CLEARY GOTTLIEB

2023 Year in Review





We Count Among Our Alumni

900+

finance executives

680+
in government

250+
deans and professors

240+
general counsel and senior
leaders at Fortune 500
companies

90+ leaders of not-for-profits 90+ technology company leaders

60+
officials at
intergovernmental
organizations

60+ start-up company leaders

judges in seven countries, including EU and U.S. appellate courts









A Message to Alumni

Happy New Year! 2023 finally brought us all together in <u>Europe</u>, <u>Asia</u>, and <u>Latin America</u> for the first time in four years. We continue to value and support our network of alumni friends around the world. This year has shown us the importance of having each other to reach out to, lean on, and support. Personally or professionally, we remain available to you.

We are excited to let you know that in the first quarter of 2024, you will have a new alumni website to use to keep in touch with each other. It will feature an online directory, virtual CLEs, job opportunities, and more. So please keep an eye out for our communications regarding the new platform.

Additionally, thank you for being available to us – whether responding to a focus group invitation, providing client feedback, or offering assistance with job opportunities. We appreciate your ongoing support and investment.

I hope to see even more of you – whether in a Zoom catch up, over coffee, at a reception, or reunion – at some point this year!



Elizabeth Claps
Global Director of Alumni Relations
and Career Services

2023 Alumni Events

Over the past year, we were excited to connect with global alumni in-person and virtually. Below are just some of the receptions, CLEs, panels, and reunions our alumni attended throughout 2023:

London Alumni Reception

January 25

Financial Institutions Privacy Roundtable Breakfast Series: Navigating the Use of Ad-Tech in light of the New State Privacy Laws and California v. Sephora February 7

Trending Governance Topics CLE February 8

Virtual 2023 Spring Alumni CLE: As the World Turns: Conversations on Global Sanctions, Energy, Restructurings, and Effective, Inclusive Leadership March 21

ABA Antitrust Spring Reception March 29

Rome Alumni Wine & Cheese May 2

2023 European Alumni Reunion in Tel Aviv

Bay Area Cocktail Reception in Honor of Asian American, Native Hawaiian, and Pacific Islander **Heritage Month**

May 25

Pro Bono Appreciation Event

M&A IBA Cocktail Reception in New York June 5

Annual Cologne Cleary GoTTlieb Ping-Pong Cup

Social Mobility Awareness Day Panel in London

Privacy Roundtable Breakfast Series: Privacy & AI - What You Need to Know July 13

Citywide Diversity Reception: Advocating for Change, From Civil Rights to Affirmative Action

Trending Governance Topics CLE August 8

Global Restructuring Group Fall Cocktail Reception October 4

2023 Asia Alumni Reunion in Kyoto October 6-8

LatAm Practice Group Alumni Reception in New York October 11

M&A "Hot Topics" Alumni CLE Series October 17

Alumni Roundtable in Santiago October 18

Financial Institutions Group: Cocktails and Concertos October 26

Paris Cocktail Reception in connection with the **IBA Annual Conference** November 2

Virtual Fall 2023 Alumni CLE: Now and Next: Considerations for AI, FCPA Investigations, and ESG Law November 9

30th Annual Event in Mexico City November 9

2023 Latin America Alumni Reunion in Mexico City November 9-11

Real Estate Alumni Reception in New York November 15

Argentina Alumni Cocktail Reception December 13

Alumni also attended in-person and virtual Diversity, Equity & Inclusion events, Pro Bono events, History Month celebrations, and external client programming.



London Alumni Reception

January 25















Energy, Restructurings, and

Effective, Inclusive Leadership





May 2









2023 European Alumni Reunion

May 5-8









Annual Cologne Cleary GoTTlieb Ping-Pong Cup

June 15









June 15



July 13





2023 Asia Alumni Reunion

October 6-8









LatAm Practice Group Alumni Reception in New York

October 11



Cocktails and
Concertos

October 26











2023 Latin America Alumni Reunion

November 9–11













30th Annual Event in Mexico City

November 9



Real Estate Alumni Reception in New York

November 15











Paris Cocktail Reception in connection with the IBA Annual Conference

November 2





December 13



Firm News

Awards and Accolades

Italian Litigation Firm of the Year *TopLegal Awards, 2023*

Best Large Cap Corporate Deal (Nethys' sale of stake in telecom operator VOO to Orange Belgium) Belgium M&A Awards, 2023

International Counsel of the Year (Corporate Finance)

Chambers Latin America Awards, 2023

International Deal Firm of the Year ALB Korea Law Awards, 2023

Debt Capital Markets Legal Adviser of the Year

Bonds & Loans Latin America & Caribbean Awards. 2023

Impact Deal of the Year (Haleon's demerger from GSK)

International Tax Review EMEA Tax Awards, 2023

Impact Deals of the Year (Nelo's secured financing; Stoneway Capital's restructuring)

International Tax Review Americas Tax Awards, 2023

No. 15 Firm on A-List

The American Lawyer, 2023

Top 15 International Law Firm *India Business Law Journal, 2023*

Leading International Firm for M&A (Inbound and Domestic); and Healthcare, Pharma, and Life Sciences

China Business Law Awards, 2023

No. 1 Law Firm in Latin America Latinvex, 2017-2023

International Law Firm of the Year
IFLR Americas Awards, 2023

Debt and Equity-linked Deal of the Year (Republic of Uruguay sustainability-linked bond) IFLR Americas Awards, 2023

Equity Deal of the Year (Inter & Co. Nasdaq listing)

IFLR Americas Awards, 2023

Restructuring Deal of the Year (LATAM Airlines' exit from Chapter 11)

Latin Lawyer, 2023

Mergers and Acquisitions: Public Companies Deal of the Year (Univision and Televisa's \$4.8 billion merger, forming the largest Spanish-language media group)

Latin Lawyer, 2023

Corporate Finance: ESG Deal of the Year (Republic of Chile's first sovereign sustainability-linked bonds)

Latin Lawyer, 2023

South Korea International Firm of the Year

Chambers Asia-Pacific, 2013, 2015, 2017, 2020, 2021, 2022, and 2023

No. 1 in the Top 25 "Global Elite" Global Competition Review, 2023

Behavioral Matter of the Year – Asia-Pacific, Middle East, and Africa (India/Google)

Global Competition Review Awards, 2023

Cross-Border Restructuring of the Year (Grupo Aeroméxico Chapter 11)

The M&A Advisor, 2023

Merger Control Matter of the Year – Americas (UnitedHealth Group/Change Healthcare)

Global Competition Review Awards, 2023

M&A Deal of the Year - Midsize (TPG/Fractal Analytics)

Asian Legal Business India Law Awards,

Restructuring Deal of the Year (Garuda Indonesia's \$9.58 billion restructuring)

IFLR Asia-Pacific Awards, 2023

Cleary Gottlieb Launches IP and Technology Blog



We are pleased to announce the launch of Cleary IP and Technology Insights, our new blog that provides updates on global legal developments related to intellectual property, technology, data, digital regulation, AI and more. Follow the latest developments in this space by subscribing to the blog here.

Follow Our Managing Partner on LinkedIn



Cleary Gottlieb Managing Partner Michael Gerstenzang has been active on LinkedIn! Be sure to follow his activity for posts and commentary on a wide range of topics, from the impact of artificial intelligence on the business of law to what he and his dog, Charlotte, have been up to lately. Check out his latest posts here.

11

For a complete list of our recent accolades, <u>click here</u>.

Congratulations to Cleary Gottlieb's New Partners, **Counsel and Senior Attorneys**



Edward Aldred Partner London



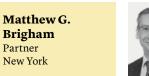
Kylie Barza Partner New York



Nickolas Bogdanovich Partner



David H. Botter Partner New York



Brant K. Brown Washington, D.C.



James Burns Washington, D.C.



Angela L. **Dunning** Partner Silicon Valley





Alan Freedman Partner Washington, D.C.



Patrick Gerardy Senior Attorney Cologne



Alastair Goldrein Partner London



Catherine S.



Brandon Hammer Partner New York



Anne Saehee Kim Counsel Seoul



Jay Kozak Counsel Washington, D.C.





Charity Lee Counsel New York



Romi Lepetska Counsel Brussels



Alan M. Levine Partner New York



Anita Magraner Oliver Partner Brussels



Frederic G. Martin Counsel London







Sarah E. Lewis

Partner

London

London



Solomon J. Noh Partner London



Conor Opdebeeck-Wilson Partner Brussels



Joshua Panas Counsel New York







Nick Rumsby Partner London



David Schwartz Senior Attorney New York





Ian Shawyer Partner London



Ryan Shores Partner Washington, D.C.



Charles (Beau) Sterling Partner Washington, D.C.





Dan Tierney Partner London

Click here to learn more.

Cleary

Reimagining how legal services can be delivered.

2023 has been a busy and successful year for ClearyX. Our team has nearly doubled in size and expanded its services beyond transactional diligence.

Driven by ongoing client discussions and feedback, the ClearyX team is focused on addressing concerns about scattered information, manual tasks, and document content uncertainty. To counter these challenges, we have developed bespoke solutions like data analytics portals, document automation services, and a contract review and analysis tool called CoRA. You can learn more about CoRA in the video linked on the right, and while its focused on Funds documents, it can be applicable to all sorts of document types.

The team is also building data management portals for a wide range of use cases including multi-jurisdictional regulatory scans, and post-M&A business integration. For the latter, the team has developed portals to house contracts acquired in a deal and for necessary people to get alerts, for example, about upcoming termination or renewal dates. This tool supports the efforts required to integrate and manage an acquired business post-closing.

Our approach, "What problem do you most want to solve?", resonates with clients who find most tech solutions costly and ineffective. ClearyX's commitment is to work in collaboration with clients, refining and innovating its services to find creative solutions to their challenges. Instead of creating one-size-fits-all tech platforms, ClearyX builds custom solutions for each client to ensure their specific needs are met.



ClearyX Contract Review and Analysis Explainer Video

CLICK TO WATCH THE VIDEO



ClearyX CEO Carla Swansburg named 2023 LegalTech CEO of the Year by the LegalTech Breakthrough Awards

CLICK TO READ MORE

Who is ClearyX?

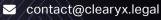
ClearyX is a pioneering legal services company, leveraging unique combinations of talent, process discipline and technology to provide solutions to complex legal and business issues.

Find out more and follow us





X https://twitter.com/clearyxlegal



Learning & Development



Programming Highlights



Managing Client Relationships: Retaining & Attracting Clients

As part of our Cleary Core Curriculum for Leadership program, alumna Helen Skinner (2009-2014; New York) Chief Counsel Compensation, Benefits and Strategic Transactions at Panasonic Corporation of North America, joined partners Bruce Hoffman and Liza Lenas for a discussion of simple, practical ways to engage, strengthen and expand existing client relationships with our 5th year associates.



Looking Forward to Your Future

For the second year, alumni joined the miniMBA and orientation program to reflect on their tenure at the firm, and professional journeys beyond, to provide our incoming U.S. associates with insights and perspectives on how to navigate and take ownership of their careers. This year's panel featured David Brown (2009-2011; New York), Dalmau Garcia (2002-2012; New York), Josh Lee (2015-2020; Abu Dhabi, New York), Tanya Martinez-Gallinucci (2016-2022; New York), Rebecca Michaud (2018-2022; New York), Tim Vogeler (2013-2020; New York), Adriana Ríos Welton (2011-2015; New York), and Diana Yu (2016-2019; New York).



Resources

PLI Free Fridays Click here to view PLI Free Friday offerings.

CLE Programming Click **here** to view our current list of CLEs available to alumni.

Cleary Alumni **CLE Resources**

Click **here** for guidance on CLE requirements and additional information.

Recruiting

This year, we were happy to host a summer program of 108 summer associates in our U.S. offices and are delighted to welcome back 85 new associates to the firm in Fall 2024. We also welcomed 7 lateral associates to the firm in 2023!

A Focus on Excellence

Cleary ranks at or near the top of every list measuring law firm success, including Vault, Chambers, The American Lawyer and its "Diversity Scorecard," and the Financial Times' "U.S. Innovative Lawyers" report.



"Cleary [lawyers] are always at the forefront of all arising issues and have great lawyers that can assist with the most complex matters."

Chambers Global, 2023

languages spoken

74 countries represented

of our partners have worked in two or more of the firm's offices

Oakland Roots take on the **Rio Grande Valley Toros**

June 2023



52%

of our U.S.-based associates are women



Summer Women's Event: Cleary Law & Fashion

June 2023



Pro Bono

Founded in a spirit of professional responsibility, compassion for others, and dedication to improving the communities in which we live and work, Cleary Gottlieb is committed to pro bono as part of its duties as a good global citizen. Our Pro Bono practice looks to our legal services partner organizations to advise us on how we can deploy the firm's resources in ways that prioritize community and global needs. We are so proud of the impact our pro bono program has had on our clients' lives this year and look forward to continuing our work in 2024.

Recent Events



Getting Incorporated: Nonprofit Formation and Structuring with the New York State Bar Association

April 2023



Exploring Cleary's JONAH Case Challenging Conversion Therapy

June 2023



Developments in Voting Rights Litigation with the ACLU-Voting Rights Project

April 2023



Overturning the Death Penalty: Cleary's Pro Bono Commitment

November 2023



Advocating for a Free Appropriate Public Education (FAPE)

June 2023



Annual Holiday Small Business Pop-Up Shop in Partnership with Start Small Think Big

November 2023

Key Statistics

600+

pro bono clients served globally in 2023

300+

nonprofit and entrepreneur clients served

100%

2023 summer associate pro bono participation

160+

active immigration clients, including over 30 asylumseekers from Afghanistan **30**+

civil rights amicus briefs filed since 2019

160+

Cleary personnel across 11 offices, with attorneys from over 10 different practice groups, collaborating on international human rights matters in 2023

Recent Accolades

Marvin E. Frankel Award for Pro Bono Service

Human Rights First, 2023

Top 30 Firm

American Lawyer National Pro Bono Rankings, 2023 Institutional Cornerstone Award

Lawyers Alliance for New York, 2022

President's Pro Bono Service Award

New York State Bar Association, 2023

Local Impact Award (Brussels Bar Legal Helpdesk)

PILnet, 2022

International Pro Bono Excellence Honoree

The Cyrus R. Vance Center for International Justice, 2022

Diversity & Inclusion Champion Award (Washington Irving Campus Program)

New York City Bar Association, 2023

Pro Bono Publico Award

The Legal Aid Society, 2009-2023

16

Spotlight on Immigration

Afghanistan

Since 2021, we have provided a range of humanitarian immigration support to newly arrived Afghan refugees and their families, from hosting screening clinics to providing full representation on asylum and Temporary Protected Status applications. We are happy to report that our clients are now starting to receive positive grants of asylum.

Ukraine

Over the past two years, Cleary has also mobilized to assist Ukrainian refugees fleeing violence at home. Through these efforts, we have assisted dozens of Ukrainians with applying for and receiving Temporary Protected Status and employment authorization in the United States.

New York

We also continue to lend our resources to help refugees arriving in NYC with a host of immigration needs, including staffing the Mayor's Emergency Asylum Application Clinic, hosting pro se asylum clinics, and supporting individuals applying for their





Spotlight on Voting Rights

Voting rights advocacy is a pillar of Cleary's civil rights and racial justice docket.

In partnership with the ACLU Voting Rights Project, the UCLA Voting Rights Project and the ACLU of Kansas, we recently filed a complaint in Dodge City, Kansas, alleging that, despite the city's significant and growing Latine population, Latine voters have been systematically prevented from participating in the democratic election process, with no Latine candidates of choice having been elected to the Dodge City Commission in over 20 years. We are litigating the case on an expedited timeline, with trial set for early 2024.

In this election year, we will also be gearing up to engage in Election Protection activities, staffing volunteer attorneys on nonpartisan hotlines to answer voter protection questions from around the country and engaging in poll monitoring work. DE&I

Inclusion and Community: Strategic Partnerships

Cleary Gottlieb engages and partners with leading stakeholders to advance diversity, equity, and inclusion inside and outside of the legal industry. We stand in solidarity with these organizations to reinforce the support of our communities.

We support diversity, equity, and inclusion efforts with clients, minority bar organizations, and national organizations, including:

- Abogadas MX
- Ali Forney Center
- American Civil Liberties Union (ACLU)
- American India Foundation (AIF)
- Asian American Bar Association of New York (AABANY)
- Asian American Federation
- Asian American Legal Defense and Education Fund (AALDEF)
- Asian Pacific American Bar Association (APABA), Washington, D.C.
- Association of Law Firm Diversity
 Professionals (ALFDP)
- Black Solicitors Network
- Black Women in Asset Management (BWAM)
- Council of Urban Professionals (CUP)
- Corporate Counsel Women of Color (CCWC)
- DirectWomen
- General Counsel for Diversity
 & Inclusion (GC D&I)
- Hispanic National Bar Association (HNBA)
- Hispanic Bar Association, Washington, D.C.
- Korean American Community Foundation (KACF)
- Lambda Legal
- LatinoJustice (PRLDEF)
- Leadership Council on Legal Diversity (LCLD)

- Legal Outreach, Inc.
- LGBT Bar Association of Greater New York (LeGaL)
- Metropolitan Black Bar Association (MBBA)
- Minority Corporate Counsel Association (MCCA)
- Ms. JD
- My Brother's Keeper (MBK) | My Sister's Keeper (MSK)
- National Association for Law Placement (NALP)
- National Asian Pacific American Bar Association (NAPABA)
- National Association of Women Lawyers (NAWL)
- National Bar Association (NBA)
- National LGBTQ+ Bar Association
- National Queer Asian Pacific Islander Alliance (NQAPIA)
- New York City Bar Association
- New York Civil Liberties Union (NYCLU)
- South Asian Bar Association of New York (SABANY)
- South Asian Bar Association (SABA),
 Washington, D.C.
- Sponsors for Educational Opportunity (SEO)
- Stakeholders, Inc. (Charting Your Own Course)
- Stonewall UK
- Transgender Legal Defense& Education Fund (TLDEF)

International Women's Day 2023

'What Equity Means to Me'

With **Yvette Forrester**, Head of DE&I and Learning & Development, Howlett Brown, President, City Women Network



Strengthening Community Through the Latinx Lens

Featuring **John Quiñones**, ABC News Veteran; Creator & Host, What Would You Do?



Women Mean Business

Featuring a conversation with

Tia Breakley (2001-2005; New York)
Chief Strategic Development Officer
& Chief Governance Officer,
Blue Meridian Partners and
La-Toya P. Hackney Senior Vice
President, General Counsel &
Secretary, Saint-Gobain North
America

Learn more about Pro Bono's initiatives here.

 \oplus

 \oplus

Well-Being

Cleary Gottlieb has always prioritized Well-Being, and in 2020 we formally launched our global Well-Being department. We approach well-being from a holistic framework of four specific areas of content: **Connection**, **Guidance**, **Support**, and **Health**, with a mission to empower and enable our colleagues to live skillfully and work well.

The department is a resource for all lawyers and staff across the firm and together we work towards an organizational culture where mental and physical well-being are open topics, resources are accessible and stigma free, and the behavior of all colleagues promotes and supports general well-being. We support and encourage those in leadership positions to be inclusive leaders who promote well-being and psychological safety within their teams and beyond.

Recent and Ongoing Global Well-Being Efforts

- Regularly offer 'Well-Being First
 Responder Training' with legal wellbeing expert Patrick Krill for all
 lawyers and staff. Our partnership
 with Patrick also extends to featuring
 his eLearning courses Strategically
 Well and Strategically Balanced.
- Curate extensive and diverse programming in recognition of Mental Health Awareness Month each May. A few notable offerings from this past May:
- The Science of Happiness at Work with happiness expert Stella Grizont. We were pleased to invite Cleary alumni to join us to learn more about amplifying our emotional well-being and feeling more in control and confident during times of change.
- Keynotes with returning experts
 Dr. Marisa Franco (Finding
 Belonging at Work) and Paula
 Davis (Building Resilience and
 Leveraging Mental Strength).

- Welcomed psychotherapist and author <u>Dr. Luana Marques</u> for an in-person keynote coinciding with the release of her second book, Bold Move.
- Host additional Well-Being speakers and sessions throughout the year including weekly virtual meditation sessions.
- We were excited to welcome back alumna Azeemah Kola
 (2014-2016; New York) for a session highlighting best practices to manage our emotional state and maintain effectiveness under stress to help boost productivity and enhance performance.
- Support the U.S. Well-Being
 Advisory Committee comprised
 of senior lawyers and associates
 focused on the well-being of lawyers
 broadly and associates more
 specifically.
- Support the U.S. Professional Staff Well-Being Working Group, focused on staff well-being.



The Alumni Lifetime Achievement Award

This year, our very own **Norma Cirincione**, Retired, was honored with the Alumni Lifetime Achievement Award at EnterpriseAlumni's TheAlums 2023 Conference on June 8, 2023.

Norma personally assisted over 3,000 lawyers on their professional journeys during her 42-year tenure at Cleary Gottlieb and continues to champion all of our Cleary Gottlieb alumni today.

We thank Norma for her enduring contributions to the firm!



2

Alumni Community

Thank you to all our alumni who reconnected with the firm and engaged with our lawyers and professional staff this year!



Temidayo Aganga-Williams (2011-2017; New York)

Lindsay Barenz

(2007-2011;

New York)



Cassandre Davilmar (2013-2015; New York)



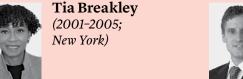
Jacob Glick (2018-2019; New York)



Kenneth Ebie (2007-2010; New York)



Rachel Goldbrenner (2008-2011; New York)



David Brown

(2009-2011;

(2008-2016;

New York)

New York)



Rupert Elderkin (2001-2006; Brussels)



Asa Hallsdottir (2010-2019; Brussels, Washington)



KC Ellis (2014-2018; New York)



Heide Iravani (2010-2013; New York)



Izu Emeagwali (2011-2019; New York, Washington)



Azeemah Kola (2014-2016; New York)



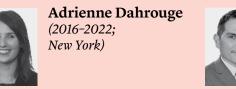
Yana Chernobilsky



James Fields (2014-2019; New York)



Eve Konstan (1992-1999; New York)



Shannon Daugherty

(2017-2021;

New York)



Dalmau Garcia (2002-2012; New York)



Kelly Koyama-Garcia (2001-2006; New York)



Simon Geneva (2004-2006; Brussels)



Josh Lee (2015-2020; Abu Dhabi, New York)



Holly Leicht (1997-1998; New York)



Amber Payne (2016-2019; New York)



Rebecca Tabb (2009-2016; New York)



(2013-2019; New York)

Gallinucci

(2016-2022;

(2016-2018;

(2018-2022;

(2018-2021;

Bernadette

Miragliotta

Mark Nelson

(1993-2021;

Washington)

(1991-1996;

New York)

New York)

New York)

New York)

New York)

Tanya Martinez-

Abby Mengistu

Rebecca Michaud

Lorena Michelen



Jane Pek (2008-2014; New York)



Esti Tambay (2010-2020; New York)



Gerrry Perez-Chow (2016-2017; New York)



Albert Tawil (2017-2019; New York)



Anu Piilola Bradford (2002-2004; Brussels)



Tinbet Tecle (2012-2017; New York)



Luke Ricci (2014-2018; New York)



Tim Vogeler (2013-2020; New York)



Adriana Ríos Welton (2011-2015; New York)



Elena Vespoli (2016-2021; New York)



Jane Rosen (2013-2020; New York)



Sharon Wu (2016-2019; New York)



Brian Sandstrom (2007-2015; New York, Rome)

Helen Skinner

(2009-2014;

New York)



Diana Yu (2016-2019; New York)





Busayo Olupona (2005-2011; New York)



Matt Smallcomb (2014-2020; New York)

Friends We've Lost



Stay Connected

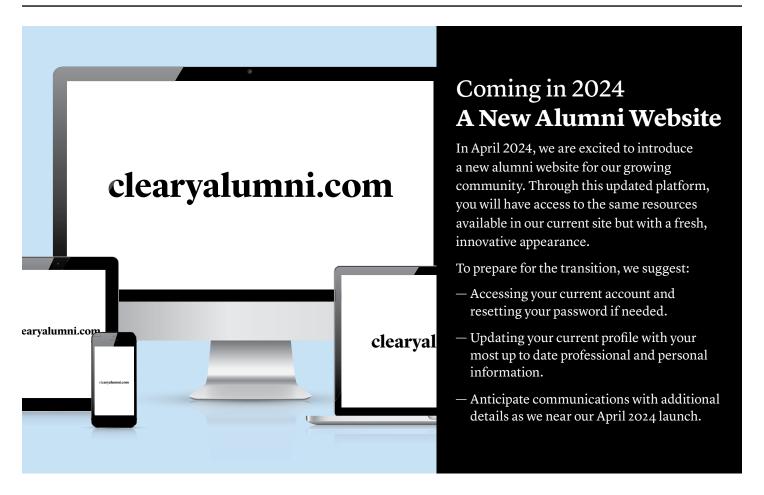








Looking Forward to 2024



Save the Date









4 25





clearygottlieb.com

Founded in 1946 by lawyers committed to legal excellence, internationalism, and diversity, Cleary Gottlieb Steen & Hamilton LLP is a leading international law firm with approximately 1,100 lawyers around the world. The firm has 16 closely integrated offices in New York, Washington, D.C., Paris, Brussels, London, Frankfurt, Cologne, Rome, Milan, Hong Kong, Beijing, São Paulo, Abu Dhabi, Seoul, and the Bay Area.

 $Under the \, rules \, of \, certain \, jurisdictions, this \, may \, constitute \, Attorney \, Advertising. \, Prior \, results \, do \, not \, guarantee \, a \, similar \, outcome.$