

Linklaters

CR/New York

Helping our clients ride the waves of economic and regulatory changes in the U.S. and global markets during the past few years has been one of our primary focuses. The global economy continues to be a volatile and challenging one for virtually every sector. We remain committed to responding to the needs of our clients, our people, our community and the environment, and we continue to partner with our clients on diversity and community investment efforts to maximize impact.

Clients and markets

Over the past year, Linklaters' New York office has made significant investments in support of our clients, including:

Client training and knowledge sharing

We provide our clients with a suite of legal alerts, presentations and seminars in order to keep them abreast of how regulatory and legislative changes impact their businesses. Such topics have included the Eurozone crisis, the Dodd-Frank Act and FATCA.

Secondments

Last year, 10 of our New York associates participated in client secondments to nine of our clients. We also had two "reverse secondments", wherein the client sent a member of their legal team in-house to Linklaters. These investments have allowed great insight into the needs of our clients and provided them with valuable in-house support.

Infrastructure, sourcing and suppliers

We recognize the importance of promoting supply chain diversity as part of delivering excellent service to our clients. In the New York office, we track our relationships with minority/diverse-owned vendors and are working to foster new relationships with diverse vendors.

People

Learning and development

We have an extensive learning curriculum and knowhow infrastructure to support staff development. In the past year, we have increased our commitment to this area by hiring professional support lawyers whose primary focus is on the development of knowledge and learning.

Listening to our people

We have now run our global engagement survey for three years. Our most recent survey highlighted a number of areas of strength for the firm and other areas where we could be doing better. The collegial work environment, access to challenging and high quality work, international experience and the high level of support and resources available to staff were all identified as strengths. It was useful to get feedback on where we could be doing better. We are looking to improve communication across the office and how we articulate our strategy and to ensure feedback on work performance is given in a timely manner.

Diversity and inclusion

Through the New York office, Linklaters has joined the Leadership Council on Legal Diversity (LCLD), an organization of law firm managing partners and corporate general counsels dedicated to improving diversity in the legal profession. We are participating in a number of LCLD initiatives, including the Law School Mentoring program, the 1L Scholars program and the Fellows program.

Our diversity initiatives support hiring, developing and retaining the very best talent from the broadest possible pool, and our diversity efforts are closely linked to our initiatives in recruitment, knowledge and learning, business and client development and community investment.

Community

Last year, the office devoted approximately 10,000 hours to legal pro bono and non-legal general volunteering efforts.

We focus a great deal of our community support on programs that fall within two global themes: Venture Catalysts – using our skills and experience to grow the skills of non-profits; and Learn for Work – which involves growing the skills and experiences of young people around our offices.

In New York, our work is also heavily focused on ensuring access to justice for indigent criminal defendants representing such clients in federal criminal cases and appeals, state criminal appeals and death penalty appeals. Our pro bono practice is also focused on immigration matters representing those seeking to obtain immigration status.

Venture Catalysts

We continue to partner with a client on the City Bar Justice Center, Neighborhood Entrepreneur Law Project (NELP) clinic, which seeks to provide low- to mid-income micro-entrepreneurs with the legal services necessary to get their businesses started. The ultimate goal of the project is to stimulate economic growth in disadvantaged New York City neighborhoods.



Local highlights

10,000

Approximate community investment hours

92%

Percentage of office participating in community investment work

74,710

Approximate pounds of paper recycled

10,000

Approximate miles less of air travel than previous year

26

Secondments to other offices last year

330

Continued Legal Education accredited training hours

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Case studies

Learn for Work

For several years now, we have supported the Community Word Project (CWP), an arts-in-education organization that works with children in underserved communities. We are proud to sponsor the production of poetry anthologies at each of CWP's schools and to host anthology celebrations with some of the classes to hear their poetry and praise their efforts.

Through our community investment and diversity programs, we sponsor mentoring programs for students in middle and high schools, which focus on providing them with exposure to professional work environments. This past summer, we hosted student interns from The Young Women's Leadership Schools, Legal Outreach and the Inner City Scholarship Fund.

Environment

Managing our impacts

The New York office is committed to setting an example of environmental stewardship for our clients, colleagues and community. We strive continuously to reduce our environmental footprint by incorporating environmental best practice in our day-to-day work activity, focusing on paper consumption, energy use and the use of office consumables.

Over the last few years, we have set a number of targets to reduce our environmental impact and made significant year-on-year improvements. We are participating in the American Bar Association Environmental Protection Agency's Law Office Climate Challenge, and we have adopted high standards for office paper management, such as using 30% post-consumer recycled content paper in our primary operations and ensuring each work station has a paper recycling bin. As a result, we were able to recycle nearly 95% of our copy and printer paper ordered in 2011/2012. We have also received recognition as an Energy Star leader for our energy management program and have reduced our energy usage by 16% since the program began in 2008/2009.

As an office, we try to use our resources responsibly and make daily choices that will help minimize our impact on our environment. We will continue to track and measure our progress.



Advocating for Refugees

We have teams of New York associates working to represent Iraqi refugees living throughout the Middle East. In one case, we represented an Iraqi woman now living in Amman, Jordan in connection with her application for refugee status from the United Nations High Commissioner for Refugees (UNHCR) and travelled to Amman, Jordan to represent the client in connection with her Refugee Status Determination (RSD) appeal interview. The client was a widow with three children who suffered from breast cancer.

We were told that the client's representation by Linklaters at the interview was a "one in a million" opportunity for her. While in Amman, our associate also met with UNHCR staff members and charitable organizations providing direct assistance to Iraqi refugees living in Jordan. These meetings helped to provide a better understanding of UNHCR's decision-making process and how to draft a more effective appeal in similar cases.



Job Readiness Support for Domestic Violence Victims

As part of our effort to identify community investment projects where our business services staff could use their expertise, we have been partnering with a leading non-profit on a program designed to prepare victims of domestic violence to rejoin the workforce and secure a wage that will help them achieve economic independence. The program includes group training and one-on-one workshops on presentation skills, resume writing and interview skills. The program has been a tremendous success, and the clients are very grateful for our contribution.



Celebrating Pride

In early summer 2012, Linklaters New York's LGBT Network hosted its third annual dinner in celebration of LGBT Pride Month with members of a client's LGBT Network as our guests. The evening was an opportunity for us to hear from a special guest speaker on recent legal developments affecting LGBT rights and celebrate our shared commitment to diversity and community investment.