

PRO BONO REPORT

FALL 2012

Cadwalader's Pro Bono and Public Service Program encompasses legal assistance to those in need or without access to the legal system, volunteer service and community projects, and financial contributions to charitable organizations. Our attorneys and staff have the chance to help the indigent, assist and advise not-for-profits, and to contribute to matters and causes of public interest while, at the same time, gaining valuable and rewarding personal and professional experience.



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About Cadwalader

LEGAL SERVICES

From the smallest case to the most highly visible matter, Cadwalader strives to provide services to our pro bono clients that ease their burdens, brighten their futures, and help them realize their dreams. Our pro bono initiatives encompass transactional activities and advocacy work, including trial and appellate practice in state and federal courts in a range of substantive areas: the arts, corporate, civil liberties, family law, real estate, environmental, tax, and many others.

THE ARTS

In representing art-based initiatives and aspiring artists, our attorneys and paralegals work on projects as varied as negotiating performance contracts for actors, dancers, and musicians; preparing bylaws for newly formed not-for-profits; reviewing workspace leases and exhibition agreements; securing protection for artwork; and setting up community art programs.

BROOKLYN QUEENS CONSERVATORY OF MUSIC

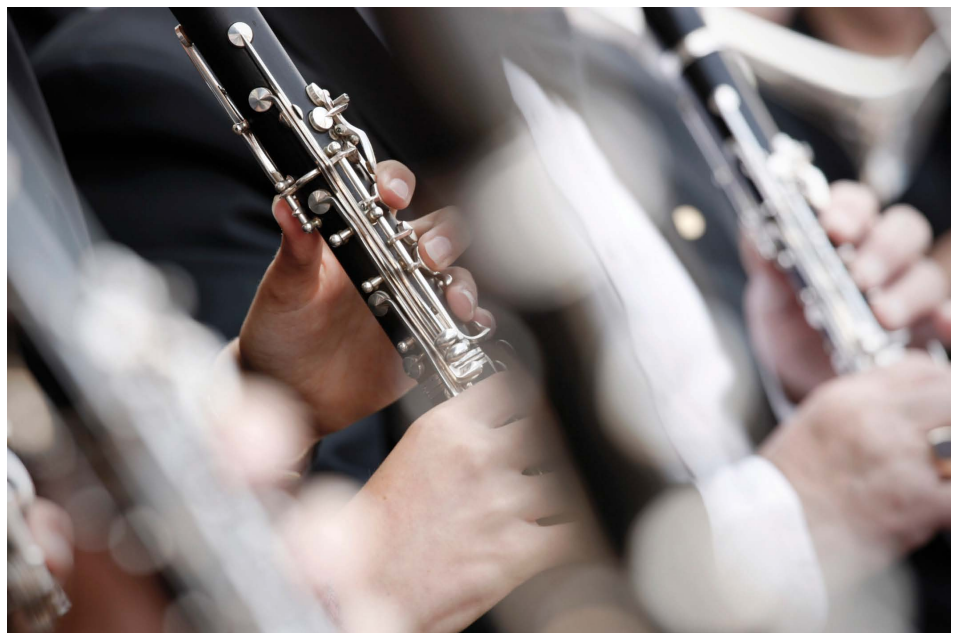
Paul Mourning is providing legal advice regarding “Music Therapy” sessions at the Brooklyn Queens Conservatory. Locally known as the Brooklyn Conservatory, this community music school offers a broad range of instruction in the areas of American

song, jazz and gospel singing, Latin jazz, and African drumming. The conservatory was founded in 1897 by German-American immigrants and, for more than 100 years, has promoted individual and community

growth through music, making music accessible to people of all ages, backgrounds, and skill levels.

THE CONTEMPORARIES ARTS FOUNDATION, INC.

The Contemporaries Arts Foundation, Inc., formed in 2009 by two students at Harvard Business School, educates its members and the public about contemporary art by conducting art exhibition tours, art fair and artist studio visits, and a lecture series, and by sponsoring pop-up art exhibitions for young curators. The organization also plans to award an annual prize to promising young artists. 2012 summer associates **Gillad Matiteyahu** and **Margaret Cremin**, under the supervision of **David Miller**, are providing advice on governance, operational, and tax issues.



MARCHING BAND COMPOSITION

Cadwalader represents a composer of a well-known song, which originated at a Big Ten school and is played on thousands of television, radio, and internet broadcasts each year, most commonly for sporting events. Our client and his co-composer are joint owners of the copyright while the song is published by a third party who distributes royalties to the owners. **Jessica Guard** and **Colin Underwood** are helping our client to establish a system to ensure proper crediting of performances of the song and the proper distribution of royalties.

CORPORATE

Cadwalader's transactional attorneys and paralegals work with pro bono clients on a variety of projects, including incorporating businesses; counseling on fundraising, governance, and operational matters; and providing strategic business advice. In addition, they advise organizations encountering a range of legal and business issues involving contract, employment, environmental, and real estate matters.



DOORS WIDE OPEN

Our client, who has MS, is preparing a restaurant guide to support the vibrant lifestyle of people with disabilities. Doors Wide Open, a "Handicapable" restaurant guide, will provide an up-to-date, comprehensive and reliable food



service establishment internet guide for people with disabilities within the five boroughs of New York City. The online guide will identify accessible coffee, pizza and donut shops; fast food locations; delicatessens, diners, and bars; and fine dining establishments that accommodate wheelchairs, motorized scooters, rollators, walkers, and service animals. The guide will also provide information on accessible entryways, common use spaces, and restroom facilities within these establishments. **Nicholas Marchica** and **Malcolm Wattman** are helping the client with structuring and launching this business venture.

SCAVENGER HUNTING APP

Phillip Brown and **Christopher McDermott** are working with a client who has developed a game application that is based upon real life scavenger hunting. Users hide items in public places and provide directions to other users for finding the "treasure" using GPS locations. Our lawyers are helping the client with intellectual property matters relating to app development and usage, and liability issues, including drafting appropriate disclaimers.

REAL ESTATE AND ENVIRONMENTAL

Our pro bono efforts extend to real property transactions, including financings, acquisitions, sales and exchanges, development, construction, joint ventures, management, leasing, workouts, land use, and environmental compliance.

HAITI FUND INC. AND BUILDING GOODNESS FOUNDATION

Under the supervision of **Paul Pantano**, **Athena Eastwood** and **Tory Lauterbach** serve as counsel for both the Haiti Fund Inc. and the Building Goodness Foundation with respect to not-for-profit work in Haiti. The Building Goodness Foundation (BGF) is a nonprofit active in Haiti, Guatemala, Ghana, and Uganda that brings together volunteers from the construction industry to design and build structures for communities in need. The Haiti Fund's Comprehensive Development Project (CODEP) operates a reforestation project in L'Acul with the assistance of more than 900 local Haitians who commit to

raise seedlings and plant and maintain trees on their land. In exchange, the Haitians earn various incentives, including much needed family kays (Creole for “houses”), which are built by volunteers. Over the last 15 years, more than 1,000 miles of contour canals have been dug and over six million forest and fruit trees have been planted. The Cadwalader team is advising these two organizations with respect to various issues, including the potential certification of carbon offsets from the reforestation project.

LITIGATION



Cadwalader litigators help to protect individual freedoms from unwarranted infringement by governments and private organizations and to insure the ability to participate in civic and political rights. This extends to matters of physical safety; protection from discrimination; freedom of association, assembly, speech and expression, religion, and the press; the right to vote; and the rights to due process, a fair trial, redress, assembly, and petition as well as environmental, family and tenant protection issues. In federal and state courts, our representations span the full range of litigation activities, including motion practice, hearings, oral arguments, settlement negotiations, and trials.

PRISONERS' RIGHTS

Cadwalader attorneys advocate for the rights of prisoners to freedom of religion, expression, and association, and work to ensure that conditions of confinement comply with the Constitution, domestic law, and international human rights principles, and are consistent with health, safety, and human dignity.

American Jewish Committee

Cadwalader was asked by the American Jewish Committee to draft an amicus brief to the Eleventh Circuit on the organization's behalf to support an appeal from the U.S. District Court for the Northern District of Florida denying Jewish prison inmates the right to receive kosher food. Among the issues raised are rights pursuant to the Religious Land Use and Institutionalized Persons Act (RLUIPA), 42 U.S.C. § 2000cc-1 et seq. and the First Amendment. **Michael Lazaroff** is leading the team on this matter. The American Jewish Committee has worked since 1906 to safeguard and strengthen Jews and Jewish life worldwide by promoting democratic and pluralistic societies that respect the dignity of all peoples.

Washington Lawyers' Committee D.C. Prisoners' Project

As part of the D.C. Prisoners' Project of the Washington Lawyers' Committee (WLC), Cadwalader has represented several long-term D.C. prisoners in hearings before the U.S. Parole Commission (USPC) to secure their release. In one such matter, **Geoffrey Gettinger** and **Lex Urban**, under the supervision of **David Williams**, represented a D.C. parolee under the jurisdiction of the USPC and the Court Services and Offender Supervision Agency for the District of Columbia (CSOSA). In 1981, when the client was 17 years old, he pleaded guilty to attempted carnal knowledge of a minor, who was a 14 year old girl, and was sentenced to five years of probation. In the ensuing

20 years, the client was convicted of property crimes and incarcerated. In November 2010, upon his release on parole—and based on nothing in his record aside from the nearly 30-year-old conviction for “attempted carnal knowledge”—the client was placed under the supervision of the sex offender unit. As a result of this erroneous classification, a number of “special conditions” were placed on his parole, among them that he (i) undergo an invasive sex offender therapy treatment and aftercare program at his own cost, a program from which the client had “graduated” in 2007 when he was deemed not to pose a risk of recidivism; (ii) be prohibited from coming within 200 yards of any place where children under age 18 often gather without prior written approval, including but not limited to schools and school yards, swimming pools (except for hours reserved only for adults), daycare centers, recreation centers, playgrounds, ball fields, theme parks, and arcades, imposing limitations so broad that it eliminated the client's access to virtually all of D.C.; (iii) be precluded from possessing or operating an internet-enabled computer or accessing the internet in any way, although no one had ever alleged that the client misused the internet; (iv) be precluded from having contact with any child under the age of 18, including his own children or step-children, except without prior written approval of his Supervision Officer, imposing a considerable impediment to the client's work as a skilled HVAC repair technician; and (v) be compelled to wear a GPS monitor and restrict his movements to D.C. and neighboring counties of Maryland and Virginia.

WLC wrote a letter to CSOSA protesting these conditions and received a rote response refusing to modify them. At the beginning of March, Cadwalader filed a four count complaint in the U.S. District Court for the District of Columbia naming the USPC, its individual commissioners,

ATTORNEY SPOTLIGHT

CHRISTINA HOLDER



Advocating for Human Rights At Home and Abroad

I am privileged to have chosen a profession whose members are committed to volunteering their time to promote the common good, whether by advocating on behalf of a client or participating in projects that advance justice and equality. For me, the most satisfying thing about being a lawyer is collaborating with colleagues at the firm and around the world to address social injustice through the law.

Christina T. Holder, a Litigation associate, displays an unwavering commitment to the protection and promotion of human rights at home and abroad.

As a recipient of the 2008–09 Uriel and Caroline Bauer Human Rights Fellowship awarded by the Benjamin N. Cardozo School of Law, Christina spent one year in Zambia educating community groups and individuals about their rights and the government's responsibilities under Zambia's human rights laws. Among other things, she researched awareness of

government anti-poverty programs and found that most people living in extreme poverty did not know about their legal rights nor how to access courts and administrative bodies to complain about human rights abuses. With local partners, she made presentations to the Zambian Parliament about the effect of the national budget and tax policies on the realization of economic and social rights, including education and health. She also published a guide to help policy makers integrate human rights standards and procedures into Zambia's national development plan.

With these strong ties to Africa, one of Christina's first pro bono initiatives following her 2009 arrival at Cadwalader was to conduct a human rights assessment of the Zambian national budget to be used by Caritas Zambia, an organization that provides direct assistance, education and pro-poor policy advocacy to the vulnerable. She also became involved in the African Affairs Committee of the New York City Bar Association, conducting research and drafting advocacy letters on issues ranging from governance in the extractive industry sector to the rights of lesbian, gay, bisexual and transgender ("LGBT") individuals living in Africa. Since being appointed Chair of the African Affairs Committee in 2011, Christina has overseen advocacy and public programs on a variety of issues, including the promotion of investment in Africa, LGBT rights, freedom of expression, and ending the use of child soldiers in armed conflict. As a member of the Advisory Board of the Law &

Democracy Initiative of Books For Africa, Christina helped organize the shipment of law books to numerous Zambian legal institutions and assisted the organization with trademark protections. In March 2012, she participated in a legal exchange trip to East Africa, an event that she helped organize as a member of the planning committee for the International Legal Exchange Program of the American Bar Association (ABA). In connection with the trip, she organized a panel discussion on the status of legal aid and pro bono services in Rwanda and met with lawyers to share ideas for improving access to justice. As Vice-Chair for Outreach of the ABA's Africa Committee, Christina is now helping to develop projects to connect American lawyers with African organizations to further collaborate on access to justice initiatives.

Closer to home, as Co-Chair of the Pro Bono and Public Service Subcommittee of Cadwalader's Women's Leadership Initiative, Christina is helping to develop a signature pro bono project to combat human trafficking in the United States.

Christina is also an alternate NGO delegate to the United Nations for the New York County Lawyers' Association and an ex-officio member of the Governing Committee of the Cyrus R. Vance Center for International Justice of the New York City Bar Association. A 2008 *magna cum laude* graduate of Benjamin N. Cardozo School of Law, Christina received her B.A., *summa cum laude*, from New York University.

and the client's CSOSA parole officers. The complaint alleged two Constitutional claims through 42 U.S.C. Sec. 1983 (due process violation and infringement of his rights to free speech and association), an Administrative Procedure Act claim that the conditions were imposed arbitrarily, and a declaratory judgment claim that the "200 yards" condition was unconstitutionally vague. As soon as the complaint was filed, Cadwalader immediately invited settlement discussions with the USPC and CSOSA. On March 30, the USPC reversed course and issued the client a "Notice of Action" rescinding its previous order imposing the sex offender "special conditions" and transferring the client's parole from D.C. and the oversight of the parole officers at CSOSA to the Eastern District of Virginia, a move sought in February but denied. Cadwalader then successfully litigated the USPC's motion to dismiss the complaint on the ground that the USPC could not render the action moot by voluntarily ceasing its allegedly unlawful activity. The District Court's opinion was published at *Jackson v. U.S. Parole Commission*, 806 F. Supp. 2d 201 (D.D.C. 2011).

Thereafter, Cadwalader worked in tandem with the WLC to secure a very favorable settlement for the client by guaranteeing that the USPC cannot re-impose special parole conditions on his parole unless they are "rationally related" to a new criminal act; necessary to protect the public; and involve "no greater deprivation of liberty than reasonably necessary to achieve the purpose of deterring criminal activity, protecting the public, and promotion of . . . rehabilitation." The WLC Director of the D.C. Prisoners Project noted that this was one of the fastest resolutions that he has ever had in a case involving the USPC or CSOSA. The settlement will serve as an important precedent for other similarly situated parolees to challenge the application of unduly restrictive parole conditions.



IMMIGRATION RIGHTS

In an effort to bring crucial legal services to one of the most vulnerable and underserved U.S. populations, Cadwalader has made substantial efforts in the area of immigrant rights, including domestic violence, crime victims, political refugees, unaccompanied children, and persons needing deportation and removal defense. Met by unfortunate circumstances, our clients often fear being returned to their home countries. Working with a range of diverse groups, just some of which are described below, our attorneys have successfully obtained legal status for people from all over the world who migrated to the U.S. seeking a better life.

Domestic Violence Victims

- Referred by Catholic Charities, which provides legal services to low income immigrants and refugees, **Nandu Machiraju** and **Bradley Bondi** represent a Tanzanian citizen who fled years of domestic violence at the hands of an abusive polygamist husband. Local police refused to intervene dismissing the violent incidents as "family issues." She fled to a relative's house and ultimately to the United States. Her

husband continues to contact her and she is afraid to return to Tanzania. Cadwalader is helping her to file for asylum relief after the one-year application deadline.

- Under the Violence Against Women Act (VAWA), women can apply for legal status in the U.S. independently of their husbands. Our lawyers have assisted many women in preparing self-petitions under VAWA, helping them document their stories, and gather evidence to support proof of the legitimacy of the marriage and the abuse. Through the Tahirih Justice Center, a strategic nonprofit that works to protect immigrant women and girls from gender-based violence, **Samantha Dreilinger** and **David Williams** represent a Gambian woman who arrived in the U.S. in 1997. She married a U.S. citizen in 1998, with whom she had two children. Several years later, her husband began drinking and became physically abusive to her and to their children. Each time she would try to call the police, he would threaten to report her to immigration. She lived with the abuse for years before leaving her husband in 2009. While their divorce was finalized in 2010, she seeks assistance with a VAWA Self-Petition to obtain legal residency status.

HUMAN TRAFFICKING: 21ST CENTURY SLAVERY IN AMERICA

Cadwalader's Women's Leadership Initiative (WLI), through the WLI Pro Bono Committee, is embarking upon a signature pro bono project to assist victims of human trafficking in the United States and the advocacy community that works to secure justice for these victims.

It is estimated that, each year, more than 20,000 people are enslaved by human traffickers in the U.S. The WLI Pro Bono Committee reached out to various constituencies combatting U.S. human trafficking—community and not-for-profit organizations, law school clinics, advocacy and legal service organizations, and prosecutors of human trafficking crimes—to identify areas in which they see a need for pro bono assistance. Participants in the project will have the opportunity to apply their considerable talents and legal skills to raise awareness of, and to help eliminate, modern slavery in the U.S. From interviewing leaders in the anti-trafficking community; writing articles on emerging issues; and conducting research in collaboration with organizations working in the field; to participating in projects to identify U.S. trafficking victims and develop systems for assisting in their recovery; creating a comprehensive and easily accessible

resource guide; and ultimately, drafting a proposed Bill of Rights for U.S. trafficking victims. These efforts will help women and children rebuild their lives after escaping from slavery.

The program was launched with "Human Trafficking: 21st Century Slavery in America," a symposium held in Cadwalader's New York office on June 18. Moderated by **Debra Steinberg**, the guest speakers included Bridgette Carr, Director, Human Trafficking Clinic, University of Michigan Law School; Pamela Chen, Chief, Civil Rights Section, Criminal Division, U.S. Attorney's Office, Eastern District of New York; and Kate Mogulescu, The

Legal Aid Society's Trafficking Victims Legal Defense & Advocacy Project. The panelists discussed the tremendous scope of the crisis, responses to problems of victim identification and criminalization of trafficking victims, and the need for comprehensive legal, policy, and social services solutions for this population.

Among the attorneys participating in the project are **Dorothy Auth, Rebecca Avrutin, Ingrid Bagby, Elizabeth Butler, Marsena Farris, Christina Holder, Pamela Landman, Lambrina Mathews, Debra Steinberg, Laura Schwalbe, Lory Stone, and Qian Wang.**



Political Refugees

▪ In cooperation with the City Bar Justice Center, the nonprofit affiliate of the New York City Bar Association, volunteer attorneys, under the supervision of experts in immigration justice, provide pro bono legal services to low income clients. In one such matter, **Ryan Andreoli, Gregory Beaman, William Foley, Sasha Grinberg, Peter Isajiw, Peter Halpin, Solomon Shinerock, Sarah Tucker, and Colin Underwood** represented a woman from Moldova with a long history of persecution for her opposition to communist rule. After joining the country's Liberal Party (LP) in 2006, she was arrested in March 2007 while participating in a rally to commemorate the anniversary of Moldova's separation from Romania. Police interrogated her about her motives for attending the rally and demanded the names, addresses and contact information for all of her family members. Having provided the requested information and fearful that the police would continue to target her following her release, she moved to the home of relatives. In 2008, she was targeted and roughly treated at a political rally against police corruption. When the Communists were declared the victors in the country's April 2009 election, following her attendance at a rally protesting what were widely perceived to be falsified election returns, she was arrested, beaten and interrogated about the demonstration and her LP involvement. Although released, police warned that she would be severely punished if arrested again. Committed to fighting for justice and standing up to police corruption, in January 2010 she attended another protest, this time to demonstrate against the police shooting of a young boy during the April 2009 uprisings. In March 2010, while walking home from school, she was attacked and brutally beaten by two men who threatened to kill her if she continued her political opposition

activities. On the advice of family, she obtained a J-1 visa to the U.S. in May 2010 and sought asylum relief. As a result of the excellent legal work done by the Cadwalader team, the young woman was granted asylum in July 2012.

Victims of Discrimination

- In a matter referred by Immigration Equality, an organization that works for equal immigration benefits for LGBT people and provides free legal assistance to LGBT/HIV+ immigrants, **Nicholas Brandfon, Patrick Evans, and William McInerney** represent a gay, HIV-positive man from Guyana who experienced abuse after enlisting in the military. His sergeant taunted him repeatedly, he was attacked twice, and he was told that he would be decommissioned because his background check disclosed that he was gay. He was eventually dismissed and subsequently hired a lawyer to write to the military protesting his dismissal. Shortly thereafter, plain clothes army police began to patrol his home and, on one occasion, threw stones through his window. In 2010, he was pushed into a car at gunpoint and told to be careful as "the Army doesn't take these things lightly." His father also received threatening calls admonishing him to have his son "drop the matter." The client, who worked for the Guyanese Society against Sexual Orientation Discrimination, has an affidavit in support of his case from the president of the organization. He last entered the U.S. on September 24, 2011, with a C-1 transit visa. Because of special limitations on this type of visa, the client can affirmatively file for asylum, but the asylum office cannot hear his case; rather, his file will be transferred to immigration court for an "asylum only" hearing. Although he has several months prior to the one year filing deadline, the team seeks to quickly stabilize his situation in the U.S.
- In another Immigration Equality matter, a gay man from Indonesia is being represented by **Blake Gansborg**

and **Colin Underwood**. As a teen, he was bullied by classmates and attacked in a shopping mall because of his sexual orientation. He seeks asylum as he fears that homophobic violent incidents will escalate if he must return to a country with strong anti-gay sentiment. He last entered the U.S. in July 2010 on an F-1 student visa and is engaged in Optional Practical Training, temporary employment that is directly related to his major area of study.

Unaccompanied Children

- Cadwalader has partnered with client Microsoft Corporation and Angelina Jolie on the Kids in Need of Defense (KIND) program, a national children's advocacy initiative that provides pro bono legal counsel to unaccompanied immigrant children in the U.S. Under U.S. law, unaccompanied children do not have a right to appointed counsel in immigration court proceedings. The goal is to ensure that these children are treated fairly and compassionately in our immigration system. In one matter, a 12-year-old boy, who has never been provided for by his father and whose mother is an undocumented immigrant in the U.S., lived in Honduras with his grandmother. His grandmother was an alcoholic who became violent when she drank. **Rebecca Avrutin and Jessica Wong** have obtained Special Immigrant Juvenile Status (SIJS) for the boy, based on the fact that reunification with his father is impossible and it is in his best interest to remain with his mother in the U.S. He is thus eligible to remain in the U.S. Obtaining SIJS for a child requires strong advocacy for the child's eligibility before both the Family Court, Immigration Court, and Immigration Services. Rebecca and Jessica are now in the process of changing his status to that of a legal resident.
- **Timothy Brown and Peter Friedman** are working with the National Center for Refugee & Immigrant Children, which provides

free legal and social services for unaccompanied immigrant children as they navigate the U.S. Immigration Courts, in helping an 8-year-old boy with developmental delays. The child was living in El Salvador with his grandmother while his parents resided in Virginia. The child's parents seek to bring him to the U.S. following the death of the grandmother.

Undocumented 9/11 Victims

- **Debra Steinberg** has continued her long-standing and significant pro bono initiatives on behalf of the families and victims of the 9/11 terrorist attacks. This year, such advocacy has included working with the Department of Homeland Security (DHS) and Department of Justice to secure permanent residency status for 9/11 victims' immediate family members who received temporary legal presence under a program that Debra negotiated with DHS in 2008; drafting the 9/11 Tribute Center's and Manhattan Community Board One's comment letters on regulations implementing the reopened September 11th Victim Compensation Fund (VCF); and working with the VCF to assure that immigrant and low-income claimants have fair access to the process.

CHRISTIAN BROTHERS OF IRELAND INSTITUTE

Cadwalader represented a consortium of Catholic high schools in response to subpoenas issued by the debtors and the committee of unsecured creditors in the chapter 11 bankruptcy of the Christian Brothers. The subpoenas raised important bankruptcy, privacy and due process issues, including those regarding a debtor's right to obtain information from third-party, non-profit institutions in connection with imposition of a bar date for claims potentially decades old. **John Rapisardi** and **Peter Friedman** led the representation.

FIRST RESPONDERS PROJECT

Debra Steinberg is spearheading Cadwalader's participation in the 9/11 First Responders project. On January 2, 2011, the James Zadroga 9/11 Health and Compensation Act reopened the September 11th Victim Compensation Fund of 2001. The Zadroga Act extends and expands eligibility for compensation to first responders and survivors injured in the recovery and clean-up operations following the World Trade Center attacks. Obtaining such benefits will require application and review, and ultimate approval by the administrator of the Fund. Debra drafted comments

pertaining to implementation of the reopened Fund, which the September 11th Families' Association/ 9/11 Tribute Center and Manhattan Community Board 1 have adopted and submitted to the Department of Justice. Debra is now helping several individuals with their applications.

NEW YORK CITY ANTI-VIOLENCE PROJECT

Jared Stanisci is working on a research memorandum concerning protections based on gender identity and expression for the New York City Anti-Violence Project (AVP). AVP empowers lesbian, gay, bisexual, transgender, queer, and HIV-affected (LGBTQH) communities and allies to end all forms of violence through organizing and education, and provides free and confidential assistance to LGBTQH people from all five boroughs of New York City.

AVP seeks clarification about state agency funding for domestic violence and sexual assault services for LGBTQH organizations and individuals. The Office of Victim Services (OVS), Department of Criminal Justice Services (DCJS) and Office for Families and Children (OCFS) are a primary underwriter of domestic violence and sexual assault services in New York. AVP notes that New York State law mandates non-discrimination in domestic, sexual and hate violence service provision based on sexual orientation but not on gender identity or expression; an Executive Order mandates that state agencies may not discriminate against gender identity or expression in state agency hiring. Notwithstanding the foregoing, state agencies funding victim services require grantee certification only for employment-based non-discrimination which protects employees from sexual orientation-based discrimination but not gender identity-based discrimination. And, although NYS law protects against discrimination based on sexual orientation, the remedy is via individual lawsuit with no administrative penalty



ATTORNEY SPOTLIGHT

ATHENA EASTWOOD



It's Not Easy Being Green

The work of The Building Goodness Foundation and the Haiti Fund is truly unique. The Haitian families involved in reforestation not only enjoy the pride that comes from playing a critical part in the long-term recovery of their country but also benefit from permanent shelter and trees that will bear fruit and feed their families for years to come. It is an honor to be able to assist such a worthwhile endeavor.

Athena Eastwood puts her experience in the energy sector advising on commodities and derivatives regulation and legislative and compliance matters to use in working with organizations involved in sustainability initiatives. Her most recent work stems from a series of projects initiated by several interconnected organizations in the aftermath of the 2010 earthquake that devastated the small nation of Haiti.

Among those with which she is active is the Building Goodness Foundation ("BGF"), a non-profit organization that works with volunteers from the construction

industry to design and build clinics, schools, community centers, and housing for communities in need around the world. Together with its partners, BGF is building homes for Haitians who participate in a reforestation project run by the Haiti Fund. Athena has helped BGF to analyze and develop a framework for obtaining carbon offsets as a means of continued financing for reforestation efforts. She has also assisted BGF with other matters, including rewriting its bylaws to enable expansion into additional branches; reviewing project documentation, such as memoranda-of-understanding with partners; and formalizing BGF's partnership with the Darden Business School of the University of Virginia in an annual program known as Building Goodness in April, which brings together volunteers to renovate homes for families in need. And, as a member of The Precedents, a band that includes Cadwalader's Paul Pantano and Jason Eig, Athena and her colleagues competed in BGF's annual Battle of the Bands fundraiser held in Charlottesville, VA in 2011.

Athena also counsels the Haiti Fund, a non-profit corporation and parent company of the Comprehensive Development Project (CODEP), a reforestation and agriforestry project in rural Haiti. In addition to assisting with an NGO application and developing a carbon offset credit framework, she helped Haiti Fund to collaborate with USAID and The Clinton Foundation, the non-profit corporation founded by former U.S.

President Bill Clinton, to establish food and supply distribution routes in the immediate aftermath of the earthquake.

She also has advised the Clinton Climate Initiative with respect to evolving carbon programs, certification protocols, and electronic broker platforms. A program of the Clinton Foundation, the Initiative seeks to protect the environment by fostering partnerships among governments, businesses, nongovernmental organizations, and private citizens. Following her efforts to connect the Clinton Foundation resources with BGF and Haiti Fund volunteers, then on-the-ground in Haiti for purposes of the emergency response, she continued to assist with its efforts to sell carbon offsets obtained through its Rwanda agriforestry project.

A member of the Executive Committee of the Futures Industry Association Law & Compliance Division, Athena is also active on the ABA's Committee on Regulation of Futures and Derivatives Instruments. She writes and speaks regularly on commodities regulatory, compliance and enforcement developments. Athena received her J.D. from University of Virginia Law School, where she served as Executive Editor of the *Virginia Environmental Law Journal*, and a B.A. from Georgetown University.

for this discrimination while there is no remedy provided if discrimination is based on gender identity or expression.

Against this backdrop, Jared is researching which regulations, statutes or other authority would have to be revised or enacted to assure that OVS, DCJS and OCFS enforce the current non-discrimination policies for all grantee service provisions; whether New York State requires that the Gender Employment Non-Discrimination Act (GENDA) be passed to include gender identity in the above protections or whether gender identity has been interpreted as part of the already protected "gender" category; and whether there are any regulations and/or agency rules regarding non-discrimination that grantees must adhere to when receiving funding from a state or city agency. Jared is being assisted by 2012 summer associate **Chao Huang**.

TRANSGENDER LEGAL DEFENSE AND EDUCATION FUND NAME CHANGE PROJECT

For many transgender people, a legal name change is a first step towards conforming their legal identities to the way they identify and live their lives. But securing a legal name change can be an intimidating experience, involving interaction with the court system. By ensuring that transgender people have adequate legal representation when seeking name changes, Transgender Legal Defense and Education Fund Name Change Project ensures that they can successfully negotiate the legal process and move forward with their lives. Cadwalader attorneys, including **Thomas Curtin** and **Benjamin Riskin**, and 2012 summer associates **Erik Graham-Smith**, **Daniel Gwen**, and **Carrie Hanson**, have helped several transgender individuals with requests to legally change their names. Each matter requires the attorneys to meet with the client to obtain intake information and to prepare a Petition for Individual Adult Change of Name and a Verification. Shortly following the filing of the Petition, the lawyers accompany

the client to a name hearing, where, assuming all criteria have been met, the court issues an Order Granting Leave to Name Change, filed under seal. In several cases, our teams have requested a waiver of the publication requirement, which the courts have granted under Civil Rights Law 64-a. **Ingrid Bagby** and **Paul Mourning** have served as the supervising partners for these matters.

VETERAN BENEFITS

Anthony Del Giudice, **James Saeli**, and **Ingrid Bagby** represented a former member of the U.S. Army in an appeal of a denial of benefits from the Department of Veterans Affairs for post-traumatic stress disorder (PTSD), and back and finger injuries. The client, who served from 1975-1978, was honorably discharged. He was subsequently diagnosed with PTSD in a non-VA facility and attributes the condition to two incidents during his service, the first when he was thrown off of a transport truck and trampled during a training exercise (also injuring his finger and back), and the second when he was wrongfully accused of robbery at Fort Benjamin Harrison. Following the appeal, the Department of Veterans Affairs granted full relief, issuing a decision that includes monthly service-connected benefits with a

rating of 70% (and with a rating of 100% for certain other periods during which he was hospitalized) dating back to May 2008.

TAX

In addition to representing individuals in need of tax assistance, Cadwalader's Tax Department has been active in offering counsel to scores of not-for-profit and charitable organizations, particularly those seeking recognition by state and federal authorities of their not-for-profit status. We also offer ongoing assistance, providing legal advice and counseling concerning corporate issues, including substantiation requirements, unrelated business income tax, compensation of officers and board members, and many other topics.

NOT-FOR-PROFIT INCUBATOR

Under the leadership of **David Miller**, with the assistance of paralegal **Carrie Slaton**, Cadwalader's Not-for-Profit Incubator program continues to



CELEBRATING VOLUNTEERISM

Cadwalader engages in numerous efforts to help our personnel learn more about how they can help out in their communities. With more than 1,000 personnel around the world, we encourage our people to help others using their unique and varied talents and skills in ways that are consistent with their availability.

NATIONAL PRO BONO CELEBRATIONS

Building on the success of the annual National Pro Bono Celebrations in 2009 and 2010, the ABA Standing Committee on Pro Bono and Public Service sponsored a 2011 Celebration from October 23 through 29. The Celebration is a coordinated national effort to meet the ever-growing needs of the country's most vulnerable citizens by encouraging and supporting local efforts to expand the delivery of pro bono legal services, and by showcasing the great difference that pro bono lawyers make to the nation, its system of justice, its communities and to the clients they serve.

Cadwalader joined in the effort with pro bono fairs held in New York on October 24, Charlotte on October 25, and Washington on October 26. To provide attorneys with information on the myriad pro bono opportunities available

at the firm, various public service partners participated in each fair, sharing ways in which our attorneys can help the individuals and organizations they serve. In New York, they included: Asian American Legal Defense & Education Fund (AALDEF); Cadwalader's Not-for-Profit Incubator; City Bar Justice Center; Homeless Experience Legal Protection (HELP) Program; Human Rights First; Immigration Equality; inMotion; Kids In Need of Defense (KIND); Lawyers Alliance for New York (LANY); Legal Services – NYC; MENTOR High School Program; NYC Family Court Volunteer Attorney Program; Neighborhood Defender Service of Harlem; New York Lawyers for the Public Interest (NYLPI); Sanctuary for Families; The Door; The Legal Aid Society; Transgender Legal Defense & Education Fund (TLDEF); Volunteer Lawyers for the Arts (VLA); and Volunteers of Legal Service (VOLS). In Charlotte, they included: 4ALL Initiative Call For All; Legal Aid of North Carolina; Legal Services of Southern Piedmont; Mecklenburg County Bar Volunteer Lawyer Program; North Carolina Lawyers for Entrepreneurs Assistance Program (NC LEAP); and SelfServe Center. In Washington, participants included Catholic Charities D.C.; D.C. Bar Pro Bono Program; Family Court Self Help Center; Kids In Need of Defense; Legal Aid Society of D.C.; Legal Counsel for the Elderly; National Center for Refugee & Immigrant Children; Federal Public Defender, Eastern District of

Virginia; Public International Law & Policy Group; Tahirih Justice Center; Washington Lawyers' Committee for Civil Rights and Urban Affairs; and Whitman-Walker Clinic.

Also taking place during the week-long celebration were Appreciation Lunches for attorneys who completed 50+ pro bono hours. A firmwide Jeans Day Fundraiser on October 28 raised funds for pro bono legal services providers and wrapped up the celebration.

ADMINISTRATIVE FIRM COMMITTEE VOLUNTEER FAIR



The Administrative Firm Committee, a group made up of administrative staff from each Cadwalader office, held the firm's first Volunteer Fair on November 9 in the New York office. The event, attended by 175 personnel, featured more than 20 nonprofit organizations onsite to educate us about their respective purposes as well as to offer numerous ways for our personnel to donate their time, energy, and enthusiasm! Participants included the Alzheimer's Association;

American Cancer Society; American Diabetes Association; American Heart Association; National MS Society; Tribute WTC Visitor Center; Bideawee; Bottomless Closet; Covenant House; Food Bank for NYC; God's Love We Deliver; Habitat for Humanity; Junior Achievement New York; Phoenix House; Senior Action in a Gay Environment; Salvation Army; and the Family Center.

TENTH ANNUAL NYC LAW FIRM PRO BONO COORDINATORS MEETING

The Tenth Annual NYC Law Firm Pro Bono Coordinators Meeting was held in Cadwalader's New York office on February 13. These annual meetings allow individuals responsible for pro bono opportunities and management to share best practices and discuss managing risk, collaborating with professional development professionals, branding pro bono programs, and working with regional offices. In addition to Pro Bono Manager **Annie Mohan**, the program was coordinated by representatives of Debevoise & Plimpton, Kaye Scholer, Fierman, Hays & Handler, LLP, Schulte Roth & Zabel, and Shearman & Sterling.

incorporate, advise, and obtain local, state, and federal 501(c)(3) tax-exempt status for not-for-profit organizations. Cadwalader attorneys also assist with corporate governance issues, including drafting bylaws and conflict-of-interest policies. Recent matters handled by the team include:

- Aryeh Adventures, which will organize and run tours in the U.S. and abroad to educate teens about Judaism, leadership skills, tolerance, and the places they visit, including the following annual trips: Aryeh America—a trip to national parks in the western United States; Aryeh Israel—a trip to Europe and Israel to teach Jewish history and culture; Aryeh Down Under—a trip to Australian national parks; and Aryeh United—a trip designed to integrate special needs children with non-special needs children in a supportive environment. The client was referred to us by alumnus Dina Ackermann. 2012 summer associates **Tai Liu** and **Bryan Arsham** are assisting.
- The Chicago Bach Ensemble, an organization that will operate a classical musical orchestra in Chicago and conduct various educational programs relating to classical music, is being formed by a performer.
- Eryc Taylor Dance will choreograph and perform in New York and other cities across the country. Eryc Taylor's choreography has been presented worldwide and he has produced site-specific dance theater installations in Florida and summer dance festivals in Martha's Vineyard. His work has also appeared at Lincoln Center Out-of-Doors, Joyce Soho, Second Avenue Dance Theater, NYU, Dance Theater Workshop, Dance New Amsterdam's APAP festival and Joe's Pub at The Public Theater, NYC.
- Help Orphan Puppies is a 501(c)(3) tax-exempt dog rescue organization operating throughout the State of New York. Cadwalader will provide advice on miscellaneous tax and legal

issues related to the non-profit. The client was referred to us by the New York State Bar Association. 2012 summer associate **Amelia Xu** is working on the matter.

- The B. Robert Williamson, Jr. Foundation is being formed by Caroline Williamson in memory of her late husband, who was an executive at Chilton Investment Company, one of the firm's clients. The organization will make grants to other section 501(c)(3) organizations. This matter was referred by **Jonathan Wainwright**, who is assisting with the project together with **Anastasia Bond** and **Danielle Wright**.

LOW-INCOME TAXPAYERS

Cadwalader lawyers often work with individuals who have outstanding tax liabilities owed to the Internal Revenue Service and/or state tax revenue authorities. Among recent representations, under the supervision of **Christopher McDermott**, Cadwalader is seeking an Offer in Compromise for a man who is on disability following severe injuries in an automobile accident yet owes the IRS approximately \$40,000 for tax years 2001 and 2005 (**Phillip Brown** and 2012 summer associate **Trey Flaherty**); obtaining Innocent Spouse relief for a woman on disability who owes the IRS for tax year 2008 because of income her ex-husband failed to report (**Danielle Katz** and 2012 summer associate **Mary Ritten**); and securing an accommodation for a woman whose only income is from social security but owes the IRS for several years in back taxes. (**Gary Schuler** and 2012 summer associate **William Rose**).

COMMUNITY OUTREACH

We work closely with our communities to make them a little kinder, a little more promising, and a little better for all of us.

FUNDRAISING EFFORTS

7.5
MILLION

American Heart Association Runs & Walks



On May 31, the American Heart Association's Wall Street Run & Heart Walk, a competitive run and non-competitive walking event, brought together over 150 of the top companies in New York City and more than 12,000 people from the five boroughs to raise critical funds to build healthier lives, free from cardiovascular diseases and stroke—the number one and four causes of death nationwide.

The Cadwalader team, including **Alyssa Davner, Elizabeth Ganley, Ellen Halstead, Elizabeth Hart, Stewart Kagan, Wendy Kane, James McGrath, William Mills, Elizabeth Ostaszewski, Anwar Ragep, and Julia Vassalotti**, took third place honors. On June 8, Cadwalader participated in the annual Washington Lawyers Have Heart 10K and Fun Walk that began at the Washington Harbour in Georgetown. More than 40 attorneys and staff ran while another 10 walked and many others cheered on the team. Since its creation in 1991, Lawyers Have Heart has raised more than \$7.5 million to benefit the American Heart Association.

6,500

Bike MS

The New York City Bike MS Tour was held on October 2. Each rider cycled 30, 50 or 100 miles around Manhattan and Northern New Jersey to raise money for the Multiple Sclerosis Society. **Franca Costa** led a team that raised over \$6,500 and that included **Kristine Doody, James McGrath, Raul Plaza, and Neil Weidner**.



3,000

The British Heart Foundation

A Cadwalader team successfully completed a London-to-Brighton bike ride on June 17, raising £2,510 for the British Heart Foundation (BHF). In addition to the funds raised in sponsorship pledges, BHF will also receive approximately £500 in gift aid, bringing the firm's total contribution to £3,000. The course included a number of grueling hills that were tackled by **Adam Blakemore, Matthew Budgett, Alexis Kay, Gavin Lanfear, and alum Emily Porter**. BHF funds research, education, care and awareness campaigns to prevent heart disease.

Center Against Domestic Violence

New York personnel wore work appropriate jeans on September 23 to benefit the Center Against Domestic Violence (CADV), an organization founded in New York City in 1976 to alleviate human suffering caused by domestic violence. Funds raised help to fund CADV's residential and

nonresidential services and prevention programs, including three shelters and a Relationship Abuse Prevention Program (RAPP) offered in over 30 New York City schools. RAPP reduces bullying in schools and fosters healthy relationships among teens, with the goal of preventing domestic violence before it starts.

3,500

Food Bank for New York City

Each year, Cadwalader supports the Food Bank for New York City in its campaign to help hungry New Yorkers throughout the five boroughs. Founded in 1983, the Food Bank is the major food bank servicing Brooklyn, Bronx, Manhattan, Queens, and Staten Island. It procures and distributes food to a network of approximately 1,000 community-based member programs citywide, helping to provide 400,000 free meals a day for New Yorkers in need. On December 1, representatives from Cadwalader and client Bank of America came together to volunteer at the Food Bank's Bronx Food Distribution Warehouse. The team of volunteers packed over 4,600 pounds of food to be sent out to shelters, food pantries, and soup kitchens. The food packed provided over 3,500 meals to New Yorkers in need. The Cadwalader team of volunteers included **Joshua Arnold, Louis Bevilacqua, Alison Enis, Michael Gambro, David Gingold, Marguerite Lawless, Lauren Lee, Annie Mohan, Nicole Phillips, Emily Reutebuch, and Lary Stromfeld.**

In addition, from October 31-December 2, Cadwalader held a Virtual Food Drive as part of NYC Goes Orange, an effort to support the Food Bank's mission to end food poverty in New York City. With every dollar donated to the Food Bank, five meals were provided to hungry New Yorkers. Astonishingly, approximately 3 million New Yorkers experience difficulty



affording food, a number that continues to increase as the donated food supply drops to an all-time low and food costs skyrocket.

260,000

Gifts for the Homeless

The Precedents, a band in which Cadwalader's **Paul Pantano** (drums), **Athena Eastwood** (vocals) and **Jason Eig** (bass) play, was one of 17 bands that participated in the 2012 Battle of the Law Firm Bands at the Black Cat in Washington D.C. in June, the ninth year of the band's participation in the annual event. The bands raised more than \$260,000 to benefit Gifts for the Homeless, a non-profit corporation comprised of lawyers and staff from area law firms and legal organizations who provide support for the homeless. In fact, 100% of all sponsorship money raised at this event went to purchase essential new clothing for the D.C. area's homeless. Cadwalader made a contribution to the event and the D.C. office held a silent auction to raise additional funds for the organization.

84,000

Go Casual for Justice

Cadwalader was one of 97 participating organizations that helped to raise \$84,000 via an October 2011 Go Casual for Justice campaign for the D.C. Bar Foundation's Loan Repayment Assistance Program. The program helps public interest attorneys pay back their school loans in exchange for their commitment to representing the city's neediest residents. The funds raised supported awards to 20 D.C. poverty lawyers.

200,000

Gridiron Games

Cadwalader participated in the Big Brothers Big Sisters 2011 Gridiron Games at Met Life Stadium on November 5. Thanks in part to Cadwalader's contribution, the event successfully raised over \$200,000 that will go towards funding mentor programs of Big Brothers Big Sisters of New York City. Participants included **Corey Baillet, Jason Jurgens, Andrew Pesar, Brian Trunzo, Daniel Wohlberg, and Joseph Zujkowski.**

2,700

Harvey Milk High School

On April 13, Cadwalader personnel were encouraged to wear work appropriate jeans for the day in exchange for a donation to the Harvey Milk High School, a transfer school created to establish and promote a safe and supportive educational environment for, but not limited to, LGBT students who were academically hindered due to harassment, bullying, or problems at home. Due to the budget cuts New York City public schools have faced this past year, the school has had to dramatically slash programs, including traditional rites of passage such as proms and class trips. Through the jeans day effort, Cadwalader donated more than \$2,700 to support the school. **Benjamin Riskin** led this project.

6,000

Legal Aid Society Associates' Campaign

The 2012 Legal Aid Society Associates' Campaign kicked off in March. Despite the name of this campaign, everyone at Cadwalader was invited to participate. Funds raised through this effort enable the Legal Aid Society's Civil Practice to provide free representation to New York City's neediest and most vulnerable individuals who cannot otherwise afford civil legal representation, particularly senior citizens, physically and mentally challenged and chronically ill adults and children, survivors of domestic violence, unemployed workers, immigrants fleeing oppression, persons living with HIV/AIDS, low income wage earners, and homeless and imminently homeless children and adults. The Legal Aid Society works on more than 32,000 matters each year with no charge to the client (and for every nine potential clients who come to Legal Aid for help, Legal Aid must turn eight away due

to lack of resources). Over 35 firms in the city are involved with this effort. To reach the firm's goal, the firm held a Jeans Day fundraiser and raffle. **Lisa Atkins, Jennifer Kwon, Jocelyn Lin** and **William Zaki Robbins** spearheaded these efforts, which raised almost \$6,000, placing the firm among the top 10 large New York law firm fundraisers.

Legal Aid Society's Trafficking Victims Legal Defense & Advocacy Program

In recognition of Women's History Month and the launch of the Women's Leadership Initiative's signature Anti-Trafficking project, Cadwalader held a Jeans Day on March 16 to raise money for the Legal Aid Society's Trafficking Victims Legal Defense & Advocacy Program.

12,000

Making Strides Against Breast Cancer

The American Cancer Society Making Strides Against Breast Cancer walk unites walkers, donors, volunteers, and communities to celebrate people who have battled breast cancer, educate people about ways to reduce their risk, and empower communities to join the fight. Cadwalader was again a proud contributor to the effort with teams from several offices. The New York office raised over \$6,000 in an event held in Central Park on October 16. On October 29, the Charlotte office, with 27 walkers, raised more than \$4,000 (through participation in Jeans Day fundraisers, a silent auction, and bake sales, as well as outside donations and generous personnel donations) while the Washington walk, on the same day, saw a dozen team members raise almost \$2,000.

The Princess Royal Trust for Carers

Cadwalader's London office supports The Princess Royal Trust for Carers in a variety of ways, including financial contributions raised from bake sales,

jeans days, and other fundraising efforts. The Trust was created on the initiative of Her Royal Highness The Princess Royal in 1991. At that time, people caring at home for family members or friends with disabilities and chronic illnesses ("carers") were not recognized as requiring support. For nearly 20 years, the Trust has fought to provide carers with support, including assistance in winding through a maze of services, rules, and entitlements. At the heart of the Trust is a network of 144 independently-managed Carers' Centres, young carers' services, and interactive websites to ensure that carers are able to influence decisions that affect their lives, to access high quality services, and to receive appropriate recognition for their contributions to society.

Step by Step . . . Closer to a Cure

A Cadwalader team participated in the MS Walk at Clove Lakes Park on Staten Island on April 28 and the South Street Seaport on April 29. That weekend walks were also held in Rockland County at Rockland Lake State Park; Sullivan County at Blue Horizon Diner; Orange County at Crane Park; Putnam County at Carmel Fire Department; and Westchester County at Pace University. The Cadwalader team and thousands of New Yorkers turned out for a day of walking, entertainment, and refreshments to help raise funds to make a difference in the fight against multiple sclerosis. **Franca Costa** organized the effort.

14,000

Walk to End Alzheimer's

The Charlotte office participated in the Walk to End Alzheimer's on November 12. **Jeffrey Aldrich, Desiree Benjamin, Lisa Donnelly, Lauren Flatow, Stuart Goldstein, Bridget Holmes, Danielle Katz, Susan Kost, Francisco Linares, Crystal Pullen,**



Nate Spanheimer, Michelle Taylor, Khareen Tomlin, and Kimberly VanKirk walked in the event to raise awareness and funds for Alzheimer care, support, and research. Out of 100 teams, Cadwalader placed first in fundraising with more than \$14,000.

MENTORING PROGRAMS

COLUMBIA LAW SCHOOL PARTNERSHIP

Cadwalader's Not-for-Profit Incubator program, led by **David Miller**, has partnered with Columbia Law School's Social Justice Initiatives program to provide opportunities for current law students to participate in pro bono projects related to tax-exempt organizations. More than 20 Columbia students have assisted organizations in drafting and filing certificates of incorporation, drafting by-laws and other corporate documents, and drafting and filing IRS Form 1023 applications to apply for 501(c)(3) tax-exempt status.

CROSS-CULTURAL EXCHANGES

Cadwalader's Beijing attorneys have shared their experiences as U.S. lawyers in China with numerous students. In March, they spoke with Xavier University MBA students about the business environment in China, the changing market conditions of the Asian economy, and the importance of cultural understanding and awareness. The office also held a reception for Chinese students accepted to the University of California, Berkeley.

FORDHAM LAW SCHOOL IN ASIA

A group from Fordham Law School traveled to Asia in March to establish alumni/ae chapters in Seoul, Beijing, Shanghai, and Hong Kong; raise the school's profile for recruitment of LL.M. candidates; contribute to discussion of legal issues in the U.S. of interest to judges, officials, lawyers, and students in Asia; establish relations with top Chinese law schools; and celebrate

the career of the only Asian-American currently an active judge on the federal appellate bench, the Honorable Denny Chin, U.S. Court of Appeals for the Second Circuit. Cadwalader hosted a reception for the group on March 13 in our Beijing office. Joining the visitors was **Kathy Hirata Chin** as well as Thomas Lee, Leitner Family Professor of International Law and Director of Graduate and International Studies, and Toni Fine, Assistant Dean for International and Non-J.D. Programs.

JAMES MADISON HIGH SCHOOL

Attorneys from Cadwalader have served as mentors to students from James Madison High School in Brooklyn, New York since 1982 through the Citywide MENTOR program, of which Cadwalader is a founding member. The program pairs law firms with public high schools. Built over 75 years ago, graduates of the school include four Nobel Prize winners, famous musicians, authors,

politicians, sport figures, and a current United States Supreme Court Justice. Currently, approximately 25 attorneys and staff participate in specialized programs designed for students with an interest in the law. **William Natbony** supervises the firm's James Madison mentoring efforts, and each year, with the assistance of his colleagues, coaches the school's stellar mock trial team. Cadwalader also hosts lectures, discussion groups, and events both at the school and at the firm's offices, as part of this mentoring program.

JUNIOR ACHIEVEMENT OF NEW YORK

Cadwalader has a long-standing relationship with Junior Achievement of New York (JANY), a non-profit that brings economics-based education programs to students within New York City, and is involved with several projects to help the organization pursue its goals:

Academy of Hospitality and Tourism

The Academy of Hospitality and Tourism, one of Cadwalader's "adopted" high schools, participated in JANY's High School Program. Trained Cadwalader

volunteers present an economics-based curriculum to impart success skills and serve as role models for the students, exposing them to career possibilities and associating education with obtaining professional goals.

Annual Celebration

For several years, Cadwalader has sponsored and hosted the annual JANY Celebration, a cocktail reception honoring the year's volunteers.

JANY Academy

A select group of area students who were accepted into JANY Academy spent their spring break visiting various JANY partners, including Cadwalader on April 9. They shadowed Cadwalader employees and participated in a business etiquette luncheon.

JANY University

On May 30, the firm partnered with JANY to host high school students from the Academy of Hospitality and Tourism in our New York offices for JANY University. This program is specifically designed to assist in the college-planning process, while also focusing on the numerous financial decisions that young students are expected to make along the way. Volunteers who discussed career

possibilities with the students included **Brian Harden, Shelly Noorhassan,** and **Carrie Slaton.**

Young Women Leadership Conference

Cadwalader hosted students from the Academy of Hospitality and Tourism on June 7 for the annual Young Women Leadership Conference. The visiting students had the opportunity to learn about the careers of Cadwalader legal and administrative professionals, and to explore their educational and career paths. Cadwalader presenters spoke about their day-to-day responsibilities, offered tips for being a successful student, and gave general career advice. Among those participating were **Lisa Atkins, Tinu Awoyomi, Ingrid Bagby, Deborah Batiste, Aisha Greene, Susan Harlow, Jennifer Kwon, Tyeisha Miller, Nydia Moreno, Shelly Noorhassan, Nicole Phillips, Kayshree Seshadri, Leticia Tavarez-Rivera, Jennifer Tsang,** SEO intern **Victoria White,** and 2012 summer associates **Emily Fusting, Alexis Mann,** and **Carrie Hanson.**

MANHATTAN BRIDGES HIGH SCHOOL

Tinu Awoyomi participated in Manhattan Bridges High School's Career Day on December 9. She spoke to an 11th grade class about her educational and professional experiences since she arrived in the U.S. from Nigeria in 2004. Manhattan Bridges is a unique high school that was created for the benefit of newly arrived immigrant children. The entire student population is Latino and many students speak English as a second language. The students were interested in hearing about Tinu's educational background, how she became a lawyer, and her legal experiences.



COMMUNITY SERVICE PROJECTS

CARING COMMUNITY

Each month, the firm coordinates visits to Caring Community, a senior resource center located in lower Manhattan. Caring Community is an organization that not only tends to the



elderly, but also provides a sense of community and enrichment, including everything from field trips, computer classes, and even line dancing. On these visits, volunteers mingle with the seniors, help serve food during lunch, and join in celebrating birthdays. In addition to the regular monthly visits, the firm occasionally sponsors field trips, including a recent visit to the Hunterdon Hills Playhouse. Recent volunteers include **Gillian Burns, Tammy Cochran, Sandria Congiusta, April Fuentes, Melissa Landy**, and **Annie Mohan**.

DRESS FOR SUCCESS

Cadwalader's Women's Leadership Initiative supports Dress for Success, a not-for-profit organization that promotes the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

On December 6, the Women's Leadership Initiative served as a sponsor of the Dress for Success "Women Helping Women" Breakfast at the Roosevelt Hotel in New York. The breakfast benefitted the organization's efforts to promote

the economic independence of disadvantaged women by providing professional attire, career development tools, and a network of support. Mikki Taylor, author and editor-at-large of *Essence* magazine, served as guest speaker. The public relations firm Finn Partners and the "Dress For Success Technology Council," a group of volunteer IT professionals, were honored for their pro bono contributions to the organization.

On March 29, Cadwalader's Women's Leadership Initiative hosted "Fashion for a Fresh Start," a cocktail reception in our Washington office, to collect professional women's clothing and accessories in good condition to support Dress for Success Washington D.C. Guests included client prospects, alumni, and recruits.

On July 11, Cadwalader's Women's Leadership Initiative held a Dress for Success Accessory Drive to collect handbags, computer bags, shoes, scarves, and work-appropriate jewelry to help promote economic independence for disadvantaged women. **Rebecca Avrutin, Christelle Dorcil, Christina Holder, and Nia Rasool** coordinated this initiative.

LIGHTHOUSE GIFT EXCHANGE

Cadwalader personnel, including **Karen Barbour, Rosemary Benvie, Leathland Berry, Gloria Cotto, Sonia Davis, Paula Fanning, Hector Feliciano, Stephanie Fleming, April Fuentes, Vickie Gibson, John Kruse, Joanne Nieves, Deborah Perez, Nicole Phillips, Karen Roenelt, Albert Semerville, Hope Stark, Diana Vega**, and **Peter Williams**, each volunteered to sponsor a child for Lighthouse International's Children's Holiday Festival. Santa personally picked up the Cadwalader holiday gift packages! Lighthouse International, a Cadwalader client, has led the charge in the fight against vision loss for 106 years through prevention, treatment, and empowerment.

NATIONAL DAY OF SERVICE AND REMEMBRANCE

Within hours of the September 11 attacks, thousands of police and firefighters from across the country came to New York City to help with the rescue and recovery effort. On April 21, 2009, the anniversary of 9/11 was designated by U.S. legislation as a National Day of Service and Remembrance. On August 23, 2011, at the Jacob K. Javits Convention Center of New York, the September



11th Families' Association, and the Tribute WTC Visitor Center hosted a National Service Day project on behalf of The World Police & Fire Games, the second largest multi-sport event in the world, surpassed only by the Summer Olympics. Teams of volunteers assembled over 6,000 gift bags to welcome firefighters and police participating in the games in New York City on August 25 through September 5. Cadwalader volunteers **Tammy Cochran, Alyssa Davner, Marguerite Lawless, Annie Mohan, and Sherri Weisbrod** helped assemble over 20,000 gift bags.

In a separate remembrance event, on October 26, a group of more than 80 Cadwalader personnel visited the September 11 Memorial. As a corporate supporter, we were privileged to obtain access for such a large group to visit the site together.

NEW YORK BLOOD CENTER BLOOD DRIVE

The New York office held blood drives on January 31 and July 17 to help

the New York Blood Center provide the community with critical blood transfusion services. To keep the blood flowing for those in need, more than 10,000 mobile blood drives are held each year at leading corporations, community group meetings, and educational and religious institutions. As a leading New York-based law firm with long-standing roots in the community, Cadwalader is proud that so many of our personnel donate blood.

SALVATION ARMY TOY DRIVES

Each year, Cadwalader works closely with The Salvation Army in collecting hundreds of toys for families in need. Via the Women's Leadership Initiative (WLI) Salvation Army Angel Tree program, Cadwalader fulfilled the gift wishes of 68 children at an afterschool program at The Salvation Army Chinatown Corps and Community Center in Manhattan. WLI members helped wrap each present and delivered the gifts to the children at a party coordinated by **Christina Holder** and **Rebecca Avrutin** that

featured Santa, pizza and dessert, and holiday games. The children made holiday ornaments to thank Cadwalader participants. Separately, firm personnel also donated unwrapped toys, books, and games.

YOUTH, I.N.C.'S ANNUAL VENTURE FORWARD CONFERENCE

The Youth, I.N.C. Annual Venture Forward Conference was held in Cadwalader's New York office on May 9. The event brings together corporate professionals and nonprofit leaders to hear prominent experts discuss key issues and solutions for our communities as part of a full-day conference for leaders of New York City's youth-serving nonprofits. The Keynote Speaker was Paul Carttar, Director of the Social Innovation Fund. Carttar was named the first Director of the Social Innovation Fund in April 2010 after President Barack Obama signed into law the Edward M. Kennedy Serve America Act, which created the Social Innovation Fund, housed at Corporation for



ATTORNEY SPOTLIGHT

MALCOLM WATTMAN



Advocating for the Disabled

My passion is to assist in the fight to find a cure for MS and to help those afflicted with MS and other disabilities. Through my experience with the MS Society and Barrier Free Living, I have met many courageous individuals whose physical limitations unnecessarily burden their ability to lead productive and meaningful lives and to enjoy access to many of the things we take for granted. I am grateful for the enthusiastic support that Cadwalader and my colleagues have provided to these organizations.

Malcolm P. Wattman, a corporate attorney with Cadwalader for more than 40 years, has long been a leader in the fight for the rights of those who live with disabilities.

Mal has served as a Trustee of the New York City/Southern New York Chapter of the National MS Society for more than 10 years and of the National MS Society for the past three years. He also serves as Treasurer of the Chapter, Chairman of the Finance Committee, and

member of the Audit and Executive committees. At the national level, he serves on the Finance, Chapter Relations, and Ethics Committees. He has undertaken numerous projects for both organizations, including helping the National MS Society on contract issues related to fundraising events, resolving issues related to obtaining drug company sponsorships for certain activities, and serving on a blue ribbon panel to restructure the financial obligations between chapters and the national organization. He assisted the New York City MS Chapter in protecting intellectual property rights, negotiating office leases, and successfully defending a claim by a bankruptcy trustee to recover a donation made by a Ponzi scheme operator.

However, Mal's work is not limited to assisting at the organizational level. He has gone to great lengths to advocate for individuals with MS too. Among his efforts are representing an indigent individual with MS whose contractor failed to install an accessible tub as he had been hired to do; assisting a wheelchair-bound woman with MS whose adult daughter and boyfriend ran off with her car and made unauthorized charges on her credit cards; helping an individual with MS who depended on Social Security disability payments which were being withheld and remitted to his former spouse for child support for a child who was over the age requiring such support; and working with a delinquent taxpayer with MS whose cognitive problems impacted his ability to file income tax returns for several years. Mal is currently

assisting a woman with MS who is developing a website with detailed information about the accessibility of New York restaurants.

With his Cadwalader colleagues, Mal established a not-for-profit organization on behalf of Andrei Floroiu, who, with two colleagues embarked upon a six-week, 20,000-mile trip across 30 countries to raise funds and awareness for charities that serve people with MS, including the National Multiple Sclerosis Society, the Multiple Sclerosis International Federation, and local organizations in Iceland, Israel, Slovakia, Romania, and dozens of other countries. The mission included flying MS patients in need to hospitals and care centers where they could obtain appropriate medical attention.

Mal also is a Director of Barrier Free Living, a non-profit organization dedicated to helping New Yorkers with disabilities live independently in the community. Barrier Free Living owns and operates the only New York City homeless shelter and domestic violence residence center accessible to those with disabilities as well as offers social programs for the homeless and disabled. To assist those who exit the shelter, the organization is planning to construct a supportive housing complex.

In addition to these efforts, Mal serves as a member of the advisory board of The Legal Aid Society's Community Development Project, which provides support for low-income not-for-profit organizations, entrepreneurs, and housing cooperatives.

National and Community Service, a Federal agency. Carttar has been at the forefront of transforming the nonprofit sector by expanding innovative solutions to address national challenges and helping to set a higher standard of results and impact for the sector. **Geoffrey Levin** is a member of the board of Youth I.N.C.

LEGAL CLINICS

COMMUNITY ECONOMIC DEVELOPMENT PRO BONO PROJECT

The D.C. Bar Pro Bono Program established the Community Economic Development (CED) Pro Bono Project in 1998 to deliver critically needed legal services to organizations operating in and serving low-income and distressed communities in the District of Columbia. One of the ways that the CED accomplishes this mission is by sponsoring walk-in small business legal clinics at which our attorneys provide legal information to current and aspiring small business owners who operate in economically disadvantaged areas or who have limited financial resources.

HOMELESS EXPERIENCE LEGAL PROTECTION

The Homeless Experience Legal Protection (HELP) Program was founded by Judge Jay C. Zainey of the U.S. District Court for the Eastern District of Louisiana in order to bring lawyers to homeless shelters to provide legal advice to those who need it. The program has now expanded to New York, where attorneys volunteer at three Manhattan program locations for one hour every Friday morning for one month each year. Cadwalader is responsible for staffing the program during the month of August. Volunteers meet with clients without entering into formal legal representation and give advice on issues ranging from public benefits and housing to child support and immigration.

NEW YORK CITY FAMILY COURT VOLUNTEER ATTORNEY PROGRAM

The New York City Family Court Pro Bono Project was launched in November 2006 in the Kings County Family Court, and subsequently was expanded to the Manhattan and Bronx Family Courts. Pro bono attorneys provide advice and counsel to

individuals that come to Family Court, without representation, on matters involving child support, guardianship, and paternity. Cadwalader staffs the project one day each month for the next 12 months. Representation during the day is limited to a one-time consultation with clients, with no follow-up required.

THE ROYAL COURTS OF JUSTICE CITIZENS ADVICE BUREAU

Honorary Legal Advisers is a program administered by the Royal Courts of Justice Citizens Advice Bureau based at the High Court in London. The Bureau promotes access to justice by helping clients without legal representation who must appear in court and by advising clients on a wide range of legal and procedural issues concerning benefits, debt, housing, and family law. Cadwalader volunteer attorneys act as honorary legal advisers, handling queries from the public at drop-in advice sessions.

Cadwalader has longstanding relationships with many outside pro bono referral sources and legal services agencies, including, but not limited to:

Arts & Business ▪ The Asian American Legal Defense and Education Fund ▪ Catholic Charities D.C. ▪ Children's Law Center ▪ City Action ▪ The City Bar Justice Center ▪ D.C. Bar Pro Bono Program ▪ Honorary Legal Advisers ▪ Human Rights First ▪ Immigration Equality ▪ inMotion ▪ Kids In Need of Defense ▪ Lawyers Alliance for New York ▪ The Legal Aid Society ▪ Legal Counsel for the Elderly ▪ Legal Services of Southern Piedmont, Inc. ▪ Legal Services NYC ▪ Mecklenburg County Bar Volunteer Lawyer Program ▪ The Multiple Sclerosis Society ▪ National Center for Refugee and Immigrant Children ▪ The Nature Conservancy ▪ New York Lawyers for the Public Interest ▪ New York Legal Assistance Group ▪ The Robin Hood Foundation ▪ Royal Courts of Justice Advice Bureau ▪ Sanctuary for Families ▪ Tahirih Justice Center ▪ Transgender Legal Defense & Education Fund ▪ Urban Justice Center ▪ Volunteer Lawyers for the Arts ▪ Volunteers of Legal Service, Inc. ▪ Washington Area Lawyers for the Arts ▪ Washington Lawyers' Committee for Civil Rights and Urban Affairs

AWARDS

ANTI-DEFAMATION LEAGUE SHIELD AWARD



Joseph Moreno, special counsel in the Washington office Business Fraud Group, was selected to receive the 2011 Anti-Defamation League SHIELD Award for his work as a member of the Department of Justice team that investigated and prosecuted Farooque Ahmed for his plot to bomb the D.C. Metro system. The award was presented on October 4 before an audience of several hundred law enforcement and community leaders at The Heritage Center at the U.S. Navy Memorial. The Anti-Defamation League (ADL), one of the nation's oldest and most respected civil rights and human relations organizations, created the SHIELD Awards in 2010 to annually honor law enforcement for protecting the American people from hate crimes and domestic and international terrorism. The Award's name reflects law enforcement's role as protectors, and is also an acronym for the core values of the profession: Service, Honor, Integrity, Excellence, Leadership, and Dedication. Award recipients are selected by a committee of law enforcement executives from federal, state, and local agencies in the Washington, D.C. region.

ANTI- DEFAMATION LEAGUE LATINO-JEWISH ROUNDTABLE

Adding to a long list of recognition, **Debra Steinberg** was recently selected as a founding member of the Anti-Defamation League's Latino-Jewish Roundtable, which provides a forum to combat bias and discrimination. In addition, she now serves as chair of the Cadwalader Women's Leadership Initiative Pro Bono Committee, spearheading its signature project to assist survivors of human trafficking in the U.S. by addressing the unmet needs of this highly vulnerable victim population.

EMPIRE STATE COUNSEL



A number of Cadwalader attorneys who are members of the New York State Bar Association each earned the honorific title for 2011 of "Empire State Counsel." By generously donating their time—50 or more hours of free legal services in 2011 to those in need—and talent, they brought justice to New York's vastly underserved communities. Those honored were **Christina Holder, Jennifer Kwon, Pamela Landman, Aliza Malouf, David Miller, Matthew Oliver, Anwar Ragep, Benjamin Riskin, William Robbins, James Saeli, Debra Steinberg, Christopher Updike, Trevor Wilson,** and **Kate Woodrow.**

CADWALADER PRO BONO CERTIFICATES OF EXCELLENCE

Each year, Cadwalader attorneys devote thousands of hours in pro bono assistance to organizations and individuals who cannot afford quality legal representation. The recipients of our Annual Pro Bono Certificates of Excellence exhibited an outstanding commitment to providing pro bono services in 2011 and include: **Ryan Craig, Anthony Del Giudice, Athena Eastwood, Jack Fritts, Geoffrey Gettinger, Christina Holder, Joseph Jay, Gregory Langsdale, Jessica Lively, Aliza Malouf, David Miller, Bryon Mulligan, William Natbony, Debra Steinberg, Lex Urban, Malcolm Wattman, and Trevor Wilson.** The following attorneys were named Honorable Mention Recipients for their leadership and their dedication to making our pro bono program a success: **Henry LaBrun, Gregory Markel, Frank Polverino, and David Williams.**



CAPITAL PRO BONO HONOR ROLL



The District of Columbia Court of Appeals and the Superior Court of the District of Columbia recently launched the “Capital Pro Bono Honor Roll” to recognize D.C. Bar members and others authorized to perform pro bono work in the District of Columbia who provide 50 hours of pro bono service or more per year; those providing 100 hours of pro bono service or more will be recognized on the “High Honor Roll.” Eligible attorneys who will be recognized on the Courts’ website include **Sohair Ahmadi, Ryan Craig, Brendan Delany, Athena Eastwood, Jason Eig, Geoffrey Gettinger, Joseph Jay, Thomas Kuczajda, Gregory Langsdale, Caitlin Potratz, Sharon Rose, Lex Urban, David Williams, and Elizabeth Wright.**

NEW YORK LAW JOURNAL LAWYER WHO LEADS BY EXAMPLE

New York Law Journal

Honoring Lawyers
Who Lead by Example

David Miller was recognized by the *New York Law Journal* as a "Lawyer Who Leads by Example" for his sustained and extraordinary commitment to pro bono, including his efforts in incorporating, advising, and obtaining tax-exempt status for more than 300 not-for-profit organizations under the umbrella of the Cadwalader Not-for-Profit Incubator as well as providing ongoing counseling advice on a broad range of legal and practical business issues. In addition to being featured in a special section of the daily newspaper on September 19, David was honored at an awards dinner on November 1.

WASHINGTON LAWYERS' COMMITTEE OUTSTANDING ACHIEVEMENT AWARD



**WASHINGTON
LAWYERS'
COMMITTEE**

FOR CIVIL RIGHTS & URBAN AFFAIRS

Cadwalader was named the recipient of the Washington Lawyers' Committee prestigious Outstanding Achievement Award for pro bono work in the D.C. Prisoners' Project on Jackson v. Fulwood. The awards were presented at the Committee's Wiley A. Branton Luncheon on June 19. Partnering with the Washington Lawyers' Committee, **Geoffrey Gettinger** and **Lex Urban**, under the supervision of **David Williams**, undertook representation of a District of Columbia parolee who had been erroneously miscategorized during the parole process. The settlement they achieved on behalf of the client (see page 4) will serve as an important precedent for other similarly situated parolees to challenge the application of unduly restrictive parole conditions.

WASHINGTON LAWYER RECOGNITION

Ryan Bonistalli provided assistance in connection with the D.C. Bar Pro Bono Program Community Economic Development Project, participating in clinics serving the District's community-based nonprofit organizations and small business owners. The Pro Bono Program acknowledged his contributions and those of the firm, as well as those of other Washington area lawyers, in the February 2012 issue of *Washington Lawyer* magazine.

THE LEGAL AID SOCIETY PRO BONO PUBLICO AWARDS



**THE
LEGAL
AID
SOCIETY**
MAKING THE CASE FOR HUMANITY

Cadwalader was honored at The Legal Aid Society 2011 Pro Bono Publico Awards for outstanding service to The Legal Aid Society and its clients. The Honorable Jonathan Lippman, Chief Judge of the State of New York, presided over the event on November 9 at Espace. Also receiving honors for special service to The Legal Aid Society were Cadwalader litigators **Peter Isajiw** and **Joshua Weiss**. Both worked on the development of a Civil Practice electronic discovery training series. Cadwalader partners with The Legal Aid Society in securing the fundamental legal rights of low-income New Yorkers in critical need of counsel but unable to afford it.

CHARITABLE SUPPORT

Each year, Cadwalader provides financial support to a host of not-for-profit organizations. This includes, among many others:

Advocates for Children
American Jewish Committee
Allegro Foundation
American Cancer Society
American Heart Association
American Red Cross
Amsterdam Continuing Care Health System, Inc.
Arts & Science Council
Beth Abraham
Big Brothers Big Sisters of New York City
Blumenthal Performing Arts
Building Goodness Foundation
Brookfield U.S. Foundation
Burton Awards
Charlotte Chamber of Commerce
Children's Law Center
Citizen Schools
City Bar Justice Center
Columbus Citizens Foundation
Concert for Life
Council for Children's Rights
Crisis UK
D.C. Bar Foundation
D.C. Law Students in Court
DOROT
Equal Justice Works
Federal Bar Council
FIELDHOME
Food Bank for New York City
Food Chain
Friends of the Library of Congress
Gifts for the Homeless
Grand Street Settlement
Great Ormond Street Hospital
Greater Chicago Food Depository

Greater Washington Board of Trade
Historical Society of the Courts of the State of New York
inMotion
Japan Relief Fund
Jeans for Japan
Jeans for Genes
Junior Achievement of New York, Inc.
John A. Coleman
Kids in Need of Defense
Legal Aid Society
Legal Services NYC
Lincoln Center Corporate Fund
Mecklenburg Bar Foundation
Melanoma Research Alliance
Metropolitan Jewish Health System
Misty Meadows Mitey Riders
National Women's Law Center
Neighborhood Defense Service of Harlem
New Jersey Ballet
New York Lawyers for the Public Interest
New York University
NJIPLA
New York County Lawyers Association
NYIPLA
Opera Carolina
Peer Health Exchange
Pennsylvania Quarter Neighborhood Association
Princess Royal Trust for Carers
Richard Willis Sr. Memorial Fund
Ronald McDonald House
Salvation Army
Selfhelp

Sponsors for Educational Opportunities
Simon Wiesenthal Center
Starlight Children's Foundation
The Friends of the Law Library of Congress
The Hearst Corporation
The Honorable Tina Brozman Foundation, Inc. (Tina's Wish)
The Jewish Board of Family & Children's Services
The Matthew Larson Foundation for Pediatric Brain Tumors (Iron Matt)
Travis Roy Foundation
UJA-Federation of NY Lawyer Division Bankruptcy & Reorganization Group
UJA-Federation of NY Criminal Law Group
UNC School of Law Center for Banking and Finance
United Way of Central Carolinas, Inc.
United Way of Greater St. Louis
Washington Lawyers' Committee for Civil Rights and Urban Affairs
Wayne State University
YMCA of Greater Charlotte
Youth Inc.

The background of the entire image is a vibrant blue sky filled with large, white, puffy cumulus clouds. The clouds are more concentrated in the lower half of the frame, with some smaller wisps near the top.

We're working hard to give back.

**Please visit www.cadwalader.com to learn more about our
public service efforts.**

About Cadwalader

Cadwalader, Wickersham & Taft LLP puts more than 200 years of legal experience and innovation to work today for many of the world's most prominent financial institutions and corporations. Our attorneys offer strategic legal solutions and premier client service from our locations in the United States, Europe and Asia. We provide counsel on sophisticated and complex transactional, litigation, and regulatory matters and help our clients break new ground, accomplish their business goals, and manage challenges.

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This newsletter provides general information and should not be used or taken as legal advice for specific situations, which depend on the evaluation of precise factual circumstances. For further information related to Cadwalader, Wickersham & Taft LLP's pro bono programs, please contact Annie Mohan, Manager of Pro Bono, via telephone at +1 212 504 6665 or via email at annie.mohan@cwt.com.