

Corporate Social Responsibility Update

Pro Bono. Sustainability. Community. Diversity.



“I’ve learned that you shouldn’t go through life with a catcher’s mitt on both hands. You need to be able to throw something back.”

—Maya Angelou

Inside Fall 2010

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Would you like to see your story featured in the next update? Send your stories and photos to:

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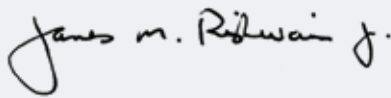
FROM THE CHAIR

Dear Colleagues,

Pillsbury established our Corporate Social Responsibility program to advance four important priorities for the firm: pro bono, community service, sustainability and diversity. The program is founded on the principles that diversity enhances creativity and performance, that we are a firm composed of numerous people performing innumerable works of service in our communities and in the legal system, and that we must do our part to protect the planet's resources.

This *CSR Update* highlights some of the ways Pillsbury people have contributed to the legal profession and to our communities this past year. It is this sort of social and civic mindedness that ultimately strengthens our communities and our profession—and defines us as a firm.

Jim Rishwain
Firm Chair



PRO BONO



Photograph by Warren Berry

These Pillsbury lawyers have supported the Four Directions voter protection initiative. Standing left to right are Rachel Shamash, Yuri Pope, Mara Abols, and seated left to right are Portis Hicks, Greg Lembrich and Ken Taber.

Four Directions: Protecting Native American Voters in South Dakota

Shannon County is the second-poorest in the nation and lies entirely within the Pine Ridge Indian reservation. It's a place in South Dakota where jobs and cars are scarce, where traveling just a few miles' distance is a hardship and where third-world poverty exists largely out of sight. But in the last decade, the impoverished community, along with the eight other Indian reservations in the state, has become a more visible force in statewide elections.

And that is the goal for which Four Directions, a Native American voting rights group, is working: to replace a

culture of hopelessness with one of civic engagement, and to elevate the issues of Indian country to statewide and national notice. But poverty is not the only obstacle to voter empowerment in these communities. The risk of disenfranchisement of Native American voters remains high.

Pillsbury litigator Greg Lembrich has been the legal director of Four Directions since 2008, and in that time, the group has had to press state and county officials aggressively to provide Native Americans with access (let alone equal access) to voting. The 2010 election season was no different.

In August, five local officials, including those responsible for administering elections in Shannon County, resigned rather than provide early voting for county residents. The hands-off response by state election officials raised the possibility that Native American voters there would have no place to vote in November. Greg and Four Directions used legal avenues and a media campaign to pressure South Dakota's Secretary of State and Attorney General to intercede, and local officials ultimately agreed to provide early voting to the Native American community.

A Recurring Issue

In 2008, Native American voters faced similar disenfranchisement when South Dakota's Mellette County decided to close three polling stations near the Rosebud reservation. Those closures would have left only one polling place to serve a 1,300-square-mile area, which by virtue of the distance, was inaccessible to most Native American voters. After Four Directions, working in conjunction with the ACLU and Pillsbury, threatened a federal lawsuit, the county reversed its position and kept the polling stations open.

"Overall, the project with Four Directions, which coordinates with the Native Vote Initiative of the National Congress of American Indians, operates to get out

the vote and administer election protection programs for the nine Indian reservations in South Dakota," Greg said. "This year, dealing with the debacle in Shannon County and equal access to early voting has taken time and resources that normally go to voter empowerment, education and training."

Early voting, available to voters in the rest of the state, is a particularly important issue for Four Directions, which argues that such access is crucial to voters in places like Shannon County, where limited access to cars and other transportation makes traveling to the polls more difficult.

In 2004, Shannon County had ample early voting opportunities, and over one-third of

Native American voters cast ballots early, contributing to record-breaking turnout in the community. In 2008, early voting occurred in Shannon County only for a few hours over the course of two days. With fewer opportunities, voter turnout fell from 57 percent in 2004 to 42 percent in 2008. Although voter turnout was down statewide, Shannon County's 15-point drop was nearly three times larger than the statewide average.

Watching Their Votes Count

As more Native Americans vote in South Dakota, their numbers can swing outcomes. In 2002, U.S. Sen. Tim Johnson was re-elected by a mere 524 votes statewide,

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On-the-Ground Voter Protection



Photo by Stephanie Woodard

Pillsbury senior associate Greg Lembrich with Oglala Sioux Tribal President Theresa Two Bulls at the Billy Mills Hall polling place in Pine Ridge, SD, on Election Day.

On Election Day, 2010, 10 Pillsbury lawyers from five different offices traveled to South Dakota's Indian reservations to monitor polls and assist Native American voters. These on-the-ground voter protection efforts, along with Four Directions' and Pillsbury's success in protecting access to early voting, helped boost turnout among Native American voters this year.

"Despite efforts to disenfranchise Native American voters and deny them equal early voting opportunities," Greg Lembrich said, "voters on South Dakota's major reservations avoided the statewide trend of lower participation and came out in even greater numbers than the previous midterm election."

South Dakota's voter turnout was down 5 points compared with the 2006 midterm election, but turnout increased for the reservation counties where Pillsbury lawyers volunteered—more than 3.5 points in Shannon County and 6 points in Todd County.

Greg is legal director for Four Directions and works with the National Congress of American Indians on its nationwide Native Vote initiative. He trains voting rights advocates on state and federal election laws, enabling these advocates to serve in Native American communities throughout the country. He also leads Pillsbury's election protection efforts, training and organizing Pillsbury's volunteers.

This is the second time Pillsbury lawyers have traveled to South Dakota to monitor polls for Native American voters, with Greg leading a team for the 2008 presidential election, a pro

bono effort that earned Pillsbury an award from the *National Law Journal*.

The presence of these trained election monitors eliminates problems of intimidation and harassment of Native American voters, according to O.J. Semans, the executive director of Four Directions. Poll monitors are trained to advocate for voters and serve as liaisons to poll workers and county election officials, reducing the frustration that easily discourages tribal members' already tentative participation.

Pillsbury volunteers worked this year with voters and poll workers to keep voters from being rejected or redirected to a distant voting place because of poll workers' confusion or misinterpretation of the law.

In addition to Greg, volunteers this year included Los Angeles partner Jennie La Prade, DC partner Lauren Lynch Flick, New York senior counsel Portis Hicks, Sacramento counsel Thomas Makris, DC senior associate Jamie Bobotek, New York senior associate Yuri Pope, DC associate Catherine Branch, Northern Virginia associate Eric Compton and DC associate Craig Saperstein.

Four Directions: Protecting Native American Voters in South Dakota

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and would have been roundly defeated had it not been for a margin of 3,323 votes in Shannon County and 2,109 votes in Todd County, home of the Rosebud Indian reservation. Similarly, when Rep. Stephanie Herseth Sandlin won her seat in the 2004 special election, she did so by only 3,005 votes. Shannon County supplied 1,863 votes of that margin, while Todd County provided another 1,337.



Counselor Tom Makris and a pollworker at the polling place in Kyle, SD, on Election Day.

When the votes of Native Americans can impact statewide elections, as has been seen in South Dakota, it can draw attention and resources to the plight of one of the poorest communities in the nation. That's why access to voting is a critical issue for Four Directions and the Native Vote initiative, which seeks to empower Native Americans in taking a stake in their own governance and representation.

The resolution in Shannon County established an early voting location in Pine Ridge, giving voters better access to the ballot box this year than in 2008. Four Directions then turned its attention to getting out the vote and ensuring that voters' rights are protected at the polls, with Greg organizing a team of Pillsbury lawyers to travel to South Dakota and serve as election monitors.

“An Incredible Moment in Time” New Associates Wrap Up Yearlong Public Interest Commitments

The financial crisis spawned “an incredible moment in time,” according to Tiela Chalmers, the executive director of the Volunteer Legal Services Project (VLSP) in San Francisco. “I’ve never seen this kind of commitment of resources by law firms. This kind of chipping in and having a direct relationship to the services we provide.” For its part, Pillsbury offered its incoming associates the opportunity to spend a year working with a nonprofit or public interest organization before joining the firm.

“I had the opportunity to form relationships serving people whose lives are vastly different than my own—to say that my perspective was broadened would be an understatement.”

—Matt Gale, associate

In 2010, Pillsbury placed 17 associates at 17 different organizations. Incoming associate Matt Gale worked at VLSP, assisting with the Eviction Defense Project, taking sole responsibility for clients and working cases through discovery, motion practice and trial preparation.

“Working with low-income clients during a down economy gives a sense of perspective,” Matt said. “Helping people who are far more vulnerable in a weak economy, it’s hard to feel bad for yourself when you have a much harsher version of reality confronting you.”

Cara Sherman is wrapping up a job as a public interest associate at the National Center for Lesbian Rights. She will join Pillsbury equipped with hands-on learning and legal training from professionals with, as Cara describes, “extraordinarily sharp legal minds, and each one of those sharp

minds is a compassionate person deeply committed to social justice.”

“Professionally, this experience has left me with a real sense of responsibility to clients,” Cara said. “This doesn’t come from law school. It comes when your client is a real person who is facing a harrowing personal experience and looks to your organization for guidance.”

Matt shared that experience: “Having sole responsibility and direct client contact was incredible motivation to learn more and faster than I had ever thought possible.”



Tiela Chalmers, Executive Director of the Volunteer Legal Services Program, and associate Matt Gale, who worked for the organization during a yearlong public interest internship before joining Pillsbury.

Cara says it has been a rewarding process, training her to be a litigator. Matt has had a taste of litigation (doing discovery, making motions, negotiating settlements) and Cara of appellate work (researching rules of procedure, helping draft an amicus brief in a challenge to Florida’s law banning lesbian, gay and bisexual people from adopting).

Both have seen what it takes and what it means to help clients win. More important, their experience has created a strong

commitment to social justice and public interest work.

“I had the opportunity to form relationships serving people whose lives are vastly different than my own—to say that my perspective was broadened would be an understatement,” Matt said. “The opportunity to do this sort of work and really know how rewarding it can be, it’s almost addicting.”

For the public interest organizations, whose resources continue to be pressed by the recession and long recovery, this type of commitment is vital. Pillsbury has 22 associates eligible to participate in the program beginning in 2011.

- Organizations Participating in Pillsbury’s Public Interest Associates Program**
- American Bar Association—Rule of Law Initiative in China

 - Bar Association of San Francisco, Volunteer Legal Services Program

 - Bazon Center for Mental Health Law

 - California Clean Energy Fund—Innovations

 - Center for Climate Change Law at Columbia and Natural Resources Defense Council

 - The Greenlining Institute

 - Lawyers’ Committee for Civil Rights

 - Legal Aid Foundation of Los Angeles

 - Legal Aid of Marin

 - Legal Services of the Hudson Valley

 - Loyola Law School

 - Mexican American Legal Defense and Educational Fund

 - National Center for Lesbian Rights

 - National Wildlife Federation

 - Refugee Law Office

 - Stanford University, Office of the General Counsel

 - United States Industry Coalition, Inc.

Holding Doctors Accountable for HIV Misdiagnosis

In 2007, a Ugandan immigrant heard from his primary care doctor that he had tested positive for HIV. After being retested at a free health clinic, the man found out he was HIV-negative. Anxious that the initial erroneous diagnosis would impact his prospects for insurance, employment, mental health and relationships, the indigent man sought help and was referred to Pillsbury for pro bono assistance by the AIDS Legal Referral Panel.

“This project reaffirmed for me the principal virtue of the American system of justice—the ability of a private citizen, regardless of means, to seek redress when he has been wronged.”

—Benjamin Wiles, associate, San Francisco

A team led by San Francisco litigator Blaine Green, in a series of unreturned letters and phone calls, sought the cooperation of the doctor’s office in removing the diagnosis from the client’s medical records. Receiving no response to a final demand letter, Pillsbury filed suit in October 2008, seeking an injunction requiring the doctor and his office to correct the client’s medical chart, along with damages for infliction of emotional distress.

Initially, the Pillsbury team assumed the erroneous diagnosis was based on a “false-positive” HIV test result, and not from any malpractice or negligence on the part of the doctor or his office. However, evidence produced in discovery showed the client should not have been diagnosed HIV-positive at all. An initial screening test was positive, but results from the

ultimate lab test—which doctors in the office ordered and reviewed—were actually indeterminate.

Subpoenas Uncover the Truth

During litigation, the doctors denied having diagnosed or told the man he was HIV-positive, making it the doctors’ word against the client’s. Since all confirmed cases of HIV must be reported to the local public health agency, Pillsbury subpoenaed documents from the San Francisco Department of Public Health. These records showed the doctors had indeed reported Pillsbury’s client as a confirmed HIV case.



When the case was slated for a jury trial in July 2010, the defendants insisted on a settlement conference and settled with the client. The doctors have confirmed the man as HIV-negative, updated his medical records and apologized for reporting him as HIV-positive. The city’s Health Department has removed the client’s name from the HIV registry.

While the particular terms of settlement are confidential, the client has been compensated. For the client, a great burden was lifted for the first time since he was misdiagnosed four years earlier, letting him move forward in life without anxiety over his HIV status. San Francisco associate Ben Wiles and former associates Alex Santana and Matt Yan worked on the case.



Photo courtesy of Stand! For Families Free of Violence

San Francisco partner Brian Wong receives the Rollie Mullen Award from Joe Mullen Jr. during STAND! For Families Free of Violence's 18th Annual Rebuilding Lives Luncheon.

Merger Creates New Organization to End Domestic Violence

STAND! For Families Free of Violence is a newly merged and reorganized agency working to prevent violence and support families in Contra Costa County, east of San Francisco. Pillsbury was honored this year with the organization's Rollie Mullen Award, which recognizes an individual or group whose work champions the cause of ending domestic violence. Prior recipients of the award include U.S. Sen. Dianne Feinstein, Bay Area Legal Aid and Kaiser Permanente.

Sharing missions around family violence issues and looking for ways to improve services, the two nonprofit groups—STAND! Against Domestic Violence and Family Stress Center—merged this summer. County leaders have described the solution as innovative, creating a single organization with stronger and more comprehensive programs.

According to STAND!, the Rollie Mullen Award was given to Pillsbury for the work of partner Brian Wong, “who exemplified Pillsbury’s commitment to excellence in the outSTAND!ing contribution of time, talent and passion he made assisting our organizations to come together to work for violence-free families.”

Pillsbury’s pro bono legal insight and expertise were crucial elements in the successful outcome of the joint task force deliberations and the merger itself, according to the client. Pillsbury’s experience in nonprofit corporate law and health care regulatory law helped shape the merged company and smooth the way for state and county agencies that work with the combined organization.

The Pillsbury team included associates Ariana Gallisá and Alison Kadzik as well as health care industry team co-leader Gerry Hinkley, assisted by associate Marta Porwit.

Securing Asylum for Politically Prosecuted

Since the early 1990s, rival parties have organized to challenge Cameroon’s long-time party in power, but doing so has exacted a high price for many. Years of persecution and detention, and the killing of her husband, forced one woman to flee to the United States in 2007. In 2008, Human Rights First referred her asylum petition to Pillsbury, and this year her petition was granted.

Pillsbury has a long tradition of representing clients in asylum proceedings. Asylum cases are often life-and-death situations for petitioners with minimal resources. Returning to their home country means torture or death. In addition to the Cameroon case, Pillsbury lawyers are working on an asylum petition in New York Immigration Court for a woman threatened with death by gangs in El Salvador.

Pillsbury’s Cameroonian client and her husband, as activists in the rival political party, had been in and out of detention and threatened with death for years. In 2007, while in detention, the woman’s husband was beaten so severely that shortly after release he died. She escaped her last confinement and fled to the United States.

New York associates Rachel Shamash and Sandra Barragan and senior associate Cynthia Pyun became involved in the woman’s petition in December 2008. They amended her application, supporting it with four declarations and 30 exhibits demonstrating evidence of the client’s abuse and her diagnoses of post-traumatic stress disorder and major depressive disorder. During the hearing, the team secured an interlocutory decision from the judge that the application was timely. After direct examination focusing on the merits and some limited cross-examination, the judge granted asylum, noting the court could not “imagine not granting asylum” to the client.

Staff members Louis Suazo, Lorna Williams, Liza Joglar and Magdalena Charlotten assisted with the submissions in the Cameroonian matter.

Associates Danielle Grinblat and Tameka Beckford-Young and partner Eric Fishman represent the pro bono client from El Salvador, who is currently in removal proceedings in New York Immigration Court.

90-Year-Old Bataan Death March Survivor Recovers His Benefits

Pillsbury, which works with the Veterans Consortium Pro Bono Program, regularly represents veterans appealing the denial of their disability and other benefits before the U.S. Court of Appeals for Veterans Claims. Northern Virginia partner Scott Barat and associate Emily Winton recently represented a 90-year-old World War II veteran and Bataan Death March survivor.

“Working on this case was a great opportunity to gain experience outside my practice area and to help a veteran recover the benefits he deserves and the family those benefits support.”

— Emily Winton, associate, Washington, DC

The government had ruled that the veteran (who lived through Japan’s brutal, 60-mile forced march of American and Filipino prisoners of war into concentration camps) forfeited his disability benefits as a result of knowingly signing a false affidavit in support of another veteran’s application for benefits.

Pillsbury assisted the veteran in his appeal and found that under the law the

government can properly rule a veteran has forfeited his benefits only when the government demonstrates beyond a reasonable doubt that the veteran knowingly signed a false affidavit. Pillsbury’s brief pointed out that the undisputed evidence showed that the veteran, a frail old man, was not given an opportunity to review, and did not read, the allegedly false affidavit before he signed it and therefore could not have known the affidavit was false.

After reading the brief, and just days before the government’s opposition brief was due, the government decided to settle the case, restore all of the veteran’s benefits going forward, and pay the veteran for all withheld benefits over the past eight years. The tens of thousands of dollars that the client received was much-needed income because this aged veteran’s benefits are the primary means of support for several members of his family.

A Corporate Boost Helps Small Businesses Launch

The nonprofit Business Outreach Center (BOC) Network provides business services, including micro-loans, to underserved entrepreneurs and establishes and operates community and micro-enterprise development programs in New York and New Jersey.

New York associate Michael Mueller became involved with BOC Network in early 2009 when he advised the nonprofit on a \$250,000 equity investment in Tri-State Biodiesel, LLC, a company developing and implementing urban-based biodiesel projects that use non-food-crop biodiesel feedstocks, such as used cooking oil. At the close of the transaction, BOC invited Michael to serve on its board of directors. He has since become actively involved in jointly overseeing the organization’s operations.

Since its founding in 1996, the BOC Network has assisted more than 8,000 small businesses that have accessed over \$23 million in small business loans. Recently, BOC helped partially fund two Tibetan refugees in their purchase of a cheese store that employs 11 people in New York’s East Village. BOC also provided business and credit counseling to help them qualify for a bank loan. Also through BOC, two immigrant sisters from Colombia completed BOC’s Child Care Business Training program and secured funding to set up a daycare operation in Queens that employs four people and offers 24-hour daycare services to people with nontraditional work schedules.

“It is gratifying to work with an organization that provides tools, education and funding to budding entrepreneurs of small businesses, which are essential to vibrant communities and economies.”

— Michael Mueller, associate, New York

Michael has also brought other attorneys from Pillsbury into the organization. New York partner Scott Landau and senior associate Greg Lembrich recently represented the BOC Network at a New York State Department of Labor hearing on an employment matter.

Justice Achieved at Long Last

The 2009 CSR Update reported Pillsbury’s victory at the Ninth U.S. Circuit Court of Appeals in a prisoner’s lawsuit. The appeals court reversed a lower court’s decision and remanded the case for trial. This year, Pillsbury’s successful arguments at the district court convinced the defendants, who for nine years have fought the case on a technicality, to settle with the plaintiff’s widow.

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Justice Achieved at Long Last

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In October 2001, Gerardo Richardo Gallegos filed a lawsuit over injuries sustained as a result of inadequate medical care while in prison in California. During the course of his lawsuit, Mr. Gallegos died and his widow continued the legal fight.

When the case reached the Ninth Circuit, the district court had granted defendants' motion for summary judgment, based on their argument that Mr. Gallegos had not exhausted legally required administrative remedies before filing suit. The Ninth Circuit, convinced by Pillsbury, found the defendants had not met the burden of proving Mr. Gallegos' administrative failure.

“Working with the family put a real face on the case and was a reminder of the importance of our pro bono work.”

—Karen Harkins, associate, San Diego

After remand, the defendants again filed a motion to dismiss based on Mr. Gallegos' alleged improper use of remedies. The district court denied the defendants' motion, noting that none of their evidence addressed Mrs. Gallegos' counter-argument, which said he had satisfied the exhaustion requirement by filing informal grievances (all of which were granted) while incarcerated.

After their motion to dismiss was denied, the defendants agreed to a settlement with Mrs. Gallegos.

Pillsbury became involved in the matter through the Ninth Circuit Pro Bono Project appeal. Several attorneys worked on this case over the years, most recently San Diego partner Rich Segal, senior associate Stefan Teichert (winning his first argument before the Ninth Circuit) and associate Karen Harkins.

Rosa Parks Villas Bringing an Affordable Housing Project Back From the Brink

As an affordable housing project, the Rosa Parks Villas in the West Adams section of Los Angeles had seen its share of delays, setbacks and near derailments. Shortly after purchasing the land for the project, one of the two nonprofit developers, Ward Economic Development Corp. (WEDC), lost its pro bono counsel because of conflicts of interest. Then, the global financial crisis, which terminated the development of many affordable housing projects across the country, almost brought Rosa Parks Villas to a similar fate.

2010 Senior Project of the Year Award from the Southern California Association of Nonprofit Housing

Nonetheless, on Oct. 18, 2010, the 60-unit apartment complex celebrated its full-occupancy opening with a ribbon-cutting made possible, in no small part, by Pillsbury's pro bono work for WEDC. The beneficiaries are dozens of elderly residents, many of whom subsist on incomes around 30 percent of the national median.

Experienced Counsel

WEDC faced one of its first setbacks when its original pro bono lawyers had to resign because of a conflict. Pillsbury's work in pro bono representation of nonprofit housing developers dates back at least 15 years, which is how the Public Counsel Law Center knew which firm to contact for emergency assistance.

A Pillsbury team led by Los Angeles partner Dana Newman stepped in, helping to negotiate a complex financing structure that included a partnership agreement with the equity investor and four separate loans from the California Bank and

Trust, the City of Los Angeles Housing Department, the Los Angeles Community Redevelopment Agency and the Local Initiatives Support Corporation.

With the project's construction already well underway, Pillsbury again stepped in to help WEDC when the equity investor threatened to pull out. The project had experienced construction delays and cost overruns that would not have been significant in years past, but the global financial crisis had taken Fannie Mae and many banks out of the tax credit market, producing a sharp fall in the value of such credits. In turn, many equity investors who invested in affordable housing based on the value of the associated tax credits began backing out of projects.



Recovering From Crisis

Losing financing for the Rosa Parks Villas would have been economically devastating to WEDC, as it had signed a series of guarantees for the project. Pillsbury handled the tricky renegotiation of terms that kept the equity investor on board and helped WEDC obtain additional financing for the project.

Construction continued through completion, and the Rosa Parks Villas won the 2010 Senior Project of the Year Award from the Southern California Association of Nonprofit Housing. Affordable housing remains a pressing issue in Los Angeles, especially for the elderly poor. But in October, the hard work of those who helped bring the Rosa Parks project across the finish line was appreciatively acknowledged by state and local dignitaries and residents alike.

Pro Bono

Office Roundup



Los Angeles

Supporting Nonprofits' Service to Women, Families and Wellness

Partner Sheryl Stein, with assistance from associate Chelcey Houston, provides pro bono legal services on employment issues to a number of nonprofit organizations in Los Angeles. Since 2007, Pillsbury has represented the YWCA of Glendale and its Domestic Violence Project, counseling the nonprofit organizations on their corporate and employment issues. Recently, Pillsbury has reviewed and restated the organization's bylaws and has counseled on whistleblower and conflict of interest policies.

Sheryl and Chelcey also support Counseling4Kids, a nonprofit agency that contracts with the Los Angeles County Department of Mental Health to provide outpatient services to Medicaid beneficiaries. The agency's mission is to deliver healing and advocacy to at-risk foster children and families by providing mental health therapy. Pillsbury has reviewed and revised the agency's independent contractor agreement for retaining mental health professionals.

And since 2008, Sheryl has provided legal advice to the Coalition of Mental Health Professionals. The coalition was established in 1992 in response to the riots that followed the not-guilty verdict for the L.A. police officers involved in the beating of Rodney King. The coalition provides emergency short-term mental health counseling and psychotherapy to individuals and groups in South Central Los Angeles and has served more than 20,000 people through community outreach, crisis counseling, psychological evaluations and family therapy.

New York

Reducing the Number of Firearms Sold to Criminals

New York partners Ken Taber and Fred Brodie and senior associate Greg Lembrich continue to provide pro bono assistance to the City of New York in litigation against out-of-state gun dealers, including an appeal before the Second U.S. Circuit Court of Appeals and a defamation lawsuit filed in Georgia against New York Mayor Michael Bloomberg and others. In the original litigation, Pillsbury helped the

city win settlements with dozens of gun dealers, effectively reducing the flow of firearms to criminals in the city.

Assisting in the Fight Against Hunger

Partner Kerry Brennan has been working with Share Our Strength, a Washington, DC-based national hunger relief organization, for more than 15 years. Kerry regularly provides advice on intellectual property matters, including trademark counseling, as well as preparing and negotiating corporate sponsorship agreements. Over the years, Pillsbury has assisted Share Our Strength with various litigation matters and has provided advice on employment and nonprofit organizational issues. In early 2010, after the massive earthquake devastated Haiti's capital, Pillsbury raised funds and sent donations to Share Our Strength's Haiti relief programs.

Northern Virginia

Supporting Services for Children and Families

A number of pro bono projects in Northern Virginia have supported children and families. Partner David Houston and associate Julia Cianfarini helped a child care center negotiate a license agreement with a local school board. For several years, the center, which predominantly serves children from low-income working families, has operated out of a local elementary school and received funds designated for child care operations in that school building. The school board recently requested that the center execute a license agreement for its use of the space. Pillsbury helped negotiate fairer terms in the license agreement to obtain stability in the arrangement with the school board so the center can continue to provide its necessary services to the community.

Partner Scott Barat represents Dayspring, Inc., in connection with the design and renovation of an early learning center in Baltimore, Maryland. The center will provide a research-based after school

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Northern Virginia: Supporting Services for Children and Families

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program to improve learning outcomes for elementary and middle-school students in the city. The facility will include meeting rooms, classrooms, a resource center and a teaching kitchen. The project is in the preliminary design and fundraising stages.

Scott also represents St. Mary's Center for Maternal & Child Care in the design and construction phase of two ongoing renovation projects in Washington, DC. The center provides primary care and enabling services to underserved, underinsured and uninsured immigrants from Latin America, the Caribbean, Africa, the Middle East and Asia. The renovation projects include fixes to a medical clinic and, at a separate location, an interior fit-out to accommodate new examination rooms, a dental office, educational space, and general office and reception areas.

And finally, partner Howard Clemons assisted hART, a volunteer organization that runs art classes at homeless shelters and for kids with special needs, with its incorporation and the obtaining of tax-exempt status.

New President of the DC Bar Foundation

Partner Bill Atkins has been elected as president of the Foundation for the Bar Association of the District of Columbia (BADC). The Foundation supports research and educational programs supporting the administration of justice and makes grants to legal services and other like-minded entities in the District of Columbia, with special emphasis on the needs of children and families.

Examples of projects the Foundation has supported include: Operation Crackdown, a project of the BADC Young Lawyers Section to close down crack houses through civil nuisance laws and, where feasible, make the properties available for community purposes; the Zacchaeus Legal Clinic, which provides legal services

for indigent and ill DC residents; and the Neglect and Delinquency Practice Institute, which provides CLE training for attorneys representing children caught in child abuse and neglect.

Helping Care for Abandoned or Neglected Cemeteries

Senior associate Brad Dashoff and associate Julia Cianfarini worked with the Fairfax County Cemetery Preservation Association to create form documents so that civic and charitable organizations can access and maintain private cemeteries that have fallen into disrepair. A number of these cemeteries have historical significance and are owned either by families who are unable to pay for the necessary maintenance or by family members who have inherited ownership but do not want the property or cannot be located. Pillsbury walked through potential liability issues to create the access and maintenance documents necessary for organizations, such as the Boy Scouts, to enter and care for a cemetery as a charitable project. Pillsbury also created a form deed to be used if a cemetery owner does not want to maintain ownership.

Washington, DC

Legal Services to Protect Women's Clinics from Violence

Senior associate Karen-Faye McTavish and partner Debby Baum continue the firm's longtime representation of the Feminist Majority Foundation, an organization led by noted feminist activist Eleanor Smeal. Pillsbury provides the foundation with strategic legal advice in its ongoing efforts to prevent violence against physicians and clinics offering abortions. These efforts have intensified in the wake of the 2009 murder of Dr. George Tiller, medical director of a clinic providing abortions in Kansas. Pillsbury represents the foundation in an action brought to enforce a civil judgment against a leader in a movement advocating violence against clinics and providers, and serves as lead counsel in efforts to get the Department of Justice to prosecute clinic violence cases.

Helping Women Recover from Domestic Violence

Associate Katherine Smith continues her work on behalf of domestic violence survivors and this year has represented two low-income clients in their efforts to obtain civil protection orders in DC Superior Court. Katherine's case referrals come from Women Empowered Against Violence (WEAVE), which serves survivors of intra-family violence in the District of Columbia. Day-to-day work on these cases includes interviewing clients, gathering evidence, coordinating efforts with local prosecutors and conducting hearings. Katherine also staffs walk-in legal clinics at WEAVE.

Guiding an Immigrant to Lawful Residency

Pillsbury attorneys, including associate Ambrea Watts and partner Matias Travieso-Diaz, assisted a Cameroon woman living with HIV in obtaining lawful permanent residency in the United States. This case was referred to Pillsbury through the Whitman-Walker Clinic, which provides legal services to HIV/AIDS infected persons in the Washington, DC, area.

San Diego

Youth Athletic Center Fights City's Attempt to Take Land

Pillsbury continues to assist the Institute for Justice, a libertarian, civil liberties and public interest law firm, in a local nonprofit community center's fight against a blight designation and eminent domain threat. The Community Youth Athletic Center (CYAC), a nonprofit gym and educational program for at-risk youth, filed a challenge to National City's blight designation in 2007. Last year, in a published state appellate decision, Pillsbury and the Institute for Justice won a reversal of the trial court's summary judgment. The case was remanded, and partners Rich Segal and Brian Martin and associate Nate Smith have assisted the Institute for Justice attorneys in defeating National City's motions for judgment on the pleadings and

for partial summary judgment. After all of the procedural skirmishes, the merits of CYAC's claims are scheduled to be tried in San Diego Superior Court in March 2011.

San Francisco

Injunction Against High School's Drug Testing Stands

Having partnered with the ACLU of Northern California in successfully moving for a preliminary injunction in the Superior Court last year, partner Tom Loran and associate Marley Degner continued Pillsbury's representation of families from Redding, California, who are challenging the Shasta Unified High School District's expanded drug testing program for non-athletes. This past year, the school district appealed the trial court's preliminary injunction, and after extensive briefing, including amicus briefs submitted on behalf of both sides, the California Court of Appeal recently affirmed the grant of the injunction and remanded the case for trial on the merits. In its opinion, the appellate court concluded that the student plaintiffs, in being subjected to suspicionless, random urinalysis at their public high schools, had shown a serious invasion of their privacy rights expressly guaranteed under the California Constitution and that the school district had failed to provide sufficient justification for the invasion.

Easing an Eviction

Partner Tom Loran and Silicon Valley associate Bennett Miller helped a woman facing eviction over personal differences with her landlord. Pillsbury's client lived in a room with a separate entrance in the basement of the landlord's home; the lease provided the tenant with access to the landlord's kitchen. The landlord claimed she was entitled to evict the woman without showing good cause under the San Francisco Rent Ordinance because she and our client lived in the same "rental unit." When Pillsbury took the case, the client had less than four days to respond to discovery requests. Pillsbury quickly responded to discovery, propounded discovery requests on the landlord, moved to

depose the landlord and objected to the scheduled deposition of the client based on improper notice. Soon after, the landlord sought to settle. Pillsbury negotiated a very favorable settlement that allowed the client, who is disabled, enough time to vacate the premises. The client was ecstatic with the result and said that the legal help gave her "a new beginning."

Silicon Valley

Partnering With Legal Aid Organization

Pillsbury's Silicon Valley office recently has become involved with the Legal Aid Society of San Mateo County to assist with two of the legal aid organization's projects, the Guardianship Pro Bono Project and the HomeSavers Project. The Guardianship project helps grandparents, relatives and others who are seeking to become court-ordered guardians. The HomeSavers Project helps tenants having problems with their landlords and offers legal counseling, advice and representation related to evictions, disputes over the condition of the premises and illegal acts by landlords. The legal aid organization also holds housing clinics throughout the week in Daly City, San Mateo and Redwood City. Silicon Valley attorneys will be participating in these projects going forward.

Houston

On Behalf of Families, Children, Veterans and the Community

Lawyers in the firm's Houston office are supporting a number of pro bono organizations and efforts. Volunteers support LegalLines, a free legal advice hotline operated by the Houston Bar Association. Associate Christina Cole helps coordinate the quarterly staffing. Counsel Tony Cavender works with the Houston Bar Association's Veterans Legal Advice Clinics, assisting veterans and spouses of deceased veterans. Senior associates Gindi Vincent Eckel and Jason Van Loo helped staff an Internet legal aid site, answering questions of those impacted by Hurricane Ike. The site is coordinated through the

Texas State Bar and three legal aid organizations in the state, including Houston's Lone Star Legal Aid. Counsel Vince Morgan has been providing pro bono assistance for a few years to the family of Michael Coolbaugh, a minor league baseball coach killed during a game by a line drive. And finally, partner Jay Kelley provides regular pro bono counsel to Hill Country Youth Ranch, a residential home and charter school for abused and abandoned children, with campuses in Ingram and Leakey, Texas.

Sacramento

Ninth Circuit Pro Bono Project Advocates for Immigrant Family

Senior associate Darcy Muilenburg and associate Meredith Nikkel acted as *amicus curiae* attorneys for political asylum petitioners ordered to leave the country and seeking to reopen their case. Pillsbury was retained through the Ninth Circuit Pro Bono Project to assist the federal appeals court in evaluating the case.

The petitioners were undocumented immigrants who had lived in California for years as law-abiding citizens, developing a home, family, jobs and roots in their community. Their claim for reopening the case for their removal was based on two serious health issues that had developed for one of the petitioner's children—an American citizen. Darcy and Meredith argued that the Board of Immigration Appeals (BIA) had erred in failing to reopen the case, developing the novel factual theory that the family should not be precluded from offering evidence about the previously unknown "synergistic effect" of the child's two medical conditions to reopen the case.

The appellate court ultimately disagreed and ruled that the BIA had not erred in affirming the denial of the petitioners' motion to reopen. However, the court agreed with the Pillsbury *amicus curiae* attorneys that petitioners are entitled to review on the merits—impliedly rejecting the government's argument that the matter was non-reviewable and setting a favorable precedent for future cases.

DIVERSITY

Fostering Diversity in New Ways



Photograph by Jason Doiy of *The Recorder*

San Francisco partner Kevin Fong, the immediate past chair of Pillsbury's Diversity Committee, moderates a panel discussion of diversity and the legal profession among senior legal executives from Gap, Inc., Bechtel Corporation, and Pacific Gas and Electric Company, as well as the executive director of the California Minority Counsel Program.

Pillsbury is fortunate to be able to work with a number of long-standing clients committed to diversity. These clients have provided valuable support to Pillsbury's efforts to further diversity at the firm and in the profession. For example, Pillsbury's Diversity Roundtables, led by Firm Chair Jim Rishwain, have been successful because of enthusiastic participation by firm clients such as Chevron, Wells Fargo, Del Monte, DuPont, Fannie Mae, Nuclear Energy Institute and Boston Properties.

Clients' willingness to partner and support Pillsbury contributed to the Chair being recognized with a CEO leadership award from Diversity Best Practices, an organization consisting mostly of companies outside the legal industry. Pillsbury also has been able to participate in other

diversity forums with clients. For example, outgoing Diversity Chair Kevin Fong moderated a diversity discussion at the Commonwealth Club in San Francisco. Panelists from Gap, Inc., Bechtel, Pacific Gas & Electric and California Minority Counsel discussed diversity efforts that clients want to see from their law firms.

Community Programs

Pillsbury has helped coordinate an ongoing community initiative between two clients, Major League Soccer's Chivas USA franchise and the Los Angeles Unified School District (LAUSD), on a program to help keep students in school. LAUSD has one of the most diverse student populations in the country, both racially and socioeconomically.

Recognizing that these clients share a deep commitment to their Southern California community and to diversity—and understanding that athletes are often role models for young people—the firm put together the Career Panel Program. Chivas USA players and executives, along with other Pillsbury clients, visit schools and speak about the role of education in their lives. Thousands of students have participated in the program, which is in its second year.

In another effort to drive diversity in the legal profession, Pillsbury is working to connect with pre-law students at schools with sizeable minority populations to encourage their interest in law. For the past two years, the San Francisco office has produced daylong externships at the University of California, Berkeley, where lawyers engage with low-income students through panel discussions and other programs. The feedback has been extremely positive, with students expressing gratitude for the opportunity to learn more about the path to becoming a lawyer and working at a law firm.

Recognition for Diversity

Pillsbury also supports diversity through firm-wide events. For the last two years, Pillsbury has hosted a women's leadership course for the firm's women attorneys and clients entitled "Best Practices for Career Success and Life Satisfaction."

Mary Cranston, former Firm Chair and the first woman to lead an AmLaw 100 firm, led the program with topics including "Building Your Personal Brand" and "Expanding Your Network."

The firm's employment practices and core values have earned recognition for supporting diversity. For five years in a row, Pillsbury has been among *Working Mother* magazine's Top 100 Companies. And for five years in a row, the firm has received a perfect score on the Human Rights Campaign's Corporate Equality Index for treatment of lesbian, gay, bisexual and transgender employees.

Diversity Spotlight on... Women's Program Cultivates Network of Support in DC



Courtesy of Success in the City

Co-chair of Pillsbury's Women Attorneys Network Nancy Fischer introduces Cynthia de Lorenzi (left), chief executive at Success in the City. Pillsbury is the exclusive sponsor of CEO Chick Chat, a monthly networking event featuring women business leaders.

Much attention has been directed to unequal representation of women at corporate law firms. The genders are more or less equally represented at leading law schools, and a number of studies have asked why this doesn't hold true at leading law firms.

While the work-life balance dilemma is frequently cited in studies, underlying that issue is another fundamental reason why women stay or go. According to a survey of female lawyers by the Center for Women and Work at Rutgers University, the number-one reason for women leaving a law firm was "an unsupportive work environment." Such a perception can arise from being left out of challenging matters or business development opportunities, or from feeling alone in figuring out how to manage a career.

Pillsbury has committed top-level leadership and firm resources to retention and recruiting issues, as the firm's Board has made it a critical priority of the Women's Task Force, led by board member and partner Sarah Flanagan. The Women's Program in DC is an example of how leadership at the office level can cultivate a supportive environment.

The DC office has been managed by a woman partner for years, with Tina Kearns becoming managing partner in March. DC is also home base to Marjorie Fisher, the incoming chair of Pillsbury's Diversity Committee, and to Nancy Fischer, who co-leads the firm-wide Women Attorneys Network with Los Angeles partner Jennie La Prade.

The firm's exclusive sponsorship of Success in the City's CEO Chick Chat speaker series is a highlight. Once a month the office hosts this popular networking event for professional women in the DC area, which features a woman speaker with strong leadership credentials. Speakers have included longtime White House correspondent Helen Thomas and Katharine Weymouth, the publisher of the *Washington Post*.

"I have found that after attending these events, I feel less alone," Tina said. "There is a psychological advantage to hearing stories and experiences that resonate with mine. Being a professional woman with children is hard, but it can be done." These events are also opportunities for women to cement existing relationships and connect with women in the business community in a non-pitch atmosphere, Nancy said.

The Women's Program in DC teams with women in the Northern Virginia office to create supportive opportunities. Small potluck dinners hosted by women partners in their homes grew out of younger attorneys' desire to have informal opportunities to come together and talk. There is also a new-parents' group for sharing resources and information and a pilot program that pairs new moms returning to work with a mentor who has already made the same transition.

The firm's family-friendly practices also come into play. For five years, Pillsbury has been named a Top Company for working mothers by *Working Mother* magazine. Women in the DC office have benefited from the firm's employment practices and supportive culture. For example, Marjorie Fisher, with the support of her supervisor, firm-wide Real Estate practice leader John Engel, was able to grow her practice and become a partner while working a reduced schedule to care for her children.

"The goal of all of it is to retain talented lawyers," Tina said. "Our law firm is better for not reducing its talent pool by the attrition of women."

SUSTAINABILITY

A LEEDing Opportunity in Sacramento Two-in-One Solutions Benefit the Environment and the Community



Photograph by Noel Neuberger of the *Sacramento Business Journal*

Staff member Deborah Johansen-Cook works in the Sacramento office's new LEED-certified building, where daylighting design maximizes sunlight.

Pillsbury decided in 2009 to move to a new LEED Gold office building in Sacramento. That decision was the first of many designed to incorporate principles of sustainability throughout the months-long move.

Executing a sustainable move drew on creativity and problem-solving skills across the office, and added a little more work. In the end, the office found ways to spare the environment and at the same time help the community, advancing two parts of Pillsbury's Corporate Social Responsibility mission.

"I'm proud of our accomplishments in reducing the amount of materials from the office that ended up in a landfill," said Linda Magyar, the Sacramento office administrator who played a key role in the

relocation process. Thanks to that effort, the old office computers found a second life at a university in Mexico and furniture slated for the landfill is being reused by community groups in Sacramento.

It's Not Easy Being LEED

Going "LEED" requires a high level of commitment to sustainability by tenants. LEED (Leadership in Energy and Environmental Design) is an internationally recognized green building certification system that promotes responsible, sustainable use of resources and environmentally friendly designs in new construction.

All of Pillsbury's offices are working to advance the sustainability program's goals for reducing energy and resource consumption. By moving into LEED buildings, which are designed to meet high

standards for water and energy efficiency and indoor environmental quality, tenants automatically become more efficient with resources and more environmentally aware.

Sacramento is not alone in achieving sustainability goals through its facilities choices. Just this fall, sustainability efforts in San Francisco helped that office's building manager obtain Platinum certification for an existing building. Pillsbury's Orange County office is a tenant in LEED-certified quarters. And, the Houston office's building has been recognized by the American Society of Interior Designers for sustainability in design.

The Sacramento office, though, has gone a step further, enlisting a LEED-savvy architect and consultant to advise on materials and plans for pursuing an additional LEED certification for tenant improvements. Sustainability and community goals intersected as the Sacramento office approached the certification process.

"It is not the case that you have to accept a less desirable office space if you are opting to be environmentally conscious," said partner Greg Johnson. Sacramento chose new LEED-compliant furniture, made from recycled content or rapidly renewable resources with green-guard finishes that do not emit chemical fumes and degrade the indoor air environment.

Finding Ways to Serve Community Needs

When considering what to do with the old furniture, Pillsbury sought ways to divert materials from the landfill. "You can either reuse as much as you can and earn points toward certification," Linda said, "or you

find ways to reduce your waste by recycling and reusing materials elsewhere.”

The office held a “garage sale” of furniture and supplies for employees, with proceeds going to groups in Sacramento: Society for the Prevention of Cruelty to Animals (SPCA), WEAVE (Women Escaping a Violent Environment) and Downtown Ministries. The SPCA and WEAVE also took some furniture, shelving and file cabinets for their executive offices, and Downtown Ministries, which helps homeless people move off the street, received supplies for homes, such as dishes.

Sacramento was also able to keep the office’s old computer hardware from becoming e-waste, but it had to go a little farther afield. The office had done a rolling computer upgrade in the year prior to the move, approaching local schools to find new homes for the technology, but locally no one needed or wanted it.

Then, through an employee with family members in Mexico, they found a university there that needed and would take the computers. This required work to strip the hard drives of all information and then arrangements to get the computers to Southern California and across the border, and for the university to acquire the proper permits.

“Where these computers were deemed to have no use in the United States, this school and these students were happy to receive them,” Linda said.

The office continues to try to find ways to support local groups and find a second use for materials. For example, old boxes and newspapers are dropped off weekly at the SPCA, which uses them to hold animals and line cages.

“From a CSR perspective, from a sustainability perspective, what we did in getting out of our old space and into this new space, it was very rewarding for the team.” Linda said. “We will go forward and maximize it for the benefit of our firm and the community.”

COMMUNITY



Photograph by Rick Kopstein and the *New York Law Journal*

New York partner Mark Hellerer (far right), chair of the New York Bar’s Stimson Medal Committee at this year’s ceremony. From left to right are U.S. District Judge Jed Rakoff of the Southern District of New York and New York City Bar President Samuel Seymour, and the Stimson Award recipients: Marshall Miller, Sandra Levy, David Raskin and Sean Chance Cenawood.

Stimson Medal Honors Tradition of Public Service

As a historic figure, Henry L. Stimson may best be known for managing the military as Secretary of War in World War II. But as a founding father of Pillsbury’s New York legacy firm, he arguably had equal or greater influence on Pillsbury’s history.

To honor this legacy, and his legacy at the U.S. Attorney Offices in New York, each year Pillsbury and the New York City Bar Association honor the American statesman’s memory by awarding medals in his name to outstanding assistant U.S. attorneys in the Southern District and Eastern District of New York.

According to New York partner Mark Hellerer, the chair of the Stimson Medal Committee, the honor was established to reflect the values of integrity, fairness and public service that Henry Stimson brought to that office and that have served as a model for all other U.S. Attorney Offices.

Over the years, the Stimson Medal has become a highly prized recognition of the outstanding public service rendered by prosecutors in both offices, Mark said. “It is

a visible demonstration of the firm’s long-standing support for integrity in the justice system and service to the community.”

18th Annual Henry L. Stimson Awards

A June 2 event marked the medal ceremony’s 18th year. Recipients were David Raskin and Sean Chance Cenawood of the Southern District, and Marshall Miller and Sandra Levy of the Eastern District. Judge Jed Rakoff from the Southern District of New York provided keynote remarks, and Bar Association President Samuel Seymour presented the awards.

Henry Stimson was a founder of the Winthrop Stimson law firm, the New York legacy firm of Pillsbury Winthrop Shaw Pittman. He served as Secretary of State to President Herbert Hoover and Secretary of War to Presidents William Howard Taft, Franklin D. Roosevelt and Harry Truman. Mr. Stimson, along with George Marshall, was an overall architect of U.S. engagement in World War II.

According to remarks given by Judge Rakoff, “Henry Stimson’s first important public service came about in late 1905, when Teddy Roosevelt appointed him as U.S. Attorney for the Southern District of New York.”

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Stimson Medal Honors Tradition of Public Service

(continued from page 15)

Medal Recipients and Significant Achievements

Mr. Stimson's legacy can be seen in the careers that have launched from the U.S. Attorney Offices in New York, and in those honored by the medal that bears his name. Medal recipients have gone on to accomplish significant achievements in the public and private sector. One of the first recipients, James Comey, became the Associate Attorney General for the United States. Rob Khuzami is current head of the Enforcement Division of the Securities and Exchange Commission. Patrick Fitzgerald is the U.S. Attorney in Chicago and prosecuted the I. Lewis "Scooter" Libby case. Valerie Caproni serves as the General Counsel of the Federal Bureau of Investigation.

Mr. Stimson ... was the first to introduce into public service the practice of hiring bright young law school graduates, counting on their ambition and willingness to learn to get excellent work out of them.

Other winners, Richard Sullivan, Cathy Seibel and Paul Gardephe, have become judges in the Southern District Court. James Cott has just been appointed as a magistrate judge, and Sean Lane has been appointed as a Bankruptcy Court judge in the Southern District. Daniel Alonso is the Chief Assistant District Attorney in Manhattan. In the U.S. Department of Justice, Greg Andres serves as acting Deputy Attorney General of the Criminal Division and Jack Smith as Chief of the Public Integrity Section.

Pillsbury co-sponsors the event with the Bar Association of New York; Mark Hellerer and retired partner and senior counsel Stephen Weiner serve on the committee. Many Pillsbury lawyers attend this annual Bar Association event.

Community Spotlight Keeping Pillsbury on Top of United Way Challenge

Pillsbury is No. 1—and proving it is a giant stuffed animal who has taken up residence in the San Francisco office's reception area for 2010. It's a gorilla named Koko, and it confers bragging rights to the top donor in the United Way of the Bay Area's annual competition among law firms.



Photo courtesy of United Way of the Bay Area
San Francisco Office Managing Partner Bruce Ericson and staff member Lynn Davis welcome Koko the Gorilla back to Pillsbury as top firm fundraiser in the annual Koko Challenge in 2009.

The Koko Challenge is one of the Bay Area legal community's most high-profile philanthropic community events. In 2009, Pillsbury was one of 18 competing law firms, which raised a combined \$1.4 million. At Pillsbury, 161 San Francisco office attorneys and staff raised \$160,277.

The competition is sponsored by the Bay Area General Counsel Group and run by a "Koko Cabinet" that includes top in-house attorneys from the United Way's corporate partners. Among these are firm clients such as Chevron, Bank of America, Wells Fargo, Del Monte Foods and Bank of the West.

The goal for 2010, the 22nd year of the challenge, is to raise \$1.5 million, and this year 21 firms are participating. Pillsbury has competed since the beginning, and has won 10 times in the large law firm

category. In recent years, staff member Lynn Davis has been responsible for coordinating the two-week fundraising effort, which takes place in October.

"The United Way campaign is the San Francisco office's major community and charitable commitment of the year," said Bruce Ericson, who as office managing partner directs the United Way campaign. "Lynn is the spark plug driving our entire effort. She is out front and visible, whipping up enthusiasm for the campaign. And at meetings with the United Way staff and leadership, Lynn is nothing short of a rock star. They really appreciate the strong effort and enthusiasm she brings to the campaign each year."

Lynn also does a tremendous amount of work behind the scenes, Bruce said—work that few people see but is deeply appreciated by him and Miriam Ben-Natan, director of administration in San Francisco.

The Koko Challenge is as much about innovation and enthusiasm in fundraising as it is about total dollars raised. Each year, Lynn rolls a cart from floor to floor, collecting donations and pledges and serving as a visible reminder to give. One innovation added to the past two campaigns has been non-financial collections, accepting business attire and accessories to help people transitioning to work. All collections support the United Way's mission to help working families find paths out of poverty.

The annual two-week fundraiser features bake sales, pumpkin sales and small contests, capped by a Halloween costume party and raffle drawing. Staff members Bobby Jones and Elaine Suzuki are instrumental in coming up with creative new ideas each year for the campaign. With help from Felicia Davis, Beth Jensen and Jayne Tanabe, they are key to the United Way effort, helping organize fundraising events and collecting prizes for the raffle. The top raffle prizes in 2010 were four new iPads.

The United Way's goal is to halve the number of local families that live in poverty by the year 2020. One in five families

in the region does not earn enough to cover basic needs, according to United Way's "Making Ends Meet in the Bay Area" report. Many of the proceeds from Pillsbury's fundraising directly support services for these families.

San Francisco Office

Coaching a New Generation of Legal Eaglets



San Francisco County's Mock Trial program relies on lawyers and judges to mentor high school students in a working knowledge of the judicial system. For a second year, Pillsbury coached Balboa High School's team. Partners and associates from a variety of practice sections led the team in weekly lessons and scrimmages, as well as through the rounds of the countywide competition. The team won the majority of its rounds and had several individual student award winners. The Bar Association of San Francisco administers the program, and has indicated that Pillsbury's program is a model it will use when recruiting other law firms and volunteers in years to come. Pillsbury's effort was led by partner Jake Sorensen and associates Wes Spowhn and Ben Wiles, with support from associates Marley Degner, Maggie Hughes, Jeff Jacobi, Michael Peers and Martin Sul.

Other Community Efforts

Food from the Bar—Led by partner Christine Richardson, senior associate Marc Axelbaum and staff member Lynn Davis, the office raised \$10,895 in cash, collected 115 pounds of food and completed 10 volunteer shifts at the San Francisco Food Bank. Pillsbury was honored this year as a Gold Partner.

BASF Toy Drive—Staff member Winnie Girard leads the annual holiday tradition for the office, collecting toys for underprivileged children in the county's Head Start program.

Los Angeles Office

Step Up Women's Network

With California schools experiencing drastic budget cuts, Step Up Women's Network has stepped in with year-round programming for underserved girls. Step Up members mentor and act as positive role models to inspire leadership and self-esteem, career development and health and well-being. Through volunteering, sponsorship and fundraisers, members of the Los Angeles office have supported the organization's year-round programming. Participants include partners Kimberly Buffington and Anna Graves, senior associates Mariah Brandt and Jenna Leavitt, and associates Anna Park, Didi Chow, Radhika Tillmon, Jennifer So, Lauren Leahy and Esther Yeu.

Revlon Walk—Stargazing for a Cancer Cure

Founded by Lilly Tartikoff in honor of her husband, Brandon Tartikoff, a television executive who died at a young age from cancer, the EIF Revlon Run/Walk is a truly Los Angeles event. A big screen displays personal stories of participants sharing their triumphs, even though many of the battles are lost. Celebrities are abundant; this year's grand marshal was Christina Applegate, a breast cancer survivor. Team Pillsbury was 33-strong, the biggest yet. Led by staff member Kathi Kobayashi, the team raised a total of \$4,380. Beneficiaries of the funding include UCLA Cancer Research Program, the Gilda Radner Cancer Detection Program, the Wellness Community and about 12 other cancer research/support-related organizations.

Fielding a Team of Stair Masters

Impressed by the community service the Y does for the downtown area, Pillsbury partner and Downtown YMCA board member Jan Cate organized an office team

for the Y's annual Stair Climb. The event is the Y's largest fundraiser, and this year a record-setting number of 2,346 participants climbed 75 floors to the top of the US Bank building in downtown Los Angeles. Pillsbury's team raised \$2,115 and participants included Jan Cate, Kathy Kobayashi, Efren Pascual, Anna Park, Jennie La Prade, Chris Laukenmann and Chris Patay.

In-N-Out Foundation—Assisting Children in Need

The Los Angeles office hosted its annual white elephant book sale to generate funds for the In-N-Out Foundation, which supports organizations that provide residential treatment, emergency shelter, foster care and early intervention for children in need. A total of \$5,160 has been sent to In-N-Out Burger Foundation for its program that matches donations 3-to-1, up to \$200,000. Additionally, the office sponsors a golf tournament and an annual charity auction. Partner Robert Wallan and staff members Jean Harris and Diane Barraza lead the efforts, and the entire office supports this charity, either by providing baked goods for the bake sale, books for the white elephant book sale and/or by purchasing items or by participating in raffles.

Other Community Efforts

Japanese American Cultural & Community Center (JACCC)—Partner Yuji Iwanaga has served as the director of JACCC and is a member of the executive committee. The firm was previously awarded the Pacific Pioneer Award.

Proyecto Pastoral provides training, education and social services within the East Los Angeles community. Associate Semma Arzapalo has served as a board member for three years and the office has sponsored the organization's annual dinner since 2007.

LA County Bar Foundation raises money to support nonprofit organizations offering legal services throughout the Los Angeles area. The office has sponsored the foundation as a Life Fellow Pledge for the last five years.

Washington DC / Northern Virginia

DC Associates Raise Funds for Legal Aid Society

This summer, Pillsbury's Washington, DC, office raised \$25,500 for the Legal Aid Society of the District of Columbia's Generous Associates Campaign, surpassing last year's total by over \$3,500. Senior associates Tom Allen, Michael Silver and Tim Walsh, and associates Rebecca Rizzo and Kristen Baker coordinated Pillsbury's participation this year. The Legal Aid Society provides legal services for those District of Columbia residents who can least afford them. This year's Generous Associates Campaign raised over \$678,000, roughly one-quarter of Legal Aid Society's annual budget. In support of the Legal Aid Society, partner Debby Baum serves on the organization's board and Pillsbury partners and associates staff Legal Aid's intake clinic on a weekly basis.

Sponsoring an HR and Facilities Intern

Jose Abrego was brought to the Northern Virginia office by Training Futures for a 25-week training program in an office environment. Training Futures matches participating metropolitan area employers with low-income, unemployed or underpaid individuals working to move from dead-end jobs to stable, professional office careers with livable wages, benefits and opportunities for professional advancement. Jose was a summer intern working in the HR and Facilities departments. He provided assistance with filing, scanning, researching, assembling and editing. Jose's commitment to professional development was a breath of fresh air. He will do well in his future endeavors.

Elementary School Mentoring Program

For years, lawyers and staff members from the Northern Virginia office have been going to school. Partnering with the mentorship program at Graham Road

Elementary School, volunteers starting in late September visit the school every Wednesday from 7:45 a.m. to 8:30 a.m. The Pillsbury visitors mentor students of different ages to help them improve their self-esteem, learn life skills, establish new horizons, practice reading, learn math, plan for college and just have fun.

Greater DC Cares Servathon

As part of the Greater DC Cares Servathon, Pillsbury volunteers visited Washington Home, a home for senior citizens and people who need physical rehabilitation. Visitors socialized with residents, listening to music, polishing nails, playing board games and making crafts. In addition to the visits, the Northern Virginia and DC offices contributed \$1,741 during the servathon. The Pillsbury servathon team included staff member Jabella Thurston from the Virginia office and staff members Gwen Davis, Tercy Hawes and Maria Wilson from the Washington, DC, office, as well as family members and friends.

Be the Match Registry Drive

In support of a colleague in need of a marrow or blood cell transplant, the DC office hosted a marrow registration drive with the Be the Match Registry, operated by the National Marrow Donor Program. Participants registered as donors and donated to the Be the Match Foundation. Funds help patients in need of a bone marrow or umbilical cord blood transplant to receive the treatment. The nationwide bone marrow registry helps match donors with patients in need. Staff member Kenia Garner helped organize the event.

Other Community Efforts

Susan G. Komen Foundation Race for the Cure—35 participants ran or walked for a cure to fight breast cancer, raising more than \$5,000.

Fannie Mae Foundation Help the Homeless Walkathon—Pillsbury has been a corporate partner sponsor of Fannie Mae Foundation Help the Homeless Walkathon for more than 14 years, supporting three designated

Washington metropolitan-area homeless service providers that provide safe, decent housing and social services to assist homeless families and individuals.

Lawyers Have Heart Run & Fun Walk—Pillsbury participants strengthened their hearts through exercise and raised funds for the American Heart Association.

Bread for the City—Year after year, the DC and Virginia offices raise thousands of dollars to fight hunger in the DC metropolitan area.

New York

Pillsbury Players Hit Gridiron for Big Brothers Big Sisters



Pillsbury players in the Gridiron Challenge included, top left to right, Mark Sagliocco, Kenneth Wang and Davison Paull, and bottom left to right, Nora Burke, Brian Joe, and Nick Karavolas.

Pillsbury made its return to the Gridiron Games this year, playing in a touch football tournament to determine "The Best Law Firm in New York." Big Brothers Big Sisters of New York City organized the fundraiser. Jared Landaw, an alumnus of the New York office who serves on the board of Big Brothers Big Sisters, chaired the event this year. Inspired by the New York office's alumni reunion, he encouraged Pillsbury—which hadn't participated in the event in recent years—to return to the tournament. Members of Pillsbury's returning team included staff member Mark Sagliocco and New York associates Brian Joe, Nick Karavolas, Davison Paull, Kenny Whang and Nora Burke. This year 12 teams played in the tournament, which took place at New Meadowlands Stadium, where the New York Giants and New York

Jets play. Through tournament fees and corporate sponsorships, the event raised more than \$100,000 this year.

Efforts Support Homeless Children

The New York office participated in Operation Backpack NYC for the first time this year. Operation Backpack works to send every child living in a New York City homeless shelter back to school with a new backpack filled with supplies. Led by staff members Fran Eletto, Theresa Rizzuto and Nicole Williams, the New York office raised \$700 in donations, as well as backpacks and school supplies. Staff members Diane Ibarra and Nicole Williams volunteered during Operation Backpack Sort Week, where thousands of school supplies are sorted and stuffed into backpacks.

For the past five years, each November, the New York office collects new, unwrapped toys for children from infancy to age 16 who are currently living in city homeless shelters. Staff member Lisa Reichenbach organizes Pillsbury's participation. The toys are handed out at the coalition's annual holiday party in early December, and many large corporations participate in this event.

Easter Seals Walk With Me

Staff members Nicole Williams and Theresa Rizzuto captained Pillsbury's team for the Easter Seals NYC Walk With Me walkathon. The event partners participants with an Easter Seals Honorary Ambassador, a child or adult with a disability who has benefited from Easter Seals services. This is Pillsbury's third time walking with an ambassador. Leading up to the walk, the participants became acquainted with their ambassador through photos and personal stories. Over 18,000 walkers turned out across the country for Easter Seals Walk With Me, raising more than \$3.5 million. Diane Ibarra and Silvia Vazquez also participated in the walk, with Pillsbury efforts raising \$2,095.

Other Community Efforts

The New York Blood Drive—The New York office and tenants from the building participated in two blood drives organized

by staff members Yvonne Bough and Helen Mancusi.

NY Cares Coat Drive—The New York office donated over 50 coats to NY Cares to help distribute to those in need, an effort organized by staff members Karen Dritto, Helen Mancusi, Anne Cunningham, Lisa Coppola and Sandy LaRocca.

City Harvest-Skip Lunch Fight

Hunger—Lisa Reichenbach organized the office's participation in a corporate effort to give the money that individuals would spend on lunch for one day to the city's homeless and impoverished children.

Houston

Star of Hope—Serving Houston's Homeless



Associate Christina Cole (right) and partner Laura Hannusch volunteer at Star of Hope.

The Houston office organized volunteering opportunities and donation drives to serve Star of Hope, a community organization serving Houston's homeless families since 1907. Organizers collected donations of needed toiletry items, including shampoo, conditioner, lotion, soap, shaving kits, toothbrushes, toothpaste, deodorant, dental floss and combs. And the Holiday Committee assembled and delivered care packages to the center. Volunteers also donated time at the center, assisting in the kitchen and serving dinner to Star of Hope residents twice last year. Kathryn Smith, Mildred Dworsky, Belinda Howard and Kim Vercher helped lead the efforts, and participants included Pam Howell,

Christina Cole, Dianna Dupree, Laura Hannusch, April Zamora, Julie Hutchings, Melissa Eurlon and Rocky Nastasi.

Other Community Efforts

Special Olympics Table Tennis

Tournament—Participants included Julie Hutchings, April Zamora, Stella Dorman, Melissa Eurlon and Rocky Nastasi.

Dress for Success SOS Suit Drive

Partner Carol Burke, with support from Melissa Eurlon and April Zamora, led the effort to collect interview-appropriate suits in support of career development for disadvantaged women seeking employment.

Silicon Valley

Partners v. Associates and Staff in Food Drive Challenge

Second Harvest has been providing food for people in the community for the past 35 years, and the Silicon Valley office has been committed to helping the cause since 2002. This year, organizers threw down the gauntlet to see who could bring in the most food—the partners or the associates and staff.

The contest consisted of a week of daily challenges: Monday Meals in a Can, Tuesday Peanut Butter & Jelly, Wednesday Macaroni & Cheese and Thursday Canned Tuna. Friday featured the office's famous Chili Cook-Off contest, where folks in the office can sample each entry and receive an unlimited amount of chili for a \$5 donation.

The challenge was kicked off by the associates and staff bringing in 262 meals in a can, but then it got ugly. The partners accused the associates and staff of police bribery in delaying the issuance of the permit to deliver their multiple pallets of canned goods! When the week was over, the barrels and reception area overflowed with 2,573 pounds of food, and \$450 was collected in donations. The food and money combined provided 4,200 meals to feed the hungry in the community.

Easter Bunnies for Hospitalized Children



Each year, Trish Hall spearheads the collection of stuffed animals for children at Lucile Packard Children’s Hospital, Eastfield Ming Quong Children & Family Services and El Camino Hospital’s Lucile Packard Satellite Wing. Staff members Becki Santos and Shannon Ritchie create a “bunny hutch” in the reception area. This year 265 stuffed animals were delivered to the hospitals just before Easter.

Other Community Efforts

Career Closet—Office organizers collected gently used business attire, clothing, shoes, purses and jewelry to support the organization helping women out of poverty and into the workplace.

Support Network for Battered Women—Office organizers collected cell phones and chargers for women living in abusive situations. The phones, when charged—even without service—can dial 911 in case of a domestic emergency.

Achieve Kids—Office organizers collected computer parts and items for the organization assisting children and young adults who cannot function in traditional academic settings.

San Diego / Carmel Valley Offices

Susan G. Komen Foundation Race for the Cure

Candy’s Bosom Buddies, a team led by staff members Pam Breeden and Candy Kleiner, a breast cancer survivor, started preparing in July for the November Susan G. Komen Foundation Race for the Cure. Fundraising events included bingo games, Fish Taco Fridays, Breakfast Burrito Fridays and a raffle. More than a dozen people participated in the 5K run/walk, and raised more than \$3,000.

Shelter Pet Partners

The two offices have snack stands with proceeds going to Shelter Pet Partners and Community Options. Shelter Pet Partners takes in abandoned and stray animals and those that area shelters can no longer care for. They find homes and provide medical treatment for these cats and dogs.

Community Options assists thousands of individuals with disabilities in obtaining and retaining employment opportunities

in five counties of California. Staff members Jennifer Scanlon and Duste McDonald shop, stock and collect the monies from the stands.

ElderHelp of San Diego

Staff member Maureen Duffy leads fundraising efforts for ElderHelp, which provides services to San Diego’s seniors on fixed incomes and with limited support.

Sacramento Office

Placing No. 1 and No. 2 for Donations and Team Size

A 20-member Pillsbury team led by senior associate Amy Pierce participated in the 14th Annual Susan G. Komen Race for the Cure and collected close to \$9,000 in contributions. For every \$125 raised, the team underwrote a potentially life-saving mammogram. For a second year in a row, several team members were added to the Top 100 Fundraiser Club for the Sacramento Valley Race. Team Pillsbury was ranked No. 1 in member average donations and No. 2 in number of team members at \$125+ in donations for the corporate division. The full team included Amy Pierce and family, senior associate Andrew Bluth and family, senior associate Carrie Bonnington and family, staff members Mary Green and family, and Linda Magyar and family and former Pillsbury attorney Kathy Donovan and family.

Would you like to join or initiate a pro bono project?

Please contact one of the following local office members of the firm-wide Pro Bono Committee:

Houston

Jerry W. Ross
Gindi Eckel Vincent

**Los Angeles/
Orange County**

Kimberly L. Buffington
Andrew W. Homer
Dana P. Newman

New York

Karen B. Dine
Anne Catharine Lefever

Northern Virginia

Scott E. Barat

Sacramento

John S. Poulos

San Diego/Carmel Valley

Richard L. Blaylock

San Francisco

Blaine I. Green
Thomas V. Loran III
Jacob R. Sorensen

Silicon Valley

Stephanie Y. Hu

Washington, DC

Benjamin M. Dean

Would you like to join or initiate a community outreach event?

Please contact your local office administrator.

To share your thoughts on any of our CSR activities, please contact Tania Shah, our director of CSR, or one of our executive partners: Diversity, Marjorie Fisher; Pro Bono, Tom Loran; and Sustainability, Chris McNevin.



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