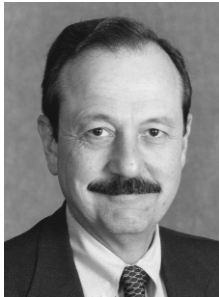


Pro *Year in Review 2004* Bono

CHADBOURNE
& PARKE LLP

Message from Our Managing Partner



First, I would like to share with you some of the history of Chadbourne & Parke LLP's Pro Bono Program.

Our commitment to serving the disadvantaged started with the firm's co-founder, Thomas Chadbourne. In his 1928 autobiography, Mr. Chadbourne set forth his belief that "progress is not measured by the head of the procession, but by the hindmost." Our records from that era reflect a compelling example of this philosophy in action: the firm's successful pro bono appeal of a death penalty case in 1933 that resulted in a new trial for a convicted murderer in Sing Sing.

Chadbourne's formal Pro Bono Program began around 1975, although our attorneys handled criminal appeals for The Legal Aid Society in the 1960s, and assisted with nonprofit incorporations as well. We have had a formal Pro Bono Committee since the mid-1970s. We became a Signatory to the Law Firm Pro Bono Challenge in 1993 and a founding member of the Law Firm Pro Bono Project in 1996, each run by the Pro Bono Institute at Georgetown University Law Center.

In 1999, in recognition of the growing importance of pro bono work, Chadbourne strengthened its longstanding commitment to pro bono when it became one of the first law firms to name a Pro Bono Partner, Bernard W. McCarthy, dedicated primarily to managing our Pro Bono Program.

In 2003, Chadbourne was among the first firms to become a charter member of CorporateProBono.org, an organization that encourages pro bono work by corporate attorneys and facilitates pro bono partnerships with in-house legal departments.

Which brings us to the present: 2004 was a particularly exciting year for pro bono at C&P. As the firm opened new offices in Europe and in the former Soviet Union, the Pro Bono Committee also expanded, adding members from London, Warsaw, Moscow and Kyiv, giving our pro bono work an international dimension.

Here at home, we created new programs in the areas of criminal appeals (Appellate Advocacy Program) and housing law (partnership with Housing Conservation Coordinators), and expanded existing initiatives such as our Family Justice/Domestic Violence Program and our Human Rights First Political Asylum Program. Also, teams of DC and NY attorneys successfully completed representation of relatives of three different 9/11 Pentagon attack victims, resulting in sizable awards from the Federal Victims Compensation Fund for all three clients.

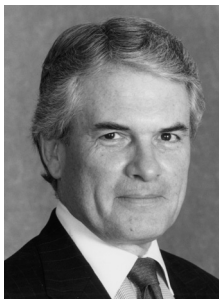
I invite you to read through Chadbourne's first annual pro bono report to learn more about both our new and our ongoing pro bono accomplishments.

Sincerely,

A handwritten signature in black ink, appearing to read "C. O'Neill". The signature is fluid and cursive.

Charles K. O'Neill

Message from Our Pro Bono Partner



Year 2004 was a great one for pro bono at Chadbourne.

Not only did we achieve a record number of total hours, but, as Charlie noted in his message, we added

representatives to the Pro Bono Committee from our offices in Kyiv, London, Moscow and Warsaw.

This expansion solidifies the relationships between our offices and puts us in the midst of the latest big development in pro bono - the evolution of pro bono legal service around the globe.

By far our most successful program initiated during 2004 was the Appellate Advocacy Program. Through this program, junior litigation associates in the New York office prepare and, in most cases argue, criminal appeals before the Appellate Divisions of the First and Second Departments. This new program contributed significantly to our pro bono statistics and provided very valuable, hands-on litigation training and experience for the attorneys who participated.

We also started a new program in partnership with Housing Conservation Coordinators to get our attorneys more involved in landlord/tenant law. In addition, we expanded existing initiatives such as our Family Justice/Domestic Violence Programs with inMotion and Sanctuary for Families (uncontested divorces, orders of protection and custody and VAWA self-petitions) and our Human Rights First Political Asylum Program (three new cases in one year).

Our DC office was busy during 2004 further formalizing our pro bono program there, as well as

Year In Review

establishing new contacts with Children's Law Center, DC Bar Community Economic Development Project and Lawyers Committee for Civil Rights under Law. 2004 also saw the close of our representation of families of victims of the 9/11 attack on the Pentagon. Teams of DC and NY attorneys successfully obtained sizable awards from the Federal Victims Compensation Fund for relatives of three different victims of the attack.

The number of awards being presented for pro bono service in 2004 also reflects the solid footing on which our Pro Bono Program rests and the increased participation we are seeing: there were seven Outstanding Service Awards (two to partners) resulting in \$1,000 contributions being made by the Firm to legal service providers chosen by the awardees, and, for the first time, two of the seven went to attorneys in our foreign offices (Moscow and Warsaw); there were 106 recipients of the Pro Bono Honor Roll Award, for those attorneys who performed more than 50 hours of pro bono service; and there were 47 recipients of the Pro Bono Honorable Mention Awards, for those attorneys who performed 20-49 hours of pro bono service.

While 2004 was in many respects a very good pro bono year, we have implemented a new "jump-start" program for 2005 to re-invigorate our Pro Bono Program and enhance our commitment to provide access to justice for those who cannot afford legal counsel in the communities where we live and work.

Thanks to all who contribute to our Pro Bono Program.

A handwritten signature in black ink that reads "Bernard W. McCarthy". The signature is written in a cursive, flowing style.

Bernard W. McCarthy

Our Pro Bono Program

Pro Bono Partner/Coordinator/Committee

In addition to our Pro Bono Partner, who manages the Pro Bono Program, the firm has a Pro Bono Coordinator who oversees the day-to-day administrative operation of the program, and an 18-member Pro Bono Committee made up of partners, counsel and associates. Our New York, Washington, DC, Los Angeles, London, Moscow, Kyiv and Warsaw offices are all represented on the Committee, as are most practice areas.

Pro Bono Committee Members

New York Partners Peter Ingerman (Corporate), Bernard W. McCarthy (Chair; Pro Bono/Employment/ Litigation), John Nyhan (Product Liability Litigation/ Litigation), Peter M. Ward (Trusts & Estates), Phoebe A. Wilkinson (Litigation); Counsel Roy S. Belden (Environmental/Project Finance) and Nancy L. Montmarquet (Trusts & Estates); Associates Dennis C. Hopkins (IP/Litigation), Philip A. Pfeiffer (Product Liability Litigation), Aruna Chandra Spencer (Project Finance), Stacey F. Winograd (Litigation); Pro Bono Coordinator Elly Spiegel

Washington, DC Associates Ellen M. Farrell (Reinsurance/Insurance) and Amy Nelson (Litigation)

Los Angeles Counsel Susan St. Denis (Product Liability Litigation)

Kyiv Associate Sergiy Onishchenko (Corporate/Real Estate)

London Associate Amy McCarthy (Product Liability Litigation)

Moscow Associate Sergei Volfson (Russian/CIS)

Warsaw International Partner Sylwester Pieckowski (Corporate/Product Liability)

Directorships of Legal Service Organizations

Several of our partners serve on the boards of legal service provider organizations, including:

- ⊙ Advocates for Children (Marjorie M. Glover)
- ⊙ CAMBA Legal Services, Inc. (Charles K. O'Neill)
- ⊙ MFY Legal Services, Inc. (Donald I Strauber)
- ⊙ New York Lawyers for the Public Interest (Thomas E. Bezanson)
- ⊙ The Legal Aid Society (Jerome C. Katz)

Fellows of The New York Bar Foundation

A number of our partners are Fellows of The New York Bar Foundation, a nonprofit organization dedicated to facilitating the delivery of legal services for those in need, improving the justice system and the law, enhancing professional competence and ethics and increasing public understanding of law. Only one percent of the New York State Bar Association membership in each of the state's 12 judicial districts are elected as Fellows, in recognition of outstanding professional achievement, dedication to the legal profession and commitment to the organized bar.

Chadbourne's Fellows are:

Richard M. Leder
Bernard W. McCarthy
Paul G. Pennoyer, Jr.
Donald Schapiro

Awards Program

Since 1996, to acknowledge our attorneys who do pro bono work, we have had a pro bono awards program. For recipients of the Outstanding Pro Bono Service Award, the Firm donates \$1,000 to a legal service provider of the awardee's choice. We also name those attorneys who have provided 50 or more hours of pro bono service to the Pro Bono

Honor Roll, and present them with an engraved memento. Attorneys who provide 20-49 hours of pro bono service are named to the Pro Bono Honorable Mention Awards category. All awards are presented at firm attorney functions.

Our Ongoing New York Projects

The Door Externship Program. Since 1998, we have been sending associates on three-month assignments to the Legal Services Center of The Door, NYC's premier youth development agency, primarily serving young people aged 12–21 from low-income, single-parent families. C&P externs give their teenage clients legal advice on such issues as obtaining government benefits, dealing with abusive relatives and handling difficulties at school or with the police.

The High School MENTOR Program. Since 1986, Chadbourne has had a partnership with William Cullen Bryant High School in Queens, in which C&P associates prepare a group of students each spring for the Moot Court Competition (sponsored by the Justice Resource Center) and each fall for the Mock Trial Competition (sponsored by the NYS Bar Association Law, Youth and Citizenship Program). We recently established a scholarship program to send a student from the Bryant High MENTOR Program to a summer program in Trial Advocacy Training at Fordham School of Law. In addition, we are co-sponsoring Bryant High School's plan to obtain state designation as a school offering a program in legal studies.

Human Rights First (“HRF”) Political Asylum Project. During the past eight years, partner Peter Hillman has supervised almost 20 HRF cases, directing teams of associates who have successfully defended political refugees, many of whom faced certain death if they had been deported to their home countries, including Tibet, Liberia and Indonesia. In addition, one team prepared a spe-

cial report for HRF urging changes in law favorable to confidentiality interests and the rights of asylum applicants. In 2003, a Chadbourne team also did a “friend of the court” brief on behalf of HRF in a major Third Circuit case.

New York Lawyers for the Public Interest/UMEZ Partnership

In 1998, Chadbourne set up a partnership with the Upper Manhattan Empowerment Zone (“UMEZ”) through New York Lawyers for the Public Interest. UMEZ is a nonprofit organization that administers a government program intended to spur economic development, provide jobs and improve the quality of life of residents in Upper Manhattan. This partnership has enabled our attorneys to work on UMEZ-related development projects in Harlem involving corporate, tax, real estate, intellectual property, employment and other legal issues. These projects range from the establishment of the Hue-Man Bookstore (one of the largest African-American-owned bookstores in the country) to the creation of local restaurants, a parking garage and shopping malls.

Family Justice/Domestic Violence Practice. In the past two years, we have developed strong relationships with NYC's two main family justice legal service providers, Sanctuary for Families and inMotion, which refer cases to us and provide close mentoring. C&P attorneys handle uncontested divorces, Violence Against Women Act (“VAWA”) self-petitions, orders of protection and custody cases. Cases that involve going to Family Court offer excellent litigation experience. One team, for example, assisted a victim of domestic

violence in obtaining both an order of protection against her abusive husband and full custody of their child, with the team's junior associate arguing the case in court just two weeks after being admitted to the practice of law.

Appellate Advocacy Program

In 2004, C&P established partnerships with The Center for Appellate Litigation (“CAL”) and Appellate Advocates (“AA”) to provide our junior attorneys with opportunities to brief and argue criminal appeals. Participation in this program is an excellent way for junior litigators, supervised by a litigation partner, to fulfill their training requirements relating to appellate work.

Volunteers of Legal Service (“VOLS”). We have participated in the VOLS Elderlaw Project for many years. Attorneys from various practice areas (not just T&E) are trained by VOLS to prepare life planning documents (wills, powers of attorney, medical directives, etc.) for pre-screened indigent clients. Since 1999, through the VOLS Microenterprise Project, we have been paired with “Credit Where Credit is Due,” a multi-service center for current and prospective small business owners in Upper Manhattan. Our attorneys give presentations (generally in Spanish) on business law to groups of low-income microentrepreneurs, and advise individual clients on specific “start-up” issues.

The NYC Bar Fund Projects. Over the past three years, one of our senior litigators has given dozens of presentations on lawyers and the legal system to students as part of the Fund's Junior High School Law-Related Education Project. Beginning in 2004, several C&P associates participated in the Fund's Small Business Initiative, providing presen-

tations on business structures and general legal issues for low-income microentrepreneurs. Since its inception in 1999, we have been a sponsor of New Associates Pro Bono Day, held at the House of the City Bar each November.

Volunteer Lawyers for the Arts (“VLA”) Clinic and Matters. C&P attorneys regularly volunteer at VLA's bi-monthly Clinic, held just three blocks from our office, providing basic advice to low-income artists on legal issues such as contracts and intellectual property rights. For many years, we have taken dozens of matters from VLA's Clearinghouse. This work covers a broad range of activity, including nonprofit incorporations, copyright negotiations, dispute resolution and contract negotiation and drafting. One such project involved drafting contracts for artists in a competition to design a memorial to 9/11 victims from Brooklyn. The “Brooklyn Remembers” Monument was dedicated on May 16, 2005.

Our New Projects in New York

Rockhouse Foundation. We became general counsel to The Rockhouse Foundation, a U.S. nonprofit organization dedicated to initiating and supporting programs in Jamaica that combat the effects of endemic poverty in rural and inner-city areas of that impoverished country.

Partnership with Housing Conservation Coordinators (“HCC”). This partnership enables C&P attorneys to work on housing (landlord/tenant) cases referred and mentored by the legal staff of HCC, a group that has been a well-respected advocate in the field for 30 years. Participating attorneys get to appear in Housing Court — a true learning experience for litigators. In addition, HCC, located in midtown Manhattan, operates an evening legal clinic twice a month, for which C&P volunteer attorneys are trained and supervised by HCC staff attorneys.

New York Disaster Interfaith Services (“NYDIS”). We became counsel to this nonprofit disaster relief organization, created in the wake of the 9/11 attacks to offer disaster assistance to downtown Manhattan residents. A team of C&P attorneys provides NYDIS with general corporate, employment and litigation advice, and often attends meetings of the Board.

Pro Bono Projects in Other Offices

Washington, DC

Several notable projects include:

- ⊙ an ongoing death penalty appeal, on which partner Joy Langford has been involved for many years;
- ⊙ representation of relatives of three different 9/11 Pentagon attack victims, resulting in sizable awards from the Federal Victims Compensation Fund for all three clients;
- ⊙ running a legal clinic for the clientele of a food pantry in conjunction with the Washington Legal Clinic for the Homeless; and
- ⊙ handling adoption and guardian ad litem matters from several referral sources.

In addition, a partner in our DC office was chosen in 2004 to be Regional Coordinator for the Fair Trial Initiative, organizing the participation of DC law firms in aiding capital defense teams at the trial and appellate levels.

Los Angeles

Long-time pro bono clients advised by our LA attorneys include two nonprofits: the R.M. Pyles Boys Camp (a wilderness camp for underprivileged, at-risk youth) and Hollywood HEART (formerly Camp Heartland), which serves children impacted by HIV/AIDS. In 2004, we assisted a California nonprofit corporation in developing

written safety and behavioral policies for teenage participants and adults who interact with teens.

International

Some of Chadbourne’s pro bono work in overseas offices includes:

- ⊙ **In Moscow**, advising the Danish Refugee Council, a private humanitarian organization concerned with refugee protection, on general compliance work, contracts and labor issues; assisting Perspectiva Foundation, a Russian NGO, in obtaining educational benefits for disabled students.
- ⊙ **In Warsaw**, handling numerous criminal and civil matters assigned by the courts; providing advice to Polish Humanitarian Action in cooperation with the European Union Office of Humanitarian Assistance; and helping establish the first Polish Court of Arbitration.
- ⊙ **In London**, assisting in the formation of a charitable organization, Mothers Calling, dedicated to promoting dialogue between Israeli and Palestinian mothers to increase communication and understanding; acting as general counsel for the Dyslexia Foundation, a charitable group; and forming a relationship with the Solicitors’ Pro Bono Group.

Significant Pro Bono Matters of 2004

Fonkoze (Haitian Bank) Overcomes Obstacles to Aid Microentrepreneurs in Haiti

In September 2004, after years of frustrating delays created by the volatile political situation in Haiti and by natural disasters there, a team of Chadbourne corporate and tax attorneys closed an international offering to investors interested in promoting socioeconomic development in Haiti. The offering made it possible for Fonkoze Financial Services, Haiti’s largest microfinance

institution, to expand its operations significantly with the influx of \$1.95 million in foreign capital. The capital, which is a mixture of long-term debt and equity, will enable Fonkoze Financial Services to reach over 100,000 clients with its package of financial services geared towards the poverty-stricken over the next three years.

Permanent Resident Status Gained for Battered Spouse

Also in 2004, a team of Chadbourne attorneys secured permanent resident status for a Chinese immigrant under the Violence Against Women Act. The battered spouse waiver petition was approved by the Bureau of Citizenship and Immigration Services, a division of the U.S. Department of Homeland Security.

The kind and respectful treatment that our client's husband, a U.S. citizen whom she had married in 2001, had shown her during their courtship in China was soon replaced upon their arrival in the U.S. with severe physical, sexual and emotional abuse, including beatings, rape, denial of food and isolation from family and friends. She fled the marital home to reside in a domestic violence shelter run by the New York Asian Women's Center.

The Chadbourne team gathered evidence to support and submit our client's petition, which was approved late in 2004. Our client, who was a student and had a work-study position at the time of the petition, has since graduated and found a good job.

Case Settled Favorably with the September 11th Victim Compensation Fund

In late 2004, the third case in which Chadbourne was involved with the September 11th Victim Compensation Fund ("VCF") successfully settled, winning over \$1 million for the estate of a civilian accountant employed by the Pentagon who was killed during the 9/11 attack. The two prior cases

were resolved in early 2004, with each resulting in awards of over \$1 million.

The VCF was established by Congress to provide compensation for economic and non-economic loss to individuals or relatives of deceased individuals who were physically injured or killed as a result of the September 11th attack.

The third case was quite difficult and unusual. While the client had no children of her own, she had provided substantial support, both monetary and emotional, to two of her nieces. It was necessary to prove that although the deceased had no children and did not claim any dependents on her tax forms, she should still be deemed as having dependents. With the help of Trial Lawyers Care and an economist, the VCF accepted the proposition that the nieces should be deemed dependents because of the great amount of time and money the aunt had provided to them.

Bronx Arts Ensemble Freed of Cybersquatter

Chadbourne won a domain name victory for the Bronx Arts Ensemble, Inc. ("BAE") in a case before a panel appointed by the Geneva-based World Intellectual Property Organization. The case was determined under a mandatory administrative procedure to resolve domain name disputes between domain name registrants and third parties through an arbitration process that is intended to be fair, nonpartisan and cost-effective.

BAE, a nonprofit music organization, provides music education and performances to the Bronx community, particularly to children. The group was incorporated in 1975, and has been operating under the same name since then. The domain name, bronxartsensemble.org, had originally been registered in 1989, but had inadvertently lapsed. Cybersquatters snapped it up and wrongly used it to direct people looking for BAE — including young people — to a pornographic website.

Through Chadbourne's efforts, the domain name was transferred back to BAE.

Tibetan Refugee Granted Asylum

Chadbourne won a grant of asylum in 2004 for a refugee from Tibet. After years of watching the Chinese government persecute his family, our client, a Buddhist monk, decided to protest against the Chinese occupation of Tibet. As a result, he was incarcerated and tortured by the authorities. However, while being relocated to another prison, he was able to escape his captors and flee to India and eventually to the U.S.

When our client initially applied for asylum without the assistance of counsel, he could not demonstrate that he applied for asylum within one year of his arrival in the U.S. as he no longer had possession of his travel documents. C&P lawyers stepped in and were able to obtain a letter from a Buddhist monk in India and testimony from a leader of the Tibetan community in New York verifying our client's arrival date in the U.S. within the year.

However, the client still did not have documents proving he was from Tibet. Our lawyers could not contact his family in Tibet, for fear of further retribution against them, or obtain any documentation from the Chinese government. To overcome this hurdle, our lawyers contacted a monk in the client's monastery in Tibet, whose letter identifying the client as being from Tibet arrived just two days before the hearing.

Special Recognition — External

On the occasion of the 20th anniversary of Volunteers of Legal Service in 2004, Chadbourne was among the firms to which NYS Chief Justice Judith Kaye presented a plaque honoring success in meeting the VOLS pledge to provide an average of at least 30 hours of

Associate Honored by Sanctuary for Families

Philip Pfeffer, NY associate and member of the Pro Bono Committee, was honored by Sanctuary for Families Center for Battered Women's Legal Services with their 2004 Award for Excellence in Pro Bono Advocacy.

Phil received the award for "taking on an appeal in a child welfare case against difficult odds, and zealously advocating for and empowering his client." He represented a struggling single mother who was prosecuted by the NYC Administration for Children's Services ("ACS") claiming that she failed to protect her children from witnessing domestic violence. When that charge was dismissed, ACS continued to prosecute her on the theory that she allowed her children to see their father use drugs. Unfortunately, the ACS prevailed below based entirely on hearsay evidence. In taking on the appeal, Phil knew that a victory was unlikely. Nevertheless, he dedicated himself to the client's cause, meticulously researching and writing a brief and arguing before the Appellate Division. Although the appeal was unsuccessful, Phil's dedication and exceptional advocacy were truly moving and empowering for his client, who said she had never been accorded that level of respect, faith and professionalism.

qualifying pro bono work per NY office attorney.

Chadbourne associate Dennis C. Hopkins was presented with the Matthew G. Leonard Award for Pro Bono Achievement at MFY Legal Services, Inc.'s 2003 Scales of Justice Awards Ceremony.

Chadbourne was again named the Top Firm in its Category in the NYC Legal Aid Society Associates' Campaign for 2003 (unbroken record since 1999).

Special Recognition — Internal Awards

Recipients of the 2004 Outstanding Pro Bono Service Awards

The following individuals or teams were recipients of the 2004 Outstanding Pro Bono Service Awards for which \$1,000 donations will be made to the legal service providers of their choice:

- ⊙ **Andrew Giaccia**, our DC Office Managing Partner, for his strong support of our Pro Bono Program in general and particularly for his creative ideas in enhancing the DC Pro Bono Program and making it part of the fabric of the DC Office;
- ⊙ **Thomas Butler**, our NY Litigation Department Assignment Partner, for his example in encouraging pro bono work for litigation training, and in particular, his strong support and personal supervision of all the matters in the Appellate Advocacy Program;
- ⊙ **Sanctuary for Families Team** (NY partner Garyowen Morrisroe and associates Philip Pfeffer, Christopher Rooney and Benjamin Rubinstein), for masterful work on the complex family law case that resulted in Phil receiving the 2004 Award for Excellence in Pro Bono Advocacy from Sanctuary for Families Center for Battered Women’s Legal Services;
- ⊙ **Shane de Burca**, NY associate, for his unwavering commitment to the Volunteers of Legal Service Elderlaw Project, by time and time again preparing wills and related documents for indigent seniors;
- ⊙ **Washington Legal Clinic for the Homeless Team** (DC associates Amy Nelson and James Scarrow) for exemplary legal service at the “grass roots” level — participation in a legal clinic held in a DC soup kitchen several mornings a month on their way to work;

- ⊙ **Warsaw “Court-Mandated” Team** (Warsaw International Partner Sylwester Pieckowski, European Counsel Lukasz Oldakowski, associates Marin Boruc, Olga Brzezinska and Lucja Mars) for diligently handling numerous civil and criminal court-mandated matters for the indigent; and
- ⊙ **Sergey Volfson**, Moscow associate, for his work through the Perspectiva Foundation on behalf of the right of disabled children to a normal education, and for his work for the Danish Refugee Council.

For more information, please contact:

Bernard W. McCarthy, Esq.
Pro Bono Partner
30 Rockefeller Plaza
New York, NY 10112
(212) 408-5397 (phone)
(212) 262-9082 (fax)
bmccarthy@chadbourne.com

Elly Spiegel
Pro Bono Coordinator
30 Rockefeller Plaza
New York, NY 10112
(212) 408-5164 (phone)
(212) 541-5369 (fax)
espiegel@chadbourne.com

2004 Pro Bono Honor Roll (50+ pro bono hours)

Marissa L. Alcala
Catherine Ann Allen
Kelso Anderson
Scott T. Arakawa
Lauren J. Aste
Karen A. Bailey
Roy S. Belden
Scott D. Berson
Thomas E. Bezanson
Marcin Boruc
Brian H. Brick
Olga Brzezinska
Sandeep S. Caberwal
Garrett A. Camporine
Abigail P. Caplovitz
Jeanne Cho
Carla S. Copeland
Ana E. Cruz
Shane de Burca
Paola M.G. de Kock
Vladimir Elgort
Alan I. Ellman
Jillian D. Eng
Jacob S. Falk
Valeriy Fedichin
Brian D. Finkelstein
Christian Fletcher
Jennifer L. Frattini
Thomas Freedman
Deborah S. Fremder
David Gallai
Kathleen Gersh
Jeffrey D. Harrison
Kimberly Heimert
William F. Hennessey
Peter N. Hillman
Eric Holzer
Dennis C. Hopkins

Tracy L. Horton
Randolph H. Hunter
Peter K. Ingerman
Laura M. Jastrem
Dede A. Jawde
Jaekyun Jung
Lauren D. Kelly
Michael R. Kelly
Charlotte J. Kim
Jaeyoun John Kim
Lauren M. Kohn
Marjorie B. Kulak
Samuel R. Kwon
James C. La Forge
Joy Langford
James Lee
Rachel C. Lee
Ellen M. MacDonald Farrell
Bindia Malhotra
Kalsoom Malik
Louis F. Manzo
Lucja Mars
Bernard W. McCarthy
Daniel S. Meyers
Nancy L. Montmarquet
Anne E. Montone
Kimberly A. Muller
Jonathan Nathan
Amy E. Nelson
Thomas A. Neyarapally
Jennifer Noone
John Nyhan
Thomas O. O'Connor
Lukasz Oldakowski
Sheila M. Peluso
Philip A. Pfeffer
Sylwester Pieckowski
Megan B. Prout

Elizabeth Rand
Sarah C. Richards
Christy L. Rivera
Christopher Rooney
Benjamin C. Rubinstein
Nancy R. Ryan
James W. Scarrow
Robin E. Schafer
Anne-Marie F. Shelley
Sue Shin
Valerie Sindoni
Kevin C. Smith
Elyssa A. Stein
Tamara L. Stevenson
Christian B. Sundquist
Paul J. Tanck
Eryn P. Tandler
Joyce C. Tsai
Sergey Volfson
Steven E. Wagner
Joshua W. Walker
Cindy L. Wenig
Rodd S. Werstil
Katherine Wich
Jennifer P. Wilson
Stacey F. Winograd
Douglas C. Wyatt
Mary T. Yelenick
Karen L. Yen
Tomasz Zbiegien

chadbourne.com

New York Washington Los Angeles Houston Moscow Kyiv Beijing
London (a multinational partnership) Warsaw (a Polish partnership)