 activity kits with crafts, toys, and art supplies for children.



In **Nashville**, firm members worked with **LOVE ON WHEELS**, a nonprofit organization that supplies new suitcases filled with necessities to children entering the foster care system. Volunteers helped in packaging these items for distribution. One of the bags packed by our office was delivered to a 17-year-old boy the day he entered the foster care system.



Our **Seattle** office volunteered with **TREEHOUSE**, an organization that provides children who have experienced foster care with opportunities to support and pursue their dreams and transition successfully into adulthood. The group built 400 shipping boxes and filled them with educational toys, gaming headsets, and galaxy-projecting speakers. Treehouse delivered the gifts to youth who were in the foster system during the winter holidays.

Houston teammates supported children, animals, and veterans with the help of **INTERFAITH MINISTRIES FOR GREATER HOUSTON**, a United Way agency. The group packaged pet food and hand-made pet toys to include with food deliveries for families who have pets. Volunteers also made cards for veterans and their families. For more than 50 years, Interfaith Ministries for Greater Houston has united people of all faiths and backgrounds to provide services to neighbors in the Greater Houston area.



COMMUNITY SERVICE

In **Shanghai**, our volunteers supported **SUNSHINE HOUSE OF JING'AN TEMPLE COMMUNITY**, a help center for mentally handicapped children. Team members participated in a training session for basic life skills and abilities for these children.



A group of **Pittsburgh** team members worked with **CATHOLIC CHARITIES OF THE DIOCESE OF PITTSBURGH** to organize and conduct a "Pregnancy and Parenting Boutique." An additional group designed and decorated tote bags, and filled them with literacy items for children.

From Boston to Berlin to Brisbane, we are proud of everyone who embraced the firm's **GLOBAL DAY OF SERVICE** in 2022, and the **POWER OF GIVING BACK** they displayed around the globe.

100s OF EMPLOYEES.

10 COUNTRIES.

OVER 45 GREAT CAUSES.



ORGANIZATIONS WE SERVED

- Beijing Foreign Enterprise Human Resources Service Co., LTD
- Bstrong
- Catholic Charities of the Diocese of Pittsburgh
- Central Pennsylvania Food Bank
- China Charities Aid Foundation for Children
- Community Food Bank of New Jersey
- China Young Artists Charity Foundation (CYACF) Young Artists Public Welfare Fund
- Diaper Bank of North Carolina
- Environmental Protection Administration, Executive Yuan of Taiwan
- Food Bank of Central & Eastern North Carolina, Durham Branch
- Greater Boston Food Bank (GBFB)
- Greater Pittsburgh Community Food Bank
- Habitat for Humanity of New Castle County
- Harvesters–The Community Food Network
- Ichon Global Village Center
- Inspiration Corp.
- Interfaith Ministries of Greater Houston
- Kenilworth Aquatic Gardens
- London Community Foundation
- Love and Future Enterprise Volunteer Action
- Love on Wheels
- Micah 6 Project
- Migrant Worker & Other Overseas Filipinos Resource Center
- Münchner Tafel E.V.
- My Friend's Place
- Newport Bay Conservancy
- PlantingSeeds
- Presbyterian Night Shelter
- Ralph H. Johnson VA Medical Center Fisher House
- Red Door Ministries, AKA The Red Door
- Redress
- Ronald McDonald House Charities
- Ronald McDonald House Charities of Central Texas
- Ronald McDonald House Charities of Greater Washington
- San Francisco-Marin Food Bank
- Smartlife
- Sonian Forest
- Sunshine House of Jing'an Temple Community
- The Crisis Assistance Ministry
- The Global Empowerment Mission
- The Pixie Project
- The Woodlands Foundation
- Tree Pittsburgh
- Treehouse
- WeHero
- Youth Aid and Education



“

We are proud of the variety of ways in which our colleagues serve those in need in their communities and around the world through pro bono work.”

PRO BONO

ROSEMARY ALITO

Chair, Firmwide Pro Bono Committee

Practice Area Leader, Labor, Employment, and Workplace Safety

Partner, Newark

Our firm believes that first-rate legal service should be accessible for all across our global community. We honor this belief through our ongoing commitment to pro bono service, supporting in particular those who otherwise could not afford such services.


Each year, our lawyers engage in hundreds of pro bono efforts across offices, matters, and borders to strive toward fulfilling this professional responsibility. Throughout 2022, we worked alongside underrepresented communities, victims of abuse and trafficking, military veterans, refugees seeking asylum, wrongfully convicted individuals, and nonprofit organizations that support initiatives from fighting pediatric cancer to securing human rights.

We are proud and grateful to dedicate the efforts and resources of our firm in **FIGHTING FOR EQUAL JUSTICE, AIDING VETERANS, DEFENDING HUMAN RIGHTS, STRENGTHENING COMMUNITIES, PROVIDING SAFE HAVEN, AND SUPPORTING ORGANIZATIONS THAT SUPPORT OTHERS**. We value the opportunity to share our stories with you.

PRO BONO

FIGHTING FOR EQUAL JUSTICE

We have proudly supported the work of the **Pennsylvania Innocence Project** for years. Among other things, the PA Innocence Project provides pro bono investigative and legal assistance to people who have unjustly been convicted of crimes they did not commit and whose innocence can be proven by DNA testing or by other newly discovered evidence. Each year, the PA Innocence Project receives hundreds of requests for help from incarcerated Pennsylvania men and women. They meticulously review each case using a four-stage vetting process. This year, in addition to filing an amicus brief on the organization's behalf, we worked on a number of Stage 3 Reviews, which involve assessing the case of an individual who claims innocence and preparing a thorough report with a recommendation as to whether the case is one that the PA Innocence Project should decline, investigate further, or accept. Lawyers and allied professionals from Boston, Harrisburg, Los Angeles, Nashville, Newark, Orange County, Pittsburgh, Portland, and Seattle participated in this work in 2022.



K&L GATES FOR **EQUAL JUSTICE**

Our Diversity Committee and Pro Bono Committee launched this joint initiative in 2020 to promote unity and equal justice. The program has a particular focus on voting rights, criminal justice reform, and equal justice for Indigenous people.

A team that included Sydney partner Sandra Steele and senior associate Karin Lee successfully defended two **well-known and respected Aboriginal elders** against a developer seeking compensation for expenses incurred in a failed joint venture. In 2017, our clients entered into a joint venture agreement with a local developer planning to subdivide and develop their residential property in New South Wales. When this agreement failed to move forward and was terminated, the developer registered a claim on the property, seeking repayment of all costs incurred during the joint venture project and commencing proceedings against our clients in the Supreme Court of New South Wales.

Our clients' application to remove this caveat was successful at a hearing in February 2022, when the developer was ordered to withdraw the caveat within three days, as well as to compensate our clients for the cost of the application. This successful outcome resulted in a complete settlement of the dispute and dismissal of proceedings against our clients.

These individuals are revered for their contributions to the New South Wales community. Descendants of the D'harawal First Nations Peoples of Australia, their knowledge of the land's history, environment, and Aboriginal cultures remains instrumental for future generations.

Pittsburgh partner Nicholas Vari worked with the ACLU of Pennsylvania on its amicus brief in a significant **Pennsylvania Supreme Court case that extended the principles of the Fourth Amendment to social services home inspections.** The brief supported the position of a woman subject to an involuntary child services home inspection.

The Philadelphia Department of Human Services (DHS) received an anonymous report regarding a woman seen sleeping and protesting outside Philadelphia Housing Authority offices. When the woman declined to allow a DHS employee inside her family home to investigate the report, DHS filed petitions to compel cooperation with this visit. The trial court granted these petitions, and the woman's argument in an appeal to the Superior Court—that this home investigation had violated her Fourth Amendment right to protection against unlawful search and seizure—was unsuccessful.

The Supreme Court reversed and issued a decision that now bars child welfare agencies from searching family homes without probable cause, significantly advancing legal protections for families affected by racially disproportionate welfare surveillance.

PRO BONO

In the firm's Los Angeles office, we represented **Spanish-speaking elders who own a home, but are on a fixed income**. They take great pride in their home and wanted to ensure that they would be financially able to keep it. In an effort to reduce their electricity bills, the couple sought to take advantage of a government program that offered rebates for solar panel installations. Unfortunately, they were victims of a scheme by a company that did not disclose that they would be subject to high interest rate loans and liens on their home in connection with the solar project. Our team filed suit on behalf of the couple seeking relief from the contracts. After more than a year and a half of litigation, the matter was ultimately resolved favorably for our clients. The team working on this case included associates Trevor Wynn, Connor Meggs, Sabrina Fani, and partner Christopher Kondon.

In 2022, our firm

**DEVOTED MORE THAN
41,000 HOURS**

to pro bono cases.

ADING VETERANS

For the last eight years, a Public Policy and Law team led by Washington, D.C., and Boston government affairs advisor Amy Carnevale, has represented the family of Glen Doherty, one of the former Navy SEALs killed in the 2012 attack on the U.S. diplomatic compound in Benghazi, Libya. The team worked to build strong, bipartisan and bicameral support for collectively awarding the **Congressional Gold Medal** to all four men who led lives of service and sacrifice for our nation.

First awarded to George Washington by the Continental Congress in March 1776, the Congressional Gold Medal is the highest honor Congress can bestow. Accordingly, the awards are extremely difficult to obtain. Two-thirds of the members of the House of Representatives and the Senate must sign their names to legislation in order for an award to be approved. With assistance from Manny Rouvelas, Bruce Heiman, Dennis Stephens, Darrell Conner, Scott Nelson, Rick Valentine, Andrew Tabler, Matt Manning, Sarah Swanson, the late Senator Slade Gorton, and numerous other colleagues over the years, the team worked to obtain this exceedingly difficult honor for the Doherty family.

To do so, our Public Policy and Law team took what had unfortunately become one of the most politically divisive incidents in recent history, and transformed it into an overwhelmingly bipartisan recognition that these four men richly deserve the thanks of a grateful nation. The members of Congress brought together by our team in this effort span the geographic and ideological spectrums—from Hawaii to Maine, and from the staunchly conservative to the self-proclaimed socialist.

In late July 2022, with 295 members signed on, the legislation cleared the House. With 71 Senators signed on, it was unanimously approved by the Senate in December and sent to President Biden's desk to become law. As the bill completed the final step of the process, Glen's sister said, "*right now, I have no words,*" and the mother of fellow SEAL Tyrone Woods said, "*I'm walking on air.*" The families have worked tirelessly alongside our Public Policy and Law group colleagues, while also carrying on their loved ones' legacies through foundations and charitable endeavors in their memory.

On 21 December, President Biden signed the bill into law. The U.S. Mint will thus commence creating the medal, which will be presented to the families of the men in a ceremony at the U.S. Capitol sometime in 2024. Thereafter, the medal will be housed at the CIA Museum in Langley, Virginia, and will be made available for travel to events and locations of importance to each of the men's lives.

As difficult as Congressional Gold Medals are to obtain, this marks the third time that our Public Policy and Law group has achieved this in recent years. Our Maritime group, under the leadership of Washington, D.C., partner Mark Ruge, successfully obtained one on behalf of Merchant Mariners, and former partner Judson Greif led a team that successfully honored America's "Fighter Aces." Completion of all three of these efforts is a testament to both the passion of our firm to honor noble causes, as well as the broad bipartisan and bicameral reach that our Public Policy and Law group is able to leverage in support of efforts for all firm clients.

PRO BONO

Ted Kornobis and Chelsie Rimel, working with our pro bono partners at the National Veterans Legal Services Program, represented a **Vietnam War veteran** in a successful appeal of a decision denying him benefits for his bladder cancer. Our client, who served honorably in the U.S. Navy from 1965-69 and was awarded a Vietnam Service Medal, applied for benefits because his doctors diagnosed his bladder cancer as connected to his exposure to Agent Orange in Vietnam. The Department of Veterans Affairs (VA) agreed that he suffered from bladder cancer and was presumptively exposed to Agent Orange, but disagreed that the cancer was related to the exposure and denied the claim. On appeal to the U.S. Court of Appeals for Veterans Claims, we argued that the VA's decision was legally flawed because, among other things, it relied on a medical opinion that did

not adequately address all of the evidence and theories. In addition, while the appeal was pending, Congress passed a law that created a legal presumption that bladder cancer in Vietnam veterans is connected to service-connected herbicide exposure. In June 2022, the court issued a ruling in favor of our client, vacating the VA's decision and remanding for a ruling consistent with the new presumption in favor of service connection for bladder cancer.

Newark counsel Dana Parker and her colleagues succeeded in obtaining an adjustment to the disability rating for a **Veteran who has been suffering from PTSD**. This resulted in a payment of more than US\$40,000 in past benefits to which he was entitled and a significant increase in his monthly benefits going forward.



In 2022, we performed over

1,500 HOURS OF PRO BONO WORK

FOR VETERANS AND VETERANS CAUSES

DEFENDING HUMAN RIGHTS

Our firm participated in the Investment Support Programme for Least Developed Countries implemented by the International Development Law Organization since its official launch in 2017, and continues to be a strong supporter of this important pro bono initiative. For example, in 2021, we worked with others to provide capacity building in international investment law and arbitration for the Ministry of Trade, Industry, Regional Integration & Employment of the **Government of The Gambia**, a sovereign State in West Africa and one of the world's least developed countries. These sessions highlighted key topics in public international law, such as customary international law, treaty interpretation, state attribution, state responsibility, treaty negotiation, investor-state dispute settlement, and the contemporary landscape of international investment agreements.

More recently, in 2022, we developed an innovative model bilateral investment treaty for The Gambia, in collaboration with Chester Brown of Essex Court and Alessandra Mistura of the International Development Law Organization. The model treaty, known as the Sustainable Investment

Facilitation and Cooperation Agreement (SIFCA) is the **first bilateral investment treaty to incorporate certain human rights components**. In particular, innovations that the model incorporates for the first time include investor obligations based on the UN Guiding Principles on Business and Human Rights; the first-ever state agreement to investment arbitration under the Hague Rules on Business and Human Rights Arbitration; the first-ever tribunal jurisdiction over third-party claims asserted against the investor by natural persons who have suffered the violation of internationally recognized human rights arising from a covered investment.

After developing the SIFCA for use by The Gambia, some of our lawyers were invited to its capital, Banjul, to participate in a validation process, explain the model to the other ministries in The Gambia's government, and engage with the executive branch of The Gambia for the formal adoption of the model.

Other developing countries may also use this model treaty in the future. If the SIFCA model gains acceptance, the potential long-term implications could include the development of a new generation of international investment agreements that unites the previously separate spheres of

PRO BONO

human rights, environmental protection, and investment protection for the first time in negotiated legal instruments in public international law.

A team from our Melbourne office that included Tim Appleby, Christien Corns, Milou Derks-Convery, and Meg Parry provided ongoing pro bono support for a **refugee who had been in detention since 2013**. The team initially worked on an application for him to be transferred from Nauru to Australia for medical treatment. After he was transferred to Australia in 2020, he was immediately detained again in the Melbourne Immigration Transport Accommodation and, later, the Park Hotel. We made submissions to the Minister for Immigration to exercise his discretion to release our client from detention and allow him to live in the community in Melbourne. In late March, this client was finally granted a bridging visa and released into the community.

We conducted research and advisory work on the national implementation of international humanitarian law for the International Committee of the Red Cross. Lawyers and allied professionals from Austin, Berlin, Harrisburg, London, Newark, Paris, Pittsburgh, Seattle, Singapore, Sydney, and

Washington, D.C., participated in this work. They included Daniela Rojas, Patrick Marré, Sam Boden, Amy Groff, Camilla De Moraes, Courtney Hunter, Veronica Kampfe, Samuel Boccara, Sarah Czepinski, Nadia Brooks, Ryan Reilly, Lori Hosni, David Wang, Mary Thurston, Robert Houston, Katherine Smith, Christine Chen, Ashley Bailey, Cassie Grant, Bernard Sia, Isha Rana, Lauren Sandground, and Linda Odom.

Our firm received the TrustLaw Impact Award for its work for the **Commonwealth Human Rights Initiative** (CHRI). For this project, lawyers from the firm's Singapore and London offices assisted CHRI with conducting a comparative review of the legal policy framework of **pretrial detention** across the 54 Commonwealth Member States. The cross-office team included partner Raja Bose, special counsel Camilla de Moraes, and senior associate Robert Houston. They coordinated with local counsel, ministries, and other individuals for 46 of the Commonwealth jurisdictions, with CHRI separately conducting research or obtaining support from participating law firms in the remaining jurisdictions of the Commonwealth.

The research resulted in a report containing its findings,

Guilty Till Proven Innocent?: Safeguarding the Rights of Pretrial Detainees across the Commonwealth. Its global release took place during the 2022 Commonwealth Heads of Government Meeting (CHOGM) in Kigali, Rwanda, in June 2022. Specifically, the report's launch occurred at the Commonwealth People's Forum 2022, a gathering associated with the CHOGM that is intended to "ask and try to answer the big, important questions of our age." A core finding of the report is that, across the Commonwealth: "There are gaps in legal policy frameworks that are essential to safeguard the rights of pre-trial detainees, thus necessitating an immediate and in-depth review of such laws by governments. This is important as pre-trial detention not only impacts the person detained, but can have a damaging socio-economic impact on detainees' families and communities outside prison, too."

Madhurima Dhanuka, CHRI's Head of the Prison Reforms Programme, stated: "We wish to extend our sincere thanks to all of the participating firms in this important review of the laws on pre-trial detention across the Commonwealth Member States. In particular, the global law firm K&L Gates provided invaluable assistance in coordinating legal research with local counsel across 46 of the 54 Commonwealth

jurisdictions. Without that critical support, the essential work accomplished across every jurisdiction of the Commonwealth that informs CHRI's report on pre-trial detention would have been simply impossible."

Seattle partner Pete Talevich and Portland associate Olivia Ashé represented a **sex trafficking survivor** in clearing her trafficking-related criminal record as part of her inspiring story of resilience, determination, and a desire to help others. This client was referred to our firm by the now closed Legal Hope, which provided legal support for survivors of sex trafficking. She had a difficult childhood and teenage years that included sexual assault, trauma, drug and alcohol use, and homelessness. She was forced into prostitution as a teenager, later became pregnant, and was imprisoned shortly after giving birth to her daughter. Following her release from prison, she reunited with her daughter who had been placed in foster care. She obtained treatment, completed her education, regained custody of her daughter, and became a leading social worker and advocate, focusing on parent-child reunification and helping countless other parents. Vacating her criminal convictions from the period

PRO BONO

Lawyers in a number of our offices have helped pro bono clients with name changes. Recently, a Harrisburg team **HELPED A TRANSGENDER WOMAN LEGALLY CHANGE HER NAME** to one that reflects her gender identity. The order changing her name was granted in late December and allowed the client to start the new year with a name that matches who she is. While walking back from the courthouse after the hearing, the client expressed her appreciation and told us that **THIS WILL MAKE HER LIFE SO MUCH EASIER.**



of time when she was being trafficked was an important part of her healing process and garnered great support. In fact, the motion to vacate her convictions was supported by 23 letters from prominent members of the community, including the attorney who had represented the state in seeking to terminate her parental rights years earlier.

STRENGTHENING COMMUNITIES

Pro Bono Partnership provides free business and transactional legal help to **nonprofit organizations serving underrepresented people or enhancing the quality of life** throughout neighborhoods in Connecticut, New Jersey, and New York. The organization celebrated its 25th anniversary in 2022, and we performed hundreds of hours of pro bono work throughout the year for nonprofits that Pro Bono Partnership referred to our firm. Our work

involved transactional matters and advice in the areas of employment law, landlord and tenant issues, corporate governance, and entity formation for a variety of nonprofit clients. These clients included organizations that provide housing and services for low-income families; enhance community and economic development; provide free support services for individuals affected by cancer; run after-school program and services aimed to reach underserved groups; foster equity in the community; support children and their caregivers through advocacy, education, and resources; work to increase the number of Ph.D. scholars of color in certain fields; provide urban ministry; and offer emergency shelter, programs for seniors, affordable housing, and youth programs, among other offerings. Lawyers from Charlotte, Chicago, Miami, Newark, New York, Raleigh, and San Francisco participated in this work to support these organizations that are making a difference.

Wilmington partner

Lisa R. Stark

received the State of Delaware, Office of the Child Advocate Service to Children Award in recognition for **20 YEARS OF SERVICE REPRESENTING**

CHILDREN IN FOSTER CARE. During her many years of service, Lisa has represented over a half dozen children from the time of their entry into the childcare system until they aged out of the system. Lisa currently represents a senior in high school.



PRO BONO

Raleigh partner Leann Walsh and Raleigh and Charlotte associates Cerretta Amos, Ashley Wilson Berard, Will Bowers, Jaren Butts, Callan Skinner, and Carri Preble participated in the NC Housing Opportunities and Prevention of Evictions (Hope) Program, in partnership with the North Carolina State Bar. The team assisted eligible **low-income renters**, who experienced financial hardship due to the COVID-19 pandemic, to obtain rent and utility assistance.



Our lawyers collectively spent over 100 hours explaining the benefits and requirements of the Hope Program to landlords and tenants, as well as reviewing benefit application documents, lease agreements, and utility bills. The team had the opportunity to facilitate the review and signing of rental assistance agreements between landlords and tenants to make Hope Program funding available to eligible applicants, all to prevent evictions and promote housing stability.

Washington, D.C., partners Bart Gordon, Bill Kirk, Manny Rouvelas, with associate Matthew Manning, continued our ongoing support of the **USA Science and Engineering Festival** to promote youth interest in STEM. Founded in 2009 as the San Diego Science Festival, the organization and event have grown significantly over the last decade with the assistance of our counsel. Dozens of federal agencies have participated in festival events over the years as it has evolved into the largest national STEM event, with over 200,000 attendees at the last pre-pandemic Expo in Washington, D.C.

The festival pivoted to a virtual platform throughout the pandemic, hosting virtual events with speakers and panelists from astronauts Jessica Meir and Christina Koch to former chief medical advisor Dr. Anthony Fauci and NIH Director Francis Collins. Our work alongside the USA Science and Engineering Festival helps to encourage enthusiasm for science in future generations and to fulfill founder Larry Brock's belief that "society gets what it celebrates."

The firm's Australia offices hosted an internal **Women's Achievement Awards** celebration as a lead up to International Women's Day. The initiative aimed to support career opportunities for women in the firm, and acknowledged those who inspired or supported the firm's efforts in creating gender equality.

This year, Sydney senior associate **Karin Lee** was the award recipient within the community service category (one of several award categories) and received recognition in this category based on her extensive pro bono work. During 2022, Karin's pro bono work involved helping Aboriginal elders.

London Legal Walk

Firm members in England took part in the 2022 London Legal Walk, a 10 km distance fundraising effort to support the London Legal Support Trust and frontline legal services, raising over £2,500. The London Legal Support Trust is an independent charity that promotes access to justice and raises funds for free legal advice services.



PRO BONO

Australia Walks for Justice

In May, members of our Perth, Sydney, and Brisbane offices participated in three separate Walk for Justice events in recognition of National Pro Bono Day. The events raised funds for legal service organizations that match individuals and community organizations seeking legal assistance with pro bono lawyers.

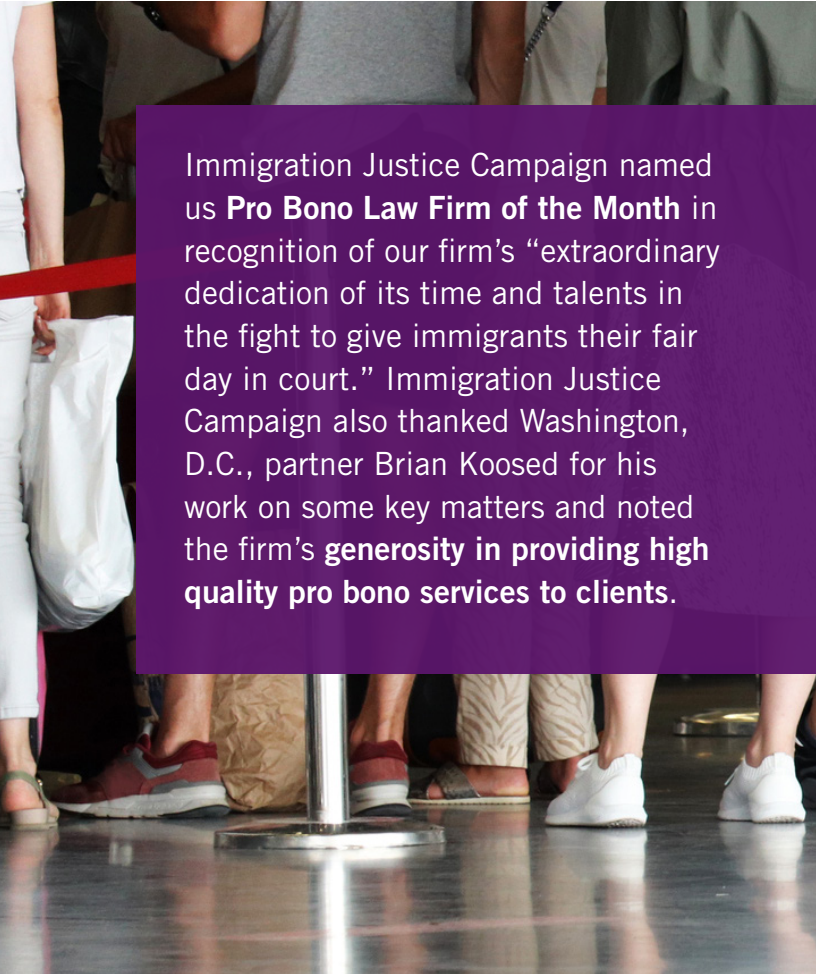
Perth participants walked and ran a 4.4 km distance, from The Bell Tower at Elizabeth Quay and along the Central Business District foreshore. Over 670 volunteers joined the event, raising money for Law Access. Sydney office members participated in the New South Wales Walk for Justice to raise funds for the National Justice Project and the Refugee Advice and Casework Service. Brisbane volunteers came together at the Queensland Legal Walk to support LawRight and its access to justice projects.



PROVIDING SAFE HAVEN

After a nearly five-year effort, the firm successfully obtained Special Immigrant Juvenile (SIJ) status for an **immigrant from El Salvador whose parents abandoned her**. The US Congress created the SIJ status classification in 1990 to provide a path to lawful permanent residency for children who a juvenile court determines cannot be reunified with one or both parents due to abuse, neglect, or abandonment, and whose best interests would not be served by a return to their home country.

In 2018, a pro bono team in Houston obtained a ruling from a Texas state court that our client lacked proper parental care and faced danger to her physical health and safety if she returned to her home country. The US Citizenship and Immigration Services nonetheless refused to accept the state court's findings and grant her SIJ status, and it affirmed that decision on appeal, leaving her only recourse to file a lawsuit in federal court. The Houston team included partner Elizabeth Gilman, associates Rory Hatch and Grace Haidar, senior paralegal Mai Truong, and John Sullivan of The Law Office of John F. Sullivan III, PLLC.



Immigration Justice Campaign named us **Pro Bono Law Firm of the Month** in recognition of our firm's "extraordinary dedication of its time and talents in the fight to give immigrants their fair day in court." Immigration Justice Campaign also thanked Washington, D.C., partner Brian Koosed for his work on some key matters and noted the firm's **generosity in providing high quality pro bono services to clients**.

PRO BONO

Assisted by partners John Longstreth and Brian Koosed of the Washington, D.C., office, the firm filed suit in D.C. federal court for review of the agency's decision under the Administrative Procedure Act. Rather than answer the lawsuit's complaint, the agency asked to reconsider its initial decision. It then did so only days before its answer would have been due, and it ultimately agreed to grant our client SIJ status. It further granted her deferred action, which protected her from deportation and allowed her to apply for employment authorization. Since the agency had promptly granted all the relief requested, the lawsuit was withdrawn without further litigation, allowing our client to proceed with her life in America.

The firm created the Tony Yerry Award for Outstanding Pro Bono Service to recognize and honor the memory of our colleague Tony Yerry, who tragically passed away in 2017 at the age of 28. More than just an amazing colleague in our Seattle office, Tony was a friend to many, and his warmth, good humor, and loving, magnetic personality touched everyone who knew him and called him a friend. Tony was also a gifted lawyer with a matchless work ethic and a sincere dedication to service above self. Each year, the

Tony Yerry Award for Outstanding Pro Bono Service is given to an associate in the Seattle office who has demonstrated a commitment to promoting justice, improving access to legal services, and reflecting the same spirit of compassion, dedication, and energy that Tony embodied.

The 2022 recipient of this award for outstanding pro bono service was Seattle associate **Natalie Reid**. Natalie recently worked on two substantial pro bono projects, including an asylum case for an elderly client. Our client was forced to flee their home country after they were violently attacked and persecuted for political speech. Natalie and Seattle partner Bart Freedman represented our client in their efforts to obtain asylum in the United States. Natalie worked with the client to prepare them to testify at the asylum hearing, conducted their direct examination, and prepared pre-hearing materials. These efforts were successful, and our client was granted asylum, which was an important result



Tony Yerry Award for Outstanding Pro Bono Service

Natalie Reid
Associate, Seattle

because our client still faces serious threats in their home country. Natalie continues to work with this client to navigate immigration matters related to the successful asylum petition.

Natalie's commitment to public service and the energy and passion that she brings to her work demonstrate the impact one person can have. Her example, like Tony's, helps to inspire others to use their skills in a way that can make a tremendous difference in people's lives.

For more than two years, our London office has performed pro bono work related to the UK operations of the US-based nongovernmental organization **Kids In Need of Defense** (KIND), which is devoted to the protection of unaccompanied and separated children. KIND UK operates with the collaboration of several different UK legal advice charities. Their work includes providing pro bono representation for children (who would not otherwise have adequate legal representation) by helping them to assess eligibility and apply for British citizenship. While these children are legally entitled to British citizenship, if they are unable to provide documentary evidence of their status, they risk deportation and exclusion from many aspects of life

that are taken for granted by citizens with such evidence, including foreign travel, access to university education, and jobs. Our work helps to remove these barriers and to allow these children to live the lives that they are legally entitled to live. KIND UK estimates that there are approximately 215,000 undocumented children currently living in the UK. Our pro bono work with KIND UK in support of these children (and, in some cases, their parents) is coordinated by practice area leader Paul Callegari and involves a team of over 19 partners, associates, and trainee solicitors in our London office. In 2022, we worked on 11 matters referred by KIND UK.

In the United States, a team secured the dismissal of a deportation proceeding against an undocumented immigrant due to his assistance in the prosecution of a criminal.

In October 2017, the client was the **victim of a violent assault** at the hands of his fiancée's ex-boyfriend, which resulted in the forceful amputation of one of his fingers. Following the attack, the client assisted the Office of the Wyoming County District Attorney with the prosecution and ultimate deportation of the perpetrator. The client himself

was also facing deportation because of his undocumented status. Because of his cooperation with the authorities, however, the client became eligible for a U-Visa, a special immigration status reserved for individuals who assist authorities with the prosecution of criminals. Our team began working on the client's U-Visa petition and deportation proceeding in December 2017 in cooperation with the Office of the District Attorney.

After several submissions and hearings, counsel for Immigration and Customs Enforcement consented to the dismissal of the client's deportation proceeding because of his pending U-Visa. In parallel, and because of our team's application, the US Citizenship and Immigration Services awarded the client a stay from future deportation proceedings and permission to work in the United States during the pendency of his application. As a result, the client is now able to continue leading a normal and productive life in the United States while he awaits the adjudication of his U-Visa, which takes on average more than five years.

The team was led by associate Reymond Yammine, with the supervision of partner Charles Rysavy. Several other lawyers made valuable contributions to the proceedings, including Pittsburgh associates Elizabeth Hoadley and Jessica Liu.

A cross-office team recently secured a grant of asylum on behalf of a Venezuelan **individual who was persecuted by the Venezuelan government** due to her political opposition to the Nicolas Maduro dictatorial regime.

The client, a lawyer herself, devoted numerous years of her life as an activist in various political organizations and movements opposed to the Venezuelan regime. In 2016, the client became a parliamentary assistant to a newly elected deputy to the Venezuelan legislature. Because of her work, the client was the target of harassment and physical violence at the hands of government-led paramilitary groups, which culminated in her stabbing in 2017.

The client sought the assistance of the firm after having her asylum petition denied by the US Citizenship and Immigration Services and being referred for removal

proceedings before the Immigration Court in 2018. The firm's team filed a lengthy and detailed petition for asylum and declaration on behalf of the client in August 2020.

Ultimately, after multiple adjournments, an immigration judge awarded the client's petition at the evidentiary hearing held in January 2023. The judge commended our team for presenting a very well-prepared case and a very well-prepared client. The judge also specifically commended Newark associate Veronica Kampfe for her opening statement.

As a result of the team's work, the client will now be able to lead a normal and productive life in the United States and pursue her own personal goals, free from threats against her well-being. The cross-office team was comprised of New York partner Kodey Haddox and Newark associates Raymond Yammine and Veronica Kampfe. Pittsburgh associate Elizabeth Hoadley also made valuable contributions to the proceedings.

In October 2022, partner Charles Rysavy and associate Molly Moran secured Special Immigrant Juvenile status for a **12 year-old Honduran girl** they represented through a referral from Kids in Need of Defense (KIND). When the client was four years old, her mother fled Honduras for the United States because of an abusive relationship, leaving our client in the care of her grandmother. Unfortunately, the client's mother found herself in another abusive relationship in the US. After her partner was deported to Honduras, he began stalking and threatening our client to get back at her mother. Her mother concluded that the only way to protect her daughter was to make arrangements for her to come to the US. Because our client never knew her biological father and he provided no support for her or her mother, Charlie and Molly successfully petitioned the family court to grant her mother sole custody. Thereafter, they successfully petitioned for SIJ status with deferred action, allowing our client to remain in the United States until she becomes a lawful permanent resident. She is now safely living with her mother and attending school.

SUPPORTING ORGANIZATIONS THAT SUPPORT OTHERS

London partner Chris Major and trainee solicitor Joseph Skilton have been working with **United Ukraine Fellowship (UUF)**. UUF serves the urgent and considerable demand of hospitals in Ukraine for ambulances and medical supplies. These hospitals are inundated with tens of thousands of army and civilian casualties of the ongoing war with Russia. UUF purchases ambulances formerly used by the National Health Service, repairs them, and drives them to the Ukrainian-Polish border before ensuring delivery to the areas of Ukraine most in need of medical resources. So far, UUF has sent 79 ambulances to Ukraine.

Our London partner participated in a group that helped raise funds for six stocked ambulances, which have been sent to hospitals in Kharkiv, in Eastern Ukraine, and then on to the front line. Three of these six ambulances are pictured. We also helped UUF submit an application for charity registration to the Charity Commission of England and Wales. Charity registration will supply vital reputation, tax, and operational efficiency benefits, which will enable UUF to increase its rate of delivery.





Our Milan office assisted manufacturing **nonprofit organization Cooperativa Alice** in its corporate restructuring process, leading the organization to successfully avoid a forced liquidation imposed by the Ministry of Economic Development due to significant losses.

For more than three decades, Cooperativa Alice has facilitated the social reintegration of hundreds of women prisoners by teaching them the art of tailoring in factories at detention institutions, as well as in external tailor factories. Cooperativa Alice has a fair trade certificate and offers to luxury fashion brands an ethical and sustainable Made-in-Italy production. In addition to assistance with restructuring, our legal advice focused on a business model based on social sustainability in the fashion industry and on the expansion of the client's operations to include a domestic violence shelter.

We have acted on a pro bono basis for **Hero Hunter Foundation Limited**, an Australian not-for-profit organization established to provide support to families with children undergoing cancer treatment. The Hero Hunter Foundation is named after Hunter Madden, an eight-year-old boy who lost his long battle with leukemia in September 2021. It aims to ensure that every family with a child undergoing cancer treatment is afforded accessible and practical support, so that the family can focus on caring for their sick child and the child's siblings.

PRO BONO

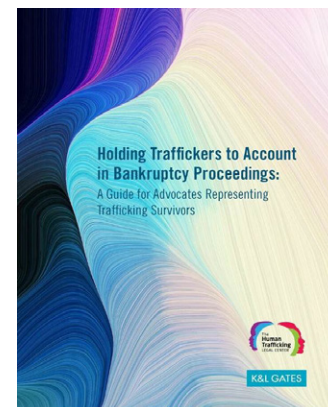
Over the past 12 months, we have provided corporate governance and structuring advice (including assisting with the incorporation and establishment of the Hero Hunter Foundation), assisted the organization with its application for charitable and deductible gift recipient status, and provided intellectual property advice, including filing applications for the registration of intellectual property rights in Australia.

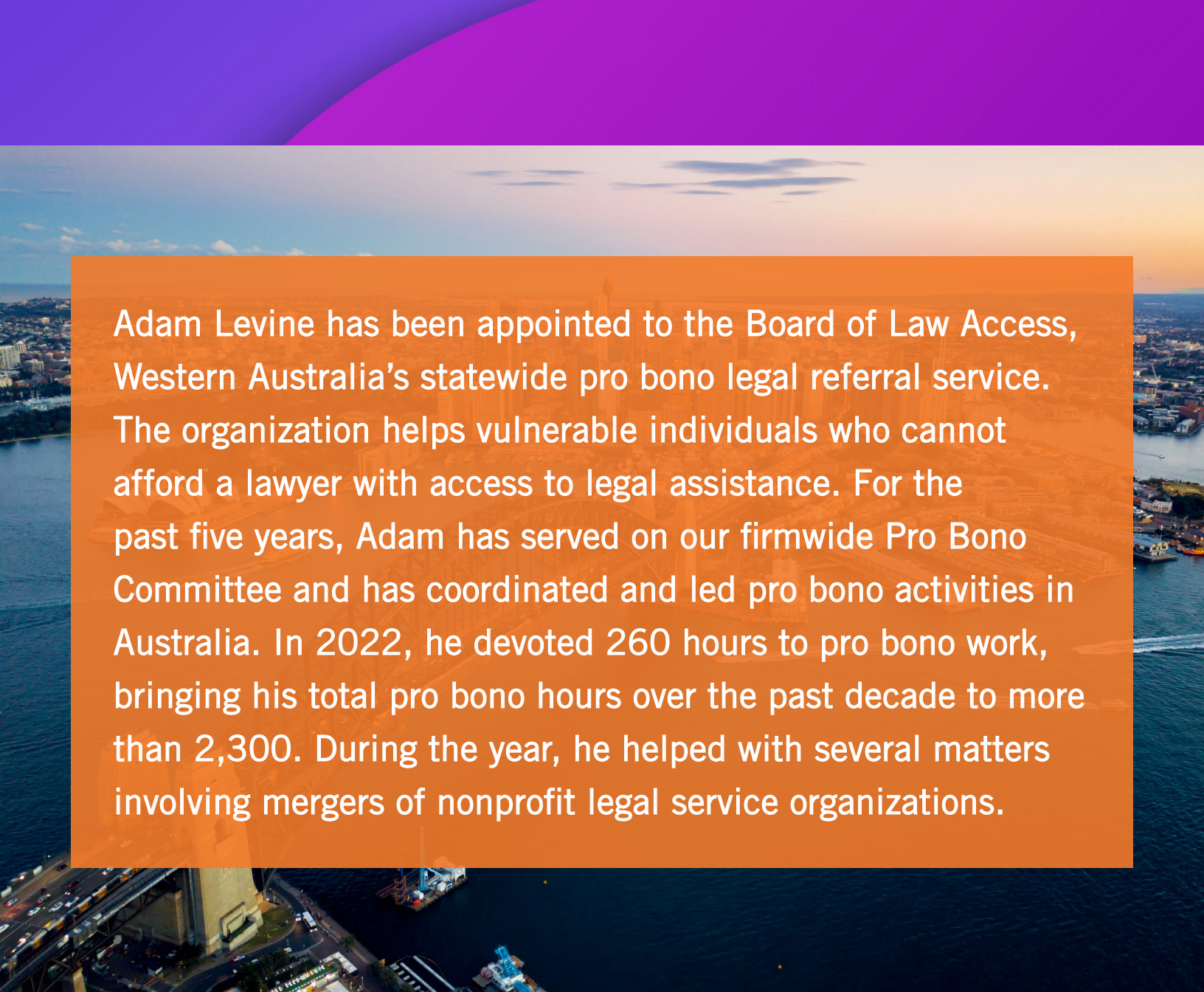
Lawyers and allied professionals from our Perth, Melbourne, and Sydney offices have proudly assisted Hero Hunter Foundation, including Adam Levine, Ben Kiernan-Green, Ellen Richmond, Mikhail Safarudin, Chris Round, Talia Le Couteur Scott, Rebecca Bolton, Claudia Robinson, and Shania Ween.

Since 2003, when civil trafficking cases became possible under federal law, human trafficking survivors have reportedly filed more than 500 cases, resulting in more than US\$255 million in public settlements and judgments. In some of these cases, traffickers have turned to the bankruptcy courts to thwart collections and accountability, which can have profound implications for trafficking survivors. In collaboration with others, we prepared a

bankruptcy guide for the Human Trafficking Legal Center to assist counsel representing survivors of human trafficking in protecting survivors' rights in the event of bankruptcy filings by their traffickers.

Lawyers from our Boston and Raleigh offices—including partner Phoebe Winder, counsel Stacey Gorman, associate Emily Steele, and partner Margaret Westbrook—helped with this work. When releasing the guide, Human Trafficking Legal Center President Martina Vandenberg said, “The Human Trafficking Legal Center has seen the impact of bankruptcy filings on trafficking survivors seeking justice. We have received requests time and time again from pro bono counsel representing these survivors. We are grateful to the entire pro bono team at K&L Gates for writing this guide for advocates. We know that the guide will be used by pro bono lawyers representing trafficking survivors across the country. Survivors deserve justice.”



The background of the slide is an aerial photograph of a city harbor. A large bridge with multiple lanes of traffic is visible in the lower-left corner. Several boats, including a large white ferry and smaller blue and white vessels, are in the water. The city skyline is visible in the distance under a clear sky. A large orange semi-circle is at the top of the slide, and a semi-transparent orange rectangle is in the center, containing the text.

Adam Levine has been appointed to the Board of Law Access, Western Australia's statewide pro bono legal referral service. The organization helps vulnerable individuals who cannot afford a lawyer with access to legal assistance. For the past five years, Adam has served on our firmwide Pro Bono Committee and has coordinated and led pro bono activities in Australia. In 2022, he devoted 260 hours to pro bono work, bringing his total pro bono hours over the past decade to more than 2,300. During the year, he helped with several matters involving mergers of nonprofit legal service organizations.

PRO BONO

Our Australian offices have handled various pro bono matters for **FightMND**, a charity committed to finding effective treatments and ultimately a cure for Motor Neurone Disease (MND)/Amyotrophic Lateral Sclerosis (ALS). MND/ALS is a debilitating disease that gradually takes away a person's ability to use their arms and legs, to eat and swallow, to speak, and, ultimately, to breathe. Each year, FightMND raises significant funds through an event called "The Big Freeze," selling beanies through retailers in the weeks before and after the event. The event is heavily promoted at Australian Football League games during winter months. Sydney and Melbourne lawyers Matthew Cridland, Betsy-Ann Howe, and Rebecca Bolton assisted FightMND in obtaining a tax exemption for this fundraising activity. The team was delighted with the favorable outcome that allows FightMND to retain more funds to support the organization's mission. Throughout the year, the team also supports the activities of FightMND by advising on contract, company structure, and IP matters.

Our colleagues in London are proud to have worked with a variety of other charitable organizations throughout the year. A few examples include Caafi Health, Black Mothers Matter, and SHiFT UK.

Caafi Health is a Bristol-based community organization working to overcome health inequalities and to promote health and well-being among a diverse population. Their projects include assisting with the rollout of the COVID-19 vaccine, advocacy services for individuals interacting with medical or educational providers, and empowering underserved groups with knowledge and confidence to take control of their own health choices.



Black Mothers Matter

Black Mothers Matter is an advocacy and support organization that campaigns for better maternity healthcare for black mothers in the United Kingdom, a group that studies have shown are more likely

to die in pregnancy or immediately after giving birth than the white population. Black Mothers Matter provides expectant parents with free pregnancy gift hampers, information, and support to help them to navigate their maternity care, birth, and postnatal period.

From the same founder as another pro bono client with whom the firm won a LawWorks Pro Bono Award in 2016, SHiFT UK is a social work charity that helps young people caught up in destructive cycles of harm. The young people that its practitioners support have been in contact with the criminal justice system, and the **SHiFT UK** program aims to steer them away from that path and to develop strong and positive relationships with their family, friends, and communities by addressing their often complex education, health, and social care needs.



Lawyers from multiple disciplines—including Nóirín McFadden, Aurelija Grubytė, Annabel Goulding, Natalie Taylor, and Melissa Vance—are proud to have helped one or more of these clients (and others) with a variety of issues, such as data protection, contracts, workplace health and safety, employment law, and intellectual property.

The Animal Legal Defense Fund (ALDF) recognized our firm with the **Advancement in Animal Law Pro Bono Achievement Award** in 2022. The organization gives this award annually to firms and lawyers who help it achieve its mission to protect the lives and advance the interests of animals through the legal system. This is the second time we have been honored with this award. The team representing ALDF includes associates Jess Moran, Jeff Richter, Hudson Stoner, Kelsi Robinson, and Terrina LaVallee, supervised by partner Paul Fuener. Their work has involved federal litigation seeking to protect the interests of endangered species and other animals at two different “roadside zoos” in Pennsylvania.

LOCAL COUNSEL ASSIST GLOBAL EFFORTS

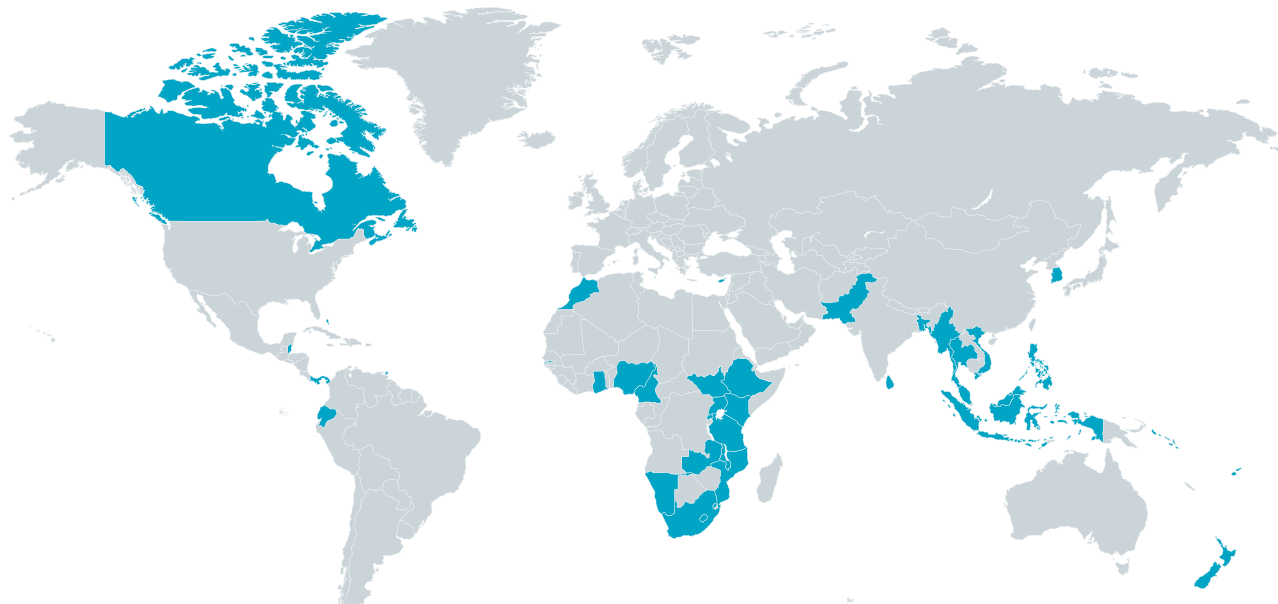
We recognize and thank local counsel in countries around the world who collaborated with us on global pro bono projects during 2022. The countries where we received this valuable support are highlighted on the map, and a few of the firms that provided assistance are named below.

- ABNR Counsellors at Law
- A.G. Erotocritou LLC
- Aluko & Oyeboode
- Appleby Global
- Baptiste & Co. Law Firm
- Corpus Legal Practitioners
- D.L.&F. De Saram
- DS-Hamzi Law Firm
- Higgs & Johnson
- Hika Zerihun Lamu
- Katende Ssempebwa & Company Advocates
- LAB Partners
- MahWengKwai & Associates
- Mesfin Tafesse & Associates
- N. Dowuona & Company
- Nyoh Law Chambers
- Office of the People's Lawyer
- Tilleke & Gibbins
- Xstrategy LLP
- Zafar & Associates – LLP



PRO BONO COLLABORATION AROUND THE WORLD

The Many Countries Where Local Counsel Assisted Us with Pro Bono Projects in 2022



Bangladesh, Barbados, Belize, Brunei, Cameroon, Canada, Cyprus, Ecuador, Ethiopia, Fiji, Ghana, Indonesia, Kenya, Kingdo of Eswatini, Kiribati, Lesotho, Malawi, Malaysia, Maldives, Malta, Mauritius, Morocco, Mozambique, Myanmar, Namibia, New Zealand, Nigeria, Pakistan, Panama, Philippines, Rwanda, Samoa, Seychelles, Solomon Islands, South Africa, South Korea, South Sudan, Sri Lanka, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Thailand, The Bahamas, The Gambia, Tonga, Trinidad and Tobago, Uganda, United Republic of Tanzania, Vanuatu, Vietnam, Zambia



"Our firm is constantly striving to reflect our values in our day-to-day operations. Across our platform, we continue to assess our practices, resources, and initiatives on both individual office and firmwide levels in order to reduce our global environmental footprint."

SUSTAINABILITY

ANKUR TOHAN

Lead, Sustainability Working Group

Practice Group Coordinator, Environment, Land, and Natural Resources practice

Partner, Seattle

With more than 45 offices across five continents, the continued growth of our firm and its global operations is accompanied by a responsibility to our global environment. We remain committed to finding and implementing the most effective methods to reduce our environmental footprint, working toward the goal of greater sustainability in our offices, in our work, and in our communities.

Extending across practices, roles, and locations, our firmwide Sustainability Working Group is dedicated to enhancing environmental sustainability and corporate social responsibility efforts throughout our global platform.

SUSTAINABILITY

SUSTAINABILITY AT WORK

Our commitment to our environmental goals begins at work. As a global firm, we understand the importance of optimizing the sustainability of our real estate footprint, as well as our daily office policies and practices. Our priorities include:

- Sustainability champions in each office;
- Recycling and composting programs;
- Daylight harvesting to optimize natural lighting in office renovations;
- Carbon tracking in our travel booking; and
- Energy efficient computers and lighting.

SUSTAINABILITY THROUGH WORK

As a firm, we share the goals and visions of our clients. We are proud to counsel clients seeking to strengthen their own sustainability initiatives, pioneer their industries in environmental thought leadership, and advance our global sustainable economy. Our recent initiatives include:

- Representing a multinational development capital organization in establishment of an emerging markets debt fund focused on making blended financing investments in the world's least-developed countries.
- Advising a multinational coffeehouse corporation on a tax equity investment in a solar energy project, focusing on investing opportunities supporting low and middle-income community solar subscribers in areas directly impacted by climate change mitigation and renewable energy security practices.
- Representing a multinational technology corporation in the preparation and negotiation of carbon removal procurement contracts in support of its publicized pledge of carbon neutrality by 2030.
- Advising a private Ivy League research university on all phases of its development of geological sequestration projects in Washington and Oregon.
- Positioning a global software company to purchase 100% carbon-free and renewable energy to meet its substantial load at its Washington campus rather than purchasing power from the local utility.

Sustainable Outlook

- Sustainability is a critical issue for businesses. We utilize the valuable insights of industry leaders and our lawyers on Sustainable Outlook, our podcast program focused on sustainability topics across sectors and regions. With more than 20 episodes published in 2022, hosts Molly Barker and Alyssa Moir continue to share vital and timely perspectives from individuals creating a more sustainable economy.

Highlights:

- Suzanne Tedrow, Starbucks' director of sustainability for global store development, discussed the eco-friendly multidepartment building model that has solidified the corporation as an industry leader in sustainability.
- Molly Barker was joined by Dr. Erin Meyer, director of conservation programs and partnerships with the Seattle Aquarium, to share the recent initiatives leading the way for other aquariums and conservation organizations.

- Alyssa Moir hosted Sarah Aftergood, then director of environmental planning with Orsted, a leading renewable energy developer dedicated to its vision of a world running entirely on clean energy, and now the director of development for Nova Clean Energy, a renewable energy company focused on developing and constructing utility-scale projects across the United States.



SUSTAINABILITY

ESG and the Sustainable Economy Handbook

Whether viewed separately or together, constantly evolving environmental, social, and governance (ESG) factors have significantly changed global investing and business practices.

Our handbook examines investor evaluations of companies based on ESG and sustainability criteria, incorporation of these standards into companies' operating principles, and legal and financial considerations. Drawing from our lawyers' industry experience and keen understanding of ESG policies and trends, this resource provides valuable insights for investors, investment managers, company owners, and board members.



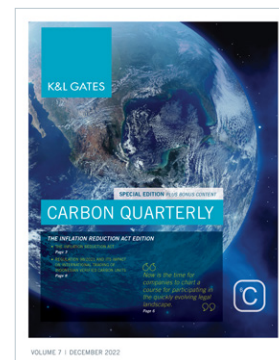
The Energizer

With innovative technologies developing rapidly across the energy sector, our energy newsletter provides regular updates on clean technology applications, distributed energy resources, and other emerging technologies in the renewable energy and clean transport sectors.



Carbon Quarterly

As focus on carbon regulation and energy efficiency continues to increase at nearly every level of government and business, our Carbon Quarterly newsletter covers developments in carbon policy, law, and innovation—as well as the effects and impacts of changes to carbon and broader greenhouse gas policies.



SUSTAINABILITY THROUGH COMMUNITY

Our international presence allows us to appreciate the unique environmental priorities and challenges of the numerous communities we serve. Having dedicated over 41,000 hours to pro bono efforts in 2022, our lawyers and allied professionals advise a range of entities and organizations concentrated on sustainability, ESG efforts, and energy justice.

Through this pro bono work and our community-focused initiatives, including our firmwide Global Day of Service, we support those working to promote sustainability efforts in their global communities, including:

- Environmental Protection Administration, Executive Yuan of Taiwan
- Habitat for Humanity
- Kenilworth Aquatic Gardens
- Newport Bay Conservancy
- Sonian Forest Foundation
- Tree Pittsburgh

We continue to utilize resources across our global platform to enhance environmental sustainability within our offices and in our service to clients and communities. Through these initiatives and more, we remain dedicated to our multifaceted approach to creating a global sustainable economy.



“

In recent years, terrible instances of racial injustice reached the forefront of public awareness both in the United States and worldwide. As a firm, we pledged to listen, be educated, take action intentionally, and work together to help in the fight to end inequality and foster a more inclusive society alongside our people and our clients. Today, we continue to reflect this same intentionality, education, and listening to embody the rich diversity of our people across our global platform. We will remain bold in spearheading programs and policies—side by side with our clients—that combat injustice and inequality. And, we will stay united in our commitment to the practices and principles toward a more inclusive workplace – and global community – for all.”

DIVERSITY

PALLAVI MEHTA WAHI

Chair, Firmwide Diversity Committee
Co-United States and Seattle Managing Partner

At K&L Gates, commitment to diversity and inclusion is a core value that motivates us all. We know we build better teams, forge better client relationships, and provide better services due to the collaboration and perspectives of our diverse team of professionals and clients.

Our firm culture is directly influenced by our leadership. Our Management Committee regards global diversity and inclusion as a top priority and key value, and we encourage our lawyers and allied professionals around the world to honor these principles in ways that inspire them both in their practices and in their communities.

With this commitment in mind, we believe it is important that our clients share our values and priorities. Meeting with clients across the globe, we launched the Diversity Dialogue series, an initiative led by our firmwide Diversity Committee that focuses on our clients' voices, intersectionality, and alignment of diversity and inclusion values.

We also recognize that education constructed by unique perspectives, experiences, and backgrounds is the key to activate change, enrich the culture of our firm, and strengthen our impact across communities. We are proud to share the many ways we support education, encourage dialogue, and inspire action within our firm, with our clients, and throughout the communities we serve.

DIVERSITY

OUR DIVERSITY COMMITTEE

Our firmwide Diversity Committee consists of over 35 global members who spearhead policies and programs focused on the firm's pledge to listen, be educated, take action, and work together to help in the fight to end inequality and foster a more inclusive society. The committee also oversees subcommittees and taskforces, including the firmwide LGBTQ+ subcommittee and employee resource group, differently abled taskforce, and local diversity committees across the firm's global offices.

The firmwide Diversity Committee consists of:

- A chair who is co-United States Managing Partner and a member of our firm's Management Committee
- Our chair of the Women in the Profession Committee
- Three Management Committee members
- Six Practice Area Leaders and Practice Group Coordinators
- Four Office Managing Partners
- Key firm operations leaders, including the Global Strategic Growth Partner and Chief People Officer
- Our director of Legal Recruiting

EDUCATING OURSELVES AND OTHERS

Inaugural Diverse Lawyers' Retreat

In November 2022, our Diversity Committee held the firm's first retreat for diverse lawyers practicing across the firm's US offices. "Diversity Propels Us Forward – Building Business and Communities Together" was a multi-day, in-person retreat, hosting lawyers from all levels of our organization for a robust program, including sessions on topics ranging from leveraging firm resources to identifying individual practice differentiators.

A guest panel comprised of our global clients, serving industries from healthcare to consulting, provided our team with valuable discussions, including the importance of diverse service teams, the art of creating successful partnerships with outside counsel, and the present challenges of doing business in our global community. The panel included an incredible group of general counsel from several of our clients, including Aptar Group's Kimberly Chainey, Starbucks' Zabrina Jenkins, Lifepoint Health's Jennifer Peters, and Amazon's David Zapolsky. Other items on the agenda for this inaugural event included:

- A leadership session from a minority-owned business advisory firm dedicated to helping organizations advance their diversity and inclusion efforts;
- A business development session from a minority-owned consulting and coaching firm that works with law firms and individual attorneys to enhance their business development skills, strategies, and execution; and
- Discussions around topics such as firm diversity and economics, as well as minority organization relationships and partnerships.

Numerous members of the firm's top leadership participated in the retreat, including the nearly two-thirds of the US members of our Management Committee who are diverse.



Learning from Authoritative Voices

We believe education is a key factor in activating change. In 2020, the firm launched a speaker series, Conversations About Race, to advance the awareness, education, and action necessary to build a more inclusive society.

More than a dozen sessions later, this series continues to thrive and is among the most well-attended online events in our firm's history. The sessions provide listening and learning opportunities to thousands of people both within and outside the firm. We livestream them and their prominent guest speakers across our global platform and to our clients, plus share it publicly via our website and YouTube channel.

We advanced our commitment to
**EMPOWER OUR DIVERSE LAWYERS
 TO FIND SUCCESS IN BOTH
 INTERNAL AND EXTERNAL MARKETS**
 with the success of this event.

DIVERSITY

CONVERSATIONS ABOUT RACE AND DIVERSITY

Since the launch of Conversations About Race and Diversity, we have proudly welcomed the following distinguished speakers and civic leaders to share their valuable perspectives on topics such as racism, immigration, human rights, and more:

- The Honorable Tony Coelho, former US representative (CA), House Majority Whip, and principal sponsor of the Americans with Disabilities Act of 1990
- Justice Mary I. Yu, Washington State Supreme Court
- John C. Yang, president and executive director of the Asian Americans Advancing Justice
- Professor Rajmohan Gandhi, author, historian, biographer, journalist, and grandson of Mahatma Gandhi
- Kevin Jennings, chief executive officer of Lambda Legal
- The Reverend James M. Lawson, Jr., civil rights pioneer
- Clarence E. Dixon, executive director and global head of Loan Services of CBRE
- Dean Kevin R. Johnson, UC Davis School of Law
- Dr. Harry Williams, president and chief executive officer of the Thurgood Marshall College Fund

- The Honorable Bernice B. Donald for the US Court of Appeals for the Sixth Circuit
- North Carolina Chief Justice Cheri Beasley
- Derrick Johnson, president and chief executive officer of the National Association for the Advancement of Colored People



John C. Yang, President and Executive Director at Asian Americans Advancing Justice discussed the progress being made in securing civil rights for Asian Americans, and the work that remains to be done.



The Honorable Tony Coelho, a Democratic Congressional Campaign Committee Chairman and the principal author of the Americans with Disabilities Act of 1990 shared his remarkable journey as a renowned national leader for inclusion of people with disabilities.

Bias Training

Our diversity and inclusion team has actively worked to minimize workplace bias by seeking feedback from our lawyers and allied professionals about their areas of interest and desired improvement. Training has included topics such as unconscious bias, interviewer bias, and inclusive culture.

Inclusive Representation

We recognize the empowerment in representation, and, as a result, we expanded our demographics and disclosure form in the United States to include groups beyond those identified by the Equal Employment Opportunity Commission. We acknowledge individuals having origins in any of the original peoples of the Middle East or North Africa as their own ethnicity, and we recognize gender identities beyond the binary and as separate from sexual orientation.

We affirm the right of our people, guests, and clients to use restrooms and locker rooms that best correspond with their gender identity in our facilities through our gender-neutral restroom and locker room policy. The firm now provides our US personnel and their spouses and domestic partners

comprehensive, inclusive fertility health and family-forming benefits to help support all paths to parenthood, regardless of participation in the firm's medical plans. Through this program, we offer access to exclusive resources designed to make fertility care more accessible and affordable to all US personnel, regardless of age, sex, sexual orientation, gender identity, or location. We are working to expand this coverage to other regions where possible.

TAKING ACTION FOR EQUALITY

Pro bono service provides an invaluable contribution to the community, particularly to those who otherwise cannot afford legal counsel. Our firm supports several pro bono opportunities that take action for equality and diversity.

- Since its launch in 2020, **K&L Gates for Equal Justice**, a joint diversity and pro bono initiative, has harnessed our legal skills to promote equal justice under the law. Since then, more than 300 of our lawyers have devoted their time to this effort, which centers on **K&L GATES FOR EQUAL JUSTICE** voting rights, criminal justice reform, and equal justice for Indigenous people.

**K&L GATES FOR
EQUAL
JUSTICE**

DIVERSITY

- Our firm has fought against human trafficking for many years. In recent years, our firm expanded that effort to identify and provide legal assistance to LGBTQ+ individuals who are victims of human trafficking through a partnership between the FBI and our **Anti-Human Trafficking Initiative**. Although the initiative focuses on LGBTQ+ victims—a historically underserved community—any victims of human trafficking, regardless of sexual orientation or gender identity, can receive the program's services.
- As a law firm partner of the Transgender Legal Defense & Education Fund's Name Change Project, we offer legal assistance to low-income transgender, gender nonconforming, and nonbinary people in securing a legal name change.
- The Chair of our Pro Bono Committee serves on projects of the Law Firm Antiracism Alliance, which utilizes private bar resources to assist legal services organizations in furthering their missions to dismantle barriers to opportunity in communities of color.
- Our lawyers work with the Alliance for Asian American Justice, an organization that provides pro bono legal services to Asian American communities in the wake of increased hate crimes.

Mentorship Programs

Across our global platform, we are united through our shared commitment to develop and advance all of our lawyers and allied professionals for success. We provide both formal and informal mentoring and coaching programs for our lawyers, including programs for our diverse lawyers. In 2022, we launched the Diverse Lawyers' Mentorship Program in the United States. The 12-month program provides our mentoring pairs with tools, training, and resources for success. Meaningful time spent on this program is eligible for nonbillable, credited hours under our global diversity hours policy. We plan to rollout a similar program in our Europe and Australia offices in 2023.

Recruiting Practices

We continue to enhance and focus on our approach to hiring at all levels to ensure that our recruiting and hiring practices reflect our commitment to diversity and inclusion. Our aim is to maximize every opportunity to diversify our candidate pool. We have expanded our efforts by collaborating with law schools at historically Black colleges and universities, or HBCUs, to support diverse students who may be underrepresented in traditional recruiting.

1L Diversity Programs and Fellowships

Our Power of Partnership program is the primary 1L diverse program undertaken by our firm. It offers diverse first-year law school students a unique opportunity to experience legal work in both firm and in-house settings.

Through this initiative, we have forged deeper bonds with client allies and our community to support top law students from wide-ranging backgrounds. We also partner with law schools across our US offices to diversify the pipeline of law school graduates into the legal industry.

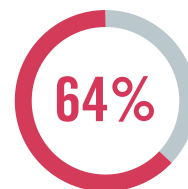
Together with the University of Pittsburgh School of Law, we host the Diversity Fellowship program. The fellowship is a first of its kind at Pitt Law and the first such partnership in Pennsylvania between a law firm and a law school. Additionally, our Seattle office sponsors the Gregoire Fellows Program through the University of Washington and Seattle University law schools. We also participate in the Leadership Council on Legal Diversity (LCLD) 1L Scholars Program, which provides 1L students with valuable professional experiences while introducing them to the value of relationships and building networks with LCLD member organizations. We have hosted diverse 1L students since 2012 through this program.

Leadership in Action

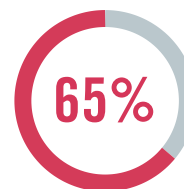
Our office managing partners took the internal Diversity Leadership Pledge in 2021 to educate themselves and strategize a plan focused on strengthening the pipeline, representation, and development of diverse lawyers across our platform.

DIVERSE LEADERS

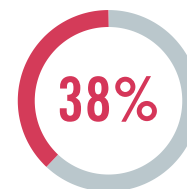
Our firm fosters diverse leaders* who support inclusivity at every level of the organization.



**US Management
Committee**
members
are diverse



**US Practice
Area Leaders**
are diverse



**US Office
Managing Partners**
are diverse

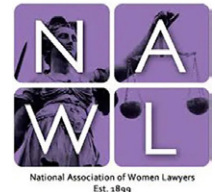
* K&L Gates recognizes women, racially/ethnically diverse, LGBTQ+, differently abled, and veteran-status personnel as diverse. Local laws prevent us from collecting diversity information in regions outside of the United States.

DIVERSITY

WORKING TOGETHER

Our firm has built strong relationships with several organizations that share our commitment to diversity and inclusion. We participate in events, exchange best practices, and advance each other's efforts to increase diversity in our own organizations and in the broader legal profession. The following are examples of the organizations that join us in promoting gender equality, supporting LGBTQ+ rights, and providing mentoring and career advancement opportunities.

- Center for Women in Law
- Disability IN
- Diversity Council Australia
- Diversity Lab
- Hispanic National Bar Association
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association
- The National LGBTQ+ Bar Association
- Pride in Diversity, Australia
- Switchboard LGBT+ Helpline, U.K.
- Women in Law Empowerment Forum



National Asian Pacific American Bar Association





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"Gender bias continues to create huge barriers for many women in the marketplace. The aim of our Women in the Profession Committee is to knock down the hurdles by advancing our women lawyers' careers, promoting them as leaders and role models, and enhancing a sense of community among them."

CYNTHIA MORGAN OHLENFORST

Chair, Women in the Profession Committee
Partner, Dallas

DIVERSITY

WOMEN IN THE PROFESSION COMMITTEE

Our firmwide Women in the Profession (WIP) Committee works to identify and promote ways for women lawyers to advance their careers, to move into leadership roles, and to build connections and a strong internal market success across our global platform. Our office and regional WIP committees across the global platform also provide a variety of programs to support the unique interests of our women lawyers at the local level. The committee consists of women and allies who work diligently together to raise awareness of gender bias, including in the workplace and household responsibilities outside the workplace.

The WIP Committee focuses on both career building and on policies that can contribute to women lawyers' success. Our firm recognizes the countless impacts of social expectations and gender biases, and works to support our professionals through benefits and programs that promote equal opportunity in both leadership and family caregiving roles.

Our firm provides, to both women and men, a ramp down – ramp up period for those taking parental leave, a balanced hours program for those who choose to work reduced hours, and a policy that offers paid time off not only for a new child but also for miscarriage. The firm recognizes the challenges many women face, and works to support our professionals through benefits, programs, and related guidance that promote equal opportunity in both career leadership roles and family caregiving.

Our firmwide WIP Committee consists of:

- More than 35 global members, including the chair of the Diversity Committee and the chair of the Pro Bono Committee;
- The firm's Co-US Managing Partner and the firm's Asia Managing Partner;
- Several Management Committee members, office managing partners, practice area leaders, and practice group coordinators; and
- Our Chief People Officer.

EMBRACING GENDER EQUALITY

Pathway to Success

In 2020, we launched the K&L Gates Pathway to Success business training program with Ms. JD to aid the firm's women associates in building their careers. This 12-week program offers women associates the tools to refine their skills in business development, personal branding, and cultivating and managing client relationships. The program also features opportunities for our associates to engage in live discussions with general counsel from several Fortune 500 companies invested in the growth and success of women lawyers.

Ms. JD is a nonprofit organization dedicated to the success of aspiring and early career women lawyers. Founded in 2006 by a group of female law students, it is now governed by a volunteer board of directors comprised of law students and recent graduates and supported by a small group of independent contractors.

Advancing Women Partners into Leadership Roles

The firm launched a new internal program for our women income partners on their path to equity partnership. The program focuses on steps to equity partnership, including tools for building business and demonstrating leadership skills, and the opportunity to meet, visit with, and learn from women clients, both in-house counsel and non-lawyers, in an intimate, small group setting.

Building Connections Across the Firm

In addition to monthly meetings, the firmwide WIP Committee also connects our local WIP leaders, including both partners and associates, on a quarterly basis to share ideas, best practices, and programs implemented at the office level. The committee also hosts quarterly Connecting Across the Platform networking sessions for our women partners and senior associates to meet, build relationships, and increase their internal market success across the firm's global platform.

DIVERSITY

Balanced Hours Program

While we value the dedication of our lawyers to their profession, we also value and encourage the work-life balance essential to the health and well-being of our team. The firm introduced a Balanced Hours program nearly 20 years ago to create a workplace environment that improves client service, as well as lawyer productivity, retention, and morale. The program includes individually tailored, flexible working arrangements – such as reduced hours or remote work schedule – designed to meet the needs of our lawyers, the firm, and our clients. The firm recently modernized the Balanced Hours program, including a provision for bonuses to adjust participating lawyers' compensations retroactively when actual performance exceeded the planned reduced schedule.

Ramp Down, Ramp Up, and Reintegration Program

Our firm recognizes that the time before and after planned leaves of absence can sometimes be challenging for our lawyers and their families. In 2019, we adopted a policy available to lawyers across the firm's global platform to

assist those taking any planned, approved leave of 12 or more weeks. The Ramp Down, Ramp Up, and Reintegration program facilitates smooth transitions to and from a standard work schedule.

Parental Leave

The firm continues to review and enhance additional parental leave policies appropriate to each region to best address the needs of our colleagues. We recently added a provision to our US policy to support colleagues in the difficult event of a miscarriage at any time during the pregnancy. The provision offers three weeks of paid leave to a parent (i.e., mother, father, intended mother or father in a surrogacy arrangement) within four months of the miscarriage. In recent years, we have expanded our parental leave policy to allow qualifying lawyers up to 24 weeks of total leave. Lawyers are also able to divide parental leave into two increments, providing further flexibility. This change in policy amounts to an additional six weeks of firm paid leave for lawyers.

The background of the slide is a photograph of the Supreme Court building in Washington, D.C., showing its iconic neoclassical architecture with large columns and steps. A semi-transparent purple rectangle is overlaid on the image, containing the text. The top of the slide features a decorative header with diagonal stripes in shades of red, pink, and orange.

DOBBS v. JACKSON

Because inclusion is a core value at our firm, we want everyone at the firm to feel that their perspectives and experiences are valued and respected. Inclusion in many corporate settings was tested when the Supreme Court issued its decision in *Dobbs*, as people have differing opinions. Our employees were no different. The decision, and the discussions and legal changes that followed, impacted our people in very personal (albeit different) ways, and we took steps to create a safe space where differences of opinion and perspectives were not only heard but also protected and valued. In addition to facilitating discussions about *Dobbs* at the local and firmwide level, we formed the *Dobbs Task Force* to facilitate rendering legal advice to clients in connection with the issues they faced as a result of *Dobbs* and various state laws. Likewise, we worked with our medical insurance broker to ensure that existing firm medical benefits would remain in place for employees impacted by changes in the law.

DIVERSITY

CELEBRATING DIVERSITY

As members of a global law firm with more than 45 offices across five continents, we are enriched by the diversity of our people. As a firm, we celebrate numerous special days, weeks, and months that recognize our diverse background—Black History Month, Asian American and Pacific Islander Heritage Month, National Hispanic Heritage Month, International Day of Persons with Disabilities, International Woman’s Day, and LGBTQ+ Pride month, to name a few. In the United States, we also recognize Martin Luther King Jr. Day, Memorial Day, and Juneteenth as firm holidays and offer floating holidays for our personnel to observe in their interest.

To mark these occasions, our firmwide and local diversity and WIP committees host a wide array of events and activities, from renowned guest speakers and insightful panel sessions to documentary screenings and museum visits. Many of the events support local businesses owned by diverse individuals.

The following spotlight a few of our celebrations.

International Women’s Day and Women’s History Month

March is Women’s History Month, and on 8 March we observe International Women’s Day. Our colleagues and friends pledge for equality and inclusion and celebrate the social, economic, cultural, and political achievements of women. In 2022, offices across the firm’s global platform hosted events throughout the month to celebrate women’s accomplishments and to help women. To celebrate International Women’s Day, we hosted events benefiting local women’s shelters; client-facing and internal luncheons and breakfasts; panel discussions focused on accelerating women’s equality around the world; wine and beer tastings from women-owned businesses; and many others. We also celebrated International Women’s Day with a thoughtful and inspiring presentation by Chief US District Judge for the Northern District of Texas, Barbara M. G. Lynn, the first female Chief District Judge in Texas.



DIVERSITY

LGBTQ+ Pride Month

Each June, our firm hosts and participates in a variety of events to celebrate LGBTQ+ Pride month to show our support, unity, and equality with the LGBTQ+ community both within the firm and across our relationships with clients and the greater public.

In 2022, our offices worldwide held events for Pride month from educational seminars and training programs to fundraising events and parades. For example, an afternoon tea in our London office featured an overview of the office's LGBTQ+ initiatives and opportunities for involvement, and a charitable drive by our Charlotte office raised funds for Time Out Youth, a local organization offering support, advocacy, and personal development opportunities to LGBTQ+ youth ages 13 to 24. Our offices across the world remain committed to providing ongoing support for the LGBTQ+ community.



International Day of Persons with Disabilities

The firm's Differently Abled Taskforce invited The Honorable Tony Coelho, former US representative (CA) and House Majority Whip, in celebration of International Day of Persons with Disabilities 2022. He shared his remarkable and commendable journey to success as a renowned national leader in differently abled inclusion and as the principal author and sponsor of the Americans with Disabilities Act. He also shared his work outside of the United States, including his advocacy work for the ratification of the U.N. Convention on the Rights of Persons with Disabilities.

GLOBAL DIVERSITY HOURS POLICY

Our lawyers devote considerable time and energy to promoting diversity and inclusion within our firm and communities. To further encourage these efforts, we have a worldwide diversity hours policy that allows them to count up to 50 hours dedicated to qualifying internal and external diversity and inclusion activities toward their annual thresholds for participation in our annual bonus program.

DIVERSITY

KEY INDUSTRY RECOGNITIONS

Mansfield Rule

This initiative measures whether law firms have affirmatively considered at least 30% women, racial and ethnic minorities, lawyers with disabilities, and LGBTQ+ lawyers for significant leadership roles and activities in the firm. Our firm has achieved:

- Mansfield Rule 4.0 Certification by Diversity Lab in our inaugural year of participation.
- Mansfield Rule 5.0 Certification Plus status in 2022, acknowledging our achievement to obtain the 30% historically underrepresented threshold.
- Currently striving for Mansfield Rule 6.0.



Mansfield Rule™
Participating Law Firm Powered by DIVERSITYLAB

LGBTQ+ Equality

For the 12th consecutive year, the Human Rights Campaign awarded us a 100% score in its 2022 Corporate Equality Index, and named the firm a “Top Place to Work” for LGBTQ+ equality.



Women's Equality

The Women in Law Empowerment Forum awarded us with a Gold Standard Certification for a tenth time, recognizing the high levels of success by the firm's women as partners and leaders. The certification required that:

- Women make up 25% of equity partners or 40% of new equity partners during the past 12 months.
- 10% of women equity partners are women of color or 4% of women equity partners are LGBTQ.



Diversity & Inclusion

The Leadership Council on Legal Diversity (LCLD) has frequently named our firm a “Top Performer.” In 2022, the LCLD also bestowed us with its Compass Award to recognize our active participation in all of its programs.



K&L Gates is a fully integrated global law firm with lawyers and policy professionals located across five continents. For more information about K&L Gates or its locations, practices, and registrations, visit klgates.com.

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