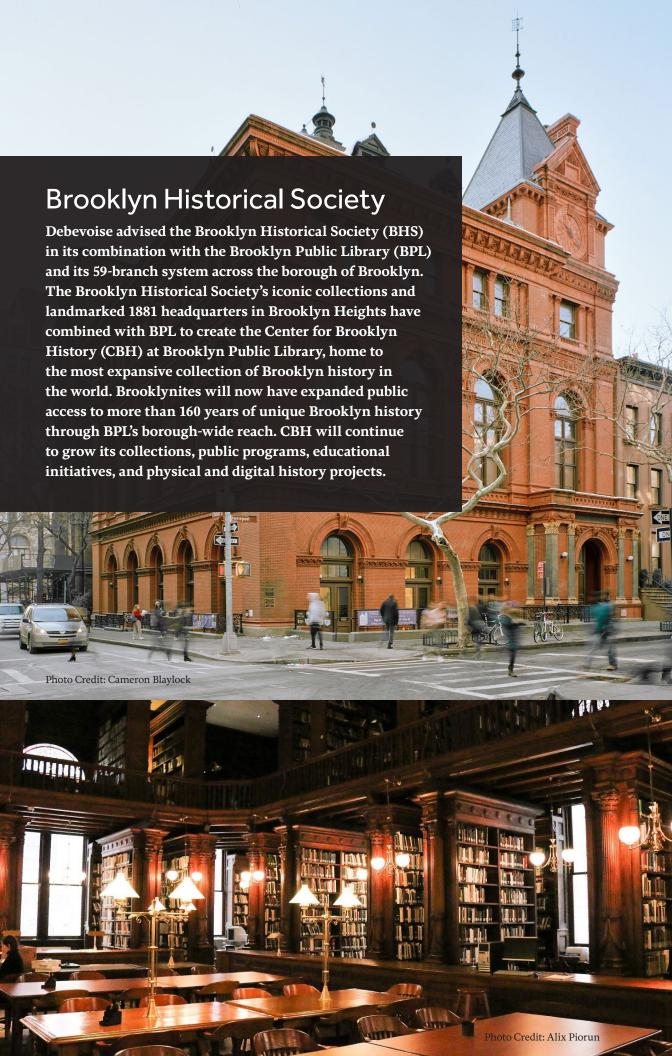
Debevoise Plimpton

Pro Bono Legal Service





Debevoise's Commitment to Pro Bono Legal Service

Debevoise lawyers have been dedicated to public service since our firm was founded in 1931. Pro bono legal service is a fundamental part of who we are and is critically important to those whom we assist.

Our lawyers, summer associates and other professionals in the United States provided over 75,000 hours of free legal services in 2020. By providing direct representations and partnering with human rights, legal reform and other organizations, Debevoise helps individuals, underserved communities, nonprofit organizations and small businesses.

Says Michael Blair, Debevoise's Presiding Partner, "A strong commitment to pro bono work is a long-standing tradition at Debevoise and is deeply rooted in our firm culture. Our lawyers and staff pride themselves on providing the highest-quality legal services to all of our clients, commercial and pro bono alike. Pro bono work at Debevoise not only satisfies our ethical obligation to help those in need, but is part of what makes our lawyers strong leaders in our practices and in our communities."

Others have taken note of our deep and long-standing commitment; we are consistently ranked among the top law firms in The American Lawyer's annual pro bono survey. We also score well in The American Lawyer's "A-List," which is based in part on commitment to pro bono legal service.

Debevoise is a charter signatory to the Pro Bono Institute's Law Firm Pro Bono ChallengeTM, and has agreed to commit at least 5% of our annual billed time to pro bono matters. We are also a signatory to the New York City Bar Statement of Pro Bono Principles and a member of the UK Collaborative Plan for Pro Bono.

We work on hundreds of pro bono matters each year that range from landmark international and national disputes to representing low-income individuals in the communities in which we live and practice.

Debevoise lawyers obtain pro bono work from a variety of sources. Frequently, pro bono matters are referred to us by legal service organizations with which the firm has long-standing relationships, including The Legal Aid Society, Sanctuary for Families, Human Rights First, Immigration Equality and Start Small Think Big. Other pro bono projects come from our lawyers, who are inspired by a cause. Our lawyers make their matters count by making them their own, and our clients notice the difference.

Our lawyers participate in pro bono activities throughout their careers, and we fully support our lawyers' pro bono work, regardless of whether it is within or outside of their particular practice areas. Our pro bono matters are handled like all other matters, with the dedication of all available firm resources needed for the representations.

We view pro bono work as an important element of our lawyers' professional development and work with lawyers to select pro bono matters that will help them develop legal skills and substantive knowledge.

We staff summer associates on ongoing pro bono projects and provide special opportunities for summer associates to take primary responsibility for certain matters.



In 2020, Debevoise attorneys in the United States performed over 75,000 hours of pro bono work, averaging 120.5 hours per attorney.



In 2020, 66% of Debevoise summer associates worked on pro bono matters.





In 2020, 74% of associates and 65% of all attorneys in the firm's U.S. offices performed at least 20 hours of pro bono work.



In 2020, Debevoise attorneys worked on more than 850 pro bono matters.

Corporate Pro Bono

Our corporate lawyers provide a wide range of pro bono legal services. We assist not-for-profit organizations in entity formation, corporate governance, business operations and employee benefits matters. We also advise organizations on mergers and other strategic transactions, on real estate matters and, when necessary, on how to wind down their operations and file for bankruptcy. Our practice includes organizations based in the United States and nongovernmental organizations operating internationally.

Corporate lawyers advise low-income entrepreneurs on selecting the right corporate form for their businesses, assist in drafting governance documents and contracts, and review leases and negotiate with landlords.

When appropriate, we provide pro bono services to impact investment vehicles, benefit corporations and social enterprises, including organizations seeking to provide banking and financial services to underserved communities.

Litigation Pro Bono

Debevoise litigators engage in a full range of pro bono activity, from representations of individuals who cannot afford legal counsel to high-impact litigation that is challenging systemic racism and changing the law and the status of low-income or marginalized communities across the country and around the globe.

We represent clients, file amici briefs, conduct research and issue reports. We work extensively in the areas of criminal justice reform, civil rights, international human rights, the death penalty, criminal defense, immigration, and employment and wage and hour violations.

Tax Pro Bono

Lawyers in the Tax Department provide advice on a range of issues to not-for-profit organizations and to low-income entrepreneurs. We also represent low-income litigants in Tax Court.



"As a summer associate, I had the opportunity to work on several pro bono matters. I helped research and draft an appellate brief challenging the Department of Homeland Security's plan to build a border wall through a butterfly sanctuary and did research on how to use the Alien Tort Statute to hold human rights violators abroad accountable in US court. I also drafted a motion for compassionate release as part of the Holloway Project and helped immigrants with their asylum and temporary protected status applications. Pro bono work gave me a chance to do incredibly substantive work as a summer while advancing issues that are important to me."

Alexa Busser Lopez Litigation Associate

Cross-Department Pro Bono

Some of our most successful pro bono efforts are not tied to a particular department and give lawyers the opportunity to work with colleagues from other practice areas. Lawyers from all departments work together on affirmative immigration matters, including DACA, asylum, legal permanent resident and naturalization applications; uncontested divorces; and name change petitions.

Broad Partnerships

The firm has ongoing relationships with a wide variety of legal services organizations, including those listed below.

Advocates for Children

Bail for Immigration Detainees

Bronx Defenders

Campaign Legal Center

Center for Constitutional Rights

Center for Justice and Accountability

Center for Reproductive Rights

Centre for Criminal Appeals

City Bar Justice Center

Cyrus R. Vance Center for International Justice

Eyewitness to Atrocities

Hackney Law Centre

Her Justice

Human Dignity Trust

Human Rights First

Immigration Equality

Lambda Legal

Lawyers Alliance for New York

Lawyers' Committee for Civil Rights Under Law

Legal Services NYC

National Center for Lesbian Rights

National Pro Bono Centre

New York Lawyers for the Public Interest

Office of the Appellate Defender

PILnet

Sanctuary for Families

Start Small Think Big

The Legal Aid Society

UnLtd

Urban Justice Center

Veteran Advocacy Project

Volunteer Lawyers for the Arts

Volunteers of Legal Services



Pro Bono Awards and Recognition

National Legal Aid & Defender Association Recognizes Debevoise with a 2021 Beacon of Justice Award

The National Legal Aid & Defender Association (NLADA) has recognized Debevoise's pro bono efforts to address systemic racial disparities and promote equal justice with a 2021 Beacon of Justice Award. In accepting the award, John Gleeson, litigation partner and former U.S. District Court Judge, said, "We are honored that The Holloway Project, Debevoise's longstanding initiative to address racial inequities in federal sentencing, has been recognized by NLADA as a recipient of this year's Beacon of Justice Award. Our hope is that by sharing this important effort with the broader legal community through NLADA, we encourage colleagues and peers to join us in fighting the disproportionate impact of unfair prison sentences on communities of color."

Debevoise Receives the Partner in Justice Award from the Center for Justice and Accountability

In March 2020, the Center for Justice and Accountability presented the Partner in Justice Award to Debevoise for our work as co-counsel with CJA in groundbreaking cases seeking accountability for the Lutheran Church Massacre, one of the worst atrocities committed during Liberia's back-to-back civil wars, and for the Sri Lankan military's systematic campaign of violence against journalists during the end of its civil war.

Honorable Jonathan Lippman New York Pro Bono Publico and Public Service Law Firm Award

Debevoise was the recipient of the 2019 Honorable Jonathan Lippman New York Pro Bono Publico and Public Service Law Firm Award for the firm's outstanding service to The Legal Aid Society and its clients. Since 2015, The Legal Aid Society has presented this annual award to the law firm with an exceptional commitment to pro bono work in furthering The Legal Aid Society's goal of "making equal justice for all not just an ideal, but truly a reality in New York." The Legal Aid Society was established more than 140 years ago and provides legal aid services in civil, criminal defense, juvenile rights and pro bono cases. Debevoise has worked closely with The Legal Aid Society for decades, taking referrals for individual clients and serving as co-counsel with The Legal Aid Society on impact litigation in areas, including prisoners' rights, immigration defense, disability advocacy, civil rights, criminal appeals, bankruptcy matters and the preservation of affordable housing.

In 2020, we were also recognized by the following partner organizations and clients for our commitment to providing access to justice and the breadth of our pro bono practice:

- **Manhattan Legal Services.** Debevoise and Citizens Bank were honored by Manhattan Legal Services for our many joint representations of low-income New Yorkers applying for naturalization.
- Kids In Need Of Defense (KIND). A Debevoise team was named by KIND as among their Pro Bono Attorneys of the Year for being "fierce advocates" in our representation of our client, her two sons and her niece who were forcibly separated at the U.S. border under the "zero-tolerance" policy. KIND said that the team was "at the forefront of providing holistic representation while lifting their client's voices and experiences."
- GivX Report. Debevoise's pro bono program was recognized in a GivX Report, a framework that helps
 analyze, benchmark and celebrate community investment, as having one of the leading community
 investment programs among law firms in the United Kingdom. The firm was ranked among the top three
 contributing law firms and our professional volunteering in particular was celebrated as one of the top five
 out of contributors across all sectors.

To learn more about our firm and what we're passionate about follow us on LinkedIn and Twitter.

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Our new San Francisco office will be located at 650 California Street, in the heart of the city's Financial District.