A global company inspiring change in local communities throughout the world
A diverse global organization with a single focus

There are very few organizations in the world that can have the kind of impact on societies that LexisNexis can. Whether it is providing access to justice to many or helping local law enforcement protect a few, the two divisions of LexisNexis change people’s lives for the better. Our broad portfolio of legal, professional and risk solutions cross industry and geographic borders, and we’re proud to help **solve problems that matter**.

Our legal and professional solutions help create economies and eliminate human rights violations – all at the same time. We are proud participants in the legal process; and by spreading the Rule of Law through open and fair access to legal systems, we touch people in some of the poorest and most oppressed countries in the world. Our risk solutions touch people in a much more personal way – helping distraught parents reunite with missing children, identifying and tracking sexual predators, protecting our identities and personal information, keeping us safe from workplace violence, and strengthening and refueling our economies.

Solving problems that matter is the essence of our corporate strategies and business plans. We believe in our ability to make the world a fairer, safer and more prosperous place. Our 15,181 people are proud that our products fight human trafficking and give victims a chance to experience the basic human rights that many of us take for granted. Our people are equally proud of our local efforts. We help neighbors pick up the pieces from natural disasters and help strangers rebuild once-promising lives. No matter where we live or work throughout the world, we are united in our belief that we have both an opportunity and a responsibility to help make the world a better place – one act, and one person, at a time.

And **belief is a powerful tool**. In 2010, LexisNexis people spent more than 73,914 hours volunteering in our communities while helping raise $1,177,850 for causes ranging from feeding the homeless and jobless to protecting women and children throughout the world.

Both individually and at a corporate level, our efforts, donations and services continue to support the National Center for Missing and Exploited Children, the International Justice Mission, the Somaly Mam Foundation, Polaris Project, and Boys & Girls Clubs of America. And the reach of our global employee base continues to grow; recently our South African team has become a vocal advocate for the Rule of Law and the fight against human trafficking. Around the world, the passion of LexisNexis people is the key to our success in business, and the key to solving problems that matter.

We are proud of what we’ve accomplished, and we are committed to seeking new opportunities to make a difference in people’s lives. As we move forward on projects both big and small, we welcome the ideas and input of our customers, partners and employees, and we look forward to sharing our future success stories with you in the years to come.

Mike Walsh
Chief Executive Officer
LexisNexis Legal & Professional

James Peck
Chief Executive Officer
LexisNexis Risk Solutions

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LexisNexis places critical importance on access to justice and the Rule of Law. We believe a transparent legal system is a fundamental element of a healthy society and a growing economy. We also believe it requires a clear set of laws that are freely and easily accessible to all, strong enforcement structures, and an independent judiciary to protect citizens against abuse of power by the state, individuals or others.

Our initiatives in support of the Rule of Law are focused on three main areas:

**Combating Human Trafficking**
It is estimated that one million people, mostly women and children, are trafficked around the world each year, lured into involuntary servitude and sexual slavery. The gross and unjust economic exploitation of vulnerable people is a direct consequence of the absence of Rule of Law. LexisNexis is committed to combating human trafficking by partnering with nongovernmental organizations (NGOs), government and our customers to eradicate the illegal trade wherever it exists.

**Providing Access to Justice to the Poor and Disadvantaged**
Our attorneys and other employees, including those without a legal degree, receive two days off each year for pro bono volunteering (see the Community section of this report). We encourage employees to use their professional skills not only to support nonprofit and charitable organizations but also to provide pro bono legal services in partnership with law firms and legal aid organizations around the globe. Because we employ approximately 2,000 lawyers, we can leverage our expertise – as well as our products and solutions – to make an impact in advancing the Rule of Law.

**Promoting Economic Development and the Rule of Law**
LexisNexis believes that meaningful, deep-rooted economic development can only occur in societies where the Rule of Law exists. Robust economies are dependent upon the existence of clear laws that govern societies and commerce, and a strong, independent judiciary to impartially enforce laws and contracts so that citizens, institutions and foreign investors can risk capital and trust that risk is protected from arbitrary forces.

LexisNexis advances the Rule of Law around the world through our day-to-day business and in our actions as a corporate citizen. We promote the Rule of Law by:

- Providing products and services that enable customers to excel in the practice and business of law, and help justice systems, governments and business function more effectively, efficiently and transparently;
- Documenting local, national and international laws and making them accessible in print and online to employees and professionals in the public and private sector;
- Partnering with governments and nonprofit organizations to enable justice systems to be more efficient and transparent.
Rule of Law

Our Progress

Accomplishments in 2010

1. We championed the fight against human trafficking by mobilizing leading multinational corporations in a Business Coalition Against Human Trafficking.

2. We inspired employees to become personally engaged in volunteer work, fund raising efforts and other initiatives to combat human trafficking and advance the Rule of Law.

3. We increased awareness of the atrocities of human trafficking by sponsoring the world premier screening of REDLIGHT, a feature documentary about child sexual exploitation, and by providing access to applicable laws, news and expert analysis via the LexisNexis® Rule of Law Resource Center.

4. We contributed to the development of a uniform anti-human trafficking law by providing significant resources and research services to the ABA Center for Human Rights.

5. We donated $3.7 million in cash and in-kind contributions to support organizations dedicated to advancing the Rule of Law around the globe, including the Polaris Project, the World Justice Project and the National Center for Missing & Exploited Children.

Our Stories

1. We championed the fight against human trafficking by mobilizing leading multinational corporations in a Business Coalition Against Human Trafficking.

“I’ve had the privilege to meet some of the young girls who have survived the sex slave trade. Every time I meet these girls, they look me right in the eye and say hello. When they do, I can’t help but think that their eyes have also looked straight into the eyes of pure evil.

“These girls did not invite evil into their lives. They did not ask to be exploited. They did not ask to lose their childhoods.

“When these children look into our eyes, they are looking for a chance ... a chance to go to school ... a chance to play with their friends.

“The eyes that have looked into the eyes of evil now look into our eyes and see hope.”

– Mike Walsh, CEO, LexisNexis Legal & Professional
LexisNexis initiates a global Business Coalition Against Human Trafficking

In 2010 LexisNexis mobilized businesses in a Business Coalition Against Human Trafficking (BCAT). This coalition — a network of leading multinational corporations representing many sectors — will allow participating companies to leverage their unique resources to collaborate in the global fight against human trafficking.

The need is great. Governments, agencies of the United Nations and nonprofits have been working for 10 years under a 2000 U.N. Protocol and a 2000 U.S. law to fight human trafficking. However, only through effective coordination among businesses, governments and NGOs can we bring this fight to scale. By mobilizing the core competencies of multi-sector corporations to create synergies for transformative change, BCAT can help move the needle in the fight against human trafficking.

Businesses like LexisNexis — with unique distribution channels to drive awareness and advance responsibility in supply chains, along with our corporate affiliations — have an important role to play. Initially, BCAT will focus on driving employee education and engagement initiatives, leveraging individual and collective resources to assist each other in developing internal policies that promote responsibility and exemplary governance.

“BCAT is a new and exciting endeavor,” said Dawn Conway, senior vice president, Corporate Responsibility, LexisNexis. “I believe there is a role for all businesses in this fight — whether it’s creating awareness, donating expertise or using our collective corporate voices to advocate for and strengthen the Rule of Law around the world.”

“I’m heartened to see companies like LexisNexis lead before they are asked by pulling together businesses who have always led on this issue and those who stand to break new ground within their industries. In its inaugural meeting yesterday, the Business Coalition Against Human Trafficking (BCAT) began to explore how business can engage in real ways to combat both sex and labor trafficking and establish business protocols that build upon rather than undercut Rule of Law.”

– Ambassador Luis CdeBaca, appointed by President Barack Obama to coordinate U.S. government activities in the global fight against contemporary forms of slavery
We inspired employees to become personally engaged in volunteer work, fund raising efforts and other initiatives to combat human trafficking and advance the Rule of Law.

Employee education efforts at LexisNexis resulted in more employees volunteering on Rule of Law and anti-human trafficking efforts in 2010.

Skills-based volunteering
LexisNexis Web team provides design and development resources to improve website for RedLight Children Campaign

Visitors seeking human trafficking information on the RedLight Children Campaign website can find it more easily since LexisNexis redesigned the organization’s website in 2010.

RedLight Children Campaign is a global human rights nonprofit organization aiming to end the demand for child slavery and exploitation. Its founder and executive director is Guy Jacobson, president of Priority Films, the studio that produced the film REDLIGHT. LexisNexis sponsored the world premier of REDLIGHT in 2010.

Members of the LexisNexis Global Open Web team willingly volunteered their skills to update their website. The LexisNexis team made the site easy to use for donors, volunteers and the media; showcased the nonprofit’s mission; and gave site visitors many ways to engage and interact. Our employees built an interactive website that is enabling the Redlight Children Campaign to educate and engage visitors and donors, thereby increasing their capacity to do their work.

LexisNexis volunteers redesigned the website for RedLight Children Campaign.
LexisNexis employees across the globe champion their own local human trafficking awareness events in 2010.

LexisNexis offices in Canada, South Africa and Australia engaged local employees around human trafficking and the Rule of Law by raising money and pursuing a variety of human trafficking awareness activities in 2010.

LexisNexis Canada
Almost 50 employees from all five offices – Markham, Montreal, Ottawa, Toronto and Vancouver – fielded walker/fundraiser teams to support AFESIP and Beyond Borders, the Canadian representative of ECPAT International. With LexisNexis Cares matching funds, more than $6,000 Canadian dollars were raised in September 2010 alone.

The money was used for physical improvements in Kampong Cham Center in Cambodia, one of several operated by AFESIP to care for those rescued from human trafficking. “Your participation is significant encouragement and motivation for us for our mission, warmth and love for the girls at the centers,” wrote Chhoeurth SaO, executive director and CEO, AFESIP-Cambodia.

LexisNexis South Africa
Activities spearheaded by LexisNexis South Africa boosted awareness of human trafficking among employees, who were introduced to partner organizations that protect women and children from abuse and exploitation.

- The 2010 FIFA World Cup South Africa in June inspired LexisNexis South Africa to purchase and distribute “Lost – and Found!” wristbands, each bearing information and statistics about the loss and trafficking of young children. The goal of this LexisNexis Cares day project was not only to create awareness but also to encourage employee involvement in fighting the trafficking of women and children.
- In a Cape Town LexisNexis Cares day project, employees helped the Safeline Child Abuse Treatment and Prevention Centre by painting and brightening living areas, planting a vegetable garden and fixing broken cupboards. They also gave the home new carpets and towels, provided chairs for the library and bought toys and games. The centre helps street children and their families become self-reliant.
- In Durban, 250 LexisNexis employees participated in a fundraising walk to raise more than $12,500 for I Care, a nonprofit that helps street children.

LexisNexis Australia
Chatswood, Australia–based employees organized their first LexisNexis Cares Human Trafficking Awareness Week June 21–25, 2010. The event inspired employees to get involved with organizations that combat human trafficking and raised money for these groups. Among the week’s highlights were:

- An inspirational briefing by Somaly Mam of the Somaly Mam Foundation and Bill Livermore, former executive director, attended by more than 200 employees;
- Screening of Holly, a film about sex trafficking in Cambodia;
- An informative briefing by the University of Technology, Sidney on its Anti-Slavery Project;
- Fundraising activities that raised more than $7,000 Australian dollars for groups such as Project Futures global; and
- In-kind donations benefiting Somaly Mam Foundation shelters.
It is critical that corporations take a role in this international problem, as has LexisNexis, among others in the travel and business community. Their important work should be publicized and praised widely.”

– Roberta Cooper of Vital Voices Global Partnership, in a story by Jim Luce of The Huffington Post, June 27, 2010, on the REDLIGHT premiere
We donated $3.7 million in cash and in-kind contributions to support organizations dedicated to advancing the Rule of Law around the globe, including the National Center for Missing & Exploited Children, the Polaris Project and the World Justice Project.

45 missing children were found – safe and sound – thanks to the LexisNexis partnership with NCMEC

By donating database access – valued at more than $300,000 – to the National Center for Missing & Exploited Children (NCMEC), LexisNexis helped locate 38 missing children in 2010.

Database access helped NCMEC, a nonprofit, support law enforcement around the world in efforts to find missing children and identify children who have been sexually exploited. Since 2001, this LexisNexis/NCMEC partnership has helped locate more than 460 missing children.

“We find missing children through the use of images and information,” said Ernie Allen, president and CEO of NCMEC. “LexisNexis database technology is an integral part of our process of analyzing massive amounts of information, building links and patterns, and enabling law enforcement to identify perpetrators and bring missing children home. We are deeply grateful for our long partnership and their many years of support.”

LexisNexis also supports NCMEC through the Automated Delivery of Alerts on Missing children (ADAM) program.

LexisNexis provides a dedicated server and fax channels for distributing missing-child posters to police, news media, schools, businesses, medical centers and other recipients within a specific geographic search area. More than 1.6 million faxes were sent in 2010, a value of more than $50,000 in donated services. The ADAM program is credited with helping NCMEC locate seven missing children in 2010 for a total of 125 located since 2000.

The ADAM program, created by LexisNexis and donated to NCMEC, is named in memory of six-year-old Adam Walsh, whose kidnapping and murder brought the horror of child abduction to national attention in 1981.
In 2010 LexisNexis continued its support of the Polaris Project, enabling them to better serve victims of human trafficking.

LexisNexis provided in-kind services to help advance the important work of the Polaris Project in 2010:

- LexisNexis continued to support and host the National Contacts Database (NCD), which employees previously developed, for the National Human Trafficking Resource Center hotline (NHTRC). With contact information on more than 3,000 organizations and individuals, the database helps Polaris Project manage call referrals. Ultimately, it helps to increase the number of victims identified, survivors receiving critical social services and traffickers brought to justice. In 2010, the hotline logged 1,859 likely trafficking cases of which 284 potentially involved minors.
- Access to the lexis.com® service helped Polaris Project conduct legal research. Access to the LexisNexis® Accurint® product for certain uses helped with some hotline cases.
- Donated computers and other IT products benefited the New Jersey office of Polaris Project.

Polaris Project also received financial support from LexisNexis employees participating in the CareFest Employee Payroll Giving Campaign.

LexisNexis supports production of index revealing where countries stand in relation to the Rule of Law.

In 2010 LexisNexis renewed its exclusive agreement with the World Justice Project (WJP) in 2010 and provided support to the WJP Rule of Law Index™, a tool that measures the extent to which countries adhere to the Rule of Law.

The WJP is a multinational, multidisciplinary initiative to strengthen the Rule of Law to promote equitable development in communities.

The 2010 index presents a comprehensive set of new indicators on the Rule of Law from the people’s perspective. It considers a number of practical situations in which a Rule of Law deficit may affect the daily lives of regular people.

The 2010 index provides country profiles for 35 developed and developing countries including the United States and Canada. It is expected that 70 countries will be featured in the 2011 edition, and 100 countries featured by 2012.

“There are only a handful of companies in the world that can have the impact we can have on economic development and fundamental human rights in some of the poorest and most oppressed countries.”

– Mike Walsh, CEO, LexisNexis Legal & Professional

Country profiles for 35 developed and developing countries were included in the 2010 WJP Rule of Law Index™, which LexisNexis supported.
LexisNexis is far more than a leading global provider of content and technology solutions. We are a world-class organization recognized and respected by nonprofit and charitable organizations across the globe for our commitment and dedication to giving back, our individual and corporate volunteer work happening daily in our local and global communities, and our willingness to use our unique talents and expertise to make a real difference in our world.

Employee volunteerism
Employees receive two days off each year, called Cares days, to volunteer for nonprofit and charitable organizations. Employees also receive an additional two days off each year for pro bono volunteering activities that provide access to justice to the poor and disadvantaged (see the Rule of Law section of this report).

LexisNexis has more than 65 LexisNexis Cares Champions worldwide. These outstanding leaders – all with an exceptional passion for volunteering – promote and direct Cares programs at their LexisNexis sites. Their enthusiasm and guidance motivate their fellow employees to volunteer and advance nonprofit and charitable organizations and causes in their local areas.

Financial giving
Employees are encouraged to donate money to nonprofit and charitable organizations they believe in and are passionate about. When they do, their contributions can be matched by LexisNexis up to $1,000 per year per employee through the LexisNexis® Cares Matching Gift Program that helps employees double the impact of their financial contributions. During our annual CareFest Employee Payroll Giving Campaign, employees are invited to make their contributions through payroll deduction and request matching funds from LexisNexis. Employee donations plus LexisNexis matching funds totaled $1,177,850 in 2010.

In addition, when natural disasters such as floods and earthquakes strike at home or across the world, LexisNexis responds generously. When employees contribute to disaster relief organizations through the LexisNexis® Cares Disaster Relief Program, the company provides a match of up to $1,000 per employee per disaster.

Corporate contributions
Each year we donate millions of dollars in cash and in-kind contributions to nonprofit and charitable organizations and causes that advance the Rule of Law and support community initiatives important to local employees.

In 2010, our cash donations totaled $2,045,571, not including sponsorships. Also in 2010, we made in-kind contributions totaling $6,719,982, which included books, computers, equipment and pro bono access to information and services. Thus, our total amount of cash and in-kind contributions to causes we support exceeded $8.76 million in 2010.
Accomplishments in 2010

1. We encouraged employees to choose specialized volunteer opportunities – according to their unique skills and talents – to solve problems, close gaps and advance the work of nonprofit and charitable organizations in their local communities and beyond.

2. We increased involvement in the LexisNexis Cares program once again: More than one in two employees volunteered for a LexisNexis Cares day in 2010, an increase of 5 percentage points over 2009.

3. LexisNexis management demonstrated a renewed commitment to community volunteering: More than half of all managers led their teams in one or more LexisNexis Cares events in 2010 to benefit nonprofit partners.

4. One in five employees doubled the impact of their financial gifts to nonprofit and charitable organizations by requesting matching dollars from the LexisNexis® Cares Matching Gift Program.

5. LexisNexis and its employees made sizeable, unprecedented financial and in-kind contributions to help displaced people and customers in crisis after devastating natural disasters in 2010.

Our Stories

1. We encouraged employees to choose specialized volunteer opportunities – according to their unique skills and talents – to solve problems, close gaps and advance the work of nonprofit and charitable organizations in their local communities and beyond.

LexisNexis employees around the world have rich and diverse skill sets that they willingly offer to help advance local and global nonprofit and charitable organizations. In 2010, LexisNexis promoted skills-based volunteering by highlighting and promoting skills-based volunteering stories on LNG Central, the company’s intranet. These stories generated one-on-one discussions among employees about how they could put their skills to work for others. Employees responded by doing more skills-based volunteering in 2010. (For more on skills-based volunteering, see the Rule of Law section of this report.)
By helping Boys & Girls Clubs of America implement a new customer relationship management (CRM) database, staff at LexisNexis positioned the nonprofit to improve its outreach to current and prospective donors.

As the national organization leading 4,300 clubs nationwide, Boys & Girls Clubs of America must help individual clubs compete in the technologically savvy nonprofit climate that exists today.

Leaders at the nonprofit – recognizing LexisNexis as an industry expert in database automation solutions with staff understanding the intrinsic value of data, analytics and operational efficiencies – turned to LexisNexis for support.

“By investing in Boys & Girls Clubs of America, LexisNexis is helping to shape young lives and create brighter futures,” wrote Melissa Nesbitt, database manager, Boys & Girls Clubs of America.

The CRM system has been called the next generation of donor management technology for Boys & Girls Clubs of America. Ultimately the system – with its streamlined resources and integrated data – will help the national organization raise more money to support clubs and children across the country. This will help individual clubs acquire the resources they need to deliver on their most important responsibility: changing and saving young lives.

LexisNexis staff applies database automation skills to help Boys & Girls Clubs of America improve fundraising

“By investing in Boys & Girls Clubs of America, LexisNexis is helping to shape young lives and create brighter futures.”

– Melissa Nesbitt, database manager, Boys & Girls Clubs of America
We increased involvement in the LexisNexis Cares program once again: More than one in two employees volunteered for a LexisNexis Cares day in 2010, an increase of 5 percentage points over 2009.

Across LexisNexis, 52 percent of employees volunteered for a LexisNexis Cares day in 2010, up from 47 percent in 2009. This high participation level places LexisNexis 31 points ahead of Fortune 500 companies with employee volunteering and giving programs, on average, according to a survey of more than 200 companies conducted by the Boston College Center for Corporate Citizenship published in 2009. Fortune 500 companies that track employee participation, on average, involve 21 percent of employees in company-supported volunteering and generate an average of less than three hours of volunteering per employee, according to the survey.

Moreover, the high participation level places LexisNexis among the best-in-class Fortune 500 companies, 8 percent of which involve at least 50 percent of employees in company-supported volunteering, the survey said.

Thousands of LexisNexis employees take the time to help people in need in their own communities

Throughout 2010, LexisNexis employees across the globe used their two LexisNexis Cares days to volunteer their time and talents to make the world a better place. Here are just a few examples.

- LexisNexis employees in California, Md., became volunteer “blanketeers” as they sewed and ironed to help Project Linus, a national organization that gives new, handmade blankets and afghans to help children in need at hospitals, shelters and elsewhere. “Once a year, we hold a community event called ‘Make a Blanket Day’ where we make as many blankets in one day as we can. LexisNexis employees in St. Mary’s County are an integral part of our annual event, helping to man sewing machines, cutting boards, ironing boards and computers to cut, pin, sew and inventory up to 200 blankets in one day,” said Debbie Rumpole, coordinator, Project Linus of Calvert/St. Mary’s Counties. “We have a lot of fun helping others, and the beautiful blankets we make help children all year.”

- More than 200 LexisNexis employees in Hartford, Conn., participated in a service day to beautify three public schools, assisted by 14 staff members from Hands On Hartford, which provides direct services to people in need. Inside the school buildings, LexisNexis volunteers painted hallways, classrooms and stairwells and even created welcome murals. Outside the school buildings, they planted, landscaped, trimmed trees and did groundskeeping work.

- Eighteen LexisNexis Canada employees did drywalling and priming and installed flooring to help Habitat for Humanity Toronto, a nonprofit that builds affordable housing for low-income families. Employees also raised more than $5,000 for the organization through employee donations and the LexisNexis® Cares Matching Gift Program. “We met as individuals and humanitarians,” said Jackie Munro, LexisNexis account executive, Total Practice Solutions. “Staff and management rolled up their sleeves together, learned a new skill and gave back to the community.”

- After a town hall meeting in Minneapolis, Minn., with Risk Solutions CEO James Peck, more than 85 employees participated in a LexisNexis Cares event at the Oak Park Neighborhood Center, which serves inner-city residents. The volunteers spent the afternoon landscaping, building benches, painting and giving the center’s classrooms a makeover. “This was a rare opportunity for team members from disparate sites to work side by side to make a real difference in the community,” said manager of Software Engineering Becki Wilken.
Assembling care kits for children in hospitals was one of 129 projects completed on Corporate Responsibility Day in 2010, a company-sponsored day of volunteering at 31 LexisNexis U.S. sites.

“I left my day feeling as if I had helped in a small way. Children’s Medical Center and staff were so gracious to our team that I am going to encourage more of my team to participate. I am so proud to be a Lexis employee. Those red shirts across the area last week really shout that Lexis does care about this community.”

– Rex Caswell, LexisNexis vice president, on Corporate Responsibility Day in 2010

A company-sponsored day of volunteering across the United States

All 31 U.S. locations join in Corporate Responsibility Day; volunteer participation is up 33 percent over 2009

The LexisNexis Cares team engaged more than 3,000 U.S. employees in 129 volunteer projects on Corporate Responsibility Day during Spirit Week in 2010 – a 33 percent increase in participation over 2009. The event drew the largest number of volunteers on a single day in the company’s history.

During Spirit Week each year, LexisNexis U.S. offices participate in special events honoring customers, appreciating employees and supporting local communities. On Sept. 23, 2010, all 31 LexisNexis U.S. locations participated in Corporate Responsibility Day. The 33 percent increase in participants exceeded the team’s goal, which was 25 percent, said LexisNexis Cares Community Relations Manager Sherri Morgan.

“We focused on getting people in every office to volunteer or promote volunteering, or to get involved and share their skills in some way,” Sherri said. “No one wanted to be left out.”

Organizations benefiting included hospitals, schools, museums, parks, camps, children’s organizations, food pantries, clothing distribution centers, homeless shelters, environmental organizations and animal welfare groups, as well as nationally known organizations such as Habitat for Humanity®, Hospice®, Ronald McDonald House Charities®, United Way®, and the YWCA®.

Employees helped with volunteer projects organized on site at LexisNexis offices, traveled off site to work at a nonprofit or both. This company-sponsored day of volunteering is in addition to the two Cares days and two pro bono days each employee can use for volunteer work.

“The community outcome was great,” Sherri said. “CR day lets employees focus on others.”

– James Peck, CEO, LexisNexis Risk Solutions

3 LexisNexis management demonstrated a renewed commitment to community volunteering: More than half of all managers led their teams in one or more LexisNexis Cares events in 2010 to benefit nonprofit partners.

“We always include a Cares event in our management meetings and sales conferences. We have found that one the most powerful ways to build teams and increase employee engagement is to take time to step away from our own business challenges, and focus on helping to solve the challenges that our communities face.”

– James Peck, CEO, LexisNexis Risk Solutions
Community

Leaders at sales meeting organize Cares event to help Florida nonprofits

During the 2010 Risk Solutions Sales Meeting in Fort Myers, Fla., more than 450 employees collaborated to put together items and donate them to local nonprofits.

Employees assembled and dressed stuffed animals that were given to the Bonita Springs police and fire departments to give to children. They created camp packs that were donated to the Salvation Army® for boys and girls at their spring-break camp experience. And they put together rocking chairs and benches, which were then decorated with words of encouragement and given to seven Boys & Girls Clubs in the Lee County area serving 3,000 children.

The rocking chairs also went to the Lee County Senior Reading program, which engages senior citizens in reading programs at local schools.

Leadership team rallies employees and sponsors in charity race to improve the lives of metro Atlanta’s youth

Runners and walkers from LexisNexis raised $100,000 for Boys & Girls Clubs of Metro Atlanta at the 11th annual Windward Challenge 5K Charity Run/Walk Sept. 29, 2010, in Alpharetta, Ga. The event drew more than 50 sponsors, 725 registered participants and 35 volunteers.

Funds raised supported need-based scholarships for the 2011 summer camp programs and helped supply four teen centers with computers, printers, televisions for Wii® games, and furniture.

Boys & Girls Clubs of Metro Atlanta provides hope, promise and opportunity to more than 17,000 young people.

“Our leadership team plays a key role in the success of this charitable event by encouraging our vendors to join us in making a difference in the lives of metro Atlanta’s youth,” said Kathleen McDonald, senior director, Employee and Community Affairs, LexisNexis Risk Solutions.

Cares activity led by Marketing Operations VP will help United Way get the word out

Ellen Campbell-Kaminski, vice president, Marketing Operations, and her team began a comprehensive Cares project in 2010 that will lead to new signage and a brochure for United Way of the Greater Dayton Area in Ohio.

“The marketing materials we create for the United Way will help them communicate their mission, the impact of their organization in the greater Dayton area, and how volunteers and organizations can help,” said Pat Mantle, senior copywriter, Integrated Marketing Systems, LexisNexis.
One in five employees doubled the impact of their financial gifts to nonprofit and charitable organizations by requesting matching dollars from the LexisNexis® Cares Matching Gift Program.

Colorado Springs, Colo., employees awarded a grant to Goodwill Industries® of Colorado Springs to support children in the Life Skills program whose families are jobless, homeless or without resources. Colorado Springs is one of four employee foundations at LexisNexis that fund grants for important local projects.

Employee donations plus LexisNexis matching funds totaled $1,177,850 in 2010.

Four LexisNexis offices award $62K in grants to 55 worthy local causes

The four employee foundations at LexisNexis – in Dayton, Ohio; Albany, N.Y.; Charlottesville, Va.; and Colorado Springs, Colo. – awarded more than $62,000 in grants benefiting 55 nonprofit and charitable organizations in their communities.

LexisNexis employees at these four locations pooled their contributions, which were matched by LexisNexis, to fund grants for important local projects. Employees who contributed to their Employee Fund helped determine grant awards in eligible focus areas, which include arts and culture, education, environmental and animal welfare, health and human services, international organizations with a U.S.-based affiliate, and legal and civic causes.

Colorado Springs employees, for example, awarded a grant to Goodwill Industries® of Colorado Springs to support children in the Life Skills program whose families are jobless, homeless or without resources. The grant helped struggling families obtain baby supplies and furniture, food, children’s clothing and household supplies.

Grants awarded by some LexisNexis employee foundations helped with food and other needs.

Struggling families received much needed baby supplies thanks to at least one LexisNexis employee foundation grant.
Financial contributions from employees, law school students and LexisNexis to help victims of the 2010 Haiti earthquake exceeded $436,000. It was an unprecedented response – the largest disaster relief effort in the company’s history.

Moved by the need to give immediate help to the millions of people suffering after the devastating earthquake in Haiti in January 2010, LexisNexis employees mounted an unprecedented response. In the first six days alone, LexisNexis raised a little more than $1,000 per hour for the people of Haiti, or $148,061. This includes employee donations and the company match.

In all, financial gifts from employees, law school students and LexisNexis exceeded $436,000:
• The grand total of employee donations made through the LexisNexis® Cares Disaster Relief Program, plus the company match, was $305,000.
• As many as 7,000 law school students, who earn points for improving their legal skills through the LexisNexis Rewards program, donated 6.5 million points toward disaster relief in Haiti, for another $131,661.14.

Employees also led food and clothing drives and donated equipment. It was the largest disaster relief effort in the company’s history.

Affected by the earthquake were an estimated 3 million people including the dead, injured and homeless. The earthquake caused major damage in Port-au-Prince and throughout the region, with hundreds of thousands of homes and buildings destroyed. It was the strongest earthquake to hit the region in 200 years.

The earthquake affected nine law firms in Haiti that are LexisNexis Martindale-Hubble customers. To help customers restore their practices, LexisNexis posted customers’ mobile phone information on LexisNexis sites so lawyers could be reached in the wake of the catastrophe. LexisNexis also waived these customers’ subscription fees for 2010.

“We..." wrote customer Bernard Gousse of Pasquet, Gousse et Associés in Port-au-Prince. “Thank God our lawyers are alive and the law firm has not suffered too much damage. We have resumed work this week, and I am grateful for your help in letting the legal community know that we are operational.”

The American Red Cross® was one of several disaster relief organizations that received donations from LexisNexis.

“... I saw how desperately LexisNexis’ donation to the American Red Cross is needed, but today, as I watch the relief efforts unfold, I see signs of hope and recovery,” wrote David Meltzer, senior vice president, International Services, American Red Cross. “I see your gift at work. ... Your contribution ... has helped nearly 1.9 million people and, until the last donated dollar is spent, hundreds of thousands more will receive help in the years ahead.”
Community

Money, in-kind donations help with cleanup after Gulf of Mexico oil spill

The Gulf of Mexico oil spill in April 2010 – the petroleum industry’s largest accidental marine oil spill – devastated wildlife and habitats. LexisNexis employees responded by donating to charities through the LexisNexis® Cares Disaster Relief Program and received company matching funds. They also collected supplies to benefit a bird sanctuary, an effort spearheaded by the LexisNexis Green Teams, a network of environmental volunteers.

Charities benefiting from the monetary donations were the National Wildlife Federation and Tri-State Bird Rescue and Research. The Suncoast Seabird Sanctuary received 663 pounds of towels, sheets, dish detergent and paper towels donated by employees.

LexisNexis provides relief to children in distress from Pakistan flooding

Children are always among the most vulnerable after emergencies. After the July 2010 flooding in Pakistan – which claimed about 2,000 lives and affected 20 million people – LexisNexis made a corporate contribution to Save the Children®, which helps children in need throughout the world. With programs in Pakistan for 30 years, Save the Children quickly deployed staff and launched a humanitarian response including medical care and distributions of food, shelter materials and hygiene kits.

Pakistan children benefited from a donation by LexisNexis after the July 2010 flooding in that country.
Every day, LexisNexis helps customers in 100 countries defend lives, safeguard the economy, predict and manage risk, and enhance national security. And every day we advance corporate responsibility by keeping customers – one of our key stakeholders – in mind.

We recognize that the growth and future of LexisNexis is built on our ability to deliver sustainable, must-have information and services to customers. We aim to improve professional and business outcomes for our customers by providing solutions that add value to their daily work.

LexisNexis partners with IBA, UN Global Compact

Video will help in-house counsel better understand its role in corporate responsibility


Legal practitioners continue to develop their awareness of and expertise on how to minimize legal risk and advise on legal issues associated with corporate social responsibility, said Nigel Roberts, senior director, Global Associations, LexisNexis. *Lawyers as Leaders*, a video training manual of sorts, stresses the value of corporate counsel in the design and management of corporate sustainability-related policies and practices. It will help lawyers understand how to help their clients minimize risk while capitalizing on opportunities for corporate responsibility.

Nigel said LexisNexis provided financial support for the videographers; access to its in-house multimedia experts, who worked on the production; and promotional support on martindale.com® Connected.

The first of four modules – Human Rights – was launched on June 24 during the UN Global Compact Leaders Summit 2010: Building a New Era of Sustainability. Additional modules will cover labor, the environment and anti-corruption.

LexisNexis is committed to improving access to our products and services for all customers – regardless of physical ability

Upgrades to core LexisNexis products in 2010 have incorporated WCAG 2.0, the most recent.

Accessible coding makes for better code. Accessibility elements in mainstream products ensure a logical and thoughtfully designed experience for all users.

Upgrades to core LexisNexis products in 2010 incorporated WCAG 2.0 to make products more accessible to people with disabilities, including those with blindness and low vision.
Our Progress

Accomplishments in 2010

1 We took the lead in collaborating with customers to plan, organize and execute charitable events and activities to help nonprofit organizations around the globe.

2 We collaborated with suppliers and promoted ethics in our supply chain.

Our Stories

1 We took the lead in collaborating with customers to plan, organize and execute charitable events and activities to help nonprofit organizations around the globe.

LexisNexis collaborates with NAWL on National Networking Nights of Giving

Hundreds of women from LexisNexis and the National Association of Women Lawyers (NAWL) collaborated on National Networking Nights of Giving in 2010 to help women and girls across the United States.

The collaboration emerged in 2008 after LexisNexis® Women Connected, an Employee Resource Group, and NAWL discovered they shared the same passion: to foster diversity and advance women in the legal profession. Since then, LexisNexis and NAWL have looked for ways to engage in philanthropy that protects and helps vulnerable populations like women and girls.

Nights of Giving were held in Dallas, Miami, Minneapolis, Chicago, San Francisco, New York City and Newark, N.J. Women lawyers and other professionals gathered for evenings of philanthropic networking and volunteerism, sponsored by LexisNexis and hosted by local law firms, to benefit organizations such as Girls to Women, which serves girls and their families in East Palo Alto; the Pajama Program in New Jersey, which provides new pajamas and books to children in need; and the Jesse Brown VA Medical Center in Chicago.

“I appreciated the opportunity to share in yesterday’s ‘Night of Giving’ and was glad that we could recognize and honor the contributions and sacrifices of the women veterans who have served in our military,” wrote Janet A. Stiven, an attorney at Dykema in Chicago, on Nov. 11, 2010. “Lexis Nexis leadership and support of NAWL’s Nights of Giving certainly contribute to the impact and success of these events.”

These women from LexisNexis, NAWL and local law firms gathered for a National Networking Night of Giving on Nov. 18, 2010, in Newark, N.J. This event benefited the Pajama Program, which provides new pajamas and books to children in need.
Customers and Suppliers

“LexisNexis’ relationship with the National Association of Women Lawyers (NAWL) epitomizes the best qualities of a partnership. Since 2008, with the significant support of LexisNexis, NAWL has brought together women from all sectors of the legal community who network while simultaneously ‘doing good.’

“Through NAWL’s National Networking Nights of Giving, LexisNexis has played a crucial role in benefiting women and girls across the country in more than 25 locations to date – from New York to California, Boston to Birmingham, D.C. to Dallas, and Miami to Minneapolis, to name a few. Its vision and organizational, financial and logistical support have helped further our mutual concern – advancing women in the legal profession and the interests of women in and under the law.”

– Dorian S. Denburg, general attorney, Network Operations, AT&T, and president, NAWL

ABA Judicial Clerkship Program for minorities celebrates 10 years thanks to LexisNexis, ABA partnership

The American Bar Association (ABA) Judicial Division and the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline recognized LexisNexis in 2010 for its long-term, continued support of the Judicial Clerkship Program since its initiation in 2001.

During the three-day program, minority law students get real-world exposure to judicial clerkships through panel discussions, research using LexisNexis products, writing exercises and a variety of informal social events with judges from across the United States. The program celebrated its tenth year in 2010.

More than 90 students from 19 law schools and almost 50 judges from 22 states participated in the 2010 program. Many minority law students later secure clerkships and internships because of their participation in the program.

LexisNexis outreach activity with NCACC gives books to school bookmobile, encourages children to read

For the third year, LexisNexis and the National Conference of Appellate Court Clerks (NCACC) planned and executed a local Cares activity during NCACC’s annual meeting – this time benefiting the Browning Public School System in Browning, Mont.

Browning is the largest community on the Blackfeet Reservation and is headquarters for the tribal government. The reservation, located in the foothills of the Rocky Mountains next to Glacier National Park, has 1,900 Blackfeet children enrolled in the Browning Public School System.

Both LexisNexis and NCACC believe it’s important to look at the local landscape and choose an organization they can support together. So LexisNexis purchased new books for the Browning Public School bookmobile and encouraged NCACC meeting participants to purchase and donate a book as well. The bookmobile travels around the Blackfeet Reservation in the summer so children can check out books for free and read all summer long.

During the NCACC meeting, attendees had a chance to write a personal note of encouragement to a Browning school child, drop off a new book and explore the bookmobile.

Nikki Daugherty, director, Government Content Acquisition, LexisNexis, said: “It’s so powerful when we can engage customers and business partners in a LexisNexis Cares event that truly benefits a community. NCACC attendees have continually participated with a level of enthusiasm that is amazing, and they really look forward to our community service project every year. Many of them have been motivated to go back and volunteer in their own communities.”
Customers and Suppliers

2. We collaborated with suppliers and promoted ethics in our supply chain.

LexisNexis continued to collaborate with suppliers throughout 2010, providing webinars to help suppliers learn about the UN Global Compact and the benefits of becoming a signatory.

LexisNexis continued to collaborate with suppliers throughout 2010, providing webinars to help suppliers learn about the UN Global Compact and the benefits of becoming a signatory. All Socially Responsible Suppliers were invited to attend one of six sessions available in different time zones during the year.

To further track compliance with SRS program initiatives, we conduct an annual survey of paper providers and a social responsibility survey for all others. The survey gathers information on bleaching processes, the amount and percentage of certified and recycled fiber, and whether any genetically modified organisms are used in pulp (none in 2010).

LexisNexis 2010 Socially Responsible Supplier (SRS) Survey Results

<table>
<thead>
<tr>
<th>General</th>
<th>2010</th>
</tr>
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<tbody>
<tr>
<td>Number of respondents</td>
<td>26%</td>
</tr>
<tr>
<td>Number/percent of suppliers with a board-level representative responsible for corporate responsibility</td>
<td>57%</td>
</tr>
<tr>
<td>Number/percent of suppliers with Code of Conduct</td>
<td>82%</td>
</tr>
<tr>
<td>Number/percent of suppliers with Supplier Code of Conduct</td>
<td>51%</td>
</tr>
<tr>
<td>Number/percent of suppliers with diversity statement</td>
<td>55%</td>
</tr>
<tr>
<td>Number/percent of suppliers with global community program</td>
<td>43%</td>
</tr>
<tr>
<td>Number/percent of suppliers with training and development programs</td>
<td>51%</td>
</tr>
<tr>
<td>Number/percent of suppliers with annual corporate responsibility targets</td>
<td>41%</td>
</tr>
<tr>
<td>Number/percent of suppliers who report publicly on corporate responsibility performance</td>
<td>43%</td>
</tr>
<tr>
<td>Number/percent of suppliers who monitor corporate responsibility compliance</td>
<td>53%</td>
</tr>
<tr>
<td>Number/percent of suppliers who gain external assurance over corporate responsibility-related data</td>
<td>29%</td>
</tr>
</tbody>
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<table>
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<tr>
<th>Environmental</th>
<th>2010</th>
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</thead>
<tbody>
<tr>
<td>Number/percent of suppliers with a formal Environmental Management System</td>
<td>45%</td>
</tr>
<tr>
<td>Number/percent of suppliers with environmental reduction targets for greenhouse gas</td>
<td>27%</td>
</tr>
<tr>
<td>Number/percent of suppliers with environmental reduction targets for solid waste</td>
<td>27%</td>
</tr>
<tr>
<td>Number/percent of suppliers with environmental reduction targets for water usage</td>
<td>16%</td>
</tr>
<tr>
<td>Number/percent of suppliers with external environmental certification</td>
<td>63%</td>
</tr>
</tbody>
</table>
CSR is integrated into every facet of Sincere Service Centre’s operating procedures, says CEO Tan Chee Gee.

Tan Chee Gee is CEO of Sincere Service Centre (SSC) SDN BHD, a supplier to LexisNexis Malaysia that provides fully integrated digital printing services. He says corporate social responsibility (CSR) is integrated into every facet of the company’s operating procedures. He also says working with a customer like LexisNexis has helped the company improve its business and its performance.

“We are able to avoid unnecessary costs such as wasted energy, higher staff retention and more importantly, it has helped us win more businesses,” he said. “Seeing the benefits of adopting Reed Elsevier’s CSR’s supplier code, we intend to take it further which is to incorporate CSR into every decision we make, from ordering office supplies to supply chain decisions. SSC’s CSR is no longer about avoiding risk and meeting legally required standards, it’s much more than that, it is about marrying these values to SSC’s brand and corporate culture.”

He also said integrating corporate responsibility into its business is an important part of how the company provides customers with exceptional service.
Our Commitment to Sound Governance

At LexisNexis, governance is the foundation for both shareholder confidence and employee morale. In addition, our efforts in this area clearly pinpoint to the public that we are an organization that operates in an open, honest and ethical manner.

LexisNexis values

Our values – Customer Focus, Valuing Our People, Passion for Winning, Innovation and Boundarylessness – are at the heart of what we do. Learn more about our values.

We measure our behavior against these values in two ways. First, as part of the annual performance appraisal process, our employees are evaluated each year on how well they have demonstrated the values. We also complete an employee opinion survey annually and ask employees how well they believe the leadership is demonstrating these values.

Code of Ethics and Business Conduct

The Code of Ethics and Business Conduct, disseminated to every employee, is a guide for our corporate and individual behavior. Encompassing topics such as human rights, anti-bribery, acceptance of gifts and entertainment, company political involvement, safety and fair competition, it encourages open and principled behavior.

To aid employee understanding of this code, we offer an online training program developed in collaboration with Reed Elsevier, our parent company, and its other divisions. In addition to this course, LexisNexis provides courses that explain substantive policies, emphasize the importance of compliance and highlight resources available to employees with questions or concerns.

Privacy, security and compliance

Sound privacy, security and compliance practices are essential to our business, and the benefits of our responsibility in these areas cascade to our customers in business, legal, corporate, government and nonprofit organizations, as well as to the general public through increased public safety and the reduction in the incidence and cost of fraud.

We focus on each of these components, integrating them into our business model. We work not only to help mitigate risk by seeking to deliver best-in-class solutions and services but also to use industry-leading safeguards to assure information is accessible and reliable. We design those safeguards to protect against improper access and impermissible use. And we conduct more than 100 education and outreach events each year, working with consumers, customers, advocacy groups and business leaders to keep them up to date on security risks, trends and issues. Read more about our privacy, security and compliance practices.

Privacy Vision and Data Privacy Principles

LexisNexis is fully committed to the responsible use of information and protecting individual privacy rights. In recognition of this commitment, LexisNexis has adopted a Privacy Vision and a set of specific Data Privacy Principles.

LexisNexis Privacy Vision

LexisNexis is committed to the responsible use of information and protecting individual privacy rights. LexisNexis strives to provide services to businesses, consumers, nonprofit organizations and government agencies that help reduce fraud, mitigate risk, facilitate more informed decisions and make society safer, in ways that protect consumer privacy. We aspire to protect consumer privacy through the design of our products; by credentialing, monitoring and auditing our customers as appropriate; and through other information security safeguards. We also strive to promote transparency through consumer education initiatives, privacy principles and policies, and appropriate opportunities for consumer choice, access and correction with respect to personal information about the consumer.

LexisNexis Data Privacy Principles

LexisNexis applies Data Privacy Principles to our domestic U.S. products and services where appropriate. In addition, other uses or disclosures may occur as required by applicable law, such as the Fair Credit Reporting Act and its state analogues (FCRA), the Driver’s Privacy Protection Act and its state analogues, and the Gramm-Leach-Bliley Act.

Learn more about our Privacy Vision and Data Privacy Principles.
Employees

LexisNexis is a performance-driven organization that demands the highest standards of excellence and ethical conduct. We are also an organization that embraces diversity and displays respect and dignity. Our 15,181 employees around the world reflect the communities where we do business.

We prohibit discrimination
LexisNexis prohibits discrimination or harassment of any kind as stated in our Code of Conduct and Business Ethics: “We recruit, hire, develop, promote, discipline, and provide other conditions of employment without regard to race, color, religion, national origin, sexual orientation, gender identity and/or expression, marital status, age, disability, or any other category protected by law. This includes accommodating employees’ disabilities or religious beliefs or practices.”

We promote diversity
We are committed to building a workforce that reflects the diversity of our customers and communities. LexisNexis supports the Diversity and Inclusion Statement of Reed Elsevier, our parent company, which reads:

Employee Resource Groups at LexisNexis
- African American Network
- Men Championing Diversity
- Multicultural Group
- PRIDE
- Veterans Group
- Women Connected

We support Employee Resource Groups
Employee Resource Groups (ERGs) at LexisNexis allow diversity to be expressed in meaningful ways. ERGs are independent, voluntary groups of employees who share common interests. These groups are forums for employees that create and foster an inclusive environment so employees feel challenged, empowered and supported in developing and maximizing their potential and value to the company.

We develop our talented employees
At LexisNexis, we believe we have an obligation to develop and strengthen our people. Every employee in the company takes part in the annual Personal Development Program (PDP), which reviews skills and performance and identifies opportunities for recognition and advancement. The PDP is also the primary tool for assessing and planning employee training.

LexisNexis provides resources to help employees manage their careers. For example, Reed Elsevier, our parent company, maintains an internal, global jobs site that posts job opportunities throughout the organization so employees can browse open positions and receive email alerts for job openings that match their interests.

We also provide tools and support for change management. The Change Management website, developed by LexisNexis® Global Human Resources, offers practical information to help leaders better manage and plan for change by understanding the change process. Templates, assessments and checklists are available for download.

We provide a healthy and safe workplace for all employees
LexisNexis places the highest priority on ensuring the well-being of our people worldwide. The importance of employee health and safety is emphasized in the Reed Elsevier Code of Ethics and also the Reed Elsevier Health and Safety Policy. These documents commit us to providing a healthy and safe workplace for all employees, as well as safe products and services for customers.
Employees

Our Progress

Accomplishments in 2010

1. We celebrated and supported employee diversity and inclusion by expanding the number of Employee Resource Groups (ERGs) and supporting existing ERGs.

2. We reported high and increased scores in several areas of employee satisfaction and employee engagement as indicated by our Employee Pulse Survey.

3. We developed talent by providing professional development resources.

Our Stories

1. We celebrated and supported employee diversity and inclusion by expanding the number of Employee Resource Groups (ERGs) and supporting existing ERGs.

Supporting African Americans and the LGBT community

LexisNexis U.S. employees launch two new ERG chapters in 2010

The African American Network (AAN) and PRIDE Employee Resource Groups (ERGs) expanded in 2010 with a new AAN chapter in New Providence, N.J., and a second PRIDE chapter in Dayton, Ohio. ERGs are independent, voluntary groups of LexisNexis employees who share common interests. PRIDE focuses on the lesbian, gay, bisexual and transgender (LGBT) community.

The purpose of the AAN in New Providence, which began in December 2010, is to:
• Foster support for corporate diversity initiatives,
• Provide and encourage self-help for workplace success,
• Strengthen linkages with the community,
• Engage in dialogue with corporate officials regarding barriers that hinder achievement of corporate diversity goals and
• Empower employees to maximize their potential and contribution to corporate competitiveness.

In 2011, the AAN in New Providence will focus on networking events, membership and participation, and professional development. Activities discussed:
• Black History Month celebration in February;
• Music Appreciation Month in May;
• Workshop for the Development School for Youth, a leadership program; and
• Mentoring of New Providence employees.

Also in 2011, the group is planning three major initiatives:
• Increased presence at college career, professional and cultural diversity fairs to attract more African Americans to LexisNexis;
• A formal mentorship program; and
• Additional advertising and exposure of LexisNexis business and job opportunities in a variety of media to broaden the company’s presence in African American communities.

Employees
LexisNexis employees formed the Dayton PRIDE chapter in June 2010 with these initial goals:

- Provide information on same-sex partner benefits and the LGBT community to educate existing and new LexisNexis employees;
- Provide networking, social and fellowship resources;
- Foster a strong commitment to community service;
- Provide outreach to LexisNexis parents, family members and friends who have a child or loved one who is gay, lesbian, bisexual or transgendered; and
- Provide outreach to other organizations in the surrounding communities at large.

Membership in the Dayton chapter is open to all LexisNexis U.S. employees and Dayton-based Reed Elsevier employees who are not members of the initial PRIDE chapter headquartered in Alpharetta, Ga.

The new PRIDE group in 2010:

- Hosted a kickoff in Dayton and Charlottesville, Va., in June;
- Began participating in the Reed Elsevier Diversity and Inclusion Working Group in the third quarter;
- Began networking with other LGBT employee groups in Dayton and southern Ohio in the fourth quarter;
- Began participating in the LexisNexis new-hire orientation in the third quarter; and
- Celebrated LGBT History Month by promoting online profiles of famous and accomplished LGBT individuals.

Alpharetta’s PRIDE chapter known for volunteering

Between 15 and 20 PRIDE group members in Alpharetta, Ga., volunteer quarterly at Open Hand Atlanta. The volunteers pack meals into individual containers and make snack bags on an assembly line.

Open Hand provides nutrition services for people with critical or chronic illnesses or disabilities, and for seniors.
Employees

More women take advantage of programming through Women Connected, one of the largest ERGs at LexisNexis


A key highlight was the webinar featuring Lisa Hook, who serves on several Reed Elsevier boards and is currently president and CEO of Neustar, a global communications company. Lisa spoke about how she approaches her career, challenges and opportunities. The webinar was jointly sponsored by LexisNexis® Women Connected and the Elsevier Women’s Network.

With 790 members by the end of 2010, Women Connected is one of the largest ERGs at LexisNexis. Women Connected exists to maximize the potential of women through mentoring, education, networking and leadership development to enable women to build rewarding and sustainable careers, contribute to the success of the organization and make a positive impact on society.

Women Connected has three objectives, which are to:
- Attract, retain and develop talented women;
- Build customer relationships that can be leveraged to achieve goals; and
- Create a positive impact on women’s issues in our communities.

Members connect routinely online on issues of concern to women and through blog, forum, media and wiki contributions and reviews. Of the 340 online global communities within LexisNexis, Women Connected ranked in the top five in 2010 for total activity per group and active users per group, with 6,586 visits and 12,129 page views.

Local chapters worked with leading women’s organizations to advance gender equality in the legal profession and partner on philanthropic projects across the United States. Some Women Connected highlights from 2010 include:
- Launch of the new Women in Business Tweetstream page. Resulting entries are conversations by businesses, customers and others on women and business.
- Sponsorship of the annual fundraising dinner at My Sisters’ Place, Westchester County, N.Y. (March).
- Panel discussion with top local women leaders sponsored by the Dayton, Ohio, chapter (March). These leaders from diverse professional backgrounds shared career experiences and addressed career-related questions.
- Support for “Walk a Mile in Her Shoes,” a fundraiser for the Sexual Assault Resource Network (SARA), sponsored by the Charlottesville, Va., chapter (April). Men were recruited to walk the length of the downtown mall in Charlottesville in high heels, ballet flats and other women’s shoes. The chapter supported the event by generating awareness, recruiting men from LexisNexis to participate, and helping staff the walk. The event drew attention to the current epidemic of sexual assault.
- Bake sale benefiting Autism Speaks, New Providence, N.J., chapter (April). Autism Speaks is the nation’s largest autism science and advocacy organization.
- Networking workshop sponsored by LexisNexis® Women Connected and the African American Network, Dayton chapter (August). This program covered the steps for networking and communicating effectively and building beneficial relationships inside and outside an organization.
- LexisNexis Annual Women Connected Conference, Alpharetta, Ga., chapter (September). Attended by 130 women, the Encouragement to Empowerment conference provided educational workshops, a panel discussion, a keynote speaker on leadership, and team building.
- LexisNexis Cares events benefiting Starlight Children’s Foundation, sponsored by the West Coast Chapter (December). Starlight Children’s Foundation improves the quality of life for children with chronic and life-threatening illnesses and life-altering injuries. The event benefited children at the Seattle Cancer Care Alliance and Harborview Medical Center.
Employees

We reported high and increased scores in several areas of employee satisfaction and employee engagement as indicated by our Employee Pulse Survey.

High-performing companies like LexisNexis have an engaged workforce. Engagement revolves around three factors:
1. An individual’s commitment to the organization,
2. An individual’s willingness to go above and beyond and
3. An individual’s willingness to refer other individuals to come to work for the organization.

In 2010, 93 percent of employees who responded to the Employee Pulse Survey either strongly agreed or agreed with this statement: “I am committed to making a real contribution to the success of my company.”

Global results of the 2010 LexisNexis® Employee Pulse Survey continued to show positive trends about how employees feel about their jobs, their managers and about LexisNexis in general.

The survey gauges employee satisfaction and keeps our leaders focused on valuing people and ensuring LexisNexis remains a company where people want to work. Survey results are used to prioritize and drive actions to improve employee engagement and business results.

In 2010, the vast majority of LexisNexis employees either strongly agreed or agreed with these statements, which had the highest scores:
- 93 percent: “I am committed to making a real contribution to the success of my company.”
- 85 percent: “I have a clear idea of the results expected of me in my job.”
- 83 percent: “I feel motivated to go the extra distance for my colleagues and our customers.”

LexisNexis improved its scores the most in these three areas compared to 2009:
- 7.8 percent improvement: “How likely is it that you would recommend LexisNexis as a place to work to others?”
- 4.8 percent improvement: “I am permitted to make the decisions necessary to do my job effectively.”
- 3.7 percent improvement: “My job makes good use of my skills and abilities.”

The purpose of the employee engagement survey is to illustrate the areas where we need to focus our improvement efforts and to modify our behaviors as we go about our daily work. Engaged employees and leaders at all levels of the company are essential for our continued growth and success.
In 2010, LexisNexis invested millions of dollars in training – courses, seminars, one-on-one instruction and tuition reimbursement – to develop the capabilities and future potential of employees.

In 2010, 25 percent of open positions at LexisNexis were filled by internal candidates. Internal candidates have a proven track record of success, understand the company and culture and have established relationships and networks to get things done.

LexisNexis promotes tools for employee advancement

In the first quarter of 2010, the LexisNexis® Recruiting Center of Excellence and the Learning and Development teams showed employees how they could set up a personal profile on the ‘reworld Jobs’ website and shared information on career management workshops to help employees advance.

 reworld Jobs is the internal, global job site that posts job opportunities throughout the organization. Employees not only can browse open positions but also set up a personal profile, indicating which locations and job functions they’d like to see, and then receive email alerts for job openings that match their interests.

Employees also learned about the new Reed Elsevier Learning Center, which has tools and resources employees need to manage their careers and help them get where they want to be. These include:

- A Web-based e-learning course on career development and management based on principles and best practices assembled by Harvard Business Publishing;
- Access to online books and courses related to personal and professional development in areas like information technology, finance, strategy, teams and more; and
- Career-focus workshops for individual contributors and managers to help employees manage their careers in a structured and purposeful way.

LexisNexis® Publishing Operations receives Investors in People certification

LexisNexis’ Publishing Operations, the largest business of LexisNexis UK, has received an Investors in People certification by the British government.

Launched in 1991, Investors in People offers a business-improvement tool to help organizations develop performance through their people. It provides tailored assessments to help organizations plan, implement and evaluate effective strategies.

Investors in People is considered the UK’s leading people-management standard.

The UK Commission for Employment and Skills develops and maintains the integrity of the Investors in People standard and frameworks.

Scholarship program honors LexisNexis employee

LexisNexis recognizes good performance financially, through mechanisms like bonuses, and in other ways, such as awards programs.

In 2007, LexisNexis created the Louis F. Duffy Scholarship in association with the International Bar Association (IBA) to honor a longtime employee who joined the Martindale-Hubbell® Legal Publishing Company in 1956 and made a lasting contribution to the legal profession.

Through 2010, $40,000 in scholarships have been awarded to lawyers from developing countries to enable their participation in the IBA Distance Learning Program.
Our Environment

LexisNexis makes a positive impact on the environment in many ways. Our content, commentary, expertise, products and services:
• Inform debate,
• Aid decision makers,
• Influence legislation and
• Encourage research and development.

LexisNexis also has a direct impact on the environment, primarily through our:
• Use of energy and water,
• Generation of waste,
• Business travel and
• Supply chain (paper use, transportation, service provision, and print and production technologies).

A business unit of Reed Elsevier, LexisNexis in 2010 consumed 66 percent of the total energy consumed by our parent company. LexisNexis remains committed to reducing its environmental impact and using sustainable resources and materials.

LexisNexis is covered by and adheres to these Reed Elsevier environmental policies, practices and initiatives:
• Our Environmental Management System, developed in line with ISO 14001 principles, covers our environmental management objectives, planning for environmental management and performance improvement programs, implementation and operation, monitoring and measurement, and senior management review of program and performance.

• Our environmental standards program is a way to benchmark our operations and inspire environmental improvement through competition among LexisNexis locations. The environmental standards cover eight impact areas: environmental reporting, environmental certification, transport, energy consumption, carbon emissions, water, waste management and office paper. There is also a Power Usage Effectiveness standard for data centers. All standards are based on our current environmental performance, and internal and external good practice.

• The United Nations CEO Water Mandate is a public-private initiative to help companies develop, implement and disclose water sustainability policies and practices. This is important to LexisNexis, which uses significant amounts of water to cool its data centers.

• The Cancun Communiqué on Climate Change was signed by Reed Elsevier in 2010. This document clearly indicates that the case for a comprehensive international framework to tackle climate change still stands – and is increasingly urgent. Reed Elsevier continues to engage with governments on climate change regulation.

• As an endorser of the United Nations Caring for Climate initiative, we demonstrate leadership on the issue of climate change. This initiative provides a framework for the company to advance practical solutions and help shape public policy and public attitudes.

Risks and opportunities
LexisNexis in 2010 continued to assess, prioritize and mitigate environmental risks as part of our overall risk management process.

Our Environmental Management System outlines our obligation to “manage the environmental risks of our activities” and stipulates that “environmental risk is part of the overall risk assessment which business units are required to complete on an annual basis.”

For more, see our material environmental risks and opportunities.

Environmental reporting and charting
Learn more about our environmental reporting guidelines, or create custom charts through the environmental charting tool.

Third-party verification of environmental data
We believe third-party verification of environmental data is important and have ours assured by Ernst & Young.

LexisNexis CEOs are responsible for complying with environmental policy and relevant government legislation and regulations. The LexisNexis Environmental Champions network – 12 key employees covering all operational areas of the business – is charged with carrying out our Environmental Management System. We also have a Green Team network of environmental volunteers, which helps to implement our Environmental Management System and achieve environmental improvements at local levels. In 2010, there were Green Teams at 30 key LexisNexis locations, with three to 30 employees per team.
Our Progress

Accomplishments in 2010

1. We made progress toward several key environmental targets:
   - We reduced water usage by 6 percent;
   - We reduced waste by increasing our recycling rate by 12 percentage points; and
   - We reduced travel emissions by 11 percent.

2. We continued to support our working groups, which focused on ways to reduce energy use and climate change impacts.

3. We engaged employees and inspired “green competition” among LexisNexis locations.
   - 17 of the 56 largest LexisNexis locations achieved Green Status through our Environmental Standards program.

4. We shared our environmental expertise and participated in global efforts to help protect and sustain the environment.

5. We engaged LexisNexis Green Teams to make progress toward pressing environmental challenges.

Our Stories

1. We made progress toward several key environmental targets.

   We reduced water usage by 6 percent

   By focusing on offices in water-stressed locations – and by monitoring water usage and detecting leaks – LexisNexis reduced water usage by 6 percent in 2010.

   Some LexisNexis offices are located in areas at risk of water stress or severe water stress, which could lead to economic development and food production issues in the future. After mapping and identifying LexisNexis locations that are drawing water from stressed areas, we focused on reducing water usage at locations where it could have the most impact.

   In many cases, we monitored water usage to detect and repair leaks; we also installed new equipment and devices for conserving water. Detecting and repairing a leak at our New Providence, N.J., location reduced water usage there by 54 percent in 2010.

   We will continue to focus our water-reduction efforts in areas of severe water stress where they will have the most impact.

We reduced waste by increasing our recycling rate by 12 percentage points

With waste reduction as the company’s environmental focus in 2010, LexisNexis Green Teams went to work to encourage and educate fellow employees about recycling. As a result, LexisNexis recycled 57 percent of its waste in 2010 – an increase of 12 percentage points over the 2009 rate of 49 percent.

Some sites changed their systems. Employees at LexisNexis Halsbury House in the UK, for example, drank out of china cups instead of plastic during a two-week “plastic cup amnesty” to discourage waste.

Other sites sponsored educational campaigns, provided recycling bins and dumpsters, and promoted drop-off locations to encourage the recycling of paper, plastic bottles, aluminum cans, empty soup cans, paperboard, batteries, corrugated cardboard – even athletic shoes, so they could be ground into high-performance sports surfaces.
Environment

We reduced travel emissions by 11 percent LexisNexis employees contribute to travel emissions when traveling by air, vehicle or rail. Changes made by LexisNexis reduced travel emissions by 11 percent in 2010.

New travel policies were introduced, which produced a significant decrease in business travel by air, the primary contributor to travel emissions. In some cases, employees who needed to travel completed more meetings in a single trip. In other cases, video conferencing replaced travel.

LexisNexis continues to promote working at home, biking to work and finding better parking options for employees who car pool or drive low-emission vehicles. Locations are encouraged to develop a local travel plan, one of the eight environmental standards, to identify areas for improvement in business travel and commuting. The LexisNexis U.S. Alternative Work Solutions program, for example, is an environmentally friendly telecommuting option that eliminates the need for some employees to commute to a LexisNexis office daily.

2 We continued to support our working groups, which focused on ways to reduce energy use and climate change impacts.

Sustainable Data Center Working Group makes changes; data centers now using power more efficiently

LexisNexis data centers are growing – as much as 20 percent annually – and are responsible for 58 percent of the company’s total energy use. To minimize energy use, the Sustainable Data Center Working Group at LexisNexis spearheaded several initiatives in 2010.

The group:
• Continued to purchase more efficient hardware, which reduces energy costs;
• Worked with industry advisers on opportunities for consolidation, which simplifies the data center environment, makes it more manageable and reduces energy;
• Worked with industry advisers on opportunities for virtualization, which creates highly efficient use of IT resources since systems aren’t dedicated only for specific functions; and
• Planned a pilot data center efficiency study for 2011, which will be conducted by an outside firm, to find more opportunities for savings.

These and other efforts at LexisNexis data centers improved our average Power Usage Effectiveness, a recognized data center standard, from 1.8 in 2009 to 1.7 in 2010. The lower the number, the more efficiently the data centers are using power.

Several other LexisNexis working groups are focused on finding ways to make additional environmental improvements:
• The Renewable Energy Working Group seeks new ways to increase the percentage of renewable energy LexisNexis purchases.
• The General Working Group seeks new ways to achieve operational efficiencies.
• The Content Delivery Working Group seeks new ways to make positive impacts by sharing LexisNexis content with environmental decision makers and influencers.

Environmental targets being reviewed in 2011

LexisNexis believes in striving to achieve absolute environmental targets at a global level. However, doing so becomes ever more challenging as the business expands. Acquisitions in recent years – coupled with continued expansion of the information and services LexisNexis provides online – have increased the company’s size considerably, making absolute reductions extremely difficult to achieve. In 2011, LexisNexis will perform a comprehensive review of environmental targets.

Key Performance Indicators

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>CO2 emissions (2006–2015)</td>
<td>-10%</td>
</tr>
<tr>
<td>Total energy (2008–2015)</td>
<td>-5%</td>
</tr>
<tr>
<td>Travel emissions (2008–2015)</td>
<td>-5%</td>
</tr>
<tr>
<td>Water (2008–2015)</td>
<td>-10%</td>
</tr>
<tr>
<td>Waste recycled (2015)</td>
<td>70%</td>
</tr>
</tbody>
</table>

1 Includes GHG Protocol Scopes 1, 2 and Scope 3 business travel.
Environment

3. We engaged employees and inspired “green competition” among LexisNexis locations.

17 of the 56 largest LexisNexis locations achieved Green Status through our Environmental Standards program.

LexisNexis locations around the world that achieve five or more of the eight environmental standards – designed to help LexisNexis achieve its environmental targets – obtain Green Status for that year. In 2010, 17 of the 56 largest LexisNexis locations achieved this honor, up from nine locations in 2009.

The goal is to engage employees in attaining the standards, which are based on usage levels per person, and to inspire green competition among offices.

4. We shared our environmental expertise and participated in global efforts to help protect and sustain the environment.

More environmental information being shared as LexisNexis expands online community.

LexisNexis enhanced the Environmental Law & Climate Change Community, an online resource that provides real-time expert commentary for climate change practitioners.

Site visitors benefited from these additions in 2010:

• Regular blog postings from the Columbia Law School Center for Climate Change Law, a respected center on climate change and green buildings;
• Six full-length podcasts on timely topics such as the environmental, insurance and wildlife implications of the 2010 Gulf of Mexico oil spill; and
• Eleven new pamphlets added to the LexisNexis Global Climate Change Special Pamphlet Series, which offers insights into the field of climate change law.

Continued expansion of this online resource is important because it:

• Provides information about laws affecting our planet;
• Shares ideas across a broad population through blogging, commentary, expert analysis, podcasts and videos; and
• Keeps LexisNexis in the forefront of reporting and analyzing new initiatives related to global environmental protections and changes in this area of the law.

Environmental Standards

<table>
<thead>
<tr>
<th>Area</th>
<th>Standard Description</th>
<th>Standard Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental reporting</td>
<td>Accurate reporting through the Reed Elsevier Group Environmental Survey</td>
<td>Management</td>
</tr>
<tr>
<td>Environmental certification</td>
<td>BS 8556 Phase 1 Management</td>
<td>Management</td>
</tr>
<tr>
<td>Transport</td>
<td>Develop and implement a local travel plan</td>
<td>Management</td>
</tr>
<tr>
<td>Energy consumption</td>
<td>5,400 kWh per person or EPA Energy Rating of 69</td>
<td>Performance</td>
</tr>
<tr>
<td>Carbon emissions</td>
<td>2 tonnes of CO₂ per person or EPA Energy Rating of 69</td>
<td>Performance</td>
</tr>
<tr>
<td>Water</td>
<td>11 m³ per person</td>
<td>Performance</td>
</tr>
<tr>
<td>Waste management</td>
<td>60 percent recycling rates</td>
<td>Performance</td>
</tr>
<tr>
<td>Office paper</td>
<td>3,000 pages per person</td>
<td>Performance</td>
</tr>
</tbody>
</table>

1 The standards are applicable by location and will be reviewed annually.
2 BS 8556 is a phased approach toward ISO 14001 environmental certification.
3 A local travel plan identifies areas for improvement in business travel and commuting.
4 The Environmental Protection Agency’s energy performance rating system rates the performance of buildings on a scale of 1 to 100; a rating of 69 indicates a building is more efficient than 69 percent of buildings in its peer group, the minimum level needed to achieve the internationally recognized LEED (Leadership in Energy and Environmental Design) green building certification.

Simple measures – but a significant impact

By implementing a closed-door policy between floors at our Amsterdam site, LexisNexis saved 19 percent in heating costs.
A member of Reed Elsevier, LexisNexis in 2010 continued to promote initiatives that improved access and spread good environmental practice in our supply chain. For example:

- By the close of 2010, 96 percent of Reed Elsevier papers by weight were graded on PREPS, the Publishers’ database for Responsible Environmental Paper Sourcing. All papers achieved grade 3, 4 or 5, and therefore came from known or legal and sustainable sources. Reed Elsevier is a founding member of PREPS, a shared industry resource for grading the sustainability of paper. PREPS fosters positive engagement with paper suppliers.
- Also in 2010, Reed Elsevier joined PIPS, the Publishing Industry Product Safety Forum, as a founding member. PIPS includes global product safety information to help us address key legislative requirements such as the European Community Regulation on Chemicals and their Safe Use. PIPS also establishes a common approach to gathering product safety data from suppliers – the chemical components within ink, varnishes, laminates, adhesives and other finishes applied to paper and board with a chemical makeup.

Key rankings recognize environmental leadership

LexisNexis, as a business unit of Reed Elsevier, once again was included in the Carbon Disclosure Leadership Index and also was ranked seventh in the FTSE CDP Carbon Strategy Index Series.

Inclusion in the Carbon Disclosure Leadership Index means that the company clearly considers business-specific risks and potential opportunities related to climate change and has good internal data management practices for understanding greenhouse gas emissions.

A ranking of seven in the FTSE CDP Carbon Strategy Index Series is important, since mitigating and adapting to climate change will be a 21st century challenge and a driver of economic change. This index series, which rates carbon performance of all companies in the UK’s FTSE All-Share Index, is based on future-oriented criteria to assess the exposure of individual companies to higher future costs associated with greenhouse gas emissions. The eight carbon scorecard areas are:

- Policy and targets
- Measurement
- Assessment
- Decisions
- Emissions performance
- Disclosure
- Supply chain
- Product

Free online greenhouse gas reporting tool being developed

We put our reporting experience to work to begin developing a free online greenhouse gas reporting tool for small and medium enterprises in our sector.

This project will continue throughout 2011 on behalf of the Environmental Action Group for the Publishers and Booksellers Association.

Once developed, the tool will encourage further improvements in greenhouse gas reporting throughout our sector. The project has support from the UK’s Environment Agency and Department for Environment, Food and Rural Affairs.
We engaged LexisNexis Green Teams to make progress toward pressing environmental challenges.

LexisNexis employees undertake hundreds of projects around the world to help protect and sustain our environment.

Employees are integral to our environmental improvement efforts. Our Green Team network – LexisNexis employees serving as environmental volunteers – continued to find new and better ways to protect and sustain the environment in 2010. Here are representative projects that made a difference:

- Take the Stairs Week, coordinated by the Green Team in Amsterdam, promoted healthy lifestyles and environmental reductions. The team also hosted seminars using internal expertise from our journal, Resources, Conservation & Recycling, with sessions such as “Hot issues and emerging trends in scientific publishing on waste management and recycling.”
- Employees in Dallas removed approximately 100 pounds of waste during a cleanup of White Rock Lake. LexisNexis volunteers traveled in kayaks to access hard-to-reach, marshy shore edges. The Risk Solutions Green Team organized this Earth Day cleanup event.
- The LexisNexis Halsbury House Green Team in the UK produced personalized walking maps to reduce employees’ commuting footprints, sold reusable jute lunch bags and had a special screening of the climate change drama documentary, The Age of Stupid. The activities were in recognition of World Environment Day.

- More than 1,200 employees participated in an organic farmers’ market held at LexisNexis in Alpharetta, Ga., sponsored by the Green Team there. Employees enjoyed a presentation on farmers’ markets, and organic, naturally grown, locally produced foods, which are safer for the environment.
- In 2010, the Green Team in Dayton, Ohio, held an Earth Day Expo of presentations and demonstrations attended by 400 employees; rallied LexisNexis volunteers to pick up litter along a two-mile roadway section in front of the offices; organized the collection of more than 1,400 pairs of shoes and 2,208 pounds of batteries, led employees in the Great Miami River Clean Sweep, and sponsored Bike-to-Work Week for a total of 1,115 miles ridden by 25 participating employees.

Green Teams at LexisNexis have emphasized the environmental benefits of organic, naturally grown, locally produced foods.

Volunteers from LexisNexis offices across the globe participate routinely in cleanup and other environmental beautification projects.
Before printing this 2010 Corporate Responsibility Report, please consider the environment.