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McDermott Will & Emery has the power to do a tremendous amount of good. In fact, a central part of our mission as a firm involves harnessing and channeling the talents and energy of our people to improve our communities.

To help empower others, McDermott has spent a lot of time in recent years developing a fresh, comprehensive approach to promoting the greater good. As a complement to our enduring commitment to *pro bono* litigation, we have taken on a broad array of transactional *pro bono* matters. We have embraced wide-ranging charitable giving and community service efforts, such as supporting veterans of the armed forces and contributing to organizations that spread the rule of law in developing nations. We are a leader in promoting diversity and inclusion in the legal profession, and we actively work to further the cause of global sustainability.

Our efforts, which span offices and practice groups, have been celebrated by organizations and publications around the world. But the simple truth is that much of the work that we do in our *pro bono* and community service program helps one family, or one person, at a time. And even if those projects don't make the headlines, they are transformational for both the beneficiaries and those who helped to achieve the results. In 2014, those matters included:

- Presenting a workshop to help Senegal's government promote sustainability and community development amid growing interest in its mining industry
- Partnering with the Mattachine Society of Washington, D.C., to unearth documents detailing the U.S. government's historical discrimination against LGBT civil servants
- Raising funds for, and donating computer equipment to, organizations assisting U.S. soldiers who have been injured in combat
- Working with Bet Tzedek Legal Services to fight for the rights of low-income tenants in Los Angeles
- Providing legal advice to Adream Foundation, which aids impoverished students in China
- Teaming with the Global Justice Program at Pepperdine University School of Law on a plea-bargaining program designed to alleviate strain on Uganda's criminal justice system

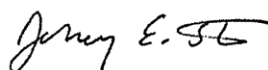
We thank all of the members of the McDermott family who are helping to build a culture where service to others is not only accepted but, indeed, expected. Our lawyers and staff do things every day—both large and small—that are truly life-changing for those we serve.

We hope you will enjoy reading our 2014 *Social Responsibility Report*, and we welcome your thoughts on how we might work together to make a positive, lasting difference in our communities.



PETER J. SACRIPANTI

Co-Chair, McDermott Will & Emery

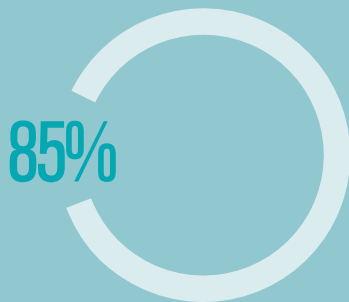


JEFFREY E. STONE

Co-Chair, McDermott Will & Emery



Redefining Commitment. Empowering Others.



Percentage of lawyers who
dedicated time to *pro bono*
and volunteer service

78,000

Number of hours committed
to *pro bono* and volunteer service

\$44 million



Value of time dedicated to
pro bono and volunteer service

950+

Pro bono and community service
matters handled around the world



Number of countries affected by
our commitment to individuals
and organizations worldwide

Committed to Giving Back

Compelled to Serve

Our lawyers and staff members feel a personal and professional responsibility to give back to the underrepresented and disadvantaged in our communities and around the world, whether through *pro bono* legal service, volunteer service or charitable giving.

Leveraging Teams and Talents

Our lawyers and staff members work together to provide the same seamless quality, service and care to *pro bono* clients that we deliver to commercial clients, and to effect legal, social and environmental change worldwide.

Collaborating for Justice

McDermott partners with legal aid and other charitable organizations to provide *pro bono* and volunteer service to underprivileged communities across the globe.

Celebrating Diversity

McDermott is committed to celebrating diversity, not only by embracing diversity and inclusion programs within our own walls, but also through *pro bono* and service initiatives within our communities.

We Are Honored to Be Recognized

Recognized as one of the *Pro Bono* Law Firms of the Year by *Law360*

Named “International Firm of the Year” by TrustLaw for our *pro bono* commitment around the globe

Received Human Rights First's Marvin Frankel Award for the second time

Ranked second in the *The American Lawyer's* Global 100 for international *pro bono* commitment

Honored at the 11th Annual Judicial *Pro Bono* Recognition Breakfast commending Washington, D.C., law firm offices where 50 percent of lawyers contributed at least 50 hours of *pro bono* service

Received the Seventh Circuit Bar Association's *Pro Bono* & Public Service Award

Ranked 24th out of 200 in *The American Lawyer* National *Pro Bono* Rankings

Honored with the State Bar of California President's *Pro Bono* Service Award

Recognized as “a perennial star” for our *pro bono* commitment by *The American Lawyer*

McDermott's *pro bono* program provides critical assistance to underprivileged individuals in the areas of family law, housing, education, civil rights, criminal defense, and asylum and immigration. We provide legal services to nonprofits and entrepreneurs serving disadvantaged communities. We also seek to alleviate poverty, protect human rights, and to effect legal and social change around the world through our collaborations with international non-governmental organizations and social enterprises.





Honoring Women Artists Around the World

McDermott lawyers played an instrumental role in the expansion of the National Museum of Women in the Arts (NMWA) from its roots in Washington, D.C., to Europe and South America. Established in 1981, NMWA is the only major museum in the world dedicated solely to recognizing and celebrating women's creative contributions through exhibitions, educational programs and events.

In addition to performing ongoing trademark portfolio work in the United States, a cross-border McDermott team helped NMWA obtain trademark protection in the European Union and South America, and negotiated license agreements permitting the museum's affiliate committees to use NMWA's brands abroad. Our team also worked to harmonize affiliates' use of NMWA's trademarks and logos on their individual websites and to track the museum's portfolio of domain name registrations.

"Our great collaboration with McDermott has made it possible for us to spread our message and bring more attention to the work of extraordinary women artists around the world," said Ilene Gutman, NMWA's deputy director.

EMPOWERMENT IN PRACTICE

McDermott advised the Frankfurter Kunstverein (Frankfurt Art Association), a renowned organization hosting exhibitions for young contemporary artists, in connection with the appointment of a new director and the revision of board governance documents. [FRANKFURT](#)

McDermott secured tax-exempt status and advised on copyright issues for the Washington Metropolitan Gamer Symphony Orchestra, which educates non-traditional audiences about orchestral music through performances from video game soundtracks. [WASHINGTON, D.C.](#)

McDermott successfully represented the Elmhurst Symphony Orchestra in a dispute over undistributed income from an endowment fund, allowing the orchestra to continue providing educational and cultural enrichment to the western suburbs of Chicago. [CHICAGO](#)

PHOTO COURTESY OF DAKOTA FINE



McDermott lawyers advise individuals on housing matters at the Bet Tzedek offices.

PHOTO COURTESY OF BET TZEDEK

Fighting for Decent Living Conditions

Imagine living in an apartment infested with bedbugs and cockroaches, lacking functional plumbing and smoke detectors, and riddled with leaks and mold. The landlord refuses to answer your complaints and has even threatened physical violence. You have a limited income and cannot afford alternative housing. Now what?

Enter McDermott and Bet Tzedek Legal Services, which currently represent 23 individuals facing these deplorable living conditions in an action against their landlord. This is the second slum housing case on which McDermott's Los Angeles lawyers and Bet Tzedek have collaborated.

The State Bar of California recognized this passion, as well as McDermott's work on asylum, trafficking, and trust and estate matters, when it honored the Los Angeles office with the President's 2014 *Pro Bono* Service Award. Based on recommendations by both Bet Tzedek and *pro bono* partner Public Counsel, the award reflects our Los Angeles office's deep commitment to transformative *pro bono* work.

| IN PARTNERSHIP WITH BET TZEDEK LEGAL SERVICES

EMPOWERMENT IN PRACTICE

McDermott secured permanent supportive housing through the Washington, D.C., Department of Human Services for a homeless family that could not reside in a shelter because of physical and mental health issues. [WASHINGTON, D.C.](#)

McDermott successfully defended a low-income family of six facing eviction after their landlord brought an unlawful detainer case. [SILICON VALLEY](#)

After an intensive mediation, McDermott secured a favorable settlement on behalf of a young woman whose landlord threatened to evict her over a security deposit that the landlord had previously waived and never attempted to collect. [WASHINGTON, D.C.](#)

“McDermott attorneys bring a passion and conviction to these cases that is unmatched.”

DIEGO CARTENEGA,
PRO BONO DIRECTOR, BET TZEDEK



Family Breadwinner Finds Post-Audit Relief

Notice of an Internal Revenue Service (IRS) audit is never welcome, but for low-income taxpayers it can be especially daunting. McDermott's renowned tax practice recently helped one such taxpayer survive an IRS challenge and avoid devastating financial consequences.

Our client, a young man supporting four family members on a limited income, received notice of an IRS audit for a 2011 filing. When he failed to respond, the IRS disallowed his 2011 reporting position, asserted that he owed more than \$5,000 in back taxes and penalties, and froze his 2012 refund.

McDermott lawyers filed a petition in the U.S. Tax Court challenging the IRS's disallowance and gathered documentation to support the client's positions. After settlement discussions, the IRS conceded the 2011 case, paid the 2012 refund and even provided an additional refund for a missed exemption discovered by McDermott. With McDermott's help, our client enjoyed better financial circumstances post-audit—a rare result.

EMPOWERMENT IN PRACTICE

McDermott provided tax counsel to The Italian Student Loan Fund Corporation regarding the repayment of financial aid by Italian graduate students attending universities in the United States. [ROME](#)

McDermott secured a significant appellate victory on behalf of low-income taxpayers in *U.S. v. Rand*, a case concerning the ability to claim refundable credits such as the earned income credit, child tax credit and adoption credit. [CHICAGO](#)



Expanded Protection for Immigrants

A landmark appellate opinion secured by lawyers in McDermott's Chicago office will fundamentally change the landscape for immigrants seeking U-visas in removal proceedings. Our client, L., sought protection from deportation because she and her family had been kidnapped and tortured by local gang members. She applied for a U-visa, which Congress created to protect immigrant crime victims who assist law enforcement. Although L. fulfilled the U-visa requirements, she needed a waiver of inadmissibility before her application could be considered. U.S. Citizenship and Immigration Services (USCIS) denied L.'s request for a waiver, and an immigration judge concluded that he lacked jurisdiction to independently adjudicate L.'s request.

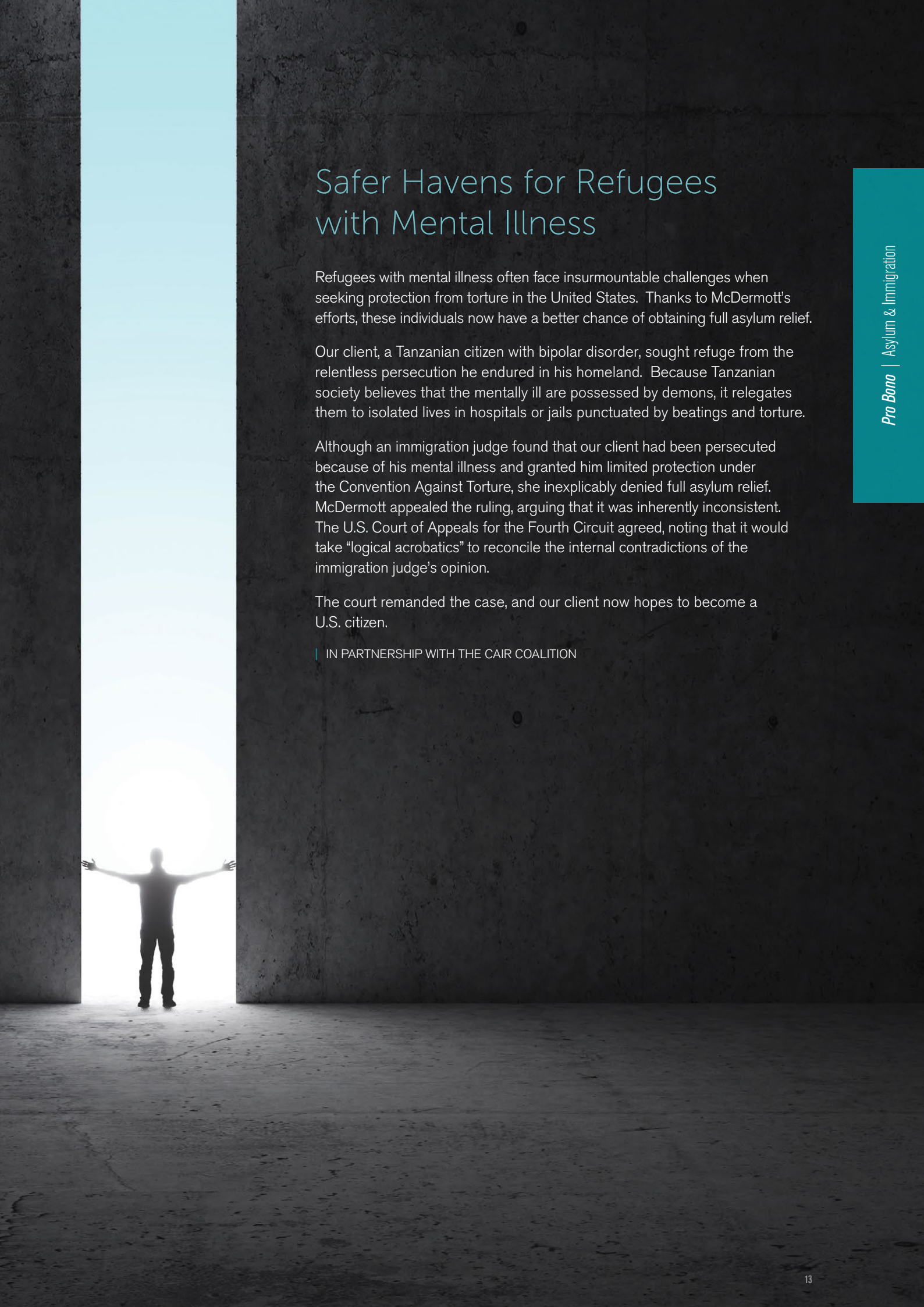
The U.S. Court of Appeals for the Seventh Circuit held, as McDermott had urged, that both USCIS and immigration judges may adjudicate waivers for immigrants seeking U-Visas. This decision, the first of its kind in any federal appellate court, will enhance due process protections for immigrants across the United States.

| IN PARTNERSHIP WITH THE NATIONAL IMMIGRANT JUSTICE CENTER

EMPOWERMENT IN PRACTICE

McDermott's Washington, D.C., office received Human Rights First's Marvin Frankel Award in recognition of its dedication to several complex asylum and immigration matters. The office also received the award in 2009 and is the only law firm office to have received the award twice. [WASHINGTON, D.C.](#)

A McDermott team convinced a California federal court that U.S. Citizenship and Immigration Services wrongfully denied our client's repeated petitions to adjust her immigration status based on "arbitrary and capricious" reasoning. [SILICON VALLEY](#)



Safer Havens for Refugees with Mental Illness

Refugees with mental illness often face insurmountable challenges when seeking protection from torture in the United States. Thanks to McDermott's efforts, these individuals now have a better chance of obtaining full asylum relief.

Our client, a Tanzanian citizen with bipolar disorder, sought refuge from the relentless persecution he endured in his homeland. Because Tanzanian society believes that the mentally ill are possessed by demons, it relegates them to isolated lives in hospitals or jails punctuated by beatings and torture.

Although an immigration judge found that our client had been persecuted because of his mental illness and granted him limited protection under the Convention Against Torture, she inexplicably denied full asylum relief. McDermott appealed the ruling, arguing that it was inherently inconsistent. The U.S. Court of Appeals for the Fourth Circuit agreed, noting that it would take "logical acrobatics" to reconcile the internal contradictions of the immigration judge's opinion.

The court remanded the case, and our client now hopes to become a U.S. citizen.

| IN PARTNERSHIP WITH THE CAIR COALITION



After Horror, Hope

The story is growing devastatingly familiar: a young woman, promised a steady job and paycheck, leaves her home to work in the United States. When she arrives, she realizes the employment contract she signed is a sham. The employers force the woman to work unconscionable hours, subject her to unrelenting abuse and pay her little to nothing. She has become another victim of human trafficking.

Lawyers in McDermott's Washington, D.C., office obtained a T-visa for a Burundian woman whose journey followed this horrifying pattern. The McDermott team persuaded U.S. Citizenship and Immigration Services that our client, who was traumatized from witnessing the murder of her parents in Africa as a child and enduring sexual abuse by her trafficker, should be exempted from the requirement that she cooperate with law enforcement against her traffickers. Our client now holds employment authorization and is receiving much-needed social services.

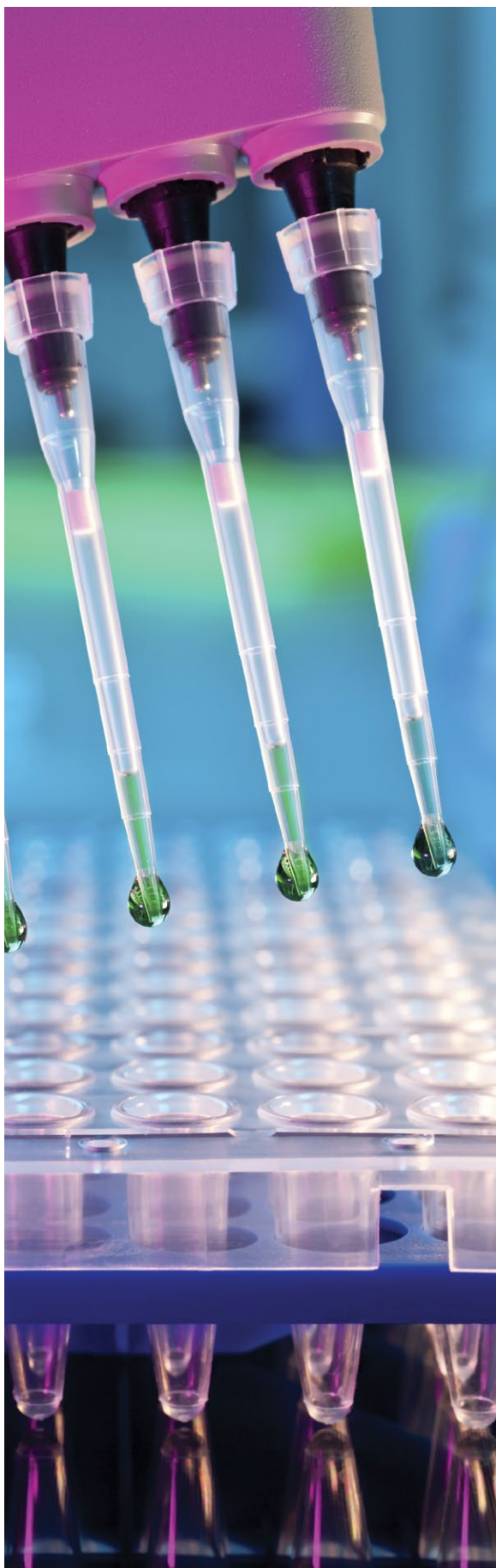
| IN PARTNERSHIP WITH TAHIRIH JUSTICE CENTER

EMPOWERMENT IN PRACTICE

MWE China Law Offices partnered with Liberty Asia, a non-governmental organization fighting slavery and human trafficking, to compare mainland China's current anti-trafficking laws with international standards in order to identify gaps in the existing framework. Together with a series of reports on other Southeast Asia jurisdictions, this assessment will be an important advocacy tool for Liberty Asia and a key resource to help trafficking victims in the region. [SHANGHAI](#)

McDermott filed a federal complaint in the Central District of California seeking unpaid wages, penalties and damages on behalf of a Kenyan national whose former employer, a Kenyan consular official, made her work 11 hours per day for payment of less than one dollar per hour. [LOS ANGELES](#)

McDermott's 2014–2016 Equal Justice Works fellow, Lydia Edwards, teamed with Greater Boston Legal Services to represent labor-trafficked domestic workers, who are disproportionately women of color, and to create legal resources designed to prevent continued abuse. [BOSTON](#)



After 23 Years, a New Chance for Justice

In 1992, Raymond Tempest was convicted of the 1982 murder of a 22-year-old woman in a case that captivated Rhode Island. Although Raymond consistently maintained his innocence, he was sentenced to 85 years in state prison.

Twenty years later, a team of lawyers from McDermott's Boston office took on Raymond's case. In 2014, the team filed a motion to amend Raymond's earlier request for post-conviction relief. Citing new DNA results supporting Raymond's claim of innocence, as well as evidence of multiple due process violations, fabricated witness accounts and ineffective assistance of counsel, McDermott requested an evidentiary hearing on Raymond's claims.

Over vigorous opposition from the state, the Rhode Island Superior Court granted Raymond's motion. The McDermott team will take Raymond's case to trial in early 2015.

| IN PARTNERSHIP WITH THE NEW ENGLAND INNOCENCE PROJECT

EMPOWERMENT IN PRACTICE

After a lengthy bench trial, McDermott secured a not-guilty verdict in a criminal fraud and theft case on behalf of a 52-year-old musician of Sinti origin who is the son of an Auschwitz concentration camp survivor. [MUNICH](#)

Working with the Innocence Project, McDermott filed *amicus curiae* briefs advocating for more rigorous eyewitness identification procedures in the highest courts of Oregon and Massachusetts. [SILICON VALLEY](#) | [WASHINGTON, D.C.](#)



Beaten but Not Broken

In December 2010, a Texas prisoner filed a federal lawsuit alleging that two prison guards brutally beat him while he was handcuffed and complying with the officers' orders. Three years later, court-appointed lawyers from McDermott's Houston office took the case to trial.

The case was not an easy one. The guards, who strongly disputed our client's story, were represented by counsel who was undefeated in more than 100 jury trials. Despite these challenges, the McDermott team successfully excluded irrelevant evidence, presented compelling testimony, and used post-incident video and a courtroom demonstration to substantiate our client's claims. After three days of trial and almost five hours of deliberation, the jury returned a verdict in favor of our client.

When the verdict was read, our client quietly said "thank you" as tears ran down his face. He later wrote to the associate who first-chaired the trial: "I just want you to know that what you have done for me goes beyond just winning a case. You restored hope in me."

EMPOWERMENT IN PRACTICE

McDermott filed an *amicus curiae* brief on behalf of the Tennessee Association of Criminal Defense Lawyers in support of a petition for *certiorari* in *Pruitt v. Tennessee*, a death penalty case in which there was no evidence and the jury did not find that the defendant intended to kill the victim. **WASHINGTON, D.C.**

McDermott filed an *amicus curiae* brief on behalf of former juvenile offenders in *People v. Davis*, after which the Illinois Supreme Court unanimously held that the Supreme Court of the United States' decision in *Miller v. Alabama* to outlaw mandatory life without parole for juveniles should be retroactively applied in Illinois. **CHICAGO**

The Cost of Service: Safeguarding Funding for Legal Aid

When money paid into class action settlements can't be distributed to persons in the plaintiff classes, courts often have awarded such funds to legal services organizations. In recent years, however, this important funding source has come under attack. To rebut critics that have targeted these awards as unwarranted and fraught with favoritism, McDermott filed *amicus curiae* briefs in three appeals challenging large class action settlements. Our briefs, filed on behalf of the National Legal Aid and Defenders Association, the Association of *Pro Bono* Counsel and local legal aid agencies, supported the so-called *cy pres* doctrine and suggested best practices for granting the awards to legal aid groups.

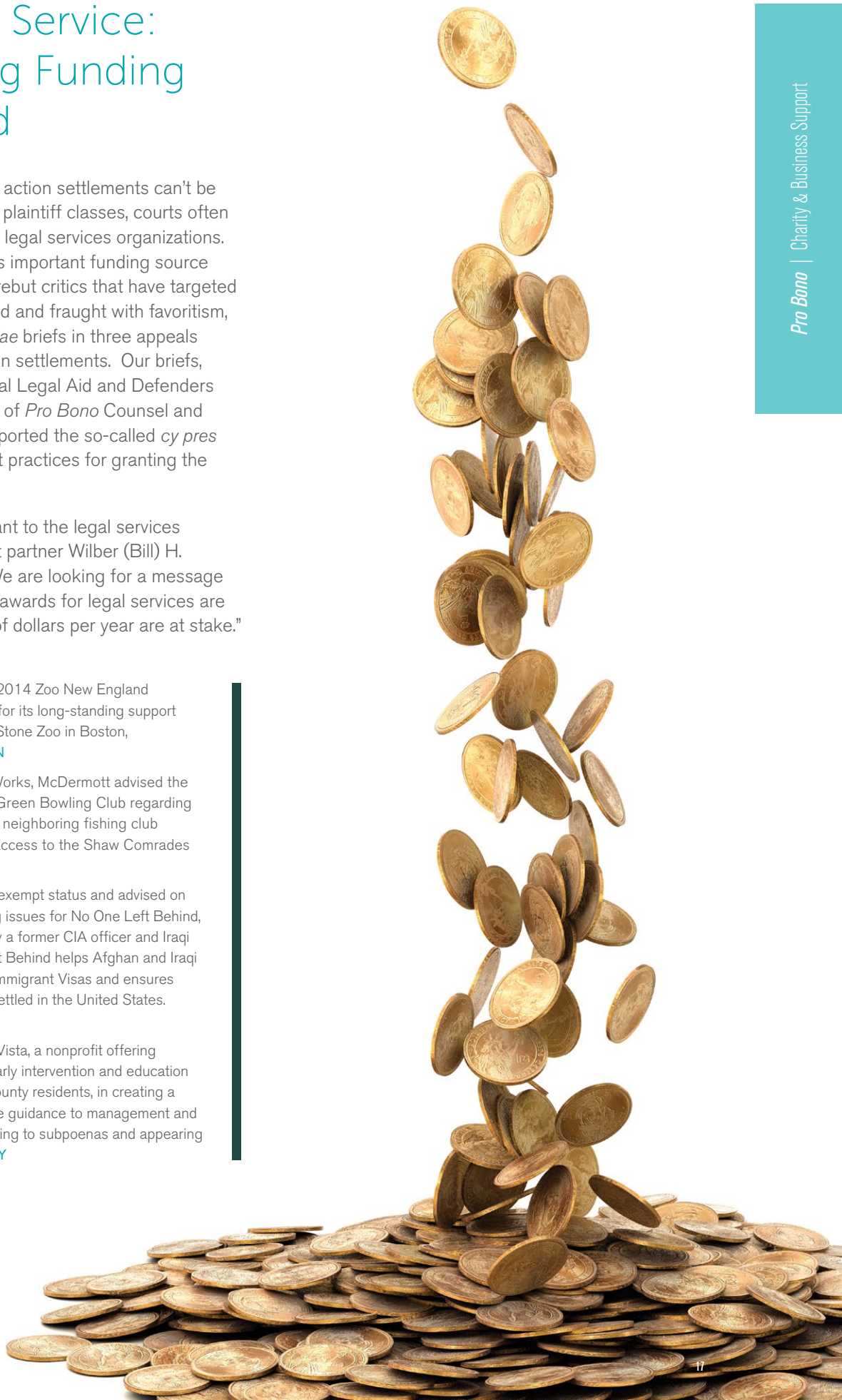
"This issue is terribly important to the legal services community," said McDermott partner Wilber (Bill) H. Boies, who led our team. "We are looking for a message from the courts that *cy pres* awards for legal services are appropriate. Many millions of dollars per year are at stake."

McDermott received the 2014 Zoo New England Corporate Citizen Award for its long-standing support of the Franklin Park and Stone Zoo in Boston, Massachusetts. [BOSTON](#)

In partnership with LawWorks, McDermott advised the Shaw Comrades Crown Green Bowling Club regarding its property rights after a neighboring fishing club demanded unrestricted access to the Shaw Comrades Club's land. [LONDON](#)

McDermott obtained tax-exempt status and advised on corporate and fundraising issues for No One Left Behind, an organization started by a former CIA officer and Iraqi war veteran. No One Left Behind helps Afghan and Iraqi translators gain Special Immigrant Visas and ensures that they are properly resettled in the United States. [WASHINGTON, D.C.](#)

McDermott assisted StarVista, a nonprofit offering counseling, prevention, early intervention and education services to San Mateo County residents, in creating a handbook that will provide guidance to management and staff tasked with responding to subpoenas and appearing in court. [SILICON VALLEY](#)



A Fresh Vision: Low-Cost Eyeglasses for the Developing World

More than 150 million people worldwide cannot afford the eyeglasses they need. EinDollarBrille (OneDollarGlasses) plans to address this critical issue in developing countries, with the help of Munich-based McDermott lawyers.

Martin Aufmuth, a German physics teacher and founder of OneDollarGlasses, invented a “bending machine” that creates eyeglasses without the use of electricity. Virtually maintenance-free, the device can be operated in even the most remote villages. OneDollarGlasses trains local optometrists on how to use the machine and earn a living by selling the glasses inexpensively in their communities. The group collaborates with community leaders to spread the word.

To transform OneDollarGlasses from a one-man mission into a professional charity, McDermott advised on a wide variety of issues, including the organization’s structure, funding and sponsoring; the facilitation of operations in Africa and Latin America; and various tax, compensation and contractual matters.

“

To strategically implement our vision, we need strong partners like the McDermott team, which is so dedicated and accomplished. Thank you very much for the great support!

MARTIN AUFMUTH, INVENTOR AND CHAIRMAN, ONEDOLLARGLASSES

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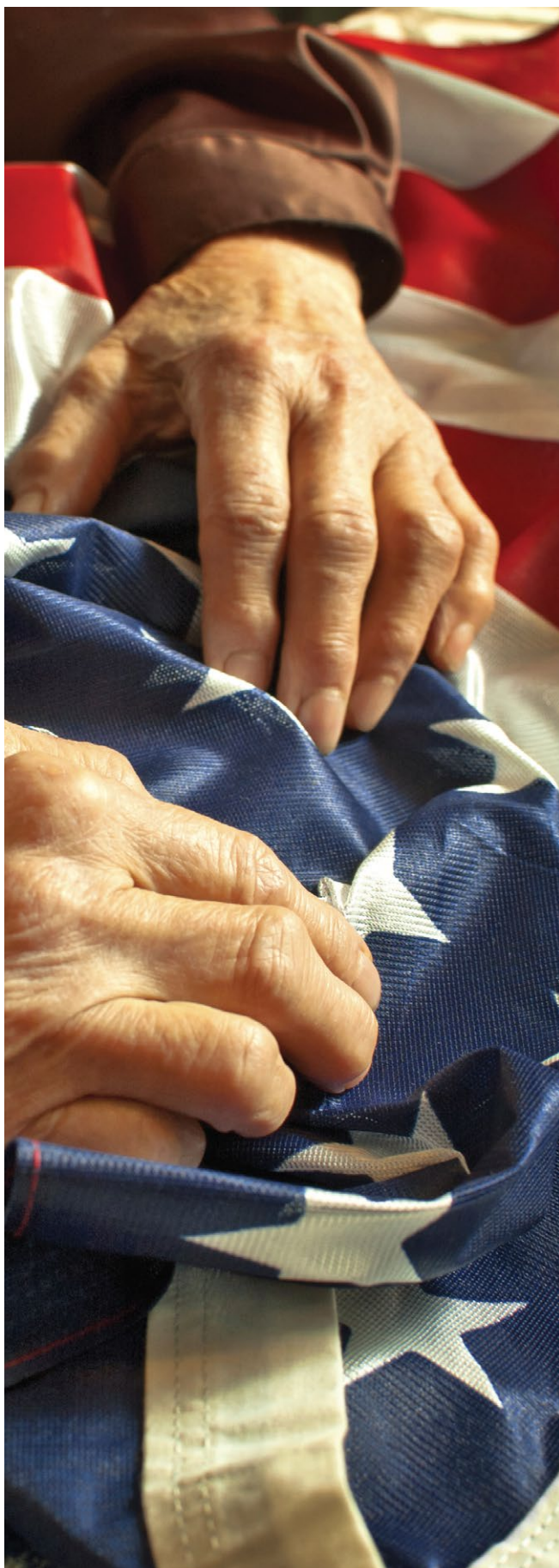
“OneDollarGlasses is rolling out in eight to nine countries where they plan to become volume producers,” said Dr. Gero Burwitz, a McDermott partner who obtained the organization’s preferable tax charity status with the German Revenue Office. “A critical part of their work is enlisting local community leaders who can help their neighbors understand how glasses can change their lives.”

Dr. Carsten Böhm, the McDermott partner who forged the partnership after attending one of Martin’s “bending trainings,” commented: “This simple, great idea is helping developing countries by enabling more of their people to have access to schools, the internet and books, and as a result to financially support themselves and their families.”

PHOTO COURTESY OF ONEDOLLARGLASSES







Securing Support for a Veteran Battling PTSD and Cancer

In 2013, a Vietnam veteran turned to McDermott for help. The veteran suffered from worsening post-traumatic stress disorder and had recently been diagnosed with tonsil cancer that he attributed to Agent Orange exposure. He had sought to increase his disability benefits based on each of these issues, which he argued were injuries suffered in combat. The Board of Veterans' Appeals rejected both claims.

Two lawyers from McDermott's Washington, D.C., office took on the case. After extensive briefing and argument, they persuaded the U.S. Court of Appeals for Veterans' Claims that the Board's decision was in error. Our client had previously rejected a settlement offer that would have forced him to abandon his cancer claim; he now can present additional evidence in support of both claims to the Board.

IN PARTNERSHIP WITH THE VETERANS CONSORTIUM
PRO BONO PROGRAM

When a local pension fund alleged that participants had received substantial benefits overpayments for years, McDermott defended several former participants and beneficiaries. After preparing benefit claim appeals and hardship requests, McDermott succeeded in having all or a portion of the amounts owed discharged. [CHICAGO](#)

McDermott secured disability income support for a homeless father of six who had been unable to hold steady employment because of a severe and progressive psychosocial condition. [WASHINGTON, D.C.](#)

McDermott partnered with the Paris Bar's Solidarity Bus, a specially equipped vehicle stationed at a different Paris metro station five nights a week, in order to provide legal guidance on housing, employment and commercial matters to those in need. [PARIS](#)

McDermott secured disability benefits for a homeless man who had been brutally assaulted and whose injuries, combined with severe depression and limited intellectual functioning, rendered him unable to work. [WASHINGTON, D.C.](#)

EMPOWERMENT IN PRACTICE

Working Together to End ME/CFS

With the benefit of sophisticated cross-disciplinary legal counsel, the Solve ME/CFS Initiative (SMCI) has expanded its work as a research-focused organization striving to eradicate myalgic encephalomyelitis/chronic fatigue syndrome, a poorly understood and devastating illness that affects millions of people worldwide.

McDermott's industry-leading health care lawyers have counseled SMCI (formerly CFIDS Association of America) on complex biotech legal issues, provided guidance on agreements used in clinical trials and research partnerships, and served on SMCI's scientific advisory board. Lawyers from other practice groups across the Firm have aided SMCI with the development of new bylaws, employment contracts and trademarks, as well as the mechanics of a business name change and cross-country relocation. The interdisciplinary McDermott team draws on lawyers from Chicago, New York, Silicon Valley and Washington, D.C., to meet SMCI's legal needs.

"McDermott's health care lawyers are renowned for handling biotech and medical research issues," said Carol Head, president and CEO of SMCI. "Being able to rely on such sophisticated advice has made a world of difference for us and the patients we serve."

EMPOWERMENT IN PRACTICE

The American Health Lawyers Association named 18 McDermott lawyers *Pro Bono* Champions for their dedication to increasing the availability and quality of health care. These McDermott lawyers constituted three-quarters of the total awardees.

BOSTON | CHICAGO | LOS ANGELES | MIAMI | WASHINGTON, D.C.

McDermott provided ongoing *pro bono* counsel in labor, commercial and tax law to the Deutsche Multiple Sklerose Gesellschaft (Landesverband Hessen), an organization that assists the 130,000 multiple sclerosis patients in Germany. **FRANKFURT**

McDermott obtained an exemption from the District of Columbia's cumbersome and costly Certificate of Need requirements for Breast Care for Washington, enabling the organization to provide comprehensive breast care services to low-income patients. **WASHINGTON, D.C.**



McDermott partner Eric Hagen and other volunteer legal teams advised prisoners and prepared **more than 160 cases** for sentencing negotiations.



Trapped in Limbo: A Plea-Bargaining Program for Ugandan Prisoners

Until very recently, criminal cases in Uganda had to be resolved either by trial or by prosecutorial dismissal. Poverty-stricken prisoners could be held for years before trial—in extreme cases, as long as a decade—with no access to legal counsel. Working with the Global Justice Program at Pepperdine University School of Law, McDermott joined forces with Ugandan and U.S. lawyers to introduce a plea-bargaining program designed to alleviate the strain on this under-resourced criminal justice system.

Over the course of a week in summer 2014, the group piloted the plea-bargaining program in one of Uganda's most overcrowded prisons. McDermott partner Eric W. Hagen and other volunteer legal teams advised prisoners and prepared more than 160 cases for sentencing negotiations. The Ugandan advocates subsequently negotiated sentencing recommendations with prosecutors to be presented to the courts. For those Ugandans incarcerated with no release in sight, this program provides closure and, possibly, hope.

PHOTO COURTESY OF PEPPERDINE GLOBAL JUSTICE PROGRAM

EMPOWERMENT IN PRACTICE

McDermott assisted the European Roma Rights Centre with translating and understanding an important judgment recently rendered by the European Court of Human Rights that protects the rights of Romani people who are evicted from their homes. [MILAN](#) | [ROME](#)

McDermott advised Bet Tzedek Legal Services on the legislative history of the German Social Security Ghetto Pension (ZRBG) and how ZRBG payments are determined by the German pension insurance agency. This research will assist in the development of U.S. legislation regarding the interplay between ZRBG and social security payments. [DÜSSELDORF](#)

TrustLaw, the Thomson Reuters Foundation's *pro bono* service connecting non-governmental organizations and social enterprises with law firms, named McDermott its 2014 International Law Firm of the Year for the Firm's commitment to providing critical legal assistance around the globe.

[BOSTON](#) | [CHICAGO](#) | [LONDON](#) | [LOS ANGELES](#) | [NEW YORK](#) | [PARIS](#) | [SHANGHAI](#) | [SILICON VALLEY](#) | [WASHINGTON, D.C.](#)



PHOTO COURTESY OF ILGA-EUROPE

Lowering Legal Hurdles for Transgender Europeans

Many EU Member States fail to correctly implement EU legislation promoting transgender equality, making it difficult for transgender individuals to obtain necessities such as proper identification or revised university degrees reflecting their new gender. In light of this problem, 20 lawyers from McDermott's European offices have partnered with Transgender Europe to catalogue discrepancies in the relevant legislation in order to help build future cases, either through private lawsuits or direct European Commission actions in the European Court of Justice.

"People in this community first have to struggle to find out who they are, and then they continually run into senseless administrative walls," said Wilko van Weert, the Brussels-based partner leading McDermott's effort. "We hope to relieve some misery by removing those obstacles."

| IN PARTNERSHIP WITH PILnet



Hard-Won Justice for Victims of Elder Exploitation

If you have a case in which critical witnesses have passed away and you are missing key documents, what do you do?

If you're on a trial team in McDermott's Miami office, you take the case to court—and win.

In 2000, 65-year-old Phyllis Gardner learned that she was dying of breast cancer and about to lose the apartment where she lived with her 92-year-old mother. With six months to live, Phyllis turned to a childhood acquaintance, M., for help. M. agreed to let Phyllis and her mother live with M. at her farmhouse.

M. subsequently cashed tens of thousands of dollars in checks from Phyllis's bank accounts. After decimating Phyllis's life savings, M. evicted the women. Phyllis approached the Florida Department of Children and Families and the Miami-Dade Police, but the state's attorney did not prosecute. Shortly thereafter, both Phyllis and her mother died while living in a hotel room.

David Gardner, Phyllis's brother, was living in England when he became the personal representative of her estate. He approached Dade Legal Aid for help. Legal Aid referred the case to McDermott through its Put Something Back program, and the Miami team filed a complaint against M. in Florida state court. When David passed away during discovery, however, the case stalled. Eventually, David's daughter, who had no knowledge of the critical events, became the representative of Phyllis's estate.

Despite these significant challenges, McDermott pressed forward. At trial, the team called M. as its first witness and systematically undermined her credibility during a lengthy cross-examination. After several hours of deliberation, the jury returned a verdict for the estate and awarded damages based on M.'s unjust enrichment. "It was a long journey to the right result," said McDermott partner Robert M. Kline.

| IN PARTNERSHIP WITH DADE LEGAL AID

McDermott helped an elderly widow with no immediate family members prepare her estate planning documents, which allowed her to direct the disposition of her assets and avoid their distribution to remote relatives under Illinois state law. [CHICAGO](#)

The Center for Disability and Elder Law named McDermott staff attorney Judith Davis volunteer of the year at its 30th Anniversary Celebration for her commitment to assisting Chicago's seniors with myriad legal issues. [CHICAGO](#)

EMPOWERMENT IN PRACTICE

Untold Stories: Recovering the Histories of LGBT Civil Servants

Partnering with the Mattachine Society of Washington, D.C. (MSDC), a nonprofit group committed to uncovering the deleted histories of LGBT Americans, a multi-office McDermott team is using public record requests to bring to light long-buried documents detailing the U.S. government's historical discrimination against LGBT people. The project, dubbed "Deleted History," uses "archive activism" to locate and resurrect official papers revealing the depth and scope of the discrimination and the animus underlying the treatment of LGBT people.

Our collaboration with MSDC has uncovered critical documents reflecting the lengthy uphill battle that LGBT civil servants faced. In a 1964 memorandum, a Civil Service Commission chief explained that "[i]n evaluating cases of homosexuality, we automatically find the individual not suitable for federal employment unless there is evidence of rehabilitation." Over two decades later, a memo to President Ronald Reagan from his chief domestic policy adviser listed various reasons why a gay man should not be included on the Presidential Commission addressing the AIDS epidemic.

The McDermott team also is seeking historical documents related to *One Inc. v. Olesen*, the first case in the Supreme Court of the United States to address LGBT civil rights. In this 1958 decision, the Supreme Court ruled against the government when it declared that *One*, a "magazine of ideas" for homosexuals, was not obscene and in fact was entitled to First Amendment protection. McDermott partner Lisa A. Linsky served as a panelist at a forum highlighting the *One* case held by the Cato Institute's Center for Constitutional Studies. The forum also addressed two other issues for which Deleted History has identified documents: FBI Director Hoover's "Sex Deviate" program and President Eisenhower's Executive Order 10450, both of which prohibited LGBT people from federal employment purportedly for the sake of "national security" and "morality."

McDermott's efforts have brought to life the long-silenced stories of individuals affected by the U.S. government's discriminatory policies. Among the untold number of LGBT federal employees who were fired was Charlie Baker, a former government clerk terminated from the National Bureau of Standards in 1973. Charlie currently is working with McDermott and MSDC to bring attention to continued discrimination against LGBT people in the workplace and to bolster support for the Employment Non-Discrimination Act.



McDermott and the Mattachine Society of D.C. showcase their unique partnership at an event.

EMPOWERMENT IN PRACTICE

McDermott secured asylum for a Honduran man who had been subject to physical and verbal attacks and attempted murder by gang members who perceived him to be homosexual.
WASHINGTON, D.C.

In conjunction with the LGBT Committee of the International Bar Association, McDermott successfully encouraged member bar associations around the world to vote in favor of passing a resolution regarding the decriminalization of same-sex activity.
CHICAGO

McDermott lawyers staff the legal clinic at the Center on Halsted, the largest LGBT community center in the Midwest. McDermott has worked with the Center since 2007 to assist dozens of LGBT individuals facing a wide range of legal issues, including employment and housing discrimination, same-sex marriage questions, access to federal health programs, second-parent adoption and child custody disputes. **CHICAGO**

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These documents detail a long-running policy of flagrant discrimination against gay people by the U.S. federal government. We hope our work will help in the ongoing struggle to protect LGBT employees in the private workplace.

PAUL M. THOMPSON, McDERMOTT PARTNER

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McDermott's Kids First Initiative provides *pro bono* representation, volunteer service and philanthropy to at-risk children and their families around the globe, and to nonprofits serving underprivileged youth. Whether by pursuing education opportunities, family stability, health care or juvenile justice reforms, or by mentoring students in impoverished communities, our lawyers and staff are committed to ensuring a better future for all children.





El Salvadorian Brothers Find a Healthy New Life

While on a missionary trip to El Salvador, Pastor Iluminada Gomez noticed two boys playing among the pews of a local church. The older boy's smile "lit up the room" as he shyly hobbled away. Following along to introduce herself, the pastor discovered that the eight-year-old boy was the sole source of support for his family, who made their home in a mangrove tree. Despite a severe leg deformity, the boy rose every day before dawn to catch fish to sell, all while relying on a makeshift crutch.

Deeply moved, Iluminada took the boy, along with his mother and younger brother, to the United States to seek medical care for his legs. It soon became apparent that the mother, who suffered from mental and physical illnesses, could not care for the boys. Although attempts to keep the family together failed, Iluminada found a school for the boys and secured humanitarian medical aid.

When the boys' school called social services, citing the pastor's lack of legal custody, McDermott embarked on a three-year odyssey through the courts and immigration agencies. After winning legal custody for Iluminada, the team appealed the Washington, D.C., Family Court's refusal to make findings that would support Special Immigrant Juvenile Status for the children and prevent their removal to El Salvador. The appellate court agreed with McDermott, and the boys gained permanent legal resident status in August 2014.

After multiple surgeries, the older brother is now getting around well on an artificial leg and is a member of his high school's swim team. He wants to be a lawyer, and his younger brother hopes to be a policeman. "The boys are flourishing, and we're helping Iluminada pursue a legal adoption," said Ellen (Elle) S. Pyle, discovery counsel in McDermott's Washington, D.C., office. "They have a wonderful relationship—she is truly the only real mother they have ever known."

| IN PARTNERSHIP WITH THE CHILDREN'S LAW CENTER



PHOTO COURTESY OF ADREAM FOUNDATION

Big Dreams for Childhood Education in China

Adream Foundation is making a difference in China. The highly lauded organization seeks to remedy educational inequalities by providing services to underprivileged children in both rural and urban areas. Since its 2007 launch, the organization has received several awards and accolades: for each of the past three years *Forbes China* has identified Adream as one of China's most transparent charities, and in 2012 the Ministry of Civil Affairs awarded Adream the China Charity Prize, the highest government award for charity.

In 2014, more than 20 percent of MWE China Law Offices' lawyers assisted Adream with advice on tax, corporate, intellectual property and litigation matters. Shirley Pan, Adream's founder and chair, has expressed a "great appreciation" for MWE China's legal support, which has allowed Adream to focus on giving impoverished students the tools to achieve a better life.

EMPOWERMENT IN PRACTICE

McDermott won a due process hearing for a severely disabled child attending the District of Columbia Public Schools. McDermott's advocacy enabled the child to maintain his full-time special education placement at a private school and paved the way for his continued learning and progress. [WASHINGTON, D.C.](#)

Working closely with physician specialists and educational support providers, McDermott is helping the family of a three-year-old boy with Autism Spectrum Disorder and Global Developmental Delay obtain additional individualized special education services and navigate challenging obstacles presented by the school district. [BOSTON](#)

More than 20 Chicago lawyers participated in the Lawyers in the Classroom program at William H. Brown Elementary School. Coordinated by the Constitutional Rights Foundation, the program is designed to help students better understand the U.S. Constitution, legal system and law-related careers. [CHICAGO](#)

Exoneration for Parents Accused of Neglect

In September 2011, parents of a young boy with the flu brought him to the emergency room, where doctors diagnosed and treated him for dehydration. The next month, the parents took their son to the pediatrician, who noted that the child was healthy. In November, the family returned to the emergency room, where doctors diagnosed the boy with an ear infection and again found him to be dehydrated. Based on the two emergency room visits, the Illinois Department of Children and Family Services launched an investigation and ultimately indicated the parents for medical neglect.

Chicago's Family Defense Center referred the case to McDermott, which represented the parents at an administrative hearing and subsequent appeal. After lengthy briefing and oral argument, the court ruled in favor of our clients, finding that they had cared for and sought appropriate medical treatment for their son throughout his frequent childhood illnesses. Concluding that "a mistake has been committed," the court expunged the neglect finding.

| IN PARTNERSHIP WITH THE FAMILY DEFENSE CENTER

EMPOWERMENT IN PRACTICE

McDermott helped a grandmother secure guardianship of her four grandchildren in a contested proceeding and persuaded the California probate court to make findings concerning the children's Special Immigrant Juvenile Status eligibility. [LOS ANGELES](#)

McDermott successfully represented a mother who had been wrongfully indicated for abuse by the Illinois Department of Children and Family Services after an incident in which her autistic daughter came home from school with a bite mark on her arm. [CHICAGO](#)



Giving Underprivileged Students a Chance to Shine

For many high school students in underprivileged areas of London, the prospect of attending university or getting a good job after graduation seems out of reach. To help make a difference, lawyers and staff from McDermott's London office annually serve as mentors through Envision, a UK education charity working to empower young people and create positive change in society.

In 2014, McDermott volunteers coached students from St. Anne's and St. Bonaventure School in Upton Park on an array of skills vital in higher education and the working world. They also assisted with a "Young Leaders" project, through which the students created an awareness campaign on sexual abuse and domestic violence.

"You see these students grow incredibly over nine months," said McDermott associate Richard Cook. "They honestly go from 'diamonds in the rough' to being much more confident and virtually unrecognizable from before."



Paul McGrath, McDermott associate, mentors a high school student through the Envision program.

PHOTO COURTESY OF ENVISION

EMPOWERMENT IN PRACTICE

McDermott successfully represented L'Abilità Onus, an Italian nonprofit helping children with mental and physical disabilities, in an action against an entity infringing L'Abilità's trademark. **MILAN | ROME**

McDermott secured tax-exempt status for the Science and Entrepreneurship Exchange, which uses real-world immersion programs to expose young students to career paths in product design, engineering, manufacturing, marketing and entrepreneurship, among others. **CHICAGO**

McDermott is representing Ein Stern für Bethlehem, a nonprofit fundraising organization, in an attempt to safeguard a pecuniary legacy. **MUNICH**

McDermott assisted the Academy Charter School, a public charter high school providing residential living for 80 foster teens, when the Academy's board of trustees discovered that the school had failed to file for tax-exempt status before opening its doors. After submitting a complicated application detailing two years of the school's operating history, McDermott obtained tax-exempt status for the Academy retroactive to 2012. **LOS ANGELES | ORANGE COUNTY | WASHINGTON, D.C.**



Legal RX: Using the Law to Improve Children's Health

Clinical providers at the Children's Hospital of Orange County (CHOC), one of the United States' leading children's hospitals, frequently see patients from low-income families whose illnesses are exacerbated by outside circumstances—for example, an asthmatic child who lives in an unsanitary, vermin-infested rental apartment. Efforts to cure these patients' illnesses are often hampered by the uninhabitable conditions that continue after treatment.

To address this dangerous problem, McDermott advised on the creation of a medical-legal partnership between CHOC and the Public Law Center (PLC), building on the Firm's long-standing partnership with the National Center for Medical-Legal Partnership. Like other medical-legal partnerships that McDermott has helped establish across the United States, this collaboration tackles the legal issues compounding patients' illnesses with the goal of improving patient health. Now when CHOC practitioners identify patients with outside legal issues, they work with onsite PLC lawyers who can take appropriate legal action on the patients' behalf.

Two weeks after obtaining an emergency order of protection, McDermott successfully obtained a two-year plenary order on behalf of a public high school student who had been badly beaten by a boyfriend who attended the same school. **CHICAGO**

McDermott hosted a national leadership meeting for Family Voices, a nonprofit seeking to achieve family-centered health care for children with special health care needs. **WASHINGTON, D.C.**

McDermott lobbied on behalf of the Massachusetts Appleseed Center for Law and Justice to advance legislation providing support to parents seeking equitable treatment of children with special needs. **BOSTON**

EMPOWERMENT IN PRACTICE

Literary Effort: A New Law Library for Ukraine

The Frankfurt Investment Arbitration Moot Court, an international student competition founded by McDermott partner Dr. Sabine Konrad, takes place every March. In 2014, two Ukrainian teams withdrew from the competition because of the political unrest in their country. Two other teams from Ukraine attended but found it difficult to stay focused given the pressing concerns at home.

Sabine, wanting to recognize the efforts of the attending Ukrainian students and offer consolation to those who stayed behind, began coordinating efforts for a Kiev library that would provide students with access to international law and arbitration resources. "The Ukrainian universities have been staunch supporters of the Frankfurt moot from its very beginning," Sabine said. "We have seen them grow into top-notch competitors. Our hearts go out to them and their country. The international law book drive can only be a symbolic gift and a small contribution to their efforts."

The Kluwer arbitration books that constituted the Moot prize, worth more than \$1,000, were the first to be donated. Personal contributions by law professors and practitioners in Europe, the United States and Asia followed within hours. McDermott coordinated the U.S. efforts, obtaining contributions from non-governmental organizations and other law firms. Additional monetary contributions have been promised to "fill the gaps" of the new library, which will be hosted by the Institute of Foreign Relations in Kiev and will be open to students from all universities. Close to 100 collections already have been donated, and the drive is ongoing.

Close to

100 collections

already have been donated.



Making the Grade with Mentoring

Only six percent of Chicago's public high school students graduate from college by the age of 25. While such a statistic might seem insurmountable, the simple act of mentoring can be a powerful catalyst for change. Providing support and encouragement on the path to higher education is immensely valuable, according to Marci Koblenz, founder and president of the Center for Companies That Care, a nonprofit dedicated to enhancing the wellbeing of employees and communities. "Unlike their middle-class peers, urban minority students do not grow up surrounded by college-going expectations," Marci said.

McDermott employees have mentored several high school students through the Center's AIM High program with great results—each student has gone on to attend college. More than 20 McDermott employees also entered the Center's 2014 March to College 5K, raising more than \$1,400 for the cause. "The Center's efforts are so inspirational," said Valerie Parham, a McDermott staff member. "Being a mentor is a fun and rewarding experience that can really impact a child's future."



Participants cross the finish line at the March to College 5K event.

PHOTO COURTESY OF CENTER FOR COMPANIES THAT CARE

6%

of Chicago's public high school students graduate from college by the age of 25.

100%

of AIM High's participating students have graduated from high school.

97%

of AIM High's participating students have enrolled in a four-year college.

SOURCE: COMPANIES-THAT-CARE.ORG, CHICAGOTONIGHT.WTTW.COM

EMPOWERMENT IN PRACTICE

A team of McDermott lawyers and staff joined almost 500 runners from 42 law firms in the 20K Brussels Legal Run benefiting La Maison des Gais Lurons, a center for critically ill and underprivileged children. [BRUSSELS](#) | [DÜSSELDORF](#) | [PARIS](#)

McDermott donated 11 laptops to the All-Aboard Family Literacy Program, a tutoring program for approximately 60 inner-city children in kindergarten through second grade, to create a school computer lab. [MIAMI](#)

McDermott's volunteer service and philanthropy programs seek to revitalize the Firm's local communities. Whether sponsoring walks or runs, packaging food for the homeless, or serving as board members or trustees, our lawyers and staff roll up their sleeves, raise funds and expand awareness for the critical work that nonprofits do on behalf of disadvantaged communities.

Raising the Roof with Habitat for Humanity

For the second year in a row, McDermott's Miami office worked with Habitat for Humanity to help a future homeowner build his family's new residence. Our team painted the exterior of the home, installed flooring and tackled yard work.

Owners of Habitat for Humanity homes must put in at least 250 hours of "sweat equity," and the McDermott team was lucky enough to meet their future homeowner on the job. After more than two years of work, he was able to celebrate a "homecoming" with his family just months after McDermott's participation. "I'm so glad to have been part of this project," said Miami associate Audrey M. Pumariega. "The father of the family who would be living in the home had just finished an overnight shift at his normal job, but he still came to the site to help us work. It was touching."



PHOTO COURTESY OF OLIVIA WONG PHOTOGRAPHY

“

The father of the family who would be living in the home had just finished an overnight shift at his normal job, but he still came to the site to help us work. It was touching.

AUDREY PUMARIEGA, McDERMOTT ASSOCIATE

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Riding to Reverse a Vicious Cycle of Poverty

“

We were so proud to assist Grameen, which attacks the link between poverty and poor health among promising women in our communities.

AMY LEDER, McDERMOTT PARTNER

”

Lawyers and staff from McDermott's New York office raised more than \$34,000 in a SoulCycle bike ride to benefit Grameen PrimaCare. Founded in 2013 by Nobel Peace Prize Laureate Professor Muhammad Yunus, Grameen provides health care and preventative services to women in low-income immigrant neighborhoods in Queens, New York. Many of Grameen's participants also receive microfinance loans to help them build small businesses and create better lives for themselves and their families.

"We were so proud to assist Grameen, which attacks the link between poverty and poor health among promising women in our communities," said McDermott partner Amy S. Leder, a founding board member of Grameen. In addition to the SoulCycle fundraising, Amy and other McDermott lawyers represent Grameen on various health care regulatory issues and in its partnership with an affiliated health care clinic.

EMPOWERMENT IN PRACTICE

McDermott lawyers and staff joined more than 5,000 runners and walkers in the Race Judicata 2014 5K Run/Walk sponsored by Chicago Volunteer Legal Services (CVLS). Our support helps ensure that CVLS can continue to provide quality legal services to low-income Chicagoans. [CHICAGO](#)

Lawyers and staff from McDermott's Silicon Valley office worked shifts at the local Second Harvest Food Bank, packaging food for delivery to organizations that feed the homeless and working poor in the San Francisco Peninsula and Santa Clara Valley. [SILICON VALLEY](#)

Thanks to more than 60 lawyers and staff who competed, McDermott raised the most funds out of all teams for the American Heart Association's 2014 Lawyers Have Heart race/walk. [WASHINGTON, D.C.](#)

In partnership with Easter Seals and the Dixon Center, McDermott lawyers and staff mentor veterans seeking employment or pursuing college or graduate degrees. [CHICAGO](#) | [WASHINGTON, D.C.](#)

Helping Wounded Veterans Start the Next Chapter of their Lives

Thanks to McDermott's efforts and the latest technology, severely injured veterans now can receive worldwide support during their recovery. OPERATION: NEXT CHAPTER is the brainchild of McDermott partner Cym H. Lowell, who is also a Vietnam veteran and novelist. The foundation aims to provide adaptive laptop computers to military personnel who have suffered service-related disabilities, including amputations, paralysis, eye injuries, burns and brain trauma. The specialized laptops allow veterans to remain in contact with their families, friends and units, all of whom can provide immense support during the veterans' recovery and post-treatment.

McDermott has raised \$10,000 for the cause, and Cym intends to add the proceeds from his recent novel, *Jaspar's War*. These contributions are timely, as the wait list adds about 100 veterans each year. "My goal is to make sure every warrior on the waiting list receives a laptop—a dream come true," Cym said.

McDermott raised

\$10,000

for the cause, and Cym intends to add the proceeds from his recent novel, *Jaspar's War*.



McDermott recognizes an obligation to minimize its impact on the planet and to support organizations that promote a healthy, sustainable environment. We recycle and reduce paper consumption, invest in efficient lighting and heating systems, promote alternative forms of transportation, use technology to reduce travel, and give preference to eco-friendly vendors and products.

Changing Lives with Recycled Technology

To help people in need gain access to computer technology, a staff-led project donates McDermott's older PCs, laptops and printers to impoverished schools and charitable organizations in Africa, Central America, the Caribbean and the United States.

More than 400 re-imaged and securely wiped computers and other pieces of equipment have been given to approximately 22 organizations to date. Our Washington, D.C., and New York offices shipped 36 laptops to Soldiers' Angels, an organization providing aid and comfort to U.S. veterans. The Chicago office sent a large shipment to a school in San Marcos, Guatemala. "For many of the students, this is the first time they've had any kind of technology, and it's opening up whole new worlds to them," said Joseph D. Hufford, an IT manager in the Chicago office.



A deployed U.S. soldier displays a laptop donated by McDermott.

PHOTO COURTESY OF SOLDIERS' ANGELS

The Orange County office donated computers to local nonprofit organizations, including the Orangewood Children's Foundation and the Public Law Center, and our Silicon Valley office gave printers to the Level Playing Field Institute and other groups.

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For many of the students, this is the first time they've had any kind of technology, and it's opening up whole new worlds to them.

JOSEPH HUFFORD, McDERMOTT IT MANAGER

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Seeking Sustainability in Senegal's Mining Industry

The wealth of Senegal's untapped mineral deposits has attracted many foreign mining companies to the country's burgeoning extraction industry. McDermott's Paris office recently ran a workshop to help Senegal's government employees ensure that the country derives maximum benefits from these valuable natural resources.

The workshop provided 25 employees with practical guidance on the scope and negotiation of mining agreements, as well as important strategic considerations for the government in making sure these agreements are carried out effectively on the ground. "A main focus was on negotiating meaningful commitments from the mining companies that will promote sustainability and benefit local populations," said McDermott counsel Matthieu Adam, who co-presented the workshop with counsel Liliane Doukouré. "Investments like these are very important for communities that are lacking in infrastructure, including agricultural resources, hospitals, schools, and distribution facilities for water and electricity."

The workshop was organized in partnership with the Ministry of Industry and Mines of Senegal and the World Bank Group.

| IN PARTNERSHIP WITH THE INTERNATIONAL SENIOR LAWYERS PROJECT

“A main focus was on negotiating meaningful commitments from the mining companies that will promote sustainability and benefit local populations.”

MATTHIEU ADAM, McDERMOTT COUNSEL



Thinking Twice About Who Pays the Price

As global demand for consumer electronics grows, German nonprofit Eine Welt Netz NRW e.V. (One World Network) is educating younger generations about the true costs of these luxuries and the intertwined issues of climate change, globalization and fair trade. Eine Welt Netz promotes sustainability and global responsibility through educational outreach programs, training, volunteer service and participation in local fairs. One popular exhibit, the “World’s Garden,” includes a learning station with an oversized cell phone demonstrating how Congo’s recent civil war was fueled by demand for minerals commonly used in mobile devices, computers and video games.

Led by Düsseldorf-based partner Dr. Gudrun Germakowski, McDermott lawyers have reviewed contracts to facilitate Eine Welt Netz’s partnerships and advised on the handling of donations. “Everything we do and buy influences our world,” Gudrun said. “This is a platform where fresh ideas can be born that maybe, in the end, will be the start of a solution.”

EMPOWERMENT IN PRACTICE

With assistance from McDermott, Brooklyn Alliance for Neighborhood Gardens Land Trust Inc. obtained federal tax-exempt status, allowing it to receive titles to several community gardens located throughout Brooklyn. [NEW YORK](#)

McDermott continued to advise the Surfrider Foundation, an environmental nonprofit organization dedicated to protecting and enjoying our oceans, waves and beaches, on a variety of transactional and litigation matters. [ORANGE COUNTY](#)

McDermott provided state tax advice and other assistance in connection with the formation of benefit corporation Adopt-A-Watt of California, Inc. Modeled after the successful Adopt-a-Highway program, the National Adopt-A-Watt® Program provides a business-based funding methodology to facilitate the United States’ transition to clean energy and energy efficiency. [SILICON VALLEY](#)

At McDermott, it is not enough to simply value diversity. We are committed to implementing practices that create and maintain an inclusive professional environment for the long-term benefit of our colleagues and clients. Our policies play a significant role in our hiring, retention and promotion processes.



Named a **Top 50 Best Law Firm for Women**
by *Working Mother* magazine and Flex-Time Lawyers LLC

100% score on the Human Rights Campaign Foundation's
Corporate Equality Index and accompanying recognition as a
Best Place to Work for LGBT employees
for the ninth consecutive year

Received the Minority Corporate Counsel Association's
George B. Vashon Innovator Award
for our Diversity Talent Development Initiative, an inventive and
comprehensive program to help retain and promote lawyers of color

Inaugurated a Differently Abled Diversity & Inclusion Subcommittee	Remained one of the few law firms to offer full health coverage for transgender employees
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Included on ***The American Lawyer's* Women Partner Watch
Honor Roll** for promoting new partner classes that were at least
30 percent female over the past three years

Launched the McDermott Diversity Fellowship Program and hosted three racially and ethnically diverse first- year law students as summer associates	Recognized by Equality Illinois as "Raising the Bar" by providing a welcoming and fair work environment for LGBT employees
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Refined our **Women's Business Development Coaching Program**
to best fit participating partners' practices, locations and goals

Launched "Tax in the City" roundtables and networking events that
provide **opportunities for women professionals**
to discuss technical international, federal and state tax issues

McDermott Named a Top 50 Law Firm for Women

McDermott was named one of the “50 Best Law Firms for Women” in the annual survey conducted by *Working Mother* magazine and Flex-Time Lawyers LLC, which recognizes firms offering the most family-friendly policies as well as effective business and career development initiatives for female lawyers. In recent years, the Firm has established various programs and set specific goals to hire, retain and promote women at McDermott. Among other efforts, the Firm has established reduced-time schedules, parental and caregiver leave options, and equitable promotion guidelines.

“We are very proud of programs like our Women’s Business Development Initiative, Women’s Leadership series of events and expanded mentoring programs, all of which are designed to provide opportunities for our female lawyers to hone valuable skills, connect with one another and thrive personally and professionally,” said Andrea (Andie) S. Kramer, chair of the Firm’s Gender Diversity & Inclusion Subcommittee. Andie was one of four accomplished panelists who discussed self-advocacy skills at a “Career Accelerator” CLE program prior to the *Working Mother* awards luncheon.



Andie Kramer discusses leadership, sponsorship and business development at the Working Mother/Flex-Time Lawyers Career Accelerator Summit.

PHOTO COURTESY OF WORKING MOTHER MEDIA

EMPOWERMENT IN PRACTICE

Chambers USA named Andie Kramer Lawyer of the Year: Gender Diversity (Private Practice) at its Women in Law Awards, and named partners Joan-Elisse Carpentier and Monica Neuman finalists for Outstanding Contribution: *Pro Bono* Work and Lawyer of the Year: *Pro Bono*, respectively. [BOSTON](#) | [CHICAGO](#) | [NEW YORK](#)

McDermott partners Sarah Chapin Columbia, Carlyn S. McCaffrey and Jean A. Pawlow were shortlisted for patents, wealth management and tax dispute resolution, respectively, at Euromoney Legal Media Group’s third annual Americas Women in Business Law Awards. [BOSTON](#) | [NEW YORK](#) | [WASHINGTON, D.C.](#)

London partner Ziva Robertson was named to *Legal 500 UK*’s elite Leading Lawyers list in the category of private client – contentious trusts and probate. [LONDON](#)

McDermott partner Jennifer M. Mikulina was one of six Illinois lawyers honored with the Women’s Bar Association of Illinois’ 2014 Top Women Lawyers in Leadership award. [CHICAGO](#)

McDermott partner Veronica Pinotti spoke at The Pink Cloud, a program organized by Microsoft and the Italian Prime Minister’s Office Department for Equal Opportunities to raise awareness about the gender gap in the fields of science, technology, engineering and mathematics. [MILAN](#)

McDermott partner Carol A. Harrington was named to the *Best Lawyers*® 2015 Lawyer of the Year list for trusts and estates. This honor is reserved for a single lawyer in each practice area within a designated metropolitan area. [CHICAGO](#)

Law360 named Sarah Chapin Columbia one of the 20 Most Influential Women in IP Law. [BOSTON](#)



Obi Madubuko interacts with her coach, Deborah Brown, during a Women's Business Development Initiative Coaching Program session.

Paving Pathways to Success: Women's Coaching Program

In 2014 the Firm refined its Women's Business Development Initiative Coaching Program, which provides select women partners with personal, one-on-one guidance to help advance their careers, enhance their prospects of being promoted to equity partner, develop business and hone their leadership skills. Women partners must apply to participate in the program, and each selected partner chooses a coach who best matches the partner's individual practice, geographic location and career goals.

The recent enhancements were designed to afford more personalized advice, accommodate varying schedules and help attract the participants who can benefit the most. Periodic group forums furnish opportunities to share experiences and network with others in the program.

"My sessions have opened up new avenues for increasing my visibility among potential clients," said Obiamaka (Obi) P. Madubuko a partner in New York. "The program is a great step that will help the Firm realize the vast potential of its women income partners, who sometimes find it harder to fit into the traditional models of how business is generated."

McDermott's Gender Diversity & Inclusion Subcommittee has been providing coaching since 2009.

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The program is a great step that will help the Firm realize the vast potential of its women income partners.

OBI MADUBUKO, McDERMOTT PARTNER

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The *New Black* tells the story of how the U.S. African American community is grappling with gay rights issues.

PHOTO COURTESY OF PROMISED LAND FILM, INC.

The New Black: Gay Rights in the African-American Community

The Firm's eighth annual LGBT Workplace Awareness Program brought hundreds of lawyers and staff around the world together to watch the *The New Black*, a documentary about Maryland's 2012 referendum on marriage equality for same-sex couples. The film explores how the U.S. African-American community is grappling with LGBT civil rights issues.

Co-presented by McDermott's LGBT and Racial & Ethnic Diversity & Inclusion Subcommittees, the event also included a 30-minute panel discussion featuring Yoruba Richen, the film's director and producer; Sharon Lettman-Hicks, the executive director of the National Black Justice Coalition; and Karess Taylor-Hughes, an LGBT activist featured in the film. McDermott was the first law firm in the world to screen the movie.

"This thought-provoking program provided a valuable opportunity for everyone here to learn more about—and share views on—a very important and timely topic," said McDermott partner Lisa A. Linsky, founder of the Firm's LGBT Diversity Subcommittee, who moderated the panel discussion.

EMPOWERMENT IN PRACTICE

McDermott partner Todd A. Solomon and associate Brian J. Tiemann authored a new edition of *Guide to Benefits for Domestic Partners and Same-Gender Couples* (Thompson Information Services). [CHICAGO](#)

A *New York Times* article and MSNBC interview with McDermott partner Lisa A. Linsky highlighted McDermott's *pro bono* work with the Mattachine Society of D.C. to unearth evidence of past discrimination against LGBT people by the U.S. federal government. [NEW YORK](#)

McDermott partners Nicole M. Pearl and Todd A. Solomon were quoted in articles in *Financial Advisor* and Bloomberg BNA's *Pension & Benefits Daily*, respectively, discussing the federal tax status of gay couples in the wake of the Supreme Court of the United States' decision in *U.S. v. Windsor*. [CHICAGO](#) | [LOS ANGELES](#)

Protecting Minors from “Gay Conversion Therapy”

McDermott submitted an *amicus curiae* brief on behalf of Lambda Legal, The Trevor Project and several other *amici* urging the U.S. Court of Appeals for the Third Circuit to affirm a lower court decision upholding a New Jersey state statute prohibiting mental health practitioners from treating minors using sexual orientation change efforts, also known as gay conversion or reparative therapy. The brief focused on the ways sexual orientation change efforts endanger young people, damage family bonds, amplify and aggravate stigma, and hinder individuals from seeking future mental health care.

The Third Circuit upheld the statute's constitutionality and ruled that it did not violate plaintiffs' right to free speech because the statute “directly advances the State's substantial interest in protecting its citizens from harmful or ineffective professional practices.”

McDermott represents Lambda Legal in various *pro bono* matters and partners with The Trevor Project to support LGBTQ youth in New York City.

The brief focused on the ways
sexual orientation change efforts
endanger young people.



Walking the Walk for Women Leadership

To mark International Women's Day, McDermott partners Carolyn B. Gleason, Pamela D. Walther and Sally A. Rosenberg participated in the Vital Voices Mentoring Walk in Washington, D.C. The Mentoring Walk is an opportunity to highlight the importance of women's leadership and to amplify the impact of women leaders through mentoring. Held on the same day in 30 countries across the world—and for the first time in the United States—the Walk brought together established and emerging women leaders to discuss their professional challenges and successes, and establish mentoring relationships.



PHOTO COURTESY OF VITAL VOICES/S. EDDY

Following inspiring remarks from Sally Field, who has been on the Vital Voices Board since its inception 17 years ago, and Hafsat Abiola, a Nigerian cabinet member whose mother was assassinated for championing democracy, the McDermott lawyers enjoyed productive discussions with teams of 20-something-year-old mentees while strolling around the National Mall.

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McDermott Lawyers Named to Lawyers of Color's Hot List

McDermott partner Stephen Y. Wu and associate Audrey Lu were named to Lawyers of Color's second annual Hot List, which recognizes early-to-mid-career minority lawyers who excel in the legal profession.

An antitrust lawyer with significant prior experience working at the Federal Trade Commission, Stephen has helped many clients navigate critical antitrust issues amid the recent health-care-reform-driven consolidation wave. Stephen was also named to the 40 Under 40 list by *The National Law Journal*, which stated: "Big clients trust [him] on all things antitrust." Stephen is active in Chicago's Asian American Bar Association and serves on the board of the organization's scholarship-awarding Law Foundation.

Audrey is experienced in all phases of litigation, arbitration and appeals. She was a key member of the McDermott team that represented *pro bono* client African Diaspora Maritime in its bid to participate in the America's Cup competition and open the prestigious event to more diverse participants. She is a member of the Federal Bar Council Inn of Court, which is dedicated to promoting excellence in federal practice.

Recognizing
early-to-mid-career
minority lawyers
who excel
in the legal profession



Diversity Talent Development Initiative Garner's Top Innovator Award

The Minority Corporate Counsel Association presented McDermott with its George B. Vashon Innovator Award, which recognizes best practices assisting diverse lawyers. McDermott was honored for its Diversity Talent Development Initiative (DTDI), which pairs diverse junior associates with a board of advisors to monitor the associates' career paths, training and work assignments. DTDI strives to create relationships between associates and Firm leaders who can be internal advocates, with the goal of positioning the associates to thrive and advance. "We want to make sure that every associate gets the same opportunities to succeed by facilitating work on important projects with key people," said McDermott partner Brent A. Hawkins.

Although it is still too early to determine the program's effect on promotions, 100 percent of participating associates reported that they found DTDI very helpful and supportive. In view of DTDI's early success, the Firm has expanded the program from Chicago to its New York and Miami offices, with plans to continue its development Firm-wide.



Brent Hawkins accepts the George B. Vashon Innovator Award on behalf of the Firm.

PHOTO COURTESY OF MCCA

EMPOWERMENT IN PRACTICE

McDermott partner Effie D. Silva was named a 2014–2015 fellow of the Florida Bar William Reece Smith, Jr. Leadership Academy and selected as McDermott's fourth fellow for the Leadership Council on Legal Diversity, an influential group composed of general counsel from leading corporations and managing partners from large law firms. [MIAMI](#)

The Hispanic National Bar Association named McDermott partner Monica Neuman one of the 2014 Top Lawyers Under

40, an award that recognizes up-and-coming lawyers who have demonstrated professional excellence, integrity, leadership and commitment to the Hispanic community. [BOSTON](#)

In recognition of McDermott's sustained commitment to advance the hiring, retention and promotion of diverse lawyers, the Minority Corporate Counsel Association selected the Firm as a finalist for the 2014 Thomas L. Sager Award for the Midwest Region. [CHICAGO](#)



Lawyers in the Schools participants engage in discussion.

PHOTO COURTESY OF LAWYERS IN THE SCHOOLS

Bringing the Law to Life

To help students gain an appreciation for the law's capacity to improve their lives, McDermott lawyers opened a discussion on human rights, employment law and sexual offenses with underprivileged students at the London Nautical School in Lambeth. Working through the Citizenship Foundation's Lawyers in the Schools program, our team exposed the students to concepts that are rarely broached at their homes and school, and helped them understand that they have the power to change the course of their own lives and the lives of others.

"The program aims to empower the students by giving them a greater understanding of their legal rights and responsibilities," said McDermott associate Paul McGrath. "It is always especially rewarding to see their interest piqued as they begin connecting the dots between their own lives and the law."

EMPOWERMENT IN PRACTICE

McDermott's Chicago office hosted its fifth annual Urban Debate Invitational for junior varsity debaters. Leading up to the invitational, McDermott mentored and coached students from Phoenix Military Academy. [CHICAGO](#)

McDermott hosted a fundraising event for the Red Cloud Indian School, a K-12 facility in the Lakota Sioux Pine Ridge Reservation in South Dakota that has a stellar record of sending its students on to universities and colleges throughout the United States. [WASHINGTON, D.C.](#)

McDermott Launches Differently Abled Subcommittee

In 2014, McDermott proudly inaugurated its Differently Abled Diversity & Inclusion Subcommittee. Founded at the suggestion of Christopher J. Ferenschak, a McDermott research and technology assistant who has cerebral palsy, the initiative aims to build awareness of attitudinal and other barriers facing people with physical, psychological or cognitive impairments, and to attract more qualified, differently abled employees to the Firm.

"We live in a world of people with so many different talents and abilities," said Lydia R. B. Kelley, chair of McDermott's Diversity & Inclusion Committee. "We are very enthusiastic about this effort, and have been researching programming that we hope will open a lot of eyes as to the challenges facing the differently abled." The new subcommittee builds on the Firm's *pro bono* work to help secure disability benefits, obtain special education services and advocate for civil rights on behalf of adults and children with physical and mental disabilities. The Firm also has created a partnership with the Kane Legal Clinic at the Chicago Lighthouse for People Who Are Blind or Visually Impaired.

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We have been researching programming that we hope will open a lot of eyes as to the challenges facing the differently abled.

LYDIA KELLEY, McDERMOTT PARTNER,
CHAIR, DIVERSITY & INCLUSION COMMITTEE

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Christopher Ferenschak, a McDermott
research and technology assistant

McDermott is dedicated to financially supporting a wide range of worthy causes around the globe. In 2014, our charitable giving helped to sustain organizations devoted to children's rights, legal aid, hunger relief and human rights.



McDermott and the McDermott Will & Emery Charitable Foundation provided critical financial and in-kind support to the following public interest agencies, charities and nonprofit organizations:

ACC Foundation

AIDS Legal Council of Chicago

The Alliance for Children's Rights

Alzheimer's Association

American Cancer Society

American Heart Association

The American Society for the Prevention of Cruelty to Animals

Anti-Defamation League

The Association of *Pro Bono* Counsel

Avenues to Independence

BAGLY Inc. (Boston Alliance of Gay, Lesbian, Bisexual and Transgender Youth)

Bet Tzedek Legal Services

Big Brothers Big Sisters of Rock, Walworth and Jefferson Counties

Bread for the City

Cabrini Green Legal Aid

CAIR (Capital Area Immigrants' Rights) Coalition

California Lawyers for the Arts

The Campaign for the Fair Sentencing of Youth

Carle Center for Philanthropy

CARPLS (Coordinated Advice & Referral Program for Legal Services)

C-CAP (Careers through Culinary Arts Program)

The Center

Center for Companies That Care

Center for Democracy & Technology	Emmanuel Baptist Church - Ebola Campaign	Immigration Equality
Center for Disability & Elder Law	The Empire State Pride Agenda Foundation	Innocence Project
Center on Wrongful Convictions	Equal Justice Works	International Debate Education Association
Charitable Foundation of the Energy Bar Association	The Equality Illinois Education Project	Ladder Up
The Chicago Bar Foundation	Equip for Equality	LAF
Chicago Cubs Charities	The Everglades Foundation	Lambda Legal
The Chicago Debate Commission	The Family Defense Center	Lawrence Hospital Center
The Chicago Lawyers' Committee for Civil Rights Under Law, Inc.	Friends of the Chicago River	Lawyers Alliance for New York
Chicago Volunteer Legal Services	Gifts for the Homeless, Inc.	Lawyers Clearinghouse
Children's Law Center	The Global Poverty Project	The Lawyers' Committee for Civil Rights Under Law
Citizen Schools	The Greater Boston Food Bank	Lawyers for Children America
Citizens for a Better South Florida	Greater Boston Legal Services	Lawyers for the Creative Arts
The City Bar Fund	The Halifax Health Foundation	Lawyers Without Borders
Community Legal Services in East Palo Alto	Hartford Hospital	LearningPlunge, Inc.
Corporate Counsel Women of Color	Health Quest	Legal Advocacy & Resource Center
Dade County Legal Aid Society	HELP/PSI	Legal Aid Society
DaVita Village Trust	Her Justice	Legal Aid Society of San Mateo County
The DC Bar Foundation	The Hispanic National Bar Association	Legal Services for Children
The D.C. Bar <i>Pro Bono</i> Program	Hope House	Legal Services of Greater Miami, Inc.
DC Central Kitchen	Horizon Hospice & Palliative Care	The Leukemia & Lymphoma Society
Domestic Violence Intervention Collaborative	The Houston Bar Foundation	LINK Unlimited Scholars
Easter Seals Dixon Center	Human Rights First	Little Sisters of the Poor of Chicago, Inc.
	Illinois Legal Aid Online	Lower Manhattan Cultural Council

Massachusetts Appleseed	Prisoners' Legal Services	The University of Houston Law Foundation
Massachusetts General Hospital	<i>Pro Bono</i> Institute	University of Notre Dame
Massachusetts Taxpayers Foundation	Public Counsel	The University of Texas at Austin
Massachusetts Transgender Political Coalition	Public Interest Law Initiative	Volunteer Lawyers for the Arts
MassEquality Education Fund	Public Law Center	Volunteers of Legal Service
Metropolitan Family Services	Rebuilding Together Metro Chicago	Washington Area Lawyers for the Arts
National Conference of State Legislatures	Redlands Community Hospital Foundation	Washington International Trade Foundation
National Immigrant Justice Center	Ripple Effects	The Washington Lawyers' Committee for Civil Rights and Urban Affairs
New England Legal Foundation	SAGE (Services & Advocacy for Gay, Lesbian, Bisexual & Transgender Elders)	The Washington Legal Clinic for the Homeless
The New York City Anti-Violence Project	The Seventh Circuit Bar Association Foundation	Western Center on Law & Poverty
New York Lawyers for the Public Interest	SIH Foundation	Western Justice Center
New York University	The Sikh Coalition	Whittier Street Health Center Committee, Inc.
NHeLP (National Health Law Program)	Somerset Hills Learning Institute Inc	WITS (Working in the Schools)
North Shore Senior Center	Southern Poverty Law Center	Women Employed
Northwestern University	St. John's Community Services	The Women's Fund of Miami-Dade
Northwood Education Foundation	Tahirih Justice Center	The Women's Transitional Living Center, Inc.
Notes in Motion, Inc.	Third Sector New England	YWCA of Greater Miami-Dade
NSB NUSH	The Trevor Project	
OneJustice	The UCLA Foundation	
Pension Rights Center	United Way of Miami-Dade	
PILnet	University of California, Berkeley	
PPCS Foundation	University of California, Irvine School of Law	
Presence Health Foundation		

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We have worked very hard to create an environment where it's clear that we are about much more than billing hours—the McDermott family is dedicated to fairness and to making a profound positive difference in our communities.

JEFFREY E. STONE, McDERMOTT CO-CHAIR

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McDermott's 2012 *Social Responsibility Report*, "Global Reach, Lasting Impact," was awarded the American Inhouse Design Award from *Graphic Design USA*.

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