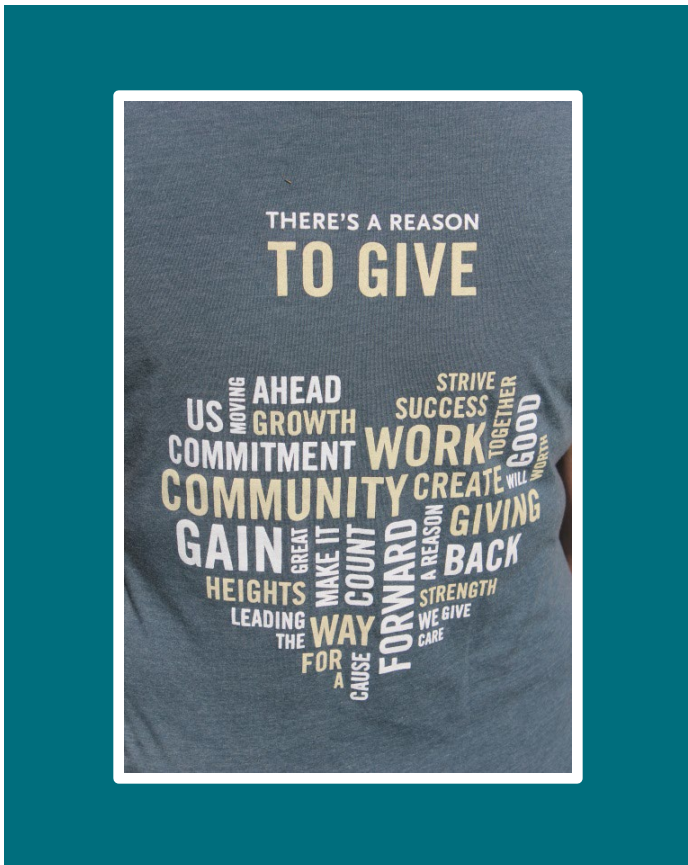


PRO BONO & COMMUNITY SERVICE OVERVIEW 2023



Dear Friends & Colleagues,

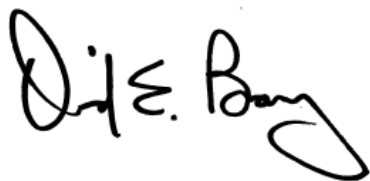
We are pleased to share highlights of Pierce Atwood's pro bono and community service efforts for 2023 in our tenth annual Pro Bono & Community Service Overview.

A commitment to public service has been a vital part of Pierce Atwood's culture dating to our firm's founding in 1891. Our attorneys and staff continue our longstanding tradition with skill, creativity, and a strong commitment to help those in need through a broad and varied range of pro bono and community service activities.

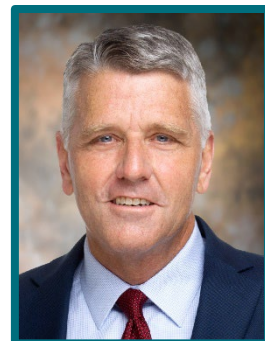
We are grateful that we can leverage our resources and professional skills to help those who face challenges and disadvantages gain access to and navigate the legal system. Our attorneys and staff also enthusiastically embrace the responsibility to contribute to our communities in which we live and work through nonprofit and charitable organizations that share our commitment to making a difference.

The time and efforts dedicated to this work are substantial, but the rewards and satisfaction are far greater. We invite you to take a few moments to share in our work and accomplishments of the past year.

Sincerely,

A handwritten signature in black ink that reads "David E. Barry".

David E. Barry, Managing Partner



2023 By the Numbers

1534 Pro bono legal service hours contributed

3190 Community service hours volunteered

54 Organizations received pro bono legal services

\$2.19 million Value of our pro bono & community service hours in 2023



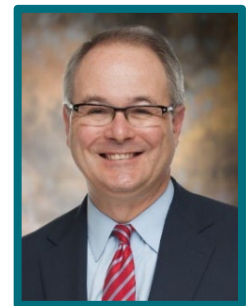
Tenth Annual Pro Bono & Community Service Awards

Each year, Pierce Atwood recognizes our attorneys and staff who have made outstanding contributions to our communities and to our firm. Our Tenth Annual Pro Bono & Community Service Awards Ceremony, held on March 12, 2024, recognized these efforts in 2023.

Lancaster Pro Bono Attorney of the Year

This award is presented to the attorney who has contributed **the highest number of pro bono hours in a year**. The award is named in honor of longtime partner Ralph I. Lancaster, Jr. Throughout his career, Ralph devoted countless hours providing pro bono service to low-income residents of Maine and to many nonprofit and charitable organizations.

This year's recipient is real estate and environmental attorney **Daniel Bailey**, with 148.9 hours. The majority of Dan's pro bono hours were devoted to Hale Education, Inc., a nonprofit organization that provides a range of educational and recreational opportunities for thousands of children, teens, and adults of diverse backgrounds and economic status on 1,100+ acres of forests, ponds, and meadows in Westwood and Dover, Massachusetts.



Dan has a longstanding and extensive pro bono commitment to Hale, which has in the past involved various real estate and land use projects. For the past year and a half, Dan has devoted a considerable amount of time assisting with drafting a conservation restriction that will allow Hale to continue its educational and recreational activities, while at the same time preserving approximately 900 acres in an open and natural condition forever. Negotiations have included multiple potential stakeholders and their counsel. In recognition of Dan's ongoing work for Hale, Pierce Atwood was named the recipient of Hale's Community Service Award in 2018, and Dan received our McKusick Community Impact Award in 2022.

McKusick Community Impact Award

Named after Vincent Lee McKusick, former Chief Justice of the Maine Supreme Judicial Court and Pierce Atwood attorney and friend for more than 50 years, the McKusick Community Impact Award recognizes one attorney and one staff member annually who have made **significant, positive impacts in their communities through pro bono and/or community service.**

Litigation attorney **Cameron Goodwin** is a model of pro bono commitment. Cam is always willing to pitch in on matters large and small. In 2023, Cam dedicated nearly 90 hours of time to seven different pro bono matters, in parallel with his busy billable practice. Cam's work has included matters through the Maine Volunteer Lawyers Project, Immigrant Legal Advocacy Project (ILAP), and Pierce Atwood's Racial Justice Initiative. Cam has also provided ongoing legal support to an individual asylum client navigating state benefits.



Exemplifying Cam's commitment to learning and growth in the pro bono space, in 2020 he was a member of Maine's inaugural class of the Mead Fellowship Program of the Maine Volunteer Lawyers Project, a one-year program in which fellows receive training in multiple pro bono practice areas.



Legal assistant **Heidi Grant** has been the steady presence coordinating Pierce Atwood's teams of volunteers for Junior Achievement of Maine's "Economics for Success" program at Gorham Middle School. On the day of the program, each team member taught five classes of about 22 seventh graders in each class – altogether, introducing approximately 110 young people to financial literacy concepts.

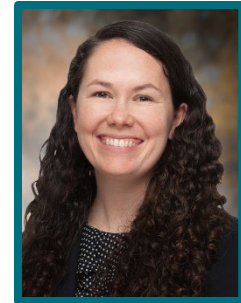
Heidi brings both her extensive teaching experience and her deep commitment to community service to the effort. She handles the logistics, preparatory work, and team's advance training with patience and grace, helping ensure smooth sailing for a group of folks well outside their comfort zones. (For more about Pierce Atwood's work with Junior Achievement of Maine, see pages 10-11.)

Heidi's volunteer efforts within the firm are in addition to her significant community commitment, including teaching evening classes to English language learners at Portland Adult Education. As one of her coworkers said, "Heidi is a wonderful colleague and a quietly dedicated volunteer, and we are fortunate to have her on our team."

Scribner Firm Impact Award

Named for longtime former partner Fred Scribner, whose legacy endures through the firm's commitment to the community, its employees, and the law, this award is given annually to one attorney and one staff member who **work to keep pro bono and community service top of mind throughout the firm.**

Immigration attorney **Kellie MacDonald** serves as a valuable resource to colleagues who take on pro bono immigration matters, drawing on her deep expertise to help these attorneys put their best foot forward for their clients. Kellie never hesitates to consult, provide comments and feedback, and serve as a mock interviewer.



In addition to supporting the pro bono efforts of other attorneys, Kellie devotes considerable time and effort to her own pro bono immigration clients. She recently achieved an extraordinary positive result in immigration court for a client who fled political persecution in Rwanda. Kellie also serves as a member of the firm's Pro Bono Team. Kellie's personal dedication, and her generosity in contributing her time and expertise to facilitate other attorneys' pro bono participation, helps Pierce Atwood's pro bono program to flourish.



Marketing coordinator **Abigail Dyer** is the engine behind our annual Pro Bono & Community Service Awards event, now in its 10th year. Abigail works tirelessly behind the scenes to plan and implement a multi-office event that highlights and celebrates pro bono and community service successes across our firm.

Abigail lends similar support, professionalism, and care to countless community events hosted by the firm, our clients, and our community partners. Her efforts help us to have a multiplier effect within our communities.

Pierce Atwood's Racial Justice Initiative

At Pierce Atwood, we recognize that, as a law firm, we are uniquely positioned to answer the rising calls for structural change within our society. While our pro bono efforts have historically included many matters in pursuit of racial justice and equity, the global protests in response to the killing of George Floyd in May 2020 served as an urgent call to concentrate our efforts and talents to do more. To that end, in 2020 Pierce Atwood developed a three-pronged approach to promote racial justice in our communities through targeted pro bono initiatives. Attorneys working within the RJI have, among other efforts, fought for the civil rights of immigration detainees; provided corporate, employment, tax, and planned giving advice to nonprofits working to combat racial inequality; and helped individuals exercise their right to expunge past criminal records.

In 2023, our team achieved recognition of tax-exempt status for pro bono and Racial Justice Initiative client **Atlantic Black Box**, a nonprofit grassroots historical recovery project that empowers communities throughout New England to research, reveal, and begin reckoning with the region's complicity in the slave trade and the global economy of enslavement while recentering the stories of its racially marginalized groups.

Trusts & Estates attorney **Bonnie Ball Wahrer** was the driving force behind this legal effort, assisted by the team of trusts & estates attorney **Griff Leschefske**, tax attorney **Rob Ravenelle**, paralegal **Michelle Pottle**, and legal assistant **Jessica Joseph**.

Bonnie has devoted many hours to Atlantic Black Box, and was recognized as Pierce Atwood's 2021 Lancaster Pro Bono Attorney of the Year based in large part on her work for them.



Eviction Crisis Response

Providing legal support in a residential eviction matter can result in better, less chaotic outcomes for both tenants and landlords, and, crucially, can buy a tenant time to locate new housing rather than landing in an emergency shelter or on the street. The COVID-19 pandemic intensified an existing eviction crisis. In response to this need, Pierce Atwood attorneys in Maine formed a pro bono eviction response team to assist.

Pierce Atwood's pro bono Maine Eviction Defense Team is led by **Ryan Kelley**, and includes **Robert Abrahamsen**, **Cameron Goodwin**, **Peter Kenlan**, **Julia MacDonald**, **Michelle Pottle**, **Joseph Shagoury**, and **Katy Rand**. Team members complete Pine Tree Legal Assistance's Eviction Defense Project Training. Pierce Atwood works closely with PTLA to place PTLA-identified matters.



In 2023, Pine Tree Legal Assistance selected Pierce Atwood to receive their *1967 Commitment to Justice Award* in recognition of the work of our Maine Pro Bono Eviction Defense Team. Pine Tree noted, "Pierce Atwood attorneys and paralegals have helped tenants remain housed through a pandemic and ongoing affordable housing crisis and we're delighted to recognize the firm's contributions to increase access to justice." The award was presented at Pine Tree's annual Volunteer Awards Event on November 15, 2023.



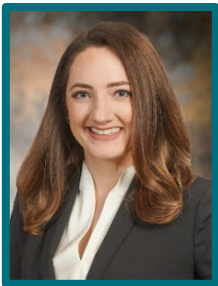
The award was accepted by Eviction Defense team members **Julia MacDonald**, **Ryan Kelley**, **Joseph Shagoury**, **Cam Goodwin**, and Partner in Charge of Pro Bono **Emily Cooke**.

Katahdin Counsel 2023

The Katahdin Counsel Recognition Program was launched in 2012 by the Maine Supreme Judicial Court to recognize members of the Maine bar who have dedicated 50 or more hours in a reporting period to providing pro bono legal services to indigent clients.



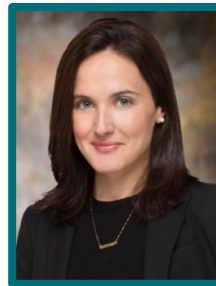
For the reporting year ending June 30, 2023, four Pierce Atwood attorneys qualified to earn distinction as Katahdin Counsel.



Melanie Conroy



Cameron Goodwin



Sara Murphy



Kyle Noonan

Building Our Legal Community

As part of our commitment to diversity and inclusion, Pierce Atwood collaborated with Bernstein Shur, Verrill, and University of Maine School of Law as founding members of the **D1L Maine Diversity Summer Associate Program**.



Following the successful inaugural year in 2020, the program has since expanded to include law firms Brann & Isaacson, Drummond Woodsum, and Preti Flaherty, along with corporate partners IDEXX, The Jackson Laboratory, L.L. Bean, Martin's Point Health Care, Unum, and WEX.

The D1L program seeks first-year law students (1Ls) who have a demonstrated commitment to promoting diversity and inclusion to apply for a 10-week paid summer associate internship at one of the participating organization's Maine locations. Those accepted to the program have the opportunity to experience legal practice and life in Maine, participate in professional development programs, and build their social and business networks within the participating organizations and the larger legal community.

Community Service

Pierce Atwood's annual **Day of Community Service** is a much-loved tradition, when attorneys and staff leave the office together for a day to work on service projects for deserving charitable organizations. In 2023, our teams focused on beach cleanups with local nonprofit organizations:

- In July, a team from our Providence, Rhode Island office worked with **Save the Bay** at Oakland Beach in Warwick, RI. Save the Bay is a Rhode Island nonprofit dedicated to keeping the coastline clean and safe.
- In October, attorneys and staff from our Portsmouth, New Hampshire office joined with **Blue Ocean Society for Marine Conservation**, a nonprofit organization working to protect marine life in the Gulf of Maine through research, education, and inspiring action, at Jenness Beach in Rye, NH.

SAVE THE BAY®

NARRAGANSETT BAY



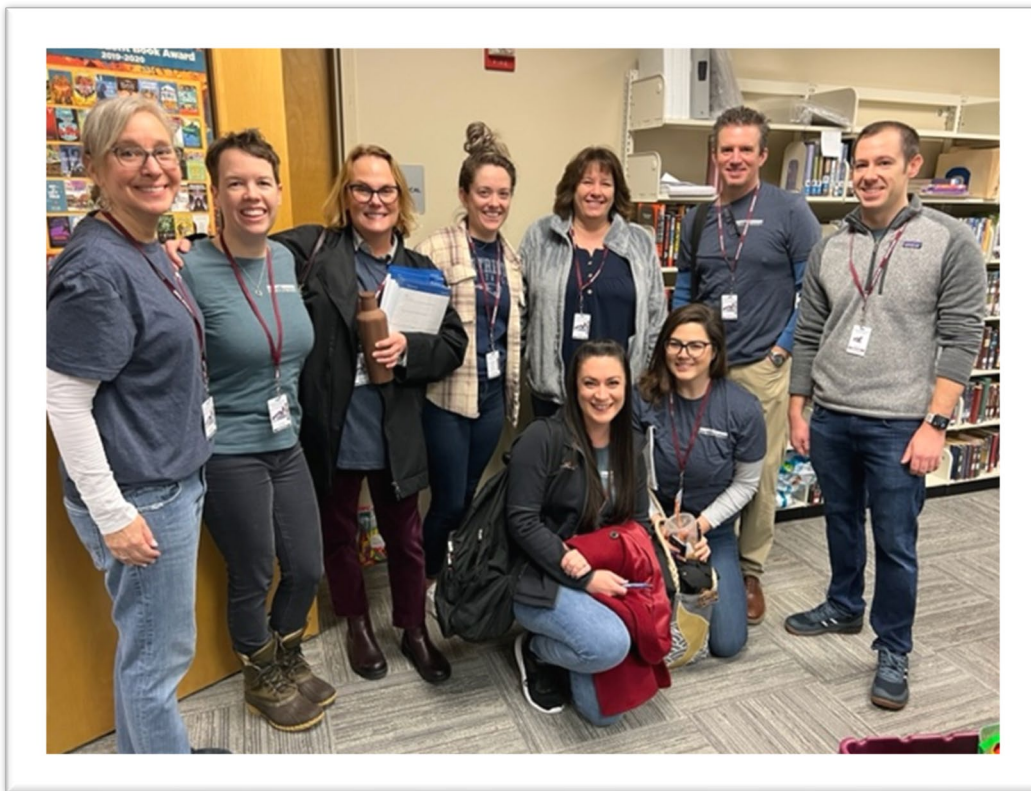
Community Service

Pierce Atwood bankruptcy attorney **Ryan Kelley** is a longtime volunteer with **Junior Achievement of Maine (JA)**.

In January, Ryan and a team of Pierce Atwood attorneys and staff volunteered with JA's "Economics for Success" program at Gorham Middle School.

Each team member taught five classes with about 22 seventh graders in each class. Altogether, the team introduced approximately 110 young people to financial literacy concepts.

Ryan reflected, "I think all of the members of our courageous team overcame any initial trepidation they may have had and found the experience positive and fulfilling."



L to R, standing: **Heidi Grant, Emily Cooke, Andrea Suter, Amanda Fisk, Michelle Pottle, Matt Stein, Ryan Kelley**; kneeling: **Danielle Fraser and Jess Joseph**.

Community Service

Another program run by **Junior Achievement of Maine** is the Titan Challenge, an entrepreneurship competition.

In the 2022-2023 academic year, more than 300 students from 26 high schools across Maine participated. The program connects classroom learning to real-world application, as students apply math and technology concepts, as well as soft skills, to strategize, collaborate, and think like business CEOs. The competition provides students with the opportunity to network with community and business mentors, be immersed at a business or college campus, and learn about job opportunities and degree programs as they make the important connections from what they are learning in school to a future career path. Pierce Atwood has been a sponsor of the competition for the last three years.

The 2023 Titan Challenge was held on April 5 at eight locations across Maine. Pierce Atwood attorneys **Andrea Suter** and **Ryan Kelley** served as mentors to teams from South Portland High School throughout the day of the competition.



Ryan said, "The statewide competition was stiff, and our teams did not land on the leaderboard. But we tried hard and had fun along the way!"

Janet D. Eustis Memorial Volunteer Time-Off Program

In 2023, 17 staff members contributed volunteer time through our **Janet D. Eustis Memorial Staff VTO Program**. Through this program, launched in 2014, staff members are entitled to use one paid day off each year to volunteer for a nonprofit organization of their choice.

Janet Eustis was a Pierce Atwood legal assistant for 15 years. Her commitment to community inspired everyone who knew her, and her selflessness reflected the best of our firm's tradition of service.

Community Service

Our Washington, DC office has a long-standing volunteer relationship with **Anne Beers Elementary School** in Southeast DC. Pierce Atwood shares a school partnership with Faegre, Drinker, Biddle's DC office through the **Public School Partnership Program of the Washington Lawyers' Committee for Civil Rights and Urban Affairs**.

In April, we sponsored and attended the Anne Beers Elementary School **Scripps Spelling Bee** – the first held since the beginning of the pandemic in 2020. More than 25 students participated in a tight contest that came down to a multiple word spell-off between the two finalists.

Our DC office manager **Natalie Huddleston** provided winners' ribbons and bee-themed prizes for the contestants, and DC office partner-in-charge **Randy Rich** reprised his role as the pronouncer. Sylvia Smith and Joelle Zajk from our co-sponsors Faegre Drinker Biddle served as judges.

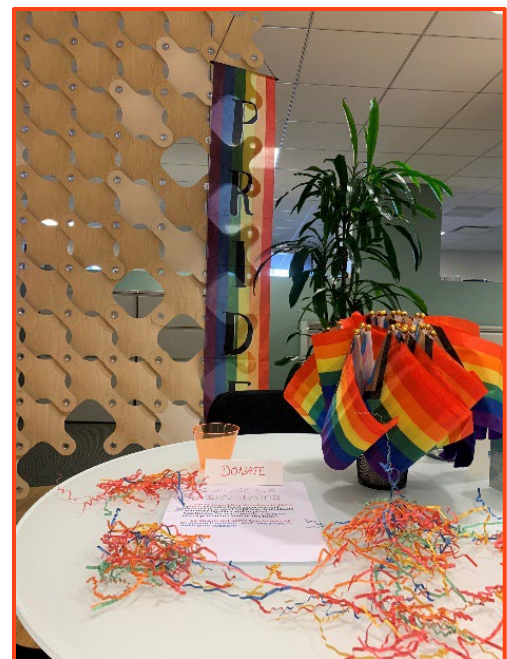


Continuing our long-standing relationship with Anne Beers Elementary, the DC office invited the whole firm to participate in a children's coat drive for students in need of winter coats.



Coming Together for Our Community

In June, our Equity, Diversity & Inclusion Committee organized a Pride Happy Hour & Fundraiser in our Boston office. We enjoyed Pride-themed treats from around Boston in support of LGBTQ+ businesses and charities. We also raised donations for our longtime partner organization **GLBTQ Legal Advocates & Defenders (GLAD)**, a leading civil rights organization dedicated to justice and equality for LGBTQ+ people and people living with HIV.



Partner Organizations

PRO BONO LEGAL SERVICE PARTNERS

| | |
|---|--|
| 603 Legal Aid | Legal Food Hub, A Project of the Conservation Law Foundation |
| Boston Bar Association CORI Sealing Clinic | Legal Services for the Elderly (Maine) |
| Court Appointed Special Advocates (CASA) | Maine Homeless Legal Project |
| Immigrant Legal Advocacy Project (ILAP) | New Hampshire Legal Assistance |
| Justice Resource Institute (JRI) & JRI Health Law Institute | Pine Tree Legal Assistance |
| Kids in Need of Defense (KIND) | Political Asylum and Immigration Representation Project (PAIR) |
| Legal Counsel for the Elderly (Washington, DC) | Volunteer Lawyers Project (Maine) |

PRO BONO LEGAL SERVICE RECIPIENT ORGANIZATIONS (*partial list*)

| | |
|---|---|
| 317 Main Community Music Center, Inc. | Hale Education, Inc. |
| Animal Welfare Society | Harpswell Neck Fire & Rescue, Inc. |
| Atlantic Black Box | JAG Productions |
| Birth Roots, Inc. | Lasagna Love, Inc. |
| Brixham Montessori Friends School | Maine Gun Safety Coalition Foundation |
| Camden Festival of Poetry | Maine Jumpstart Coalition for Personal Financial Literacy |
| Cape Cod Center for the Arts | Orchid Montessori School |
| Congregation Beth Elohim | Organization for Refugee & Immigrant Success |
| The Corwin Russell School @ Broccoli Hall | Peace Ridge Sanctuary |
| Dempsey Center | Pine Tree Curling Club |
| Drikung Mediation Center, Inc. | Portland Rugby Football Club |
| Eastern Frontier Educational Foundation, Inc. | Strawbery Banke Museum, Inc. |
| Ebstein's Traveling Hearts | The Summit Project |
| A Far Cry Inc. | Temple Isaiah |
| Fiji Theater Company | Unified Asian Communities |
| Greater Portland Afghan Community | The Vilna Shul, Boston's Center for Jewish Culture |
| Greek Orthodox Metropolis of Boston | Vinalhaven Community Development Partnership |

Partner Organizations (*Cont'd*)

CHARITABLE CONTRIBUTIONS & SPONSORSHIPS

AccesSportsAmerica

American Heart Association

American Liver Foundation

Aubrielle's Hope

Best Buddies International Inc.

Boston Bar Foundation

Caritas Communities

Catholic Charities Maine

Center for Grieving Children

Children's Museum & Theatre of Maine

Dana-Farber Cancer Institute

Discovering Justice

Find The Cause Breast Cancer Foundation

Girls on the Run-Maine

Greater Boston Legal Services

In Choro Novo

Junior Achievement of Maine

Law Firm Antiracism Alliance Inc.

Lawyers For Civil Rights

Legal Counsel for the Elderly

Maine Children's Cancer Program

Maine Community Foundation

Maine Island Trail Association

Maine Justice Foundation

Maine Medical Center

The Nemasket Group

New England Legal Foundation

New Hampshire Campaign for Legal Services

Olympia Snowe Women's Leadership Institute

Political Asylum Immigration Representation Project (PAIR)

Portland Firefighters Local No. 740

Portland Stage

Rhode Island Community Food Bank

Susan L. Curtis Foundation

The Telling Room

Travis Mills Foundation

United Way of Southern Maine

University of Maine School of Law

Volunteer Lawyers Project

Washington Lawyers Committee for Civil Rights and Urban Affairs

Western Reserve Masonic Community

Women's Foundation of Boston

World Ocean Observatory

Worthley Pond Association

