Making a Statement

The Summer Program at Ropes & Gray

ROSES&GRAY
A SUMMER EXPERIENCE THAT SPEAKS FOR ITSELF

AS A LAW STUDENT deciding where to spend the summer, you’re probably considering many factors. We think we can make a good case for joining Ropes & Gray.

Our reputation among our clients and the legal community, the caliber of our lawyers and our work, and our longstanding dedication to pro bono service, diversity and an inclusive firm culture all make strong statements about the kind of firm we are.

Ropes & Gray has been named to the American Lawyer A-List of top firms for six consecutive years. Our position as one of the world’s premier firms, advising marquee clients, is a testament to the quality of our lawyers—and in particular, to the stellar work of our associates. As a client told legal directory Chambers, “The service is excellent, and the associates are all top-notch. The thoroughness and the quality of the feedback they provide and the ability to cut through to the major issues is notable, as is their ability to think through the issues and offer up ideas for solutions.”

At Ropes & Gray, we strongly believe that our success begins with each new class of associates who join our global team. We recruit the most talented lawyers from diverse backgrounds out of many law schools and support them with a state-of-the-art training program that spurred one associate answering the Vault guide’s survey to note, “It’s hard to imagine a firm with a better combination of formal and informal training.”

Our commitment to doing great work is matched by our dedication to nurturing a firm culture widely recognized for its commitment to diversity, inclusion and collegiality. Creating an environment in which everyone feels welcome is the core of our values as a firm.

This same sense of commitment extends to public service. Each year, our lawyers devote tens of thousands of hours to pro bono work. We take on tough cases and produce seminal wins, like arguing at the U.S. Supreme Court for marriage equality, tackling prison reform in New York City and working on behalf of immigrants nationwide.

We’re very proud that the editors at Vault recently wrote that “Ropes associates can hardly find a negative word to utter about their employer, which is probably why the firm is perennially near the top of our ranking of the best firms to work for.” If you join us next summer, we hope this statement echoes your sentiments as well.
TO LEARN MORE about what makes Ropes & Gray—and our summer program—so special, please take a moment to review the following items:

- **AIM HIGH**: OUR SUMMER PROGRAM
- **A GLOBAL LEADER**: OUR FIRM OVERVIEW
- **DELIVERING FOR CLIENTS**: OUR WORK
- **PRO BONO NEWS**: OUR PRO BONO NEWSLETTER
- **PRO BONO HIGHLIGHT**: RIKERS ISLAND JAIL REFORM
- **PRO BONO HIGHLIGHT**: ADVOCATING FOR IMMIGRANTS
- **PRO BONO HIGHLIGHT**: MARRIAGE EQUALITY
- **PRO BONO HIGHLIGHT**: TRANSGENDER RIGHTS
- **DIVERSITY AND INCLUSION**: OUR COMMITMENT
- **DIVERSITY RESOURCES**: OUR ROSCOE TRIMMIER JR. SCHOLARSHIP
- **LET’S HAVE SOME FUN**: OUR SUMMER ASSOCIATE ACTIVITIES
THE SUMMER PROGRAM AT ROPES & GRAY

A law firm’s reputation rests directly on the quality of its lawyers, and Ropes & Gray lawyers—partners and associates alike—are highly regarded for their work in advising leading global enterprises on a wide range of critical business and legal matters. Spending a summer at Ropes & Gray is a great way to show that you’re ready to begin practicing law at the highest level, at a firm dedicated to fostering its lawyers’ career development.

MAKING A STATEMENT

AIM HIGH THIS SUMMER

A GLOBAL LEADER

Ropes & Gray is a preeminent global law firm. We are regularly recognized for our top practices in many areas, including private equity, M&A, life sciences, health care, finance, investment management, hedge funds, tax, intellectual property, litigation, securities litigation, and privacy & data security, among others.

REAL LIFE—REAL WORK

The vast majority of entry-level attorneys at Ropes & Gray start their careers at the firm as summer associates, which is one of the main reasons why we want our 10-week summer program to offer a realistic sense of daily life at the firm. We want to see how summer associates work here, and how they like working here. That means giving summer associates challenging work on actual client matters as part of a comprehensive program designed to offer both professional and personal growth.

WELCOME TO THE TEAM

As a summer associate at Ropes & Gray, you’ll join a team based in offices in some of the most desirable areas of the United States—Boston, Chicago, New York, San Francisco, Silicon Valley and Washington, D.C. Wherever you join us, you’ll discover one thing right away: we’re all about teamwork. It’s part of our renowned culture, which emphasizes collaboration between lawyers and practice groups, across all offices, to serve clients most effectively. Summer associates’ work assignments are drawn from current matters and transactions involving one or both of the coordinating lawyers.

“"My time as a summer associate was one of the best summers of my life.” —Associate, Vault

LEARN, SERVE AND ENJOY

In addition to offering challenging work, the summer program at Ropes & Gray provides ample opportunity for learning, service and just plain fun. We offer summer associates:

TRAINING Ropes & Gray regularly receives top Vault rankings for both formal and informal training, and summer associates are encouraged to participate in a number of different training sessions throughout the summer. Sample trainings include practice group overviews, a mock Markman hearing, anatomy of a deal, legal writing and ethical lawyering.

COMMUNITY SERVICE Ropes & Gray places a high priority on pro bono work and credits pro bono hours equally in the calculation of an attorney’s overall billable hours. Each office gives summer associates the opportunity to spend a day of service with a local organization, as well as work with our attorneys on pro bono matters.

SPEAKER SERIES During the course of the program, summer associates meet periodically for lunch to hear from speakers who provide insight into Ropes & Gray’s culture, practices and people.

SOCIAL EVENTS Throughout the 10-week program, summer associates get to know each other and our attorneys through a wide variety of social gatherings. Past events have included baseball games, theater nights, scavenger hunts, museum trips and cooking classes.
STRENGTH IN DIVERSITY
As a leading global law firm, Ropes & Gray is committed to serving the legal and business needs of an incredibly diverse array of clients around the world. Within the firm, we are just as committed to fostering a diverse, inclusive community of professionals of all races, religions, genders, sexual orientations and family structures. We have repeatedly received high rankings in all diversity categories in the annual Vault survey, and are honored to be consistently recognized for our commitment to a diverse workforce. We see our individual differences as an asset that enhances the quality of life for each of us and strengthens what we can accomplish as a firm.

CONTINUED GROWTH
Associates who join Ropes & Gray after their graduation from law school can count on the firm to continue helping them enhance their professional development. We provide:

- **CAREER SUPPORT** Every associate has an associate development partner (ADP) and each practice group has an associate development manager (ADM) who work together to support associates’ development, retention and advancement.

- **CHALLENGING WORK** We offer associates exposure to numerous partners and progressively greater responsibilities, with ADPs and ADMs collaborating to ensure that each associate receives a steady stream of work and real-time performance feedback.

- **TRAINING RESOURCES** We offer hundreds of training programs worldwide every year, from practice-specific training camps for new associates to associate cohort retreats to management and leadership conferences. Our training, ranked number one by Vault, provides the resources to help our associates develop the skills and knowledge to become the best lawyers possible.

A WORLD OF OPPORTUNITY
In addition to helping lawyers develop legal skills, Ropes & Gray is just as determined to help them develop a global outlook. That’s why we created the GO (Global Opportunities) program. It has enabled many of our lawyers to immerse themselves in a new culture or city by working in one of our 11 offices worldwide—or, on a temporary basis, with one of our clients.

WE’RE FLEXIBLE
Flexibility is another benefit associates enjoy at Ropes & Gray. Our Flex program allows lawyers to explore different professional paths through a flexible work arrangement (FWA). The program reflects our commitment to creating an environment in which lawyers can practice law at the highest level while also maintaining rewarding personal and family lives or dealing with emergencies on the home front.

Each FWA—which can last anywhere from a few months to a few years—is customized to the needs of the lawyer and his/her practice group. Periodic check-ins ensure that the arrangement meets the needs of the lawyer and the firm, and allow for adjustments to be made as necessary.

FWAs may incorporate one or more of the following elements:
- Flexible scheduling
- Reduced time commitment
- Remote work (all associates are eligible to be reimbursed up to $500 every three years for technology they use to work at home, such as a monitor, docking station, printer, keyboard, mouse, tablet or speakers)

“Ropes & Gray was the refreshing balance between interesting, diverse work assignments and opportunities to build relationships with my summer classmates, attorneys and staff. After my summer experience, I am looking forward to joining such a respectful and collegial workplace after graduation as a first-year associate.” —Associate
Meeting High-Stakes Legal and Business Challenges
**ROUSES & GRAY** is one of the world’s premier law firms. Client by client, we have built a reputation for high-quality work, a pragmatic approach, and impeccable standards of service and ethics. We count many of the world’s most respected companies and institutions as longtime clients, and serve organizations at all stages of development, as well as investors and individuals. Clients trust us with their most important matters because they know we understand their businesses and deliver the results they need.

**CROSS-PRACTICE COLLABORATION**

Ropes & Gray attorneys focus on the most critical business needs of our clients, across a range of leading legal practices. Our collaborative approach means that our clients have ready access to corporate, litigation, transactional and regulatory attorneys whose knowledge and experience span industries and geographies.

- **ASSET MANAGEMENT** Our breadth and depth of knowledge uniquely positions us to advise asset managers and investors worldwide on the complete spectrum of fund products and strategies, and all aspects of their business.

- **PRIVATE EQUITY TRANSACTIONS** Our clients get unsurpassed counsel throughout the transaction life cycle from one of the world’s largest and most sophisticated private equity practices.

- **M&A** Since January 2013, Ropes & Gray has represented companies in M&A transactions—many involving cross-border and multijurisdictional issues—with an aggregate value of more than $300 billion.

- **FINANCE** Our understanding of market dynamics and deep relationships in the financing community allow clients to focus on the upside case of their business plans.

- **BUSINESS RESTRUCTURING** In bankruptcy cases, insolvencies and distressed situations, we provide superior legal advice and deliver innovative business solutions that uphold our clients’ values.

- **TAX** Our longstanding representation of clients with dominant market positions has enabled us to build a comprehensive knowledge base.

- **REAL ESTATE INVESTMENTS & TRANSACTIONS** Drawing on our attorneys’ vast knowledge and experience, we offer clients the comprehensive range of legal services required to identify opportunities, manage risks and succeed in today’s volatile global real estate market.

- **BUSINESS & SECURITIES LITIGATION** Global business leaders across industries turn to our experienced litigators for creative and successful solutions to sensitive matters and critical disputes.

- **GOVERNMENT ENFORCEMENT** Our attorneys understand business and regulation and help our clients preempt, resolve or mitigate the impact of government investigations and enforcement actions.

- **PRIVACY & DATA SECURITY** We help clients navigate the complex legal landscape surrounding litigation and regulatory investigations stemming from data security breaches and alleged data privacy violations.

- **INTELLECTUAL PROPERTY** Our services include litigation, transactional work, patent analysis and strategy, trademark prosecution, and counseling, enabling us to help clients tackle key IP challenges worldwide.

“The most knowledgeable and user-friendly firm I have ever used.”

—Industry-leading Life Sciences Company

“Other firms measure their relevance against the standard set by Ropes & Gray.”

—Leading Private Equity Firm
“One of the most impressive firms.”
—Mutual Funds Executive

GLOBAL REACH
Ropes & Gray serves clients through a global network of offices in the world’s major centers of business, finance, technology and government. Across 17 time zones, more than 1,200 attorneys based in the United States, Europe and Asia collaborate seamlessly to provide clients with the high-quality representation and uncompromising, round-the-clock service that have made Ropes & Gray one of the world’s premier law firms.

GLOBAL REACH

BY THE NUMBERS

1,200 Attorneys

37 Languages spoken by Ropes & Gray attorneys

17 Time zones

11 Ropes & Gray offices

5 Offices outside the United States

134,000 Pro bono hours in 2016

1 “Overall Diversity” ranking, Vault 2017

MARKET PERCEPTION

■ U.S. News & World Report – Best Lawyers
  “Law Firm of the Year” for patent law, and for private funds/hedge funds law, 2017

■ The American Lawyer A-List: 2011–2017

■ The American Lawyer Global Legal Awards
  Global Citizenship (Pro Bono), 2014
  M&A (Latin America/Mexico), 2014
  M&A (China Private Equity), 2014
  Acquisition Finance, 2014
  M&A (U.S./Korea), 2016


■ Legal Business—UK
  “U.S. Law Firm of the Year,” 2013, 2015

■ The Legal 500 US
  “Firm of the Year” for mutual/registered funds, 2015

■ Law360 “Practice of the Year”
  Appellate: 2015

■ Chambers USA
  “Health Care Firm of the Year,” 2015
  “Corporate Crime & Government Investigations Client Service Award,” 2016
  “Investment Funds Client Service Award,” 2017

■ LMG Life Sciences Awards
  “Government Investigations Firm of the Year,” 2016
  “M&A Impact Deals of the Year”
  (Mid- and High-Range), 2016
  “Collaboration Impact Deals of the Year”
  (High-Range), 2016

■ IFLR-Asia
  “Private Equity Team of the Year,” 2013, 2016

REPRESENTATIVE CLIENTS

■ Allianz Funds
■ The Carlyle Group
■ Credit Suisse Securities
■ Welsh Carson
■ Bain Capital
■ TPG
■ Stanford

■ Liberty Global
■ State Street
■ Harvard
■ TJX
■ Pfizer
■ The NFL
■ Samsung
“Sources say: *I use the firm over others because they tend to understand our overall business* and provide a solution that is not only legally sound but helps *satisfy the business objective.*” —Chambers USA
ACHIEVING KEY LEGAL AND BUSINESS GOALS

Day in and day out, Ropes & Gray lawyers drive creative solutions that address complex legal issues. We help clients achieve their most critical legal and business goals through a combination of insightful legal knowledge, an in-depth understanding of our clients’ industries and a proven ability to innovate. Here is a sample of some recent noteworthy successes.

HELPING SAMSONITE PACK UP EBAGS

ROPES & GRAY REPRESENTED SAMSONITE LLC, a wholly owned subsidiary of Samsonite International S.A., in its agreement to acquire eBags, Inc., a leading online retailer of bags and related accessories for travel. Founded in 1998, eBags sells products from a variety of top travel and fashion brands, as well as products under its own eBags brand. The deal created a new platform that significantly expands Samsonite’s direct-to-consumer online presence around the world.

ADVISING TPG ON COMPLETION OF ITS McAFFE ACQUISITION

A ROPES & GRAY TEAM advised leading private equity investment firm TPG as it completed its acquisition of a majority interest in McAfee. The carve-out transaction, announced in November 2016 and valued at $4.2 billion, created one of the world’s largest pure-play cybersecurity firms.

GUIDING MENTOR GRAPHICS IN ITS ACQUISITION BY SIEMENS

ROPES & GRAY PLAYED A KEY ROLE in a $4.5 billion cross-border transaction that creates the world’s leading supplier of industrial software, advising Mentor Graphics as it completed its acquisition by Siemens. The all-cash deal added new strength to the German engineering company’s software capabilities.

WINNING A FEDERAL CIRCUIT VICTORY FOR SAMSUNG

ROPES & GRAY INTELLECTUAL PROPERTY LITIGATORS scored an impressive win at the Federal Circuit when the appeals court affirmed a Patent Trial and Appeal Board (PTAB) finding in favor of firm client Samsung Electronics in a case against Affinity Labs of Texas. It was the third favorable Federal Circuit ruling for Samsung in a string of three appeals of PTAB rulings by Affinity, maintaining the firm’s undefeated record in patent challenges against Affinity before the PTAB and the Federal Circuit.

DELIVERING A WIN FOR GAME COMPANY NETMARBLE

ROPES & GRAY ADVISED NETMARBLE GAMES CORP., South Korea’s biggest mobile game company, in its agreement to acquire the bulk of the assets of rival Kabam. The deal included Kabam’s Vancouver studio, which created Kabam’s “Marvel: Contest of Champions” game and generates 95 percent of the company’s sales.

BREAKING NEW GROUND IN TWO FINANCINGS FOR VIRGIN MEDIA

ROPES & GRAY ADVISED THE VIRGIN MEDIA GROUP on two truly innovative financings. In the first deal, which raised £350 million, the firm advised on the structuring of the first-ever issuance of receivables financing notes. The structure allows the companies to term out their accounts payable until the maturity of the notes, making it a significant development in the supply chain finance market. Ropes & Gray also advised on the first-ever handset securitization seen in the U.K., providing up to £125 million in “AA” equivalent senior funding.

“They have highly intelligent people ahead of the turn of the legal current, and they think about where the world will be in the coming weeks, months and years.” —Client, Chambers USA
Building on Pro Bono Successes

Ropes & Gray professionals provided an incredible 134,000 hours of pro bono legal services in 2016. The firm’s pro bono program has continued this momentum into 2017, expanding internationally to tackle complex problems such as human trafficking, and mobilizing attorneys to respond immediately to the U.S. executive orders on immigration, among other efforts. As our attorneys work to change both law and lives, the pro bono program continues to receive impressive international, national and internal recognition.

IMMIGRATION: Immediate and Ongoing Response

Extending the firm’s longstanding pro bono commitment to asylum seekers and those needing immigration support, Ropes & Gray attorneys responded to recent seismic shifts in U.S. immigration policy and enforcement with immediate action and ongoing legal work that could shape the law and provide guidance for courts, states and attorneys across the country.

In 2016, Ropes & Gray launched the Immigration Forum, a 443-member group of firm attorneys committed to providing pro bono asylum and other immigration services. The coordination proved effective, as the forum quickly mobilized attorneys to provide immigration assistance at airports across the United States in response to President Trump’s January 27 executive order restricting travel from seven countries and halting refugee admissions. The firm also helped several of our longstanding pro bono partners, such as the American Civil Liberties Union (ACLU) and International Refugee Assistance Project (IRAP), litigate the so-called travel ban. With events moving quickly and unpredictably, our attorneys and paralegals in the United States and Asia took on around-the-clock shifts to conduct legal research, write briefs and memoranda of support, and prepare to litigate the travel ban. Our attorneys spoke about their experiences at the airports and in preparing to litigate the travel ban in a video available at here.

In other immigration and asylum matters, cross-practice and cross-office teams worked around the globe with pro bono partners like IRAP, the Political Asylum/Immigration Representation Project (continued on page 2)

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SPECIAL THANKS and a Warm Welcome

Ropes & Gray’s pro bono committee has seen changes in 2017, with new co-chairs and new members devoting their time and energy to the success of the program. Outgoing pro bono committee co-chairs business & securities litigation partner BILL SUSSMAN and special situations partner JEFF KATZ worked tirelessly to propel Ropes & Gray’s pro bono program forward. Under their leadership, the firm provided more than 700,000 hours of pro bono service. Filling their large shoes and joining co-chair and finance group partner MATT COX are government enforcement partner CHRISTOPHER CONNIFF and benefits partner JENNY RIKOSKI, who have already provided insightful leadership to the program.
The Lunn Cases

**WORKING WITH THE ACLU OF MASSACHUSETTS**
on behalf of a client who came to the United States as a refugee more than 30 years ago, Ropes & Gray attorneys filed an *amicus* brief and a petition for *habeas corpus* in cases that could shape immigrant detention practices nationwide.

Firm *pro bono* client Sreyuon Lunn was born in a Thai refugee camp to Cambodian parents who were fleeing the Khmer Rouge. His parents brought him to the United States as a seven-month-old refugee in 1985, and Mr. Lunn was granted permanent U.S. residency status that year. The Cambodian government has maintained for nine years that Mr. Lunn is not a Cambodian citizen, and Thai officials deny that he is a citizen of their country. The Department of Homeland Security has nevertheless tried to deport Mr. Lunn to Cambodia three times, based on his convictions for crimes like breaking and entering.

Following the arguments of Mr. Lunn and *amici* that included Ropes & Gray, the Massachusetts Supreme Judicial Court determined that local law enforcement cannot detain a person like Mr. Lunn at the request of federal immigration authorities. The decision is likely to affect current important legal issues surrounding sanctuary cities and detention of immigrants without criminal warrants.

In May, firm attorneys filed a *habeas corpus* petition in the U.S. District Court for the District of Massachusetts in a separate case, arguing that Mr. Lunn, who had been unlawfully arrested and detained by U.S. Immigration and Customs Enforcement (ICE), could not be imprisoned while immigration officials resolved his immigration status.

“Mr. Lunn had been detained for a total of 13 months in Suffolk County—far longer than permissible under the U.S. Constitution and laws,” said government enforcement partner **KIM NEMIROW**, who is leading the Ropes & Gray team representing Mr. Lunn.

As a result of the May 23 petition, Mr. Lunn was released on May 24. The Ropes & Gray team continues to represent Mr. Lunn in his federal case, which will determine his future immigration status.

**MAKING A DIFFERENCE Worldwide**

Ropes & Gray’s *pro bono* service truly spans the globe. This year, attorneys have helped people worldwide through emergency immigration work, anti-human trafficking efforts, citizenship clinics, and collaboration with groups like Liberty Asia and Lawyers Without Borders (LWOB). International *pro bono* participation rates have quadrupled over the last four years—a particularly impressive achievement, since Ropes & Gray attorneys often work in countries where *pro bono* culture is in development, or where there are significant barriers to *pro bono* legal work.

“Ropes & Gray’s *pro bono* work truly connects the firm. Like our law firm, our *pro bono* work is global, crossing practices and time zones. A single *pro bono* project can bring together lawyers from many practice areas and different offices, and include Ropes & Gray alumni and clients,” said **ROZ NASDOR**, director of *pro bono* legal services, as she accepted the firm’s 2017 ACE team award (see page 4).

**Combating Human Trafficking**

- As part of the firm’s global *pro bono* partnership with LWOB, a cross-practice Ropes & Gray team of attorneys traveled to Tanzania in February 2017. The team spent a week in Dar es Salaam training local justice officials on investigating and prosecuting human trafficking crimes, and a second team, led by government enforcement partner **JOAN MCPHEE**, will return in August. In October 2016, another group of Ropes & Gray attorneys traveled to Kenya to help train justice officials to prosecute wildlife poachers. Attorneys from all Ropes & Gray offices have provided research and other assistance to support the firm’s work with LWOB, which will soon expand to South America.

- Ropes & Gray’s work with Liberty Asia, a nonprofit that seeks to prevent human trafficking, was the focus of a *Financial Times* Asia-Pacific Innovative Lawyers Award for which Ropes & Gray was shortlisted. The firm’s attorneys in Asia collaborated with Ropes & Gray attorneys globally to assist Liberty Asia through an innovative use of the Foreign Corrupt Practices Act.

- After taking a case filed against Backpage.com all the way to a petition for *certiorari* before the U.S. Supreme Court, Ropes & Gray filed a new federal lawsuit in June 2017 on behalf of three more victims of online child sex trafficking on Backpage.com. The firm’s anti-human trafficking work, led by former managing partner John Montgomery, was featured in “I Am Jane Doe,” a documentary film examining the fight waged by American families whose daughters were trafficked on Backpage.com.
Other International Collaboration

- Attorneys from the firm’s Tokyo, Shanghai and Hong Kong offices have teamed with U.S. lawyers on matters for the Innocence Project, an international nonprofit that seeks to exonerate innocent people who have been wrongfully convicted and incarcerated.

- Tokyo government enforcement partner KAEDE TOH and finance group counsel BEN MORRIS worked diligently to assist Ropes & Gray as the firm co-founded the Tokyo Pro Bono Roundtable, a collaboration of law firms, local NGOs and bar associations designed to promote and enhance pro bono work in Tokyo.

- Ropes & Gray responded immediately to assist victims of the Grenfell Tower fire disaster in London in June, seconding a pro bono manager to the North Kensington Law Centre on behalf of all firms in the UK Collaborative Plan for Pro Bono, and working to provide legal assistance to victims of the fire.

HONORING EXCELLENCE at the Global Pro Bono Awards

Ropes & Gray’s 14th annual Pro Bono Awards, celebrated in firm offices across the globe during the week of June 19, recognized the firm’s strongest year on record for pro bono commitment. With 1,550 Ropes & Gray professionals in offices around the world contributing more than 134,000 hours of pro bono service, there was much to honor:

- Business & securities litigation associate ED ROCHE received the Deborah Levi Award, named in memory of a former Ropes & Gray litigation associate and champion of the pro bono program, for his leadership of the firm’s worldwide efforts to litigate the U.S. executive orders on immigration. Ed and his team worked around the clock tracking and summarizing new cases, preparing documents to be filed in multiple federal courts, and providing legal relief to those denied entry to the United States.

- Health care partner and practice group co-chair DEBBIE GERSH was recognized for her outstanding pro bono work, including her ongoing assistance to Heartland Alliance, which presented Ropes & Gray with its Food for Life Award based on Debbie’s work.

A Banner Year for Pro Bono Accolades

Ropes & Gray’s commitment to pro bono service has garnered many accolades and awards. Here is a summary of recent noteworthy recognition:


- Law360 named Ropes & Gray a “Pro Bono Firm of the Year” in 2016.

- The 2018 Vault guide ranked Ropes & Gray second among U.S. firms for pro bono work.

- In ranking Ropes & Gray among the top 10 firms in the “Asia-Pacific Innovative Lawyers 2017” report, the Financial Times featured the firm’s work with Liberty Asia in its “Social Responsibility” category; this recognition followed the publication’s commendation of Ropes & Gray for innovative pro bono work in 2016.

- PAIR honored Ropes & Gray with its 2017 Outstanding Service Award.

- Ropes & Gray was one of just three law firms honored with Immigration Equality’s Safe Haven Award in 2016.

- Heartland Health Outreach presented Ropes & Gray with the Food for Life Award in recognition of the firm’s pro bono support.

- Veterans Legal Services honored Ropes & Gray with its Outstanding Pro Bono Award in 2016.

- The U.S. District Court for the District of Columbia recognized Ropes & Gray’s Washington, D.C. office, where more than 75 percent of firm lawyers contributed 50 or more hours of pro bono work in 2016.

A number of individual attorneys also earned recognition:

- Private investment funds partner ANN MILNER received the Massachusetts Supreme Judicial Court’s prestigious Adams Pro Bono Publico Award.

- The National Immigrant Justice Center recognized private equity transactions associate JEFFREY KOH as a Rising Star.
Finance associate ALEX PUSEY was recognized for his personal leadership and commitment in building the firm’s London pro bono practice, and for his involvement with qLegal, an advice clinic for tech startups.

A global cross-office team received a team award for Project Validate, an initiative through which more than 175 Ropes & Gray attorneys, led by securities & public companies associate EMILY OLDSHUE and business & securities litigation associate KRISTI JOBSON, partnered with GLBTQ Legal Advocates & Defenders and the Massachusetts Transgender Political Coalition to help approximately 320 transgender clients obtain legal identity documents that reflect their post-transition names and genders.

A team of Hong Kong attorneys was presented with an award for its work for Pathfinders, an NGO that works to advance and support the rights of migrant mothers and their children in Hong Kong. Securities & public companies associate JOHN KWOK accepted the award on behalf of the team.

Firm chair BRAD MALT closed the celebration by reflecting on the value of pro bono work, both for the people whose lives are changed by it and the lawyers whose careers are enhanced by it.

“I am deeply proud of our firm’s remarkable pro bono efforts this past year,” he said. “In the best tradition of the firm’s pro bono heritage, our lawyers and professionals responded in record numbers to help those in need.”

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Pro Bono HONOR ROLL

To date, more than 550 Ropes & Gray attorneys and more than 145 staff members have performed 20 or more hours of pro bono service in 2017. We laud their efforts, as well as those of the many Ropes & Gray employees whose time is not tracked but who are essential to the success of our pro bono program. View the honor roll

If you have pro bono projects you would like to propose, or would like to learn more about opportunities currently available, please email probonoteam@ropesgray.com.

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Pro Bono Team Honored by Firm

Ropes & Gray’s pro bono team was chosen to receive this year’s ACE (Acclaiming and Celebrating Excellence) team award, given annually by the firm to the team that has gone above and beyond to achieve outstanding results. Outgoing pro bono committee chair JEFF KATZ presented the award to ROZ NASDOR, director of pro bono legal services; BYRNE HARRISON, pro bono coordinator; TOM SCIATTARA, senior human resources and pro bono administrator; and FELICITY KIRK, international pro bono lead. Jeff described the team members as “matchmakers, troubleshooters, conductors and engineers,” and commended the team for its “tireless, crisp execution every day.”

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PRO BONO COMMITTEE

Christopher P. Conniff, Co-Chair
Matthew L. Cox, Co-Chair
Jennifer A. Rikoski, Co-Chair
Albert F. Cacozza
Andrew J. Dale
Jieni Gu
Laura G. Hoey
Kendi E. Ozmon
Amanda N. Raad
Alexandre H. Rene
Andrew N. Thomases
Kaedeh Toh
Rocky C. Tsai
Stephen A. Warnke
Joan McPhee, Policy Committee Liaison to the Pro Bono Committee
Rosalyn Garbose Nasdor, Director of Pro Bono Legal Services
Byrne R. Harrison, Pro Bono Coordinator
Felicity Kirk, International Pro Bono Lead
Tom Sciattara, Senior Human Resources and Pro Bono Administrator
HIGH-IMPACT CASE

The settlement requires a comprehensive set of reforms by the Department of Correction, including, among others:

- **BASIC CHANGES TO POLICIES** for use of force on inmates, new staff training requirements, new rules for investigations of use-of-force incidents, and new procedures to ensure accountability and discipline of corrections officers.

- **INSTALLING MORE THAN 7,000** new video cameras to cover the jails, and implementing a pilot program for officers to use body-worn cameras.

- **APPOINTING A MONITOR** to ensure the City’s compliance with the settlement and to report to the court periodically.

GROUNDBREAKING AGREEMENT

Ropes & Gray, together with The Legal Aid Society Prisoners’ Rights Project and the law firm Emery Celli Brinckerhoff & Abady LLP, served as counsel in *Nunez v. City of New York* to a court-certified class of all current and future inmates of the City’s jails. A landmark settlement in the lawsuit, which challenged the unconstitutional use of excessive force by Department of Correction staff against inmates, was approved by a U.S. District Court Judge in October 2015.

ONGOING COMMITMENT

Ropes & Gray is using the entire $4 million in attorneys’ fees awarded to the firm in the Rikers case to fund public service projects, with a New York focus. Initiatives include:

- **Establishing the ROPES & GRAY PRISON REFORM COUNSEL AT THE PRISONERS’ RIGHTS PROJECT.** Funding the senior-level counsel position will allow the Prisoners’ Rights Project to help ensure compliance with the Rikers agreement over its lifetime, and to fund other public service projects.

- **Contributing funds to THE LEGAL AID SOCIETY OF NEW YORK** to help support its many and varied public service projects that benefit New Yorkers.

- **Funding an ongoing ROPES & GRAY FELLOWSHIP** in New York through Equal Justice Works, a public-interest law program, for 10 years.

- **Financing expenses—which do not include cost of lawyers’ time—the firm incurred over the years its lawyers and other professionals worked on the Rikers Island case.**

- **Dedicating fees to a special fund at Ropes & Gray, separate from the firm’s general budget, to be used exclusively for future pro bono expenses.**

“**These reforms are very important steps, addressing profoundly serious issues of inmate safety and dignity, which have significant implications for the integrity and public credibility of our criminal justice and correctional systems.**”

—U.S. District Court Judge Laura Taylor Swain

“Ropes has a great pro bono culture.”

—Associate, Vault
BY THE NUMBERS

30+ Ropes & Gray lawyers who worked on the Rikers case
57 Depositions taken in the case
106,000+ Hours donated by Ropes & Gray lawyers to pro bono initiatives in 2014
30,000+ Hours donated to the Rikers case since 2012
100% Portion of the $4 million fee award that will be used for pro bono and public service activities

A COMMITMENT TO PUBLIC SERVICE

Ropes & Gray’s public service commitment is a hallmark of the firm, rooted in the example set by the firm’s founders 150 years ago. From securing asylum for endangered immigrants to helping people keep their homes to winning the release of the wrongly convicted to arguing the landmark gay marriage case before the U.S. Supreme Court, Ropes & Gray strives to provide the highest level of pro bono legal advice and support to those who need it most.

The firm has received recognition for its efforts, including:

- The American Lawyer “Global Citizenship Award” for work to help preserve fragile coastal ecosystems on behalf of The Nature Conservancy.
- Financial Times “Innovative Lawyers” recognition for support to the Massachusetts Juvenile Pay for Success Initiative.
- The Lawyers’ Committee for Civil Rights and Economic Justice “Civil Rights Pro Bono Award 2014” for the firm’s partnership with the Economic Justice Project, which organizes legal workshops and clinics for businesses.
- The Legal Aid Society’s “Innovative Pro Bono Assistance” award for litigation related to the Rikers reform case, and for helping students at Hostos Community College in the South Bronx.

“The partnership with Ropes & Gray has been very productive and very successful, I must say, because they have done an extraordinary amount of work on this case, an extraordinary amount.”

—Jonathan Chasan, The Legal Aid Society

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To learn more about how Ropes & Gray’s involvement in the Rikers case, view a video here: ropesgray.com/rikers-video
AN ONGOING COMMITMENT

As part of Ropes & Gray’s longstanding commitment to pro bono legal work, the firm dedicates time, energy and resources to assisting immigrants seeking a safer and better life in the United States. At a time when the nation is closing doors to immigrants, our attorneys in Boston, New York, Washington, D.C., San Francisco, Silicon Valley and London, as well as in our Asia offices, are helping individuals and families seeking asylum from persecution, violence and other threats to their lives, freedom and civil rights.

“THE FIRM HAS DIRECTED MORE RESOURCES TO PRO BONO PROJECTS, PARTICULARLY WITH RESPECT TO THREATENED COMMUNITIES, LIKE IMMIGRANTS.” —ASSOCIATE, VAULT

WHAT WE DO

■ ADVOCACY ON POLITICAL ASYLUM CASES AND OTHER MATTERS OF IMMIGRATION LAW In 2016 alone, Ropes & Gray attorneys secured U.S. residence for an orphaned 13-year-old, a Peruvian transgender woman, an Afghan woman facing Taliban death threats, a Guatemalan mother and child suffering domestic abuse, a Somali man threatened with death by al-Shabaab, a Somali woman persecuted and tortured for her religious and political convictions, a Jamaican man persecuted for his sexual orientation, a human trafficking victim, and many other individuals seeking an escape from crises.

■ HOSTING CLINICS FOR CITIZENSHIP APPLICATIONS Ropes & Gray attorneys participate in clinics, assist immigrants in completing and mailing their citizenship applications, provide applicants with packets explaining the citizenship process, and help them prepare for required English, history and government tests. We also help identify whether applicants have valid asylum claims.

■ HIGH-IMPACT LITIGATION Beyond our commitment to specific clients, we also work to effect change across the immigration system. Recently, Ropes & Gray filed an amicus brief with the Board of Immigration Appeals regarding the applicability of a duress exemption, which provides asylum to those who were forced to assist in the persecution of others. We have also filed a brief on behalf of the Lawyers Committee for Civil Rights and Economic Justice in opposition to the

■ ASSISTING NONPROFITS ON CORPORATE MATTERS Ropes & Gray regularly supports nonprofit organizations dedicated to immigrants and immigration reform. For example, we provided pro bono legal counsel to Project Citizenship on its incorporation, pursuit of nonprofit status and name change in 2015.

ACTING TO COUNTER AN EXECUTIVE ORDER

On January 27, when a presidential executive order called for an immediate restriction of immigration from certain countries, Ropes & Gray instantly mobilized a team of lawyers who offered free immigration-related assistance to people in need at Boston’s Logan International Airport, New York’s John F. Kennedy International Airport and San Francisco International Airport.

The quick response, which also involved legal research by firm lawyers in Asia, showcased a key benefit of Ropes & Gray’s recently launched Immigration Forum, a 463-member group of firm lawyers committed to providing pro bono service on asylum and immigration cases. In addition to serving clients on immigration matters offering an avenue for responding to immigration emergencies, the forum fosters deeper relationships with nonprofits and provides regular trainings on immigration policies and laws.

Watch a video about how Ropes & Gray mobilized resources in response to executive orders restricting travel here: ropesgray.com/travel-ban
HELPING TO OPEN DOORS
Ropes & Gray partners with a variety of nonprofit organizations dedicated to providing legal assistance to immigrants.

Immigration Equality
In nearly 80 countries, it is a crime to be LGBTQ, with consequences that could include the death penalty. Immigration Equality fights to obtain U.S. asylum for LGBTQ and HIV-positive refugees, maintaining a remarkable 99 percent win rate. The organization also has a robust policy program to make lasting changes in the U.S. immigration system. In December 2016, a Ropes & Gray pro bono team secured asylum for a transgender Peruvian woman who had fled Peru as a teenager to escape persecution. In 2016, Immigration Equality honored Ropes & Gray with its Safe Haven Award for excellence in representing immigration clients.

KIND
More than 60 percent of immigrant and refugee children do not have attorneys to represent them in their deportation proceedings. In partnership with law firms, corporations and law schools, Kids in Need of Defense (KIND) serves as the leading organization for the protection of children who enter the U.S. immigration system alone and strives to ensure that no such child appears in immigration court without representation. For example, Ropes & Gray secured guardianship and an order to support an application for Special Immigrant Juvenile Status for a 16-year-old girl who had trekked from El Salvador. She was released to her aunt in the Bronx and soon obtained legal residency status. Our London office is working with KINDuk on an innovative project to assist undocumented minors with claims for citizenship and leave to remain.

IRAP
The International Refugee Assistance Project (IRAP) organizes law students and lawyers to develop and enforce legal and human rights for refugees and displaced persons. In the wake of the executive order on refugee admissions and immigration, IRAP is advocating even more zealously for refugees in the United States and internationally. In October 2016, a Ropes & Gray pro bono team secured a Special Immigrant Visa (SIV) for an Afghan woman who, as an outspoken defense attorney and employee of the U.S. State Department, feared for her life. The SIV program was established by Congress to provide permanent resident visas for Iraqis and Afghans under threat for their service to the U.S. government.

PAIR
Founded in 1989, Political Asylum/Immigration Representation (PAIR) Project provides free legal services to asylum seekers and promotes the rights of detained immigrants. Ropes & Gray has a longstanding relationship with PAIR that began in 1998. Approximately 200 attorneys currently handle more than 90 asylum cases in collaboration with PAIR, and the firm recently began helping the organization with screening interviews and intake.

Project Citizenship
Since 2011, Project Citizenship has helped more than 16,200 immigrants from 152 countries. On Inauguration Day 2017, Ropes & Gray partnered with a client and Project Citizenship to organize a citizenship clinic at Boston’s South Station. Attorneys and staff helped 150 legal permanent residents complete their U.S. citizenship applications. In December 2016, the firm had hosted a similar clinic in the Boston office.

BY THE NUMBERS

| 15,035 | Ropes & Gray attorney hours dedicated to pro bono immigration matters in 2016 |
| 134,000 | Hours dedicated to pro bono matters by Ropes & Gray attorneys and staff in 2016 |
| 409 | Ropes & Gray attorneys who contributed to pro bono immigration matters in 2016 |

“Our pro bono work makes our communities stronger and gives a voice to populations with limited resources.” — Brad Malt, Ropes & Gray Chair
A LANDMARK CIVIL RIGHTS CASE

Ropes & Gray appellate & Supreme Court partner Douglas Hallward-Driemeier argued a pivotal question before the court in Obergefell v. Hodges, the landmark marriage equality case that extended the rights, privileges and personal dignity of a lawful marriage to all same-sex couples in the United States. Ropes & Gray worked with leading LGBTQ civil rights groups to represent the National Center for Lesbian Rights and make a successful argument for marriage equality.

A LONGSTANDING COMMITMENT

Ropes & Gray’s role in Obergefell is part of a distinguished history of pro bono work, particularly around LGBTQ issues and marriage equality:

- In partnership with GAY & LESBIAN ADVOCATES & DEFENDERS (GLAD), LAMBDA LEGAL and other organizations, Ropes & Gray played an important role in previous efforts to establish marriage equality in New York and Maryland and to secure insurance and inheritance rights for same-sex married couples.
- Ropes & Gray filed an amicus brief in the successful effort to establish marriage equality in Massachusetts, and signed onto another in the ultimately successful challenge to the federal Defense of Marriage Act (DOMA).
- Ropes & Gray has developed a reputation for assisting LGBTQ asylum seekers and securing health care rights for transgender prisoners and people living with HIV. The firm has partnered with organizations that include GLAD, LAMBDA LEGAL, THE TRANSGENDER LEGAL DEFENSE AND EDUCATION FUND, IMMIGRATION EQUALITY and others.

Additionally, Ropes & Gray has earned a 100 percent score on the Human Rights Campaign Foundation’s Corporate Equality Index for the past eight years, earning designation as a “Best Place to Work for LGBT Equality.”

“The firm is active in a number of high-profile pro bono matters.”
—Associate, Vault

A HISTORIC DECISION

The Supreme Court’s Obergefell decision is an important civil rights milestone.

- THE 5–4 DECISION reaffirmed that marriage is a fundamental right “inherent in the liberty of the person.”
- THE SUPREME COURT held that the 14th Amendment requires a state to license a marriage between two people of the same sex, and to recognize same-sex marriages licensed in other states.
- JUSTICE KENNEDY wrote that fundamental liberties extend to “personal choices central to individual dignity and autonomy, including intimate choices that define personal identity and beliefs.”

“No union is more profound than marriage, for it embodies the highest ideals of love, fidelity, devotion, sacrifice and family. In forming a marital union, two people become something greater than once they were.”
—U.S. Supreme Court Justice Anthony Kennedy
### By the Numbers

<table>
<thead>
<tr>
<th>16</th>
<th>Hours donated to Ropes &amp; Gray attorneys to <em>pro bono</em> initiatives in 2015</th>
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<tr>
<td>114,000</td>
<td>Hours donated to <em>Obergefell</em></td>
</tr>
<tr>
<td>2,700</td>
<td>1 Weeks it took Ropes &amp; Gray to draft and file a successful petition for <em>certiorari</em> in the marriage case</td>
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### A Commitment to Public Service

Ropes & Gray’s public service commitment dates from the firm’s founding. Whether securing asylum for endangered immigrants, winning the release of the wrongly convicted or successfully challenging the use of excessive force against inmates, Ropes & Gray strives to provide the highest level of *pro bono* legal advice.

The firm has received recognition for its efforts, including:

- *The American Lawyer* “Global Citizenship Award” for work to help preserve fragile coastal ecosystems on behalf of The Nature Conservancy.


- The Lawyers’ Committee for Civil Rights and Economic Justice “Civil Rights *Pro Bono* Award 2014” for the firm’s partnership with the Economic Justice Project, which organizes legal workshops and clinics for businesses.

- The Legal Aid Society’s “Innovative *Pro Bono* Assistance” award for work on the Rikers reform case, and for helping Hostos Community College students in the Bronx.


- *Financial Times* “Innovative Lawyers” recognition as a “standout” for its role leading a class action and resulting settlement that implemented a comprehensive set of reforms at New York City jails on Rikers Island.

“We knew it would be very important to have someone on our team who regularly appeared before the Supreme Court. *The court trusts these lawyers*...and if your case gets accepted to be heard, you want them to appear on your behalf.”

—Chris Stoll, Sr. Staff Attorney at the National Center for Lesbian Rights

### Contacts

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To learn more about Ropes & Gray’s involvement in *Obergefell*, view a video here: ropesgray.com/Obergefell
LAUNCHING PROJECT VALIDATE

The current political climate has created apprehension about LGBTQ rights protection. Shortly after the November 2016 U.S. presidential election, Ropes & Gray, GLBTQ Advocates & Defenders (GLAD) and the Massachusetts Transgender Political Coalition (MTPC) joined forces to help the transgender community through Project Validate.

PROVIDING APPROPRIATE DOCUMENTATION

PROJECT VALIDATE is a pro bono initiative that provides legal guidance and representation to transgender people living in the six New England states—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont—in completing legal name changes and updating identity documents such as birth certificates issued in New England, Social Security cards, U.S. passports, and driver’s licenses or state identification cards.

To date, about 175 Ropes & Gray volunteer lawyers and staff members have helped approximately 320 clients obtain identity documents that reflect each client’s post-transition name and gender.

AN AWARD-WINNING EFFORT

PROJECT VALIDATE aligns strongly with Ropes & Gray’s longstanding dedication to diversity and inclusion—a commitment that is regularly recognized with high diversity rankings in sources such as Vault, as well as other accolades. In fact, the firm chose to honor the cross-office team behind Project Validate with a team award for outstanding pro bono service at the firm’s 2017 Pro Bono Awards ceremony.

“We are Ropes & Gray, and we are fierce.”

—Associate Emily Oldshue, Accepting the Firm’s Team Pro Bono Award

FIGHTING FOR TRANSGENDER RIGHTS IN PUERTO RICO

On April 6, 2017, Ropes & Gray, Lambda Legal and San Juan-based attorney Celina Romany-Siaca filed a federal lawsuit on behalf of three transgender Puerto Ricans and the LGBTQ rights organization Puerto Rico Para Tod@s to compel the commonwealth to allow transgender individuals to correct the gender marker on their birth certificates to reflect their gender identity.

Puerto Rico categorically prohibits changes to the gender marker on birth certificates, even for individuals whose birth certificate does not match their gender identity—a policy that places the commonwealth at odds with the federal government’s policies, and with those of 46 of the 50 U.S. states and the District of Columbia.

The lawsuit argues that denying transgender Puerto Ricans the ability to obtain accurate birth certificates violates the equal protection and due process clauses of the U.S. Constitution, and that forcing transgender Puerto Ricans, through their birth certificates, to identify with a gender that does not reflect their gender identity violates First Amendment free speech rights.

On June 12, the defendants—the governor and two officials of the U.S. territory—filed a motion to dismiss the suit. Ropes & Gray and Lambda Legal filed the plaintiffs’ opposition to that motion simultaneously with a motion for summary judgment.
**DRAWING STRENGTH FROM DIVERSITY**

Year after year, Ropes & Gray ranks among the best U.S. firms in each of Vault’s diversity categories. In fact, we have been ranked in the top five of these categories for eight of the past nine years. We’re proud of our reputation as a diverse, inclusive firm. As gratifying as this recognition is, we know that the real rewards we gain from our commitment to diversity and inclusion are a richer firm life, an enhanced ability to attract and retain a highly talented workforce, a deeper understanding of our growing roster of clients around the world, and continuous reinforcement of our own core values of excellence, fairness, collaboration, and collegiality.

**AFFINITY GROUPS**

Affinity groups at Ropes & Gray play a vital role in enhancing personal and professional development by bringing members together to share insights and experiences, as well as by promoting awareness and understanding throughout the firm.

**ROPES MULTICULTURAL GROUP** advances the firm’s commitment to fostering an environment where individuals of diverse backgrounds and identities succeed professionally, fully contribute to firm goals and are involved in firm leadership. The group conducts quarterly meetings and holds special networking and mentoring events, and has established the Diversity Development Grant program to help diverse lawyers offset business development expenses.

**THE WOMEN’S FORUM** offers women attorneys a variety of educational, professional development and networking opportunities. Women’s Forum programs have addressed topics ranging from networking and mentoring to marketing. In addition, the Women’s Forum promotes mentoring circles across the firm and organizes events that provide opportunities for relationship building and development of essential career skills. The Women’s Forum also offers financial grants that encourage women lawyers to cultivate an entrepreneurial spirit and seek out business development initiatives.

**LGBTQ FORUM** Ropes & Gray’s work on the landmark 2015 U.S. Supreme Court marriage equality cases built on the firm’s distinguished history of efforts toward marriage equality. We are committed to ensuring that lesbian, gay, bisexual and transgender attorneys feel welcome and succeed in the workplace with the support of the LGBTQ Forum, whose members participate in the hiring process, act as resources for LGBTQ summer associates, and help to identify and coordinate firm-sponsored LGBTQ-related pro bono matters.

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“Ropes & Gray is wonderful about diversity with women, minorities and LGBTQ.”

—Associate, Vault

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**Notable DIVERSITY RECOGNITION**

- Nine consecutive 100 PERCENT CORPORATE EQUALITY INDEX scores for LGBT workplace policies
- “BEST MENTORING PROGRAM” at the 2014 Chambers Women in Law Awards
- GENDER PARITY IN PARTNER PROMOTIONS Category Honors in Yale Law Women’s 2014 Top Ten Family Friendly Firms survey
- Two consecutive THOMAS L. SAGER AWARDS from the Minority Corporate Counsel Association
FOCUSED PROFESSIONAL SUPPORT

Ropes & Gray offers several resources especially for diverse lawyers.

**Roscoe Trimmier Jr. Diversity Scholarship**

Ropes & Gray created the Roscoe Trimmier Jr. Diversity Scholarship to honor the legacy of our first African American partner and a leader of the firm’s diversity efforts. It awards $25,000 to up to five second-year law students to offset educational expenses and includes a paid summer associate position after completion of the second year of law school.

**Diane Patrick Attorney Advancement Fund**

Diane Patrick, a distinguished partner and passionate leader of Ropes & Gray’s diversity efforts, retired from the firm in December 2016. The firm established the Diane Patrick Attorney Advancement Fund to honor her commitment and support of diversity. The fund dedicates $25,000 annually to support the professional development of diverse associates through a practice group-led nomination process.

**Advocate Mentoring Program**

Ropes & Gray’s Advocate Mentoring Program pairs incoming diverse associates with more senior lawyers who will advocate on their behalf to enhance career development. As an advocate, mentors are expected to:

- Offer career guidance
- Provide work assignments that build skills and relationships
- Give timely feedback
- Foster relationships between the mentee and other senior lawyers within and outside the practice group
- Promote opportunities to develop client relationships when possible

VAULT RANKINGS

In the 2017 Vault diversity rankings, Ropes & Gray once again ranked in the top five in every diversity category, making us the only law firm to achieve this distinction in each of the past eight years.

1 for overall diversity  
1 for LGBT  
1 for individuals with disabilities  
3 for women  
3 for military veterans  
2 for minorities

OUR PARTNERS IN DIVERSITY

*Partial List*

- American Bar Association
- ACLU LGBT and AIDS Projects
- Asian American Bar Association of the Greater Bay Area
- Asian American Lawyers Association of Massachusetts
- Asian American Legal Defense and Education Fund
- Asian Task Force Against Domestic Violence
- Bay Area Lawyers for Individual Freedom
- GLBTQ Legal Advocates & Defenders
- Lambda Legal
- Legal Outreach
- Massachusetts LGBTQ Bar Association
- Massachusetts Transgender Political Coalition
- MassEquality Education Fund
- Metropolitan Black Bar Association
- National Asian Pacific American Bar Association
- National Association of Women Judges
- National Association of Women Lawyers
- National Black Law Students Association
- North American South Asian Bar Association
- Women’s Bar Association
- Women’s Bar Foundation

"Ropes & Gray has typically been in the vanguard of diversifying its workforce."

—Associate, Vault
A DIVERSITY LEADER

ROCES & GRAY has long been a proponent of law firm inclusion and diversity, dedicated to attracting and retaining outstanding lawyers of varied backgrounds. We created the ROSCOE TRIMMIER JR. DIVERSITY SCHOLARSHIP to honor the memory of Roscoe Trimmier Jr., our first African American partner.

Mr. Trimmier practiced at Ropes & Gray from 1974 until his retirement in 2009. An early leader of our diversity efforts, he served as chair of the litigation department and head of the environmental practice group, and mentored countless young attorneys during his tenure.

“This scholarship perpetuates Roscoe Trimmier’s legacy of support for talented young attorneys of diverse backgrounds.”

—Brad Malt, Ropes & Gray Chair

OVERVIEW

THE GOAL
The scholarship is designed to help offset law school costs for members of populations historically underrepresented in the legal profession.

THE AWARD
The scholarship provides $25,000 (less required income and payroll taxes) and a summer associate position to up to five 2Ls.

THE CRITERIA
Candidates should demonstrate academic excellence, leadership ability and a genuine interest in Ropes & Gray.

THE PROCESS
The application process will be open from May 15 – August 31, 2017. Applications must be submitted prior to a student’s callback visit.

Given the highly selective nature of the scholarship and the limited number of scholarships available, students are encouraged to submit applications early. We strongly encourage students who are unable to visit Ropes & Gray through an on-campus recruiting program to submit their applications before July 14.

APPLY or LEARN MORE
To apply for the scholarship or obtain more information:

- Click here
- Email trimmierscholarship@ropesgray.com

Lindsay N. Kendrick | Manager of Diversity & Inclusion | +1 212 596 9207
THERE’S ONE MORE THING you should know about the summer program at Ropes & Gray—it incorporates many activities that offer opportunities for community service, team building and fun with your peers. Here’s a look at some of the ways this year’s summer associates are enjoying their time at Ropes & Gray outside the office.