



DUANE MORRIS

**PRO BONO
REPORT**

2020



CHAIRMAN'S NOTE: YEAR IN REVIEW

Arthur Ashe's simple but powerful advice has steadily guided our Pro Bono Program through a most unprecedented year. In a time of ever increasing and visible disparities, there are opportunities everywhere to help, to advocate, to support, to donate, to counsel ... and to serve.

We have been up to the challenge: as a global law firm with over 1,000 employees and more than 850 attorneys, this past year we donated more than 40,000 pro bono hours in over 1,200 matters assisting individuals, nonprofit organizations and communities all around the globe. For the third straight year, over 95 percent of firm attorneys performed pro bono service. We are very proud that these efforts resulted in Duane Morris being included in the Top 50 Am Law Pro Bono firms for the first time in firm history.

We are delighted to share with you our 2020 Pro Bono Report. Should you wish to join us in any of these endeavors, contact us, as we are always happy and encouraged to collaborate with our clients, friends and colleagues.

Very sincerely,
Matt Taylor



“Start where you are. Use what you have. Do what you can.”

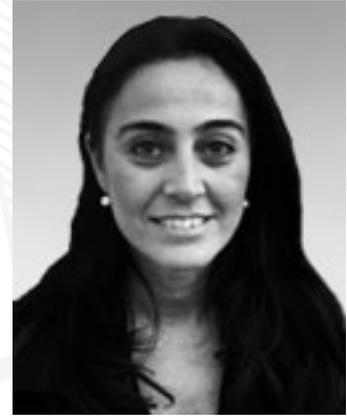
PRO BONO LEADERS



VALENTINE BROWN
Pro Bono Partner



**KATHARYN CHRISTIAN
MCGEE**
Pro Bono Counsel



MERCEDES NUNEZ-SALGADO
Pro Bono Administrator

The Duane Morris Pro Bono Committee, composed of attorneys and staff, leads the firm's pro bono efforts. Committee members serve as local pro bono coordinators in their respective offices and communities.

ATLANTA

Kenneth Franklin
John Gibson
Alice Snedeker

AUSTIN

Jacob Arechiga

BOCA RATON

Karen Kline
Angela Santos

BOSTON

Christopher Kroon

CHERRY HILL

Joseph Casole
Kathleen O'Malley

CHICAGO

Marc Bradford
Rachel Kubasak Servatius

HOUSTON

Corey Weideman

LONDON

Nic Hart

MIAMI

Miles Plaskett

NEWARK

Sheila Wiggins

NEWYORK

Pierre Bonnefil
Justin D'Elia
Monica Falcone
Jennifer McArdle
Michelle Ranello
Michael Schwamm
Brian Siff

PHILADELPHIA

Samuel Apicelli
Ryan Borneman
Erin Duffy
Jessica Priselac
Theresa Langschultz
Daniel Walworth

PITTSBURGH

Jessica Priselac

SAN DIEGO

Karen Alexander
Julie Mebane
Teodora Purcell

SAN FRANCISCO

Andrew Gordon
Meghan Killian
Sean Patterson

SILICON VALLEY

Terry Ahearn

WASHINGTON, D.C.

Rebecca Bazan
Denyse Sabagh
Christopher Tyson

WILMINGTON

Sommer Ross

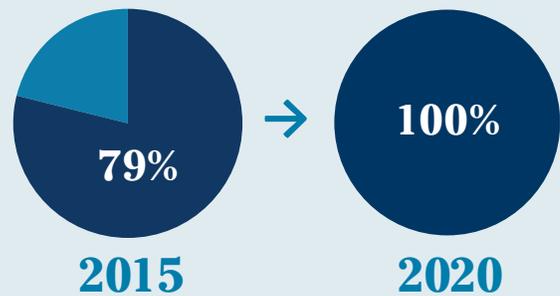


START HERE.
DUANEMORRIS
PROBONO

U.S. RESULTS



U.S. HOURS INCREASE BY 18,000 HOURS



U.S. ATTORNEY PARTICIPATION INCREASE

95% attorneys participating firmwide



10,000+

pro bono hours assisting more than 250 immigrants and families in asylum, refugee, Violence Against Women Act, DACA and citizenship matters.



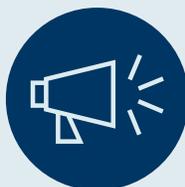
2,000+

pro bono hours assisting 75+ veterans with service-connected disability benefits, discharge upgrades, housing and other civil matters.



125+

attorneys and staff volunteered on election protection efforts.



5,000+

pro bono hours assisting with criminal justice defense/reform, post-conviction relief, innocence and prisoner civil rights cases.



10,000+

pro bono hours assisting more than 400 nonprofits and microentrepreneurs in corporate, intellectual property, employment and related matters.

PRO BONO AWARDS

2020 DUANE MORRIS PRO BONO LEADERSHIP AWARD

The Duane Morris Pro Bono Leadership Award is given to an attorney who exemplifies the spirit of pro bono: a selfless, longstanding and unwavering commitment to pro bono service; a leader by example, who accepts pro bono matters without fanfare; and a pro bono contributor who encourages and mentors other firm attorneys in pro bono service.



MICHAEL D. SCHWAMM

(New York) leads by example, recruiting associates and partners alike to get involved in their communities. He has served on the firmwide Pro Bono Committee since 2008, helping transform

and grow Duane Morris' program. Over the past 10 years, he has averaged nearly 100 pro bono hours annually. He truly never says no to lending a helping hand.

Schwamm's pro bono practice focuses on aiding nonprofits, including helping establish Outward Bound Center for Peacebuilding, Veteran Advocacy Project and Interfaith Food Pantry of the Orange, as well as helping low-to-moderate income microentrepreneurs through Start Small Think Big and various cannabis microentrepreneurs. The Lawyers Alliance for New York has described Schwamm's pro bono work, stating precious few lawyers have his level of commitment to bettering the community and championing pro bono service at every opportunity. Schwamm previously was named a Lawyer Who Leads by Example by the *New York Law Journal* and received a Partner in Peace Award from the Outward Bound Center for Peacebuilding.

2020 DUANE MORRIS PRO BONO AWARD

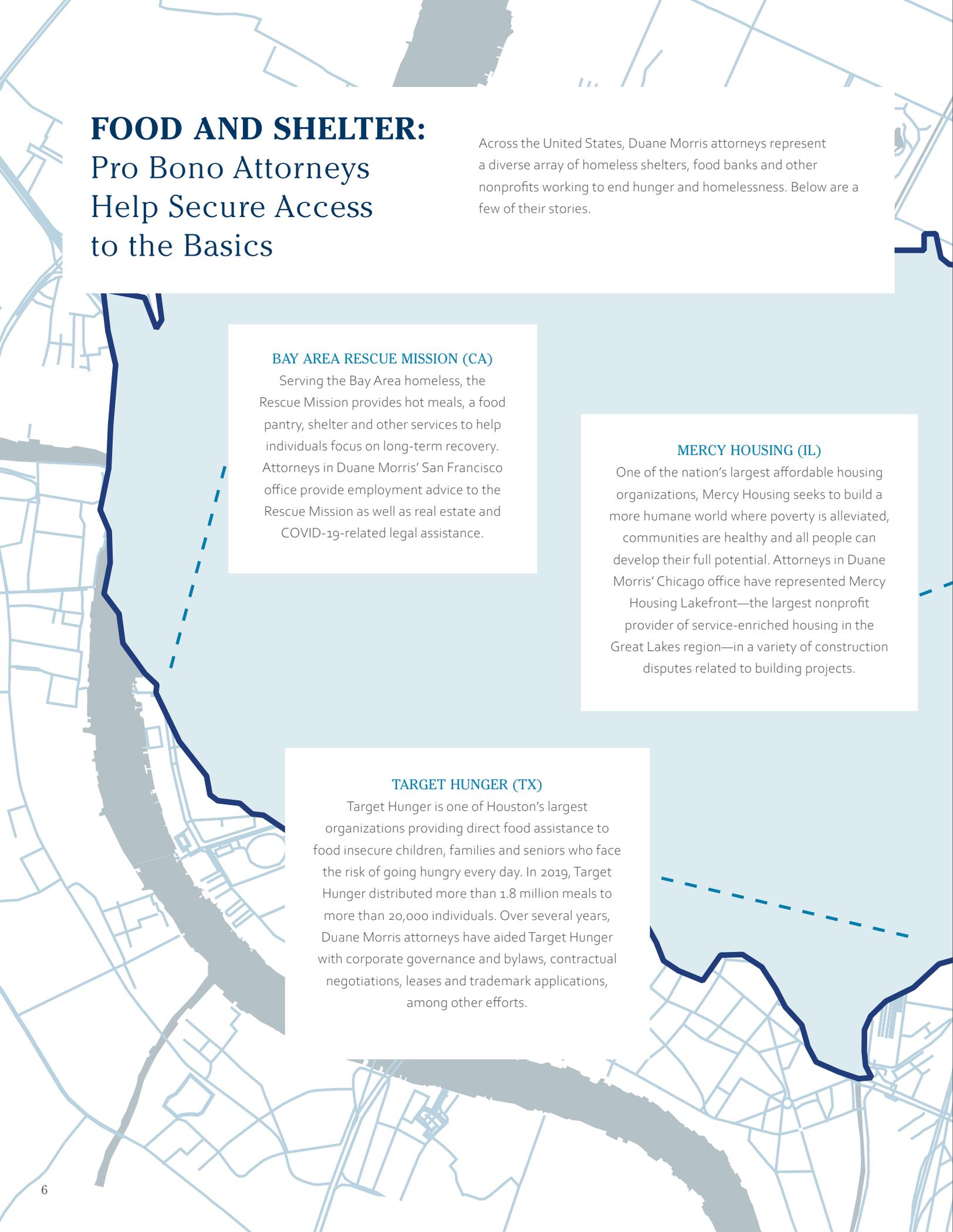
The Duane Morris Pro Bono Award honors the outstanding service of any attorney or group that exemplifies Duane Morris' commitment to pro bono service and has made a significant impact on an individual or community.



LEAH MINTZ

(Philadelphia) collaborated with Philadelphia Lawyers for Social Equity (PLSE) for several years to perform constitutional analyses of Pennsylvania's pardon requirements and procedure, which PLSE

used to advocate for streamlining and modernizing the commonwealth's pardon process. More than 200,000 criminal cases are initiated in Pennsylvania every year, yet before 2020, the Pardon Board decided only approximately 200 pardons annually. The backlog created significant barriers to employment, credit, housing and education, as well as numerous other collateral consequences such as volunteering, taking care of grandchildren and more for Pennsylvania residents. Relying on Duane Morris and Mintz's analysis, in spring 2020, the Pardon Board adopted a consent style agenda for pardon applications to which no member objected, which was used in September to recommend over 60 pardon candidates to the governor in a single vote, among other modernization efforts that already are helping to expand access to this essential element of justice. As of September 2020, the Pardon Board heard 326 applications at public hearings and was on pace to exceed 500—the most, by far, in its 170-year history.



FOOD AND SHELTER: Pro Bono Attorneys Help Secure Access to the Basics

Across the United States, Duane Morris attorneys represent a diverse array of homeless shelters, food banks and other nonprofits working to end hunger and homelessness. Below are a few of their stories.

BAY AREA RESCUE MISSION (CA)

Serving the Bay Area homeless, the Rescue Mission provides hot meals, a food pantry, shelter and other services to help individuals focus on long-term recovery. Attorneys in Duane Morris' San Francisco office provide employment advice to the Rescue Mission as well as real estate and COVID-19-related legal assistance.

MERCY HOUSING (IL)

One of the nation's largest affordable housing organizations, Mercy Housing seeks to build a more humane world where poverty is alleviated, communities are healthy and all people can develop their full potential. Attorneys in Duane Morris' Chicago office have represented Mercy Housing Lakefront—the largest nonprofit provider of service-enriched housing in the Great Lakes region—in a variety of construction disputes related to building projects.

TARGET HUNGER (TX)

Target Hunger is one of Houston's largest organizations providing direct food assistance to food insecure children, families and seniors who face the risk of going hungry every day. In 2019, Target Hunger distributed more than 1.8 million meals to more than 20,000 individuals. Over several years, Duane Morris attorneys have aided Target Hunger with corporate governance and bylaws, contractual negotiations, leases and trademark applications, among other efforts.

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“Our relationship with Duane Morris pro bono attorneys has helped us to not only survive the pandemic, but to expand our services safely so that we can meet the growing needs of our community. Without the support of Duane Morris, LSH would not have been able to pursue opportunities that assisted our agency as well as local community groups and small businesses, opportunities that are helping us to better fulfill our mission.”

—DAVID CHILES, EXECUTIVE DIRECTOR,
LUTHERAN SETTLEMENT HOUSE

LUTHERAN SETTLEMENT HOUSE (PA)

LSH has operated for more than 100 years in Philadelphia’s Fishtown and Kensington neighborhoods. Not only did it keep its food pantry open throughout the pandemic, it increased weekly distribution. In March and April 2020, LSH distributed over 43,000 pounds of food to more than 1,500 households. Duane Morris attorneys advised LSH on liability issues surrounding use of its community space and negotiated a lease with a neighboring restaurant to allow outdoor dining on LSH’s deck and patio area as outdoor dining returned to Philadelphia.

SUDBURY COMMUNITY FOOD PANTRY (MA)

Staffed by a group of 100 volunteers, the Sudbury Community Food Pantry has helped feed 60 to 80 families each week for more than 30 years. The food pantry serves clients without any prerequisites or qualifications with the sole purpose of helping any family or individual in need. A 100 percent volunteer organization, Duane Morris advises the Sudbury Community Food Pantry on various corporate governance matters.

“Food is national security. Food is economy. It is employment, energy and history. Food is everything.”

—José Andrés

TENDERLOIN HOUSING CLINIC (CA)

Tenderloin Housing Clinic prevents tenant displacement, preserves and expands San Francisco's low-cost housing stock, and provides comprehensive legal assistance to low-income tenants. In 20 properties throughout San Francisco,

Tenderloin Housing Clinic provides permanent and transitional housing via a continuum of care. For several years, attorneys in Duane Morris' San

Francisco office have represented Tenderloin Housing Clinic in various real estate and litigation matters, including subdividing a building to create affordable housing.

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“So grateful for Duane Morris’ commitment to pro bono work so that even smaller not-for-profit organizations such as the Interfaith Food Pantry of the Oranges have access to world-class legal advice, without which we would not be able to operate. Many kudos to the Duane Morris pro bono team and to the entire firm for your part in making the world a better place!”

—JANET SCHWAMM, VICE PRESIDENT, IFPO

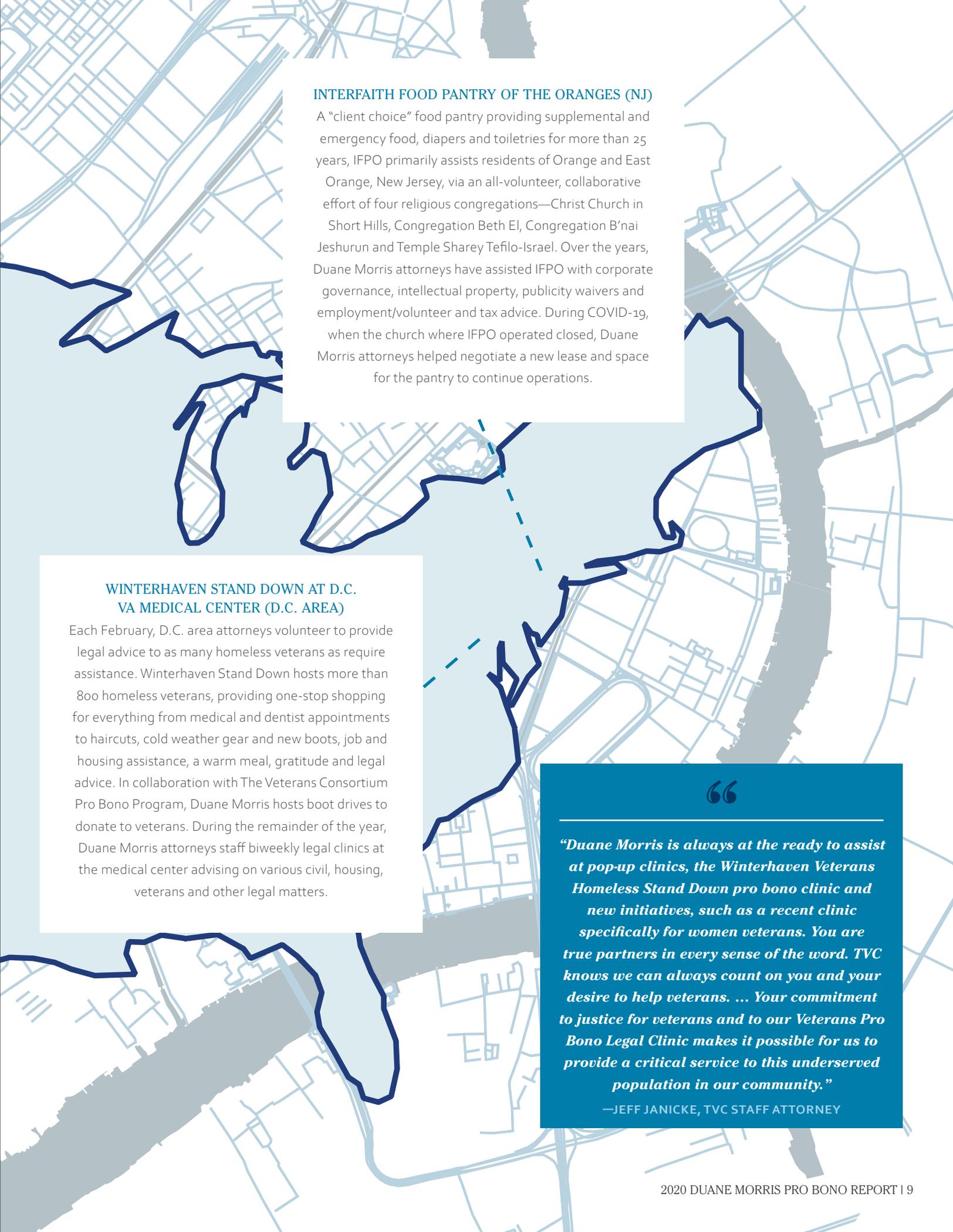
SOUPERBOWL OF CARING (TX)

SouperBowl of Caring is a youth-inspired movement working across the nation to tackle hunger in local communities.

Mobilizing grassroots resources including churches, schools, civic groups and caring individuals, the SouperBowl of Caring movement has created over \$160 million worth of support that stays completely local. In 2020, thousands of groups collected over \$10.6 million in monetary and food donations for hunger-relief charities across the country. Attorneys in Duane Morris' Houston office aided SouperBowl of Caring with trademark and intellectual property matters.

“Service is the rent that you pay for room on this earth.”

—Shirley Chisholm



INTERFAITH FOOD PANTRY OF THE ORANGES (NJ)

A “client choice” food pantry providing supplemental and emergency food, diapers and toiletries for more than 25 years, IFPO primarily assists residents of Orange and East Orange, New Jersey, via an all-volunteer, collaborative effort of four religious congregations—Christ Church in Short Hills, Congregation Beth El, Congregation B’nai Jeshurun and Temple Sharey Teflo-Israel. Over the years, Duane Morris attorneys have assisted IFPO with corporate governance, intellectual property, publicity waivers and employment/volunteer and tax advice. During COVID-19, when the church where IFPO operated closed, Duane Morris attorneys helped negotiate a new lease and space for the pantry to continue operations.

WINTERHAVEN STAND DOWN AT D.C. VA MEDICAL CENTER (D.C. AREA)

Each February, D.C. area attorneys volunteer to provide legal advice to as many homeless veterans as require assistance. Winterhaven Stand Down hosts more than 800 homeless veterans, providing one-stop shopping for everything from medical and dentist appointments to haircuts, cold weather gear and new boots, job and housing assistance, a warm meal, gratitude and legal advice. In collaboration with The Veterans Consortium Pro Bono Program, Duane Morris hosts boot drives to donate to veterans. During the remainder of the year, Duane Morris attorneys staff biweekly legal clinics at the medical center advising on various civil, housing, veterans and other legal matters.

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“Duane Morris is always at the ready to assist at pop-up clinics, the Winterhaven Veterans Homeless Stand Down pro bono clinic and new initiatives, such as a recent clinic specifically for women veterans. You are true partners in every sense of the word. TVC knows we can always count on you and your desire to help veterans. ... Your commitment to justice for veterans and to our Veterans Pro Bono Legal Clinic makes it possible for us to provide a critical service to this underserved population in our community.”

—JEFF JANICKE, TVC STAFF ATTORNEY

SECURITY: Pro Bono Attorneys Fight for Family Unity and the Right to Security and Lives Free from Violence

COLLABORATING TO ENSURE CITIZENSHIP IN THE LAND OF THE FREE

Beginning in 2019, Duane Morris teamed up with Comcast's legal department and HIAS Pennsylvania to build on our bimonthly citizenship clinics and increase legal representation to lawful permanent residents applying to naturalize as U.S. citizens. Following an initial clinic during Comcast Cares pro bono week—through which volunteers assisted 18 lawful permanent residents—more than 50 Comcast attorneys and legal staff have volunteered. When COVID-19 postponed our spring citizenship clinic, the team pivoted to virtual clinics so that we could continue representing clients throughout the pandemic. During the past year, Duane Morris has assisted more than 65 lawful permanent residents in applying to become United States citizens.

SECURING LEGAL STATUS IN THE UNITED STATES

Our clients' 9-year-old daughter has Tay-Sachs—a progressively degenerative genetic disorder leaving the afflicted nonambulatory and wheelchair-bound with feeding, respiratory and many other issues requiring ongoing care. Her parents immigrated to the United States many years before, but faced imminent removal to Mexico after a prior lawyer threw them into deportation proceedings. Immigration attorneys in Duane Morris' San Francisco office volunteered to assist the parents by seeking cancellation of removal, an extraordinary form of relief granted to individuals present in the United States for more than 10 years who demonstrate exceptional and extremely unusual hardship to a U.S. child, spouse or parent should the immigrant family member be deported from the United States.

After the child was hospitalized in January, the Duane Morris team requested an expedited hearing to move the case from May 2022 to February 2020. On the day of the hearing, the government's attorney agreed to the grant of cancellation of removal permitting the parents to remain in the United States and care for their daughter. Now our clients have a clear path to U.S. citizenship.

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“One of the many overwhelming challenges facing immigrants is navigating the complexities of a new legal system. Comcast's lawyers are proud to help families on the path to citizenship and its benefits and responsibilities.”

—DEREK SQUIRE, COMCAST VICE PRESIDENT AND DEPUTY GENERAL COUNSEL AND CHAIR OF COMCAST'S PRO BONO COMMITTEE



INCREASING ACCESS TO REPRESENTATION FOR SURVIVORS OF DOMESTIC VIOLENCE AND TRAFFICKING

In 2016, Philadelphia-area immigration legal service providers lost funding used to aid survivors of intimate partner violence who were not also survivors of sexual assault, creating a huge gap in legal services. Teaming up with Congreso de Latinos Unidos—a North Philadelphia social service agency providing bilingual counseling to survivors of intimate partner violence who are mostly Latina women and live in under-resourced communities—Duane Morris attorneys and staff built upon a prior project with HIAS Pennsylvania to hold a monthly legal clinic at Congreso’s counseling center. Attorneys and staff volunteers meet with clients in their native language to discuss immigration questions and possible avenues for relief.

In 2020, the pandemic exacerbated intimate partner violence, as people were forced to stay home with abusers, and immigrant clients reported increasing fears of reporting abuse to the police given anti-immigrant rhetoric and increased immigration enforcement. Duane Morris pivoted our legal clinic online, increasing our representation of survivors in protection from abuse orders, divorce, housing and immigration actions even amid the pandemic.

To date, Duane Morris has donated over 3,500 pro bono hours, conducting approximately 100 intakes and helping more than 40 Philadelphians stabilize their immigration statuses.

“Never forget that justice is what love looks like in public.”

—Cornel West, Ph.D.

“

“I will be eternally grateful to you. Thank you very much!”

—GENESIS

When she fled her abusive, U.S. citizen spouse, Genesis needed help removing the conditions on her lawful permanent resident status as a survivor of domestic violence. Genesis subsequently enlisted in the military, providing COVID-19 relief in New York this past spring, and she became a United States citizen in November 2020.

“Love is what Duane Morris has shown to me.” —Mercedes

Mercedes first met her pro bono attorneys at Duane Morris while receiving domestic violence counseling at Congreso. Concurrently, Mercedes was leaving her abusive spouse, battling a brain tumor and caring for her young son. Over the past several years, her pro bono attorneys secured lawful permanent residency and a divorce from her abuser. This spring, shortly after Mercedes gave birth to a daughter, she was diagnosed with COVID-19. She persisted, recovered and obtained lawful permanent residency in summer 2020. She and her attorneys now seek to reunite Mercedes with her older two children whom she was forced to leave with family in the Dominican Republic when she immigrated to the United States.



SPOTLIGHT Second Acts: Alumni Give Back

Duane Morris Alumni Give Back formally connects, activates and encourages alumni globally to team up with current firm attorneys through its Pro Bono Program, including attending public interest CLEs and legal clinic volunteer opportunities.

MICHAEL BUTTERMAN, OF COUNSEL, CORPORATE

Michael Butterman served with the U.S. Department of State - Agency for International Development (USAID) in Brazil and Bolivia as well as Latin American Counsel of Xerox Corporation in the 1960-70s. Formally retiring from Duane Morris in 2014, during the past six years, Butterman has put his Spanish language and legal skills to use in a different capacity—providing pro bono representation to numerous Latin American immigrant survivors of gender-based and domestic violence seeking safety and stability in the United States. Since 2015, Butterman has provided over 1,300 pro bono hours to immigrants in matters from asylum to Violence Against Women Act and United States citizenship.

In one recent case, Butterman helped his client obtain asylum in the U.S. after she fled decades of horrific domestic violence in Nicaragua, which was perpetrated by her partner—a vicious and dangerous alcoholic—and permitted by local police and authorities because of her partner’s prominent, political family. Butterman secured asylum for our client, also petitioning for the client’s sons—whom she left in the care of family and had not seen for four years—as derivatives.



In early 2020, Butterman got visas for the sons, allowing them to come to the U.S. and live in safety with their mother. Then, COVID-19 hit. Several months and three canceled flights later, Butterman negotiated with the U.S. consulate in Nicaragua to help the children fly to the U.S. Very fittingly, on July 3, the sons—now 22 and 16 years old—were reunited with their mother. Now, all three will be able to live a life of safety in the U.S. and pursue the “American dream.”

*“no one leaves home unless
home is the mouth of a shark
you only run for the border
when you see the whole city running as well
your neighbors running
faster than you*

...
*you only leave home
when home won't let you stay.*

...
*you have to understand,
that no one puts their children in a boat
unless the water is safer than the land”
—Warsan Shire*

EMERGENCY RESPONSE: Pro Bono Attorneys Step Up to the COVID-19 Challenge

PEACE OF MIND FOR HEALTHCARE HEROES

In early spring, attorneys collaborated with legal aids in Philadelphia, New Jersey and New York to create a Wills for Frontline Heroes Remote Pro Bono Clinic. Attorneys and paralegals drafted simple wills and advance planning documents for healthcare and other essential personnel combatting COVID-19 on the frontline. An ongoing project, please reach out if you know someone serving on the frontline who could use assistance and peace of mind.

HELPING NONPROFITS WEATHER AN UNEXPECTED STORM

Attorneys in offices across the United States donated many hours advising nonprofits and small businesses on the CARES Act and Paycheck Protection Program, leasing and real estate, employment and other issues as their operations were impacted by COVID-19. Below are a few examples of our clients' great work:

PIZZA VS. PANDEMIC. If you ever have experienced one of Scott Wiener's New York City pizza tours, you will know the joy and ingenuity that make the Big Apple one of a kind. Founded by the self-proclaimed pizza nerd, Wiener's "Scott's Pizza Tours" will introduce you to the city's storied pizza culture, teach you about the science of pizza and support local, independent pizzerias. Several years ago, Wiener launched **SLICE OUT HUNGER**, a nonprofit producing pizza-related events and campaigns to support American hunger relief and prevention initiatives. A pro bono client of Duane Morris for several years, attorneys in various practice groups have advised Wiener on tax, trademark and corporate issues as he builds Slice Out Hunger.

During the pandemic, Wiener and team shifted Slice Out Hunger to Pizza v. Pandemic, a campaign to feed frontline care workers by coordinating large orders with independent pizzerias. Through their website and word of mouth, Pizza vs. Pandemic identifies care workers—hospitals, clinics, shelters, etc.—in need, finds a nearby independent pizzeria, ensures the pizzeria can accommodate the care center's needs, and places the order using donated funds. This past spring, Duane Morris attorneys and staff happily raised money to support Pizza v. Pandemic, teamed up with Wiener to donate pizza to various firm clients, and even took a few pizza-making classes with Wiener himself.





BUILDING EMPLOYEE ENGAGEMENT THROUGH

PRO BONO TRAINING. Throughout the pandemic, Duane Morris' Pro Bono Program held nearly weekly CLE webinars on various pro bono and public interest issues, both to engage volunteers and to keep attorneys up to date on changing legal landscapes. Webinar topics ranged from election law issues to landlord-tenant mediation programs, asylum and immigration law during the pandemic, domestic violence and protection from abuse measures, estate planning, trauma-informed lawyering, pardons and more. Webinars also gave associates and partners a chance to show off their pro bono skills and garner additional public speaking experience, even during a pandemic.

Building on skills and knowledge gained during CLEs, Duane Morris attorneys provided thousands of hours advising individual clients on landlord-tenant and housing issues, immigration, domestic violence, dependency/foster care, SSI and means-tested benefits and much more as the legal landscapes changed throughout 2020. With 35 webinars held through the end of 2020, the team has a full schedule planned for 2021 as well. Please contact us if you would like to join or present a webinar.

*“We need joy as
we need air.
We need love as
we need water.
We need each other
as we need the
earth we share.”*

—Maya Angelou



SPOTLIGHT

Comfort in Times of Crisis

Several years ago, Duane Morris began representing The Comfort Cub pro bono in protecting its intellectual property and forming as a nonprofit corporation. The Comfort Cub, an invention of Marcella Johnson, is a weighted therapeutic teddy bear designed to provide healing through deep touch pressure in the arms of a person experiencing Broken Heart or Takotsubo Syndrome.

MARCELLA JOHNSON, FOUNDER, THE COMFORT CUB

Interviewed by Julie Mebane, Friend and Duane Morris Partner

How did you come to develop The Comfort Cub?

I created The Comfort Cub out of a need to help ease the physical and emotional pain of losing a child for other mothers just like me. I lost my little baby, George, on the day he was born. Leaving the hospital empty-handed was one of the worst experiences of my life. Along with the obvious emotional pain one would anticipate, I experienced some surprising physical symptoms as well. My heart was literally in pain and my arms ached. I found that when I held a weighted object in my arms, the aching in both my heart and arms disappeared. I read it can be a common phenomenon that women seek weighted objects to ease their pain. (My object was a large terra-cotta pot left at my son's gravesite.)

How has The Comfort Cub responded to the pandemic?

The timing of the pandemic happened to coincide with Baby George's 21st birthday and the 20th anniversary of our program. Friends and family of The Comfort Cub had been saving up to give away an

additional 1,000 Comfort Cubs to celebrate this special occasion. We had no idea the need would be so great!

The pandemic caused so many situations where people were in need of comfort due to isolation, anxiety and depression. We distributed those 1,000 bears very quickly and helped a lot of people. Surprisingly, we ended up sharing Comfort Cubs not only with hospital patients, but with the doctors, nurses and first responders. The stress on all of them was incredible. We hoped to help heal the healers, and the response we received was tremendous.

How does The Comfort Cub work? Has it been tested/reported in scientific journals?

You may have heard of weighted blankets and how they have been clinically proven to help calm people who are feeling anxious. It is the same science for The Comfort Cub. It is due to deep touch pressure. When weight is applied to your body, your brain releases dopamine, serotonin and oxytocin. All of these happy hormones cause your body physiologically to feel more relaxed. Your heart rate and breathing slows down, and you get an overall sense of calm and safety. It elicits the same kind of response one gets when hugging a close friend.

The science of deep touch pressure is well documented. We are currently working with Lucile Packard Children's Hospital Stanford to research the efficacy of The Comfort Cub.

Where does The Comfort Cub work and distribute?

Our mission is to bring comfort to anyone experiencing a broken heart as a result of a significant loss or trauma. Our first goal was to make sure no woman in San Diego ever would have to leave the hospital empty-handed after losing a child. We have proudly been working with all of the hospitals in San Diego for the past 20 years. We started out in labor and delivery, but have branched into several other areas from the ER to the cancer wards, burn units, cardiology and mental health. We also work with top hospitals across the United States such as Mass General, the Cleveland Clinic, Sloan Kettering, Stanford and UCLA.

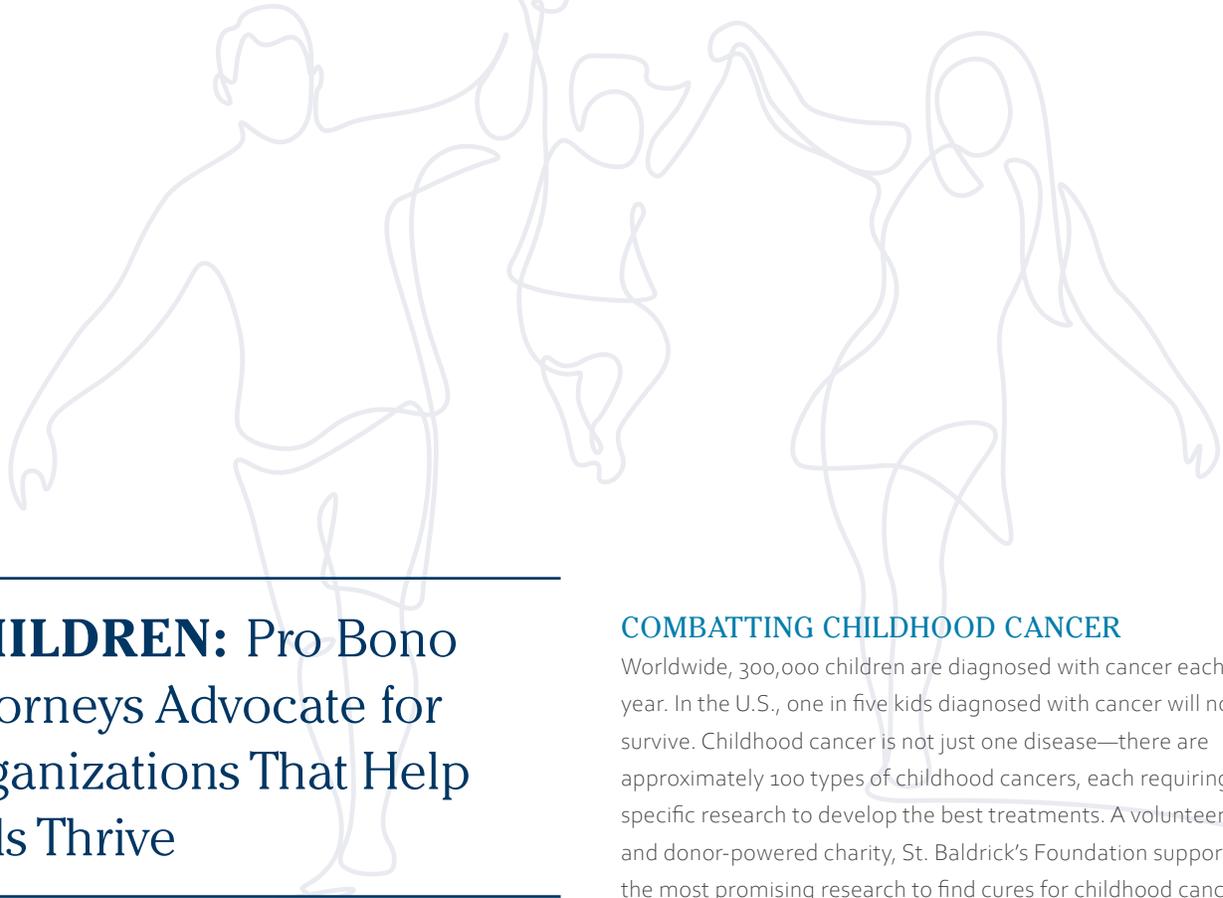
We have branched out beyond hospitals to assist victims of mass shootings starting at Sandy Hook, Las Vegas and, unfortunately, as needs continue. We also respond to natural disasters, fires, floods and hurricanes to help calm people in the shelters. We work closely with the San Diego Police Department, trauma intervention and crisis units and the San Diego District Attorney's Office and Forensic Health with sex trafficking victims and children who survived sexual abuse. We collaborate with foster/adoption programs, autism and Alzheimer's patients and many individuals across the United States.

What is your biggest achievement?

Knowing that we have been able to distribute over 22,000 Comfort Cubs. We figure each Comfort Cub is shared with at least three people (parents and at least one family member). That means we have been able to bring a little bit of relief and help to close to 66,000 people. We have been told many times that The Comfort Cub has saved people's lives. That's pretty amazing to all of us and we are so grateful to be able to do so!



To support The Comfort Cub, consider investing your time, talents or funds via thecomfortcub.org. If you are local, The Comfort Cub always needs people to help package Comfort Cubs for distribution. Not local? Help spread the word so that more people know the resource exists and it is free for those experiencing loss or trauma.



CHILDREN: Pro Bono Attorneys Advocate for Organizations That Help Kids Thrive

GOOD NIGHTS AND GOOD DAYS

Every night in America, too many children do not get the sleep they need, compromising their health, school performance and emotional well-being. Founded in New York City, Pajama Program provides cozy pajamas, inspiring storybooks and critical resources for parents and caregivers to support comforting bedtime routines and healthy sleep for all children to help them thrive. Duane Morris continues to show its support of Pajama Program, volunteering time not only to share stories with children, but providing legal counsel as well. In 2020, Duane Morris corporate attorneys represented Pajama Program in its acquisition of another nonprofit, helping expand Pajama Program’s mission to provide good nights across the United States. Duane Morris intellectual property attorneys also represented Pajama Program in working with Tish Rabe Books LLC—owned by bestselling children’s author Tish Rabe, who has written over 170 children’s books for Sesame Street, Disney, Dr. Seuss and many more—on a forthcoming book, *Sweet Dreams Ahead Time for Bed*, set to be published in April 2021.

In celebration of its 20th anniversary year, Pajama Program launched a national 15-month campaign, One Million Good Nights, with a goal of providing good nights for good days to 1 million children. Pajama Program is actively seeking corporate sponsors that may be interested in participating. For more information about the campaign or Pajama Program, visit pajamaprogram.org.

COMBATTING CHILDHOOD CANCER

Worldwide, 300,000 children are diagnosed with cancer each year. In the U.S., one in five kids diagnosed with cancer will not survive. Childhood cancer is not just one disease—there are approximately 100 types of childhood cancers, each requiring specific research to develop the best treatments. A volunteer- and donor-powered charity, St. Baldrick’s Foundation supports the most promising research to find cures for childhood cancers and give survivors long and healthy lives. The foundation has played a role in virtually every advancement made in childhood cancer research over the past 20 years. During the past year, Duane Morris employment attorneys provided employment-related advice, particularly concerning COVID-19, so that St. Baldrick’s Foundation may continue focusing on its mission treating and finding cures for childhood cancer.

NO FAMILY LEFT BEHIND

Whether it is primary or secondary education, Folds of Honor facilitates fundraising and educational scholarships to ensure the cost of pursuing academic dreams is not an additional burden for spouses and children of fallen, wounded or disabled U.S. military service members. During the unprecedented 2020-2021 school year, Folds of Honor awarded 3,500 scholarships. In the last two years, Folds of Honor has awarded scholarships to 715 first generation college graduates, approximately 70 percent of which are minorities; overall, more than 40 percent of Folds

“It is easier to build strong children than to repair broken men.”

—Frederick Douglass

of Honor scholarship recipients are minorities. Duane Morris corporate attorneys represented Folds of Honor in forming chapters in various states as independent nonprofit corporations as well as other corporate matters.

CREATING A PEDIATRIC TELEMEDICINE PROGRAM FOR CHILDREN LIVING IN CONFLICT ZONES

Armed conflict affects one in 10 children globally, with urban areas increasingly becoming direct targets, producing large numbers of casualties that outstrip the ability of local healthcare workers to provide the required care. In areas without adequate healthcare infrastructure, it is rare to find a doctor or psychologist trained in pediatrics, and lives are lost due to a lack of expertise. Imagine, instead, if a global network of pediatric specialists could be “brought” to a besieged or remote area in the time it takes to download an app. Enter Save A Child Global Pediatric Network, which aims to do just that. Save A Child combines pediatric expertise with digital technology to create a mobile case management and referral platform that can help save the lives of sick and injured children across the globe. Duane Morris corporate attorneys advised Save A Child regarding its corporate structure and governance as well as general advice on the telemed program, specifically concerning compliance with data security and privacy laws.

GIRLS WRITE NOW

For more than 20 years, Girls Write Now has been a nationally respected leader in arts education as New York’s first and only writing and mentoring organization for girls. Girls Write Now matches underserved teens—over 90 percent of color, 90 percent high need, 75 percent immigrant or first generation and

25 percent LGBTQ/gender nonconforming—with professional writers and digital media makers as their personal mentors. Mentees’ multigenre, multimedia work is published in outlets, including *Teen Vogue*, BuzzFeed and *The New York Times*, performed at Lincoln Center and the United Nations and wins hundreds of writing awards. Girls Write Now ranks in the top 4 percent of programs nationwide for outstanding performance driving social-emotional growth for youth, and 100 percent of its seniors are accepted to college—armed with confidence, portfolios and life-long bonds. Through Girls Write Now’s Writing Works workforce development program, they prepare young adults as skilled communicators and competitive candidates, creating a diverse pipeline into the schools and industries most in need of their talents. Duane Morris attorneys have assisted Girls Write Now pro bono for several years concerning intellectual property matters, and recently, began providing employment and real estate legal counsel to Girls Write Now to ensure more girls and gender nonconforming youth have access to high quality educational and mentoring opportunities.

FIT FOR LIFE

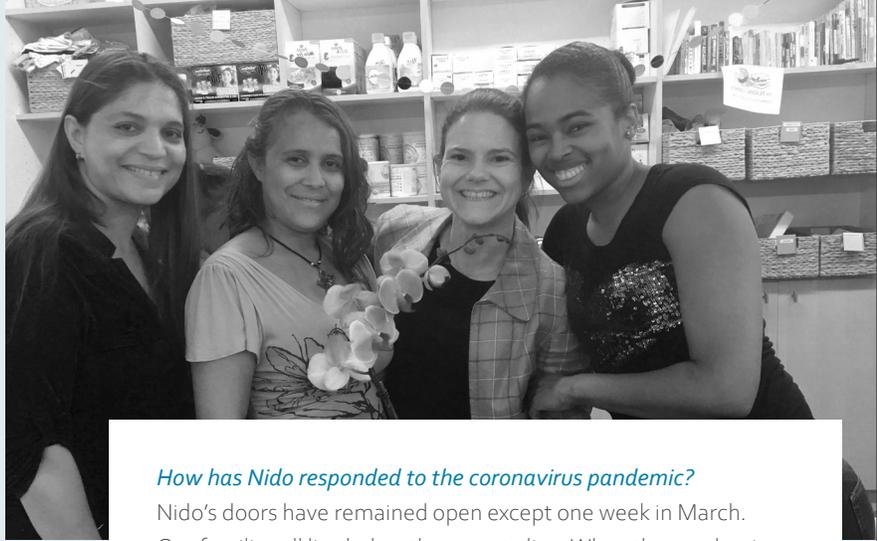
LXD Fitness Foundation provides tailored personal fitness solutions to socially excluded young people from under-resourced areas with the goal of improving their confidence and helping them find employment. Attorneys in Duane Morris’ London office formed the charity and helped design the organization’s website. Incorporated into LXD’s activities is a dress for success and interview coaching program, for which Duane Morris attorneys and staff also volunteer.



SPOTLIGHT

It Takes a Village

As lawyers, we are privileged to serve our clients to accomplish their legal needs. The obligation to partner with our clients to serve those less fortunate is a concurrent responsibility, personally and professionally. Two of Duane Morris' clients, Holly Fogle and Jeff Lieberman, bring a new level of commitment to serving their community, having helped found and now leading Nido de Esperanza.



HOLLY FOGLE, EXECUTIVE DIRECTOR, NIDO DE ESPERANZA

Interviewed by Michael Grohman, Partner and Chair of the Private Client Services Practice Group; Co-Managing Partner of the New York Office

Tell us about Nido de Esperanza.

We strive to break the cycle of poverty by changing the first 1,000 days of a child's life. We take a holistic, two-generation approach through early (starting during pregnancy), intensive (three to four times per week), culturally sensitive, community-based and parent-led interventions. Nido partners with a child's parent(s) to provide diapers, food, clothes, books, parent education, and most importantly, community. Our families join Nido's weekly mommy-and-me group sessions, the Reading Corner, English language classes, trauma-informed yoga classes, social work support and more.

Why babies?

A baby's brain doubles in size by age 1, and by age 3, it has reached 80 percent of its adult volume. More importantly, it is forming synapses faster than it ever will again. Toxic stress and childhood adversity changes our biological systems and creates a lifetime of effects: higher rates of ADHD, diabetes, asthma and stress responses. It reduces the average lifespan by 20 years. We hope to curtail this by working with children age zero to 3 and their parents.

How did you come to this work? Why do these families and Washington Heights matter to you?

I grew up in the Ohio/West Virginia foothills of the Appalachian Mountains. I have always been a dreamer. Our immigrant families are dreamers too. They left their homes in hopes of providing a better life for their children.

Nido made an intentional decision to be very community-focused. Our families all live in Washington Heights/Inwood (northern Manhattan). We have deep partnerships with NewYork-Presbyterian and Columbia University, who often send medical, dental and public health students to work with our families. We know the librarians who ensure all of our families have library cards. When we have a domestic violence issue, we call our partners at an agency a few blocks away. In this way, we help build a community and a strong support network.

How has Nido responded to the coronavirus pandemic?

Nido's doors have remained open except one week in March. Our families all live below the poverty line. When the pandemic hit, our families lost their jobs in restaurants, construction and housekeeping; most have not been called back to work or are working a few hours per week. They are not eligible for benefits under the CARES Act given their immigration status. They are alone in New York City with a young child and no safety net.



Because we have such deep relationships, we only had to listen to our families to understand what we needed to do. We provided direct cash disbursements (something we never did before) to help partially pay rent. Duane Morris also was terrific in providing pro bono legal aid concerning landlords' illegal threats of eviction and our families' immigration needs. In partnership with the West Side Campaign Against Hunger, we became a food pantry for our families, all while continuing our weekly parenting classes via Zoom. We ensured all 24 of our "graduating" 3 year olds are in 3K/Headstart programs.

What is the most satisfying aspect of your work?

In February, one of our graduates rang our doorbell. The mother was beaming and clutching a certificate—her daughter was the Student of the Month at her preschool. You would have thought it was her diploma from Harvard. You could not find a prouder mother, and she wanted to share the accomplishment with us because she felt we helped make it happen. That little girl is going to enter kindergarten ready to learn and speaking English. These moments make me continue to dream of what is possible.

Should you wish to support Nido's work, they would appreciate donations to buy diapers for their families via nidadeesperanzanyc.org/donate. No parent should have to choose between buying food or diapers, but that is a decision many Nido families otherwise must make every day.

COMMUNITY: Pro Bono Lawyers Work for Change

Reflecting upon recent calls for racial justice and reconciliation across the United States, Duane Morris' Pro Bono Program redoubled its commitment to racial equity and access to justice for all. For several years, the Duane Morris Pro Bono Program informally assessed the firm's pro bono efforts concerning racial parity, diversity of community, legal aids and subject matter issues.

This spring, acknowledging that we cannot address poverty without discussing race, Duane Morris deepened its commitment, sending pro bono leaders to the Shriver Center on Poverty Law's Racial Justice Institute and joining the Law Firm Antiracism Alliance (LFAA). A coalition of over 100 law firms, LFAA seeks to leverage the resources of the private bar to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law and in government institutions.

ENSURING CONSTITUTIONALLY PROTECTED ACCESS TO REPRODUCTIVE HEALTHCARE

In a 5-3 decision, the Supreme Court of the United States in *June Medical Services, et al. v. Russo*, No. 18-1323, slip op. (June 29, 2020) overturned as unconstitutional Louisiana Act 620, which required physicians to have "active admitting privileges" at a hospital within 30 miles of the location at which they provide abortions. Act 620 was virtually identical to a Texas law the Supreme Court previously held unconstitutional in *Whole Woman's Health* because it similarly placed substantial obstacles in the path of women seeking to exercise their right to an abortion.

A cross-office team of Duane Morris health, trial and employment and pro bono attorneys represented a diverse group of medical staff professionals *amici curiae* in support of petitioners June Medical Services. Duane Morris attorneys analyzed the real-world credentialing and admitting privileges process for physicians generally, and specifically, in Louisiana hospitals. Citing Duane Morris' *amicus* brief, the Supreme Court explained how the admitting privileges process would prevent abortion providers from obtaining such privileges for reasons unrelated to competency, thus preventing them from complying with the law and "pos[ing] a 'substantial obstacle' to women seeking an abortion." The Court concluded "the law offer[ed] no significant health-related benefits [and] consequently impose[ed] an 'undue burden' on a woman's constitutional right to choose to have an abortion." Duane Morris' *amicus* brief was one of only three *amici curiae* briefs cited in the Supreme Court's opinion out of a total of 27 briefs filed in support of petitioners.

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"I want to extend our immense appreciation for all of your efforts on the amicus brief in the Louisiana admitting privileges case... . The brief reflects deep expertise and tremendous thoroughness and care in the drafting and presentation of points. We so appreciated your judgment, your outreach efforts to an amazing group of experts in the field and your generosity of time and energy"

— SCOTT RUSKAY-KIDD, SENIOR STAFF ATTORNEY FOR JUDICIAL STRATEGY, U.S. LEGAL PROGRAM

HELPING FOSTER INVESTIGATIVE REPORTING IN WASHINGTON, D.C.

In a year when truthful, investigative journalism never seemed more important, a cross-office team of Duane Morris corporate, tax, trial and trademark attorneys assisted in the formation of Spotlight DC, a new nonprofit organization raising charitable funds to support journalists pursuing worthwhile projects and to promote their work for maximum impact. Funding for local journalism and long-form, enterprise reporting—the kind of fact-based, investigative projects that can shed light on abuses of power, misspent government funds, political corruption, wrongful convictions or public programs gone awry—is suffering worldwide. Spotlight DC aims to stem this tide and to help incubate important, high-impact journalism.



Duane Morris LLP



SPOTLIGHT Bloom Where You Are Planted

Malike Sidibe immigrated to the United States at 13 years old, leaving behind his native country, Cote d'Ivoire, and childhood home, Guinea. He grew up amidst the First Ivorian Civil War, witnessing firsthand the effects of hate and war. In high school, he picked up a camera, never dreaming where it would lead. Now, in the same year that Duane Morris immigration partner Pierre Bonnefil represented Sidibe pro bono in becoming a United States citizen, Sidibe also garnered prominence for his photography of racial turmoil in his new home. Here, Bonnefil interviews Sidibe about his work during the past year. NYC Salt is an after-school program creating opportunities in visual arts and pathways to college for youths by engaging them in a rigorous blend of professional photography instruction, one-on-one mentoring, college-preparatory workshops and career exposure.

MALIKE SIDIBE, PHOTOGRAPHER, GRADUATE, NYC SALT

Interviewed by Pierre Bonnefil, Duane Morris Partner

How did you first get involved in photography?

In 2014, I saved up \$700 to buy my first camera. My mom thought I was crazy and was frustrated with me for spending so much money on a camera, but I knew it was right. Photography is what I wanted to do. Days after I bought the camera, a substitute teacher at my high school told me about NYC Salt. I walked over after school and signed up. NYC Salt mentors taught me all about photography, shooting and composition, and they helped me get into college.

In high school, I signed up to take weekend college classes at the Fashion Institute of Technology. I first majored in menswear design, but I learned I did not like making clothes as much as I liked styling and photographing clothes. It was difficult to find photographers to take images of my work the way I envisioned, so I started shooting myself and this has grown into my career as a fashion photographer.

*Your images appeared on the cover of **The New York Times** this past spring—this is huge for a 23-year-old. How did this happen?*

After George Floyd was killed, I decided I could not just sit and watch, so I went out on the first day the protests started in

New York City. At first, I was not going to bring my camera because I did not want it to be broken, but I grabbed it at the last minute. Within 15 minutes of arriving at the peaceful protest, people started running and screaming because the police were throwing things and spraying pepper spray. I was shocked at what I was seeing—having grown up in war, I thought of the United States as a safe haven. Who would have thought there would be police brutality at an anti-police brutality protest? I just started photographing what I saw while my friends protected me. After we came home, I edited and uploaded the images to my Instagram. Within 30 minutes, *Time* magazine called asking if they could use my images for their article about what happened that night. I spent the rest of the night working with the editor from *Time* on the article. After the first two nights, *The New York Times Magazine* asked me to spend the next seven days documenting the demonstrations taking place around the city, which led to me capturing the cover image on *The New York Times* published on June 18, 2020.

What was your biggest takeaway from this experience?

The *NYT* cover led to much additional press and documentary assignments. I photographed the protests in Kenosha, Wisconsin, and Utah. It was eye-opening—I was pepper sprayed, called the N-word by protestors and hit by the police with a baton or nightstick while peacefully taking photographs and wearing my press credentials.

I am most proud that I was able to help educate people about what was going on through my photographs. People reached out and said they went to protest or took the news seriously because of my photographs. Of course, the *NYT* cover was great, but also bittersweet amid so much violence.

NYC Salt is an after-school program creating opportunities in visual arts and pathways to college for youths by engaging them in a rigorous blend of professional photography instruction, one-on-one mentoring, college-preparatory workshops and career exposure.

Last year, Malike received the Photo Annual Awards 2020 in Photojournalism, and his work was featured in *Time* magazine, *The New York Times Magazine*, *ELLE Décor* and Nikon's Creator Hour podcast. To learn more about Malike's work and future projects, please visit malikesidibe.com or on Instagram [@malikesidibe](https://www.instagram.com/malikesidibe). To learn more about pro bono client NYC Salt, please visit nycsalt.org. For several years, Duane Morris has represented NYC Salt in governance, real estate, contractual, intellectual property and other legal matters.

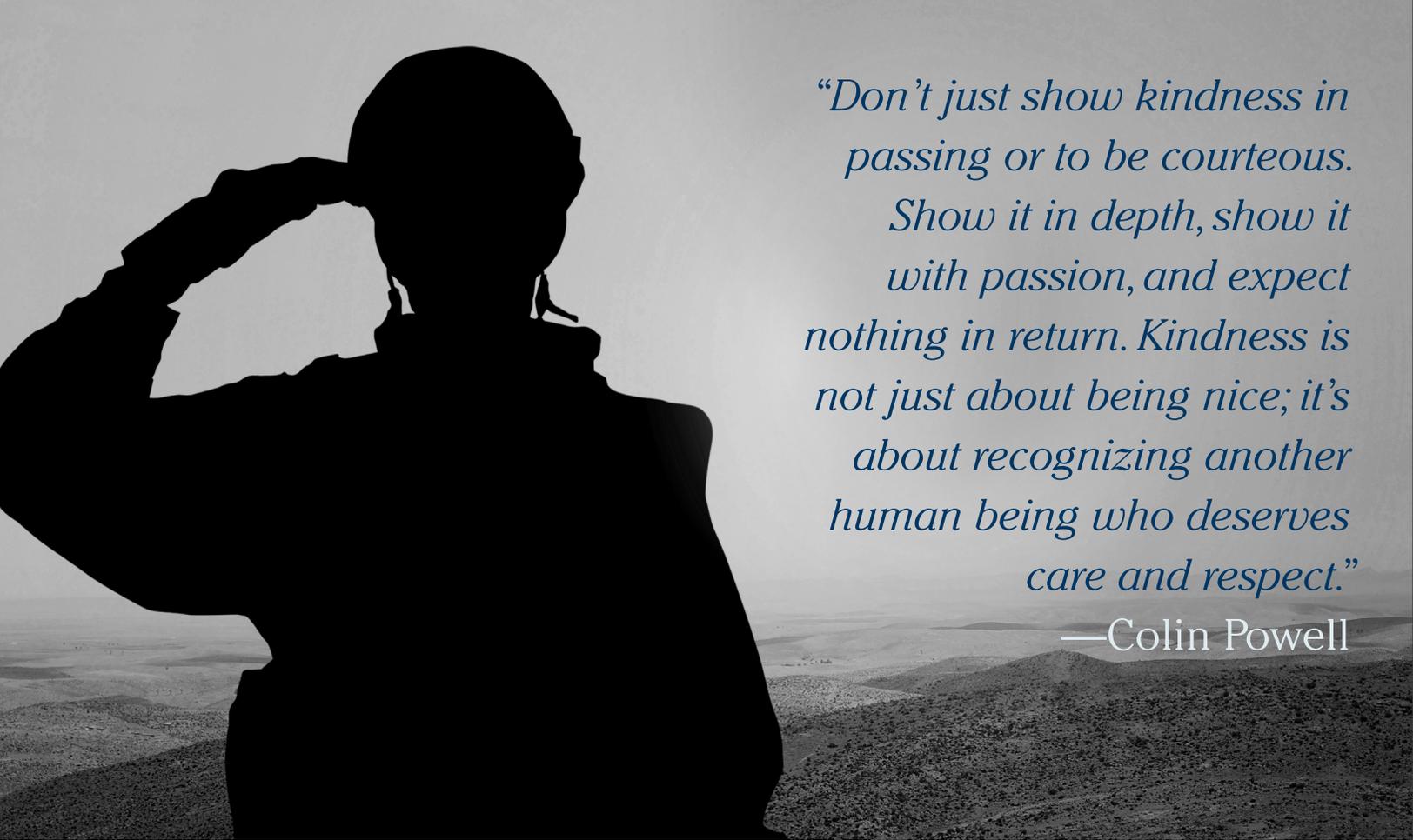
You are not a photojournalist – after this past spring, have you decided to shift focus? What projects are you planning once you can travel?

No, I am a fashion photographer. But, as an artist, if you have a talent that you can use to help or educate people, it is your duty to do so. Being able to use my skills to educate or inspire people brings satisfaction that the photographs do not.

After the coronavirus pandemic—and now as a United States citizen—I hope to travel to the Ivory Coast. I have not been back in 10 years. I hope to reconnect with family and show the world where I come from. Through my Pop Up Culture Photo Booth project, I photograph different communities, people and cultures. I hope to take the pop-up booth around the world, so people may experience and learn to appreciate other cultures. In going back home and photographing the experience, I hope to share my own culture.

What do you hope people take from your work?

I hope people are inspired—either politically to take action or artistically to create.



“Don’t just show kindness in passing or to be courteous. Show it in depth, show it with passion, and expect nothing in return. Kindness is not just about being nice; it’s about recognizing another human being who deserves care and respect.”

—Colin Powell

MILITARY SERVICE: The Ultimate Form of Respect

\$300,000 AWARDED IN RETROACTIVE VETERANS BENEFITS

Attorneys in Duane Morris’ Philadelphia and Cherry Hill offices obtained retroactive VA benefits totaling more than \$300,000 for a disabled veteran battling an acquired psychiatric disorder from active duty. The veteran was dishonorably discharged due to his illnesses and was homeless for over a decade. He tried and lost over 16 jobs due to mental health problems. During this time, he received a discharge upgrade and applied for service-connected disability benefits in 2009, which the VA denied.

Duane Morris then entered the case, successfully representing the veteran in appealing the denial before the United States Court of Appeals for Veterans Claims and securing a remand requiring appropriate medical evaluations and adequate reasons and bases for the VA’s findings. In 2018, the client was awarded benefits and Total Disability Individual Unemployability

(TDIU). Duane Morris attorneys then successfully argued to the Board of Veterans’ Appeals that the benefits should be applied retroactively to 2009 when the client first sought benefits, a sum totaling more than \$300,000.

Now doing much better healthwise, the veteran has a home and is able to assist his daughter with nursing school through his GI Bill benefits. Duane Morris continues to represent the veteran in seeking service-connected benefits for traumatic brain injury and a seizure disorder.

BENEFITS APPEAL WON FOR VETERAN WITH RARE BIRTH DEFECT

Our client, a disabled Vietnam combat veteran, was born with a rare defect in his back and suffered debilitating back injuries since his combat tour. In addition, the client was battling cancer as a result of Agent Orange exposure, for which he had incurred many medical expenses for experimental treatments. The client sought and was denied service-connected disability benefits. This denial, combined with the costs for his cancer treatments, meant he potentially was going to have to sell his home so he could afford continuing cancer treatments.

A cross-office team of intellectual property attorneys stepped up to help the veteran, successfully securing service-connected disability benefits before the Board of Veterans' Appeals. The team overcame several obstacles, including obtaining an examiner opinion, missing records, proving aggravation of the rare birth defect by combat, and proving the back condition was a congenital disease rather than a congenital defect that is not eligible for service-connected disability benefits. Due to the team's advocacy, the same Board of Veterans' Appeals judge that wrote an opinion rejecting the client's claim in 2016 granted him benefits with a retroactive award to June 2008. The retroactive award, several hundred thousand dollars, will allow the client to remain in his home, maintain his standard of living and focus on defeating cancer.

RESTORING RELIEF AND SECURING RETIREMENT INCOME

Our client was honorably discharged from the military in August 1978. During the ensuing years, he experienced multiple service-connected medical conditions including lumbar degenerative disc disease, skin rashes, degenerative joint disease and sciatica. In January 2010, the client was diagnosed with dysthymia, depression and anxiety disorder. Nevertheless, in an April 2014 ratings decision, the client's service-connected disability benefits rating for dysthymic disorder was reduced from 70 percent to 30 percent and his compensation for sciatica was reduced from 10 percent to zero percent.

Bankruptcy attorneys and staff in Duane Morris' Chicago office represented the veteran in appealing the reduction, as the VA had failed to review the client's recorded mental health history and had provided no evidence reflecting an actual change or improvement in his disability.

“

“I cannot thank my attorney enough. She did a phenomenal job in representing me. She and the office has really helped my family a lot. We are really blessed by the benefits that we are receiving.”

— ANTOINE

The client's sciatica reduction was reinstated after the team filed the appeal, but the VA did not budge on the mental health ratings. The team briefed and argued the case to the Board of Veterans' Appeals, successfully arguing the reduction was improper given the lack of evidence concerning an actual change in the disability, the VA's failure to include a written statement of the reasons or bases for its findings and conclusions, and the VA's failure to analyze the credibility and probative value of the evidence. The team also elicited testimony from the client in support of his claim of dysthymia.

The board found that their reduction of the client's dysthymic disorder rating was incorrect, restored his original rating and awarded him TDIU. The win represented a meaningful increase in the veteran's monthly service-connected disability benefits, which will help support him and his wife.

Collaborating Legal Aids And Community Partners

American Civil Liberties Union of Pennsylvania
American Immigration Council
American Immigration Lawyers Association (AILA)
Atlanta Volunteer Lawyers Foundation
Casa Cornelia Law Center
Center for Reproductive Rights
Center on Wrongful Convictions
Chicago-Kent Patent Hub
Chicago Lawyers' Committee for Civil Rights
City Bar Justice Center of the New York City Bar Association
CityYear Philadelphia
Community Legal Services
Congreso de Latinos Unidos
Consumer Bankruptcy Assistance Project
Dade Legal Aid: Put Something Back
D.C. Bar Pro Bono Program
Drexel University Thomas R. Kline School of Law
Freedom Network USA
Georgia Lawyers for the Arts
Georgia PATENTS
Good Shepherd Mediation Program
Greater Boston Legal Services
Harvard Veterans Law Clinic
HIAS Pennsylvania
Homeless Advocacy Project
Immigration Equality
Immigration Justice Campaign
Innocence Network
Innocence Project of Southern California
International Refugee Assistance Project
John Marshall Veterans Legal Support Center and Clinic
Juvenile Law Center
Kids in Need of Defense
Lawyers Alliance for New York
Lawyers' Committee for Civil Rights Under Law

Lawyers' Committee for Civil Rights Under Law of the San Francisco Bay Area
Legal Aid of Marin
Legal Aid Society of San Diego
Legal Aid Society of San Mateo County
Legal Clinic for the Disabled
Macaulay Honors College, City University of New York
Maryland Volunteer Lawyers Service
Mount Sinai Medical Legal Partnership
Neighborhood Legal Services Program
Northern California Innocence Project
Newark Reentry Project
Nido de Esperanza
Pennsylvania Innocence Project
Public Counsel
Philadelphia Volunteer Lawyers for the Arts / PA Patent
Philadelphia Volunteers for the Indigent Program
Pro Bono Partnership of Atlanta
Rutgers Law School Camden
San Diego Volunteer Lawyer Program
SeniorLAW Center
Start Small Think Big
Support Center for Child Advocates
Swords to Plowshares
Texas CBAR
The Bar Association of San Francisco Justice & Diversity Center
The Law Society of Singapore
The Legal Aid Society of New York City
The Veterans Consortium Pro Bono Program
TrustLaw
Veteran Advocacy Project
Volunteer Lawyers for Justice
Women's Law Project

Duane Morris Pro Bono Honor Roll

Duane Morris congratulates the following people who contributed 50 hours or more of pro bono legal services in 2020.

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