

2019 PRO BONO & COMMUNITY SERVICE OVERVIEW



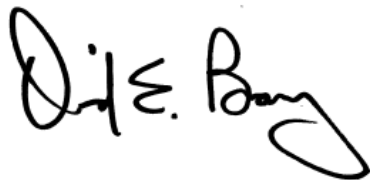
We are pleased to share highlights of Pierce Atwood's 2019 pro bono and community service efforts in our annual Pro Bono & Community Service Overview.

An ethic of public and community service is deeply rooted in Pierce Atwood's history and culture. We are proud that our attorneys and staff continue to honor this tradition of giving back to those in need through a broad and varied range of pro bono and community service commitments.

We recognize the barriers and obstacles that exist between so many in our communities and access to the legal system. We are privileged to assist those in need to overcome those obstacles and to gain access to justice. We embrace the opportunity and responsibility to support nonprofit and charitable organizations that do important work in our communities and beyond.

We invite you to take a moment to review our 2019 Pro Bono & Community Service Overview and share in our work and accomplishments over the last year.

Sincerely,

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

David E. Barry, Managing Partner

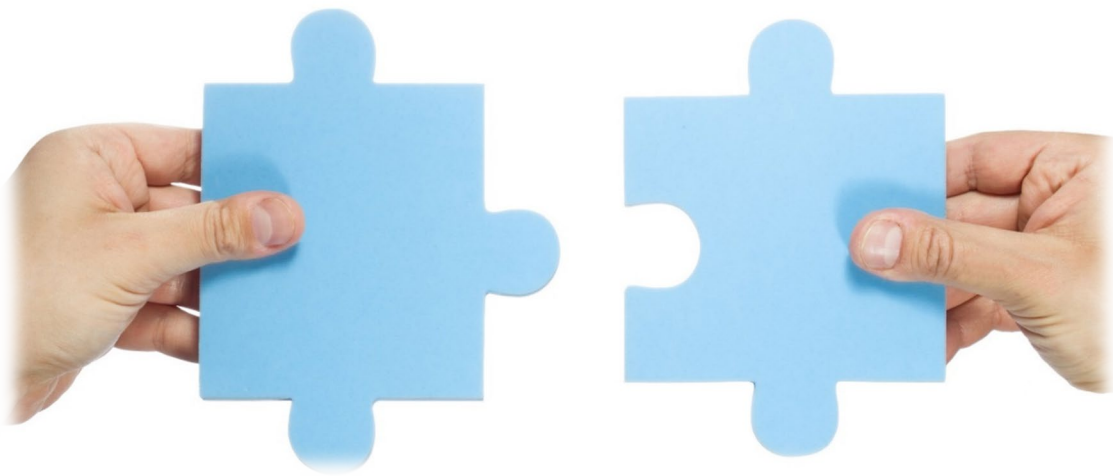


2019 By the Numbers

- 1748** | Pro bono legal services hours served
- 52** | Organizations served
- 50** | Attorneys who provided more than 50 hours of pro bono legal & community service combined

\$3.44 Million

Value of our pro bono & community service hours in 2019



Sixth Annual Pro Bono & Community Service Awards

Among the ways we encourage pro bono and community service as part of our firm culture is to recognize our attorneys and staff who have made outstanding contributions to our communities and to our firm. Our Sixth Annual Pro Bono & Community Service Awards Ceremony, held on February 13, 2020, recognized the efforts of our attorneys and staff in 2019.

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. This year, the award was renamed in honor of longtime partner Ralph I. Lancaster, Jr. who passed away in January 2019 after practicing law at Pierce Atwood for nearly 60 years. Throughout his career, Ralph devoted countless hours to pro bono service for low-income residents of Maine and to many nonprofit and charitable organizations.



Lancaster Pro Bono Attorney of the Year

In 2019, **Donald R. Pinto, Jr.** devoted 244 pro bono hours to Way Finders, Inc., a nonprofit housing organization based in Springfield, Massachusetts. In addition to offering an array of housing-related services to low-income communities, Way Finders develops affordable housing for both rental and ownership under the Massachusetts statute known as Chapter 40B. That statute allows developers of affordable housing to override local zoning and land-use regulations in cities and towns whose housing stock does not meet the statute's threshold of at least 10% affordable units, and enables the construction of multi-family housing in areas where it would not be permitted under local regulations. All of Way Finders' developments consist of 100% affordable units.

Since early 2017, Don has been representing Way Finders on its proposed development of a 43-unit townhouse project in Ludlow, Massachusetts.

Don's work on this project is important because affordable housing is essential – yet in short supply – in eastern Massachusetts, which has some of the highest housing costs in the country.



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. Award recipients select a charitable organization to receive a monetary donation made on their behalf by Pierce Atwood.

Since 2014, attorney **Nick Brown** has worked on behalf of five children who arrived in the U.S. as unaccompanied minors fleeing violent conditions in Central America. These clients came to Pierce Atwood through our partnership with Kids in Need of Defense (KIND). Nick has contributed more than 600 hours on KIND matters since 2014.

When it became clear that Spanish-language legal support was critical to our continued representation of these clients, paralegal **Cindy Shove** joined Nick on the team in 2019. Cindy's efforts have included participating in client meetings, preparing clients for hearings, and translating cover letters, birth certificates, and other legal documents.

At the end of November, thanks to Nick and Cindy's efforts, three of these individuals were granted legal permanent resident (green card) status. Their green cards were issued after more than three years of anxious waiting because of the enormous backlog of Applications to Adjust Status filed by individuals from Central America.

Nick and Cindy's two remaining clients continue to await their hearings as U.S. Citizenship and Immigration Services works to process the applications backlog. We salute Nick and Cindy for their continuing commitment to these vulnerable clients.



Nick



Cindy

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.

Attorney **Ryan Kelley's** commitment to pro bono and community service is a model within the firm. He contributes his time, skills, and enthusiasm to a wide range of pro bono and community service initiatives, including serving on the firm's Pro Bono Team; chairing the New Voices Challenge Committee of Maine's 2016 Campaign for Justice; and serving as a leader and mentor for other associates interested in participating in the Maine Association of Nonprofits' Emerging Leaders Program. Outside the firm, Ryan serves on boards and committees for nonprofit organizations, including Northern Light Mercy Hospital, the Pine Tree Council of the Boy Scouts of America, and Jump\$tart Coalition for Personal Financial Literacy, and teaches financial literacy to high school and community college students through Credit Abuse Resistance Education (CARE) and the Boston Bar Association's M. Ellen Carpenter Financial Literacy Program. Ryan is exceptionally active in pro bono matters, particularly for indigent Chapter 7 debtors and creditors, and for guardians ad litem representing abused or neglected children in child protective cases.

The colleague who nominated Ryan wrote: "To me, Ryan represents the best version of what an attorney's pro bono and community service commitment can be, by dedicating time and expertise where it is needed, while maintaining an extremely active law practice. Having role models at Pierce Atwood like Ryan – particularly young lawyers – lights the way for others."



Scribner Firm Impact Award

In recent years, Pierce Atwood has participated in several Court Appointed Special Advocates (CASA) cases. CASA volunteers advocate for abused, neglected, or abandoned children when the state has requested court intervention because their parents are not able to care for them. These cases involved difficult legal issues surrounding the best interest of the children. In each case the firm handled, the CASA volunteer Guardian ad Litem (GAL) sought help from Pierce Atwood to effectively convey their positions through representation. None of this would have been possible without the efforts of Pierce Atwood litigation legal assistant **Denise Plourde**.

Denise learns the files in these cases inside and out, puts in hours creating witness folders with key documents and exhibits, attends trials to help keep the attorneys organized, and combs through thousands of pages of Department of Health and Human Services records to accurately summarize their contents. The positive outcomes achieved in these matters would have been in jeopardy without Denise's superior organization efforts. Denise's colleagues describe her as "indispensable" to the firm's CASA efforts.



Pro Bono Successes

“Know Your Rights” Event

In May, a number of Pierce Atwood attorneys, staff and family members collaborated with the Immigrant Legal Advocacy Project (ILAP) and Maine Law’s Immigrant and Human Rights Clinic at a “Know Your Rights” event to provide pro bono legal services to members of Portland’s immigrant community.



Once again, Trusts & Estates practice group leader **Molly Liddell** organized the requisite troops and resources, and together with Business Group partner **Emily Cooke** provided pro bono legal services to attendees. Immigration attorney **Kellie MacDonald** and Business Immigration Case Coordinator **Meigan Goff** provided Spanish-language support to our team and other participating organizations. Trusts & Estates attorney **Griff Leschefske** and Business attorney **Mike Hernandez** assisted with advance planning support to help make the event happen. Numerous Pierce Atwood spouses and family members also were there to provide Spanish-language support and camaraderie.

Program organizers tell us that having our attorneys (and their families) show up to an event like this sends a powerful signal of support.



Molly

Emily

Kellie

Meigan

Griff

Mike

Pro Bono Successes

- At the invitation of the Hospice of Southern Maine, **Jana Magnuson** gave a presentation to hospice staff designed to help HSM social workers and nurses understand where legal services can be helpful and to better field patients' basic questions. Since 2014, Jana has been providing basic estate planning services on a pro bono basis to low-income, terminally ill patients referred by HSM's social workers.
- **Tony Derosby, Katie Minervino, and Kellie MacDonald** provided immigration representation to a same-sex couple of very limited means in obtaining permanent residency.
- **Cheryl Allen-Ricciardi** assisted a Rhode Island-based Legal Services Food Hub client with the negotiation of an NDA to cover a packaging relationship as this family business grows.
- **Ruta Skučas** and **Olga Goldberg** provided 501(c)(3) advice to Peer Pals, which pairs preschoolers with special needs with typically-developing peers to promote friendships and inclusion, as the organization expands its model outside of New York.
- **Dennis Keeler** assisted a Maine nonprofit local library with respect to a landlord-tenant question.
- **Soyoung Yoon** and **Suzanne King** provided employment advice to Mill City Grows, an organization that creates and manages community gardens for residents and schools in Lowell, Massachusetts.



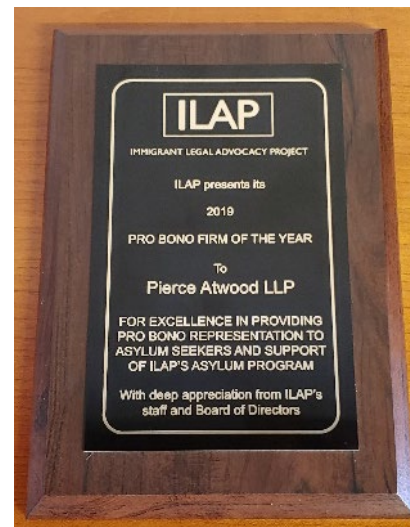
Pro Bono Highlights



IMMIGRANT LEGAL ADVOCACY PROJECT

The **Immigrant Legal Advocacy Project (ILAP)** selected Pierce Atwood as the recipient of its **2019 Pro Bono Firm of the Year Award** in appreciation of our commitment to pro bono work on behalf of Maine's indigent foreign-born population in asylum cases.

The award was presented at the Maine State Bar Association's annual meeting on January 31, 2020, and was accepted by **Emily Cooke**, partner in charge of the firm's pro bono program, on behalf of the firm.



Attorney **Christina Berkow** volunteers on tax cases with Pine Tree Legal Assistance, which works to ensure that state and federal laws affecting poor people are upheld, while also addressing the systemic barriers to justice faced by Mainers with low incomes.

Pine Tree's newsletter featured a photo of Christina (far right) with US Senator Angus King of Maine and Leana Amaez, director of pro bono services at Pine Tree.



Community Building

As part of our commitment to diversity and inclusion, and building a diverse legal community in Maine, Pierce Atwood is pleased to collaborate with Bernstein Shur, Verrill, and University of Maine School of Law on the new **D1L Maine Diversity Summer Associate Program**. Our three firms are together seeking 1L students, who are members of historically underrepresented groups in the legal profession, to apply as a ten-week Maine Diversity Summer Associate in one of our offices in Portland.



The ultimate goal of the program is to increase diversity in the Maine legal market and to build a community of diverse professionals in Maine.

Six 1L students will each receive a job offer from one of the three participating law firms and be hired into the program, a ten-week paid internship, from May 26, 2020 to July 31, 2020. The University of Maine School of Law will serve as the administrator of the 2020 program.

For the first year of the program, applications opened December 15, 2019 and were accepted on a rolling basis through February 3, 2020.



Community Service

As a firm, we hold an annual **Day of Community Service** in each of our offices. Since 2004, attorneys and staff leave the office together for a day to work on service projects for deserving charitable organizations. 2019 marked our 16th Annual Day of Community Service. Our projects this year included the following:

Portsmouth

On September 11, attorneys and staff from the Portsmouth office assisted the **Strafford County Nutrition Program** with their third Annual Appeal to raise money for the Meals on Wheels program, as part of the United Way of the Greater Seacoast’s “Day of Caring.” Our team helped assemble a 20,000 piece mailing – double the size of last year’s mailing.



Janet D. Eustis Memorial Volunteer Time-Off Program

Through our **Janet D. Eustis Memorial Staff VTO Program**, launched in 2014, staff members are given 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 whose commitment to her community inspired everyone who knew her, and whose selflessness reflected the best of our firm’s tradition of service.

In 2019, 22 staff members participated in the program.

Portland

Our Maine attorneys and staff spent the day on May 8 working at the **Salvation Army's Camp Sebago** in Standish, Maine assisting with preparations for opening the camp for the season. Camp Sebago provides a spiritual, educational, nutritional, social, and recreational experience for campers through creative, healthy experiences in cooperative group living in an outdoor setting.



"I wanted to say thank you for a wonderful day at Camp Sebago! We are so grateful for all the Pierce Atwood employees who work so hard at getting Camp looking great!

Thank you for all your preparation and effort into putting this group together. Everyone was so pleasant to work with and so eager to do more!"

Major Mark S. Mackneer,
Divisional Commander
Northern New England Division, Salvation Army



Providence

On August 7, lawyers and staff from the Providence office provided volunteer services to the **Rhode Island Community Food Bank**, sorting food for distribution and packing summer meal boxes for hundreds of children who might otherwise go without food during the summer recess from school.

With representation for many years on its Board of Directors, Pierce Atwood is a major supporter of the Food Bank, which distributes more than 10 million pounds of food each year, and more than 50,000 meals each month, to food insecure Rhode Island residents, many of whom are children (33%) or seniors (22%). For the past three years the firm has been a sponsor of the Food Bank’s annual Empty Bowls event, one of its two major fundraisers each year.



Community Service in DC Public Schools

Pierce Atwood is pleased to provide ongoing support to **Anne Beers Elementary School** in Washington, DC, through the DC Public School Partnership Program of the Washington Lawyers' Committee for Civil Rights and Urban Affairs. This program partners area law firms and businesses with individual DC public schools to bring tutoring, mentoring, and other academic enrichment services to thousands of children. Pierce Atwood and Drinker Biddle & Reath LLP both support Anne Beers.

On May 20, 2019, two teams of 3rd-5th graders from Anne Beers participated in the annual district-wide **GeoPlunge Tournament**. GeoPlunge is a US geography game, and this is the largest tournament in the District school system. Our attorneys and staff participated in team training sessions to help prepare the students. One of our teams was recognized for its teamwork, which is critical to success in the contest. We held an end-of-school year celebration for the teams on June 5. We served pizza and prepared goody bags with books, games, and treats for each student.



At Thanksgiving, in a shared effort with Drinker Biddle, we provided **Thanksgiving food bags** to 20 families from Anne Beers. Each family received two bags with everything but the turkey for a Thanksgiving feast. Natalie Huddleston handled the shopping, Jenekia Shade helped pack the bags, and Randy Rich delivered the food to the school for distribution.



On December 13, Anne Beers held its annual **Scripps Spelling Bee**. More than 35 spellers from grades 2-5 participated. After 14 rounds and a tense spell-off, second grader Alana was this year's winner. Randy Rich reprised his role as pronouncer and Natalie Huddleston offered her encouragement and support from the audience.

Charitable Giving

For 2019, Pierce Atwood's Charitable Giving Committee chose to focus our fundraising efforts on behalf of the **Doug Flutie Jr. Foundation for Autism**.



The foundation was established in 1998 by former quarterback Doug Flutie and his wife Laurie after their son Doug, Jr. was diagnosed with autism at the age of three, to help other people and families affected by autism live life to the fullest. Executive Director Nick Savarese came to Pierce Atwood's Portland office to speak to the firm on March 18 about the foundation's work.

Through the efforts organized by the Charitable Giving Committee, Pierce Atwood attorneys and staff raised \$10,000 for the foundation.

Our fundraising efforts in support of Doug Flutie Jr. Foundation for Autism included:

- Monthly "Jeans Fridays"
- Ice cream sales
- Various raffles, including: holiday baskets, 50/50 raffle, calendar raffle, and a signed Boston Celtics Jayson Tatum jersey
- Charity happy hour at a local restaurant, which donated 60% of happy hour sales



Boston Office Manager Heather Higgins (center) presents Pierce Atwood's donation to Nick Savarese, Executive Director (left) and Terri Ladka, Director of Development (right), of The Doug Flutie, Jr. Foundation for Autism, Inc.

Charitable Giving

On June 14 our Maine offices held a one-off pop-up “jeans day” to raise money to support the **City of Portland and its assistance to asylum seekers** who arrived in the city. More than 250 asylum seekers from Africa, many from Angola and the Democratic Republic of the Congo, who are fleeing violence and persecution, were provided temporary emergency shelter at the Portland Expo Center sports and exposition complex. Since asylum seekers cannot work for a period of time after filing their applications, additional assistance was needed.

Together through this pop-up Jeans Day we raised \$600 dollars to be used to provide food and care to our new neighbors!



Charitable Giving



During the holiday season, we supported neighbors in need through organizations including:

- Frosty’s Friends
- New England Center for Homeless Veterans
- The Salvation Army
- Strafford Nutrition Meals on Wheels
- Through These Doors (f/k/a Family Crisis Services)



Partner Organizations

PRO BONO LEGAL SERVICE PARTNERS

Court Appointed Special Advocates (CASA)

Free Legal Answers Maine (American Bar Association)

Gay & Lesbian Advocates & Defenders (GLAD)

Immigrant Legal Advocacy Project (ILAP)

Justice Resource Institute (JRI) & JRI Health Law Institute

Kids in Need of Defense (KIND)

Legal Food Hub, A Project of Conservation Law Foundation

Legal Services for the Elderly

Maine Homeless Legal Project

Maine Volunteer Lawyers Project (MVLP)

New Hampshire Bar Association

New Hampshire Legal Advice & Referral Center

Pine Tree Legal Assistance

Political Asylum and Immigration Representation Project (PAIR)

PRO BONO LEGAL SERVICE RECIPIENTS

American Immigration Lawyers Association

Animal Welfare Society

AVESTA Housing Development Corporation

Boothbay Harbor Memorial Library

Brixham Montessori Friends School

Chaplaincy Institute of Maine

Connecticut Fund for the Environment

Dempsey Center

Dirigo Outdoor Programs

Falmouth Memorial Library Association

A Far Cry Inc.

Foundation for a Strong Maine Economy

Grassroots International

Greater Portland Immigrant Center

Greek Orthodox Metropolis of Boston

Hale Reservation

Harvard Club of Maine

Immigrant Legal Outreach

International Artists Manifest

JAG Productions

Maine Boys to Men

The Maine Coalition to End Domestic Violence

Natural Stress Relief, Inc.

Peace Ridge Sanctuary

Peer Pals

Pericles Foundation

Plummer Home

Plummer Youth Promise

Polaris

Pride Portland

Sexual Assault Response Services of Southern Maine

Spina Bifida Association

Strawbery Banke, Inc.

The Summit Project

Teach for All

The Trust for Public Land

Way Finders, Inc.

Partner Organizations (*Cont'd*)

CHARITABLE CONTRIBUTIONS & SPONSORSHIPS

American Cancer Society
American Heart Association
Aubrielle's Hope
Baystate Hospice
Best Buddies International
Boston Bar Foundation
Boy Scouts of America, Pine Tree Council
Building For Good, Inc.
Cape Elizabeth High School
Catholic Charities of Maine
The Center for Grieving Children
Charitable Foundation of the Energy Bar Association
Children's Museum & Theatre of Maine
Colonel David B. Kelly Foundation, Inc.
Columbia University
Creative Portland
Dana Farber Cancer Institute
Dempsey Center
Doug Flutie Jr. Foundation for Autism, Inc.
Eagle Lake Sled Dog Races
East Boston Savings Bank Charitable Foundation
Equal Justice Works
Foundation of the Energy Law Journal
Freeport Community Services
Friends of Dana-Farber Cancer Institute
Frosty's Friends
Gavin Foundation
Girls on the Run-Maine
Gulf of Maine Research Institute
Hispanic National Bar Association
Immigrant Legal Advocacy Project (ILAP)
In Choro Novo
International Institute of New England
Kids in Need of Defense (KIND)
LearningPlunge
Legal Services Corporation
Lesley University
Literacy Volunteers of Greater Augusta
Littleton Regional Healthcare
Maine Association of Nonprofits
Maine Children's Cancer Program
The Maine Gun Safety Coalition
Maine Historical Society
Maine Inside Out
Maine Island Trail Association
Maine Justice Foundation
Mary's Walk / Maine Cancer Foundation
Mercy Healthcare Foundation
Millinocket Regional Hospital
Muskie Fund for Legal Services
NephCure Kidney International
New England Center for Homeless Veterans
New England Voices in Harmony
New Hampshire Campaign for Legal Services
Olympia Snowe Women's Leadership Institute
One Longfellow Square Inc.
The Opportunity Alliance

Partner Organizations (*Cont'd*)

CHARITABLE CONTRIBUTIONS & SPONSORSHIPS

Pine Tree Legal Assistance
 Piper Shores Christmas Fund
 Poland Fire Rescue B.A.
 Political Asylum Immigration Representation Project (PAIR)
 Portland Stage
 Rhode Island Community Food Bank
 Rhode Island Public Expenditure Council
 Rhode Island Urban Debate League
 Roger Williams University
 Roman Catholic Diocese of Portland
 Ruth's Reusable Resources
 SailMaine
 The Salvation Army
 Sandcastle Clinical & Educational Services
 SeniorsPlus
 South Asian Bar Association of Greater Boston
 South Boston Neighborhood House
 Squirrel Island Chapel
 Strafford Nutrition Meals on Wheels
 Susan L. Curtis Foundation
 The Telling Room
 Tides Family Services
 Through These Doors
 Travis Mills Foundation
 Trinity Repertory Company
 United Way
 University of Maine
 University of Maine School of Law
 University of New Hampshire Foundation
 University of Southern Maine Foundation
 University of Vermont
 Washington Lawyers' Committee for Civil Rights and Urban Affairs
 Witches Wear Pink
 Women's Lunch Place
 Workforce Housing Coalition of the Greater Seacoast
 Yeshiva of Greater Washington
 YMCA of Southern Maine

