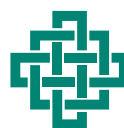


CORNERSTONE
AWARDS
2020

IN RECOGNITION OF
SUPERIOR PRO BONO SERVICE
TO NONPROFIT ORGANIZATIONS

DECEMBER 3, 2020



Lawyers Alliance
FOR NEW YORK

Connecting Lawyers, Nonprofits, and Communities

THE 2020 CORNERSTONE AWARDS

More than 9,000 individuals from more than 250 institutions have volunteered through Lawyers Alliance since the Cornerstone Awards began in 1997. Their talent is deep and broad. With their assistance, thousands of nonprofits have received the expert legal counsel they need to accomplish their missions. Lawyers Alliance is thankful for all of its legal volunteers, including the more than 2,000 individuals from more than 140 law firms and corporations who volunteered this past year. During the Coronavirus pandemic, these volunteers are working remotely, creatively, and thoughtfully to help nonprofits face many challenges. We list the full volunteer network in the Lawyers section of our website at www.lawyersalliance.org/our-volunteers.

At the same time, we recognize a new cohort of Cornerstone honorees. These stellar lawyers, like prior honorees, have gone above and beyond the expected bounds of even the most successful pro bono relationships. Including this year's impressive group, 49 institutions and 243 individuals have received Cornerstone Awards since 1997.

The 2020 recipients of Cornerstone Awards:

- Demonstrate how business and transactional law pro bono projects have had a positive and far-reaching impact on New York City's low-income communities;
- Devoted substantial time, passion, and expertise to nonprofit and community development organizations in need of legal help to sustain and operate dynamic programs;
- Built ongoing, evolving, and in-depth relationships with the organizations with which they have been involved; and
- Inspired colleagues and clients by serving as pro bono leaders and role models.

These award-winning institutions and individual attorneys embody the finest qualities of the legal profession.

THURSDAY, DECEMBER 3, 2020

5:00 P.M. – 6:00 P.M.

This is a virtual event.

For updates on the annual Cornerstone Awards and to read some exciting Volunteer Accomplishments throughout the year, visit the Volunteer Recognition page of Lawyers Alliance's website at:

www.lawyersalliance.org/volunteer-recognition

See the complete list of Lawyers Alliance's Cornerstone winners from 1997 to 2020 at: www.lawyersalliance.org/cornerstone-winners

CORNERSTONE PROGRAM

SLIDESHOW

WELCOME REMARKS

SARAH HARP

*Vice President, Senior Counsel, ViacomCBS Inc.
Board Member, Lawyers Alliance for New York*

PRESENTATION OF CORNERSTONE AWARDS

ELIZABETH M. GUGGENHEIMER

Executive Director, Lawyers Alliance for New York

AWARDS TO INSTITUTIONAL HONOREES

LOWENSTEIN SANDLER LLP

MORRISON & FOERSTER LLP

PRO BONO DISCUSSION WITH HONOREES *facilitated by:*

SAVALLE SIMS

*Executive Vice President, General Counsel, Discovery, Inc.
Board Member, Lawyers Alliance for New York*

AWARDS TO INDIVIDUAL HONOREES

SLOANE ACKERMAN

O'Melveny & Myers LLP

JENA GRADY

Nixon Peabody LLP

EVAN HILL

Skadden, Arps, Slate, Meagher & Flom LLP

LAWRENCE S. LUSTBERG

Gibbons P.C.

JESSICA LUTRIN

Pillsbury Winthrop Shaw Pittman LLP

LAWRENCE MILLER

BNY Mellon

HELEN RESPASS

Thomson Reuters

KAROL S. ROBINSON

Anderson Kill

KENNY S. TERRERO

Sidley Austin LLP

BARAK WROBEL

Holland & Knight LLP

CLOSING REMARKS

INSTITUTIONAL HONOREE

LOWENSTEIN SANDLER LLP

National Law Firm with Historic Commitment to Public and Community Service Expands Legal Assistance to Nonprofit Organizations

Lowenstein Sandler's Commitment to Pro Bono

Lowenstein Sandler's commitment to social justice and civil rights runs deep. When Alan Lowenstein and his partners established Lowenstein Sandler in 1961, they provided in the original agreement that serving the community would be one of the pillars of the firm. In a 1989 letter to the partnership, Mr. Lowenstein reflected on the history and roots of the firm's commitment to pro bono legal service, stating that he "determined as a young lawyer to seek intellectual satisfaction and challenge, as well as economic security, in [his] law practice, but also to devote as much as one-third of [his] time and energies to service to [his] community, to assistance to the poor and the underprivileged, and to the fulfillment of a truly democratic society, supporting the rights of all minorities." The same letter called on the firm to commit a substantial number of pro bono hours to legal services and nonprofit organizations primarily dedicated to representing and supporting marginalized communities. Through its extensive pro bono program, broad range of community involvement, and placement of lawyers on nonprofit boards and in public service positions, Lowenstein Sandler has held true to its founder's commitment.

In 2019, firm-wide pro bono hours totaled 23,373. On average in 2019, each lawyer logged 63 pro bono hours. Lowenstein Sandler transactional lawyers logged 6,460 pro bono hours from January to October 2020. In 2019, firm transactional lawyers logged 6,472 pro bono hours. In 2018, firm transactional lawyers logged 5,787 pro bono hours. These numbers indicate a 12 to 16 percent increase in corporate participation from 2018 to 2019 and from 2019 to 2020.

How does the firm encourage and support business and transactional lawyers at all levels to participate in pro bono?

The firm rewards top pro bono performers at an annual awards event, features important transactional pro bono matters in the firm's annual Pro Bono Report, includes corporate successes in communications to firm partners, and counts pro bono hours towards annual bonus calculations. In addition, corporate practice group leaders encourage their teams to participate in the pro bono program by providing discrete opportunities to their groups and leading by example by participating themselves.

How has the firm's pro bono program evolved during the COVID-19 pandemic?

The firm has expanded its work on behalf of nonprofit organizations and under-resourced entrepreneurs by partnering with organizations that have referred these clients for guidance on pandemic-related legal issues, such as obtaining loans and grants and navigating employment and safety issues. The firm has expanded its limited scope representation and "office hour" style consultations to reach a greater number of clients who need targeted legal support to weather the crisis.



Firm's Impressive Work with Lawyers Alliance

Lowenstein Sandler has worked with Lawyers Alliance for more than 15 years, deftly handling a wide range of timely and complex legal projects on behalf of Lawyers Alliance's nonprofit clients. This includes 44 different pro bono matters for 40 organizations since July 2015, with 20 new matters since July 1, 2019. Thanks to the volunteers' skill and dedication, nonprofits are better able to navigate corporate, intellectual property, employment, real estate, and other legal issues that are critical to their programs, financial stability, and operations.

Lawyers Alliance and our clients could not be as effective as we are without the generous volunteer assistance of Lowenstein Sandler. Among the many remarkable ways in which the firm has strengthened nonprofits are:

- Assisting a social services organization serving low-income and immigrant families in Central Brooklyn to obtain new space for transitional housing.
- Providing corporate structuring and governance advice to an urban health client supporting food waste hauling and composting service while providing accessible jobs and sustained professional development to emerging environmental leaders.
- Reviewing subscription agreements and data privacy issues for an organization that builds software products to help low income individuals obtain better access to the public resources for which they are eligible.

"As a beneficiary of their pro bono legal services for our Prince George Ballroom event space, Breaking Ground knows firsthand Lowenstein Sandler's commitment to causes and organizations that make our home city more vibrant and livable for all New Yorkers. Thank you for your outstanding contributions to society!"

— Jeff Scheuer

Vice President, External Affairs, Breaking Ground

"Because Lowenstein gave so much, funds that would have gone to legal fees could instead go back into the art, science, technology, and fun that we deliver to our summer campers, a significant number of whom receive full or partial scholarships. This one legal issue could have seriously compromised our ability to remain true to our Statement of Social Responsibility and our low-cost / high quality mandate. Instead, because of Lowenstein, we were able to deliver a bright, beautiful summer to Brooklyn children."

— Eisa Ulen Richardson

*Founder and Camp Director, Camp Fort Greene
Co-Executive Director, Greeneprints*

"In response to COVID-19 and many community centers' desire to provide a safe, virtual alternative to an in-person [camp] experience, we made the decision to enter into a strategic collaboration... With Lowenstein's guidance, we were able to navigate through a process that typically would take months if not years, in a period of weeks."

— Michael Fermaglich,

Chief Operating Officer,

YM & YWHA of Washington Heights & Inwood

Lowenstein Sandler attorneys have represented the following Lawyers Alliance clients in the last five years: **Ardea Arts, Association for a Better New York Foundation, Benefit Kitchen, BK ROT, Breaking Ground, Broadway For Racial Justice, Brooklyn Bureau of Community Service d/b/a Brooklyn Community Services (BCS), Care for the Homeless, Caribbean American Center of New York, Chinatown Partnership Local Development Corporation, City Living NY, City Parks Foundation, Concourse Group, Concrete Safaris, Corona Self Help Center, Dare2B NYC, Diaspora Community Services, ESS Community Projects, First Chinese Presbyterian Community Affairs Home Attendant Corporation, Friends' Home Association of New York d/b/a Penington Friends House, Global Language Project, Greenprints, Hidden Water, In Our Backyards, Institute for the Development of Human Arts, Inwood House, New York Harbor Foundation d/b/a Billion Oyster Project, New York Peace Institute, Pan American Musical Art Research Inc. (PAMAR), Pure Creative Arts, Relay Graduate School of Education, Stand Beside Them, Stonewall Community Development Corporation, West 46th Street Block Association, Women's Justice NOW, and YM-YWHA of Washington Heights & Inwood.**

Current firm lawyers who worked with these clients include: Saman Aminolsharei, Dotan Barnea, Richard Bernstein, William Brannan, Eugene Cheval, Lowell Citron, Marie DeFalco, Chelsea Ferrette, Samantha Fox, Sarah Gore, Andrew Graw, Peter D. Greene, Lisa Harvey, Christopher Henry, Edgar Hidalgo, Christina Holder, Lauren Hollender, Ted Hunter, Vanessa Ignacio, Diana Ingallinera Faillace, Manali Joglekar, Mark Kesslen, Elisia Klinka, Robert Krieger, Paula Ladd, Cecily Larison, Alex Leibowitz, David Leit, Julie Levinson Werner, David Lifshitz, Nicole Morales, Edward S. Nadel, Brian Nistler, Christine Osvald-Mruz, Carly Penner, Patricia Perez, Matt Savare, Brian Silikovitz, Ethan Silver, Eric Swartz, Kristin Taylor, Traci Tomaselli, Jenna-Marie Tracy, Stacey Tyler, Eric Weiner, Amy Wiwi, and Min Xue.

INSTITUTIONAL HONOREE

MORRISON & FOERSTER LLP

International Law Firm's Transactional Attorneys Make Significant Difference to Nonprofits Improving New York City Neighborhoods

Morrison & Foerster's Commitment to Pro Bono

Morrison & Foerster's proud record of pro bono service stretches back to 1917, when firm founder Alexander Morrison and his partners were all charter members of the Legal Aid Society of San Francisco. Today, throughout the world, the firm's lawyers and staff are united in their passion to serve local and global communities. In 2019, Morrison & Foerster attorneys worldwide provided 70,000 hours of pro bono assistance, including more than 10,000 hours in New York. By the end of September 2020 it had already matched that 70,000 hours.

**MORRISON
FOERSTER**

How does the firm encourage and support business and transactional lawyers at all levels to participate in pro bono?

Corporate, finance, and tax lawyers are intrinsic to the firm's pro bono practice. The firm relies on Lawyers Alliance as a steady source of pro bono matters that make use of their expertise. The firm also provides training and encouragement to lawyers in these practice areas to go outside their comfort zones and engage in other kinds of pro bono work, such as preparing wills for low-income elderly people and representing immigrants seeking naturalization.

How has the firm's pro bono program evolved during the COVID-19 pandemic?

Morrison & Foerster has opened 65 matters related to COVID-19 and expended 8,000 hours on them through mid-fall. These are nearly all transactional matters, from patents to emergency approvals at the FDA to advising small businesses to preparing wills for front line and healthcare workers. In addition to representing nonprofits on pressing legal matters, Morrison & Foerster lawyers and staff have held free virtual legal clinics, developed the Coronavirus Resource Center, and joined response task forces dedicated to a number of COVID-19 related issues.

Firm's Exceptional Work with Lawyers Alliance

The breadth, depth, and impact of pro bono work performed by Morrison & Foerster attorneys have greatly benefitted Lawyers Alliance's nonprofit clients for more than 20 years. This includes 47 different legal projects for more than 35 organizations since July 2015, with 14 new matters since July 1, 2019. This work comprises a wide range of corporate, intellectual property, employment, and restructuring projects that are enabling nonprofits to survive and thrive.

Thanks to the firm's high quality assistance, nonprofits are receiving the legal guidance they need to provide vital services, including bringing together community residents, addressing economic inequities and racial justice, educating youth, and so much more. The pro bono projects below represent a snapshot of Morrison & Foerster's work through Lawyers Alliance that has meaningful impact:

- Reviewing data sharing agreement for an organization that provides counseling services in public schools and community based settings to children exposed to domestic violence.

- Advising on corporate governance and complex tax issues for a social services organization dedicated to serving those impacted by HIV/AIDS, substance use, incarceration, and behavioral health challenges.
- Guiding charitable organizations whose operations are negatively impacted by the pandemic and its fallout through contract and lease reviews, personnel challenges, and legal steps to cope with financial stresses.

“Our attorney from Morrison & Foerster LLP gave clear, thorough, and timely advice to help Chalkbeat understand the options regarding sponsoring visas for people we might wish to hire. He worked with us in 2018 when the environment around visas was changing. His feedback allowed us to determine the viability of various legal routes. We have returned to his guidance several times when different situations have come up and we needed to make informed decisions.”

— Rebecca Ross, *Chief Operating Officer* and
Myra Rosenbaum, *Director of Operations*
Chalkbeat

“Over the years, attorneys at Morrison & Foerster have represented the Billion Oyster Project on a wide variety of complex matters including government contracts and related subcontracts, corporate sponsorships, the Paycheck Protection Program, tax issues, lease agreements, license agreements, consulting arrangements and corporate policies. All of these matters were handled with the same expertise, attention to detail, and client service enjoyed by Morrison & Foerster’s paying clients.”

— Matthew Haiken
Institutional Funding Officer, Billion Oyster Project

“Morrison & Foerster attorneys spent time educating us on issues surrounding compensation to make sure that we can attract and retain the best consultants for our manufacturers. With their expertise, our pro bono lawyers are also helping many small manufacturers throughout New York City that are working hard to scale their operations and hire more employees. We are truly inspired by the professionalism and kindness of both the Lawyers Alliance team and each and every attorney who has taken time away from their busy schedules to assist with our initiatives.”

— Kinda Younes
*Executive Director, New York City Industrial and
Technology Assistance Corporation (ITAC)*

Morrison & Foerster attorneys have represented the following Lawyers Alliance clients in the last five years: **Art Beyond Sight, Asthma Intervention and Relief Network, Inc. d/b/a AIRnyc, B.K.S. Iyengar Yoga Association, Bridge Preparatory Charter School, Chalkbeat, Cool Culture, Dancing Classrooms, Do Something, Drug Policy Alliance, Elm Community Charter School, Exponents, Flatbush Development Corporation, Friends of Queens High School of Teaching NYC DOE, Glasswing International USA, Grow Brooklyn, Hopeland, Joe Torre Safe at Home Foundation, National Federation of Community Development Credit Unions d/b/a Inclusiv, Neighborhood Trust Federal Credit Union, Lawyers Alliance for New York, New York Association of Training and Employment Professionals, New York Harbor Foundation d/b/a Billion Oyster Project, NYC Industrial & Technology Assistance Corp. (ITAC), Nonprofit New York, Queens Cluster Federal Credit Union, Queens Community House, Scenarios USA, Senior Citizens League of Flatbush, Staten Island Mental Health Society, Street Lab, Inc. d/b/a The Uni Project, Time in Children's Art Initiative, and UniFi Scholars Corp.**

Firm lawyers who worked with these clients include: Ron Aizen, Cynthia Akatugba, Kathiana Aurelien, Jeffery Bell, Bradley Berman, Stephen Bleiberg, Jonathan Bockman, Paul Borden, Benjamin Butterfield, Maria Castiglie, Steven Cave, Lawrence Ceriello, Michael Chen, Wendy Chu, Rahman Connelly, Melissa Crespo, Susannah Cupp, John Delaney, Christopher Delson, Peter Dopsch, Jill Feldman, Craig Fields, Benjamin T.R. Fox, David Goett, Jennifer Gong, Todd Goren, Enrico Granata, Adam Hankiss, Vivian Hanson, Kelsie Harris, Keiko Hayakawa, Min Heo, Savannah Holzwarth, Yiyang Huang, Nicole Humphrey, Thomas Humphreys, Erin Jansen, Michelle Jewett, Nicole Johnson, Yana Johnson, Prakruti Joshi, Donald Lampe, Dong Hun (Don) Lee, Whitney Lee, Scott Lesmes, Lunet Luna, Jeremy Mandell, Lorenzo Marinuzzi, Dario de Martino, David Medlar, Melinda Melendez, Yasmin Montiero, Jacob Morrison, Amanda Myers, Larren Nashelsky, Dylan Naughton, James Newton, Rex Niswander, Thomas Noto, Julie O'Neill, Allison Peck, Geoffrey Peck, Susanne Petersen, Craig Phillips, Gina Pickerrell, Rose Zukin Pierson, Tiffany Quach, Anthony Ramirez, Eric Requenez, Erica Richards, Joseph Rosner, Kathleen Ryan, Mercedes Samavi, Jenepher Schulte, James Schwartz, Joanne Sur, Jennifer Talbert, Richard Vacura, Nathan Vogler, Joan Warrington, Bradley Wine, Miriam Wugmeister, and Elnaz Zarrini.

INDIVIDUAL HONOREES



SLOANE ACKERMAN, O'Melveny & Myers LLP

Trusted employment lawyer repeatedly provides critical legal advice to nonprofits improving the lives of low-income New Yorkers

When it comes to employment law help for nonprofits, client demand for quality assistance exceeds the supply of talented pro bono lawyers. Sloane Ackerman stands out for being a dedicated lawyer with labor and employment law expertise who has deftly taken on multiple pro bono projects and served nonprofits over an extended period of time. Since 2013, she has assisted 11 nonprofits through Lawyers Alliance. As a result, these organizations have been better able to manage and deploy their staff and make a positive impact in the areas of youth, literacy, arts, and social services.

Q. How and why did you first become involved with Lawyers Alliance?

Lawyers Alliance has always presented me with the opportunity to do interesting work, hone my skills, support causes that are important to me, and work with great people. Given this winning formula, I continue to seek out opportunities to work with Lawyers Alliance and its clients.

Q. Share a tip for doing pro bono during the COVID pandemic.

I remind myself that the ever-changing employment law landscape during the pandemic poses a tremendous challenge for nonprofits, which typically don't have internal experts in this area. Without my assistance, these organizations may not be able to continue functioning temporarily or even permanently.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

During a COVID employment law counseling session, one client kept saying, "I have one last question" and then proceeded to ask many more questions. The web of employment laws applicable during this unprecedented time seems insurmountable for clients. We were giggling because our conversation on this topic could have gone on forever!

Q. What's the most rewarding aspect of pro bono work?

I always feel like I helped the client reach a resolution and that my good work helps them do theirs. It doesn't hurt that the clients of Lawyers Alliance always express their gratitude.

"Sloane was wonderful to work with and very attuned to our needs. She distinguished between what was legally required and what was recommended so that we could tailor our employment policies to reflect our organizational values."

— Holly Sansom

Operations Director, Theatre of the Oppressed NYC

Employment:

O'Melveny & Myers LLP
*Counsel, Labor and
Employment*

Graduate of:

B.S. Cornell University
J.D. New York University

Lawyers Alliance clients:

Ali Forney Center
Brooklyn Boatworks
I'RAISE Girls & Boys
International
Literacy Assistance Center
National Young Farmers
Coalition
Roads to Success
Stand Beside Them
Staten Island Mental
Health Society
The Reading Team
Theatre of the Oppressed
NYC
Time in Children's Arts
Initiative

INDIVIDUAL HONOREE



JENA GRADY, Nixon Peabody LLP

Talented attorney makes complex healthcare rules clearer for nonprofit providers of community services

As the healthcare regulatory environment continues to change, more nonprofits are asking for help to understand the evolving laws and regulations. Jena Grady has counseled clients on reimbursement contracts, Health Insurance Portability and Accountability Act (HIPAA) policies, data sharing agreements, and patient treatment forms, including nine projects the past three years. For example, she drafted a template subcontract and HIPAA-compliant business associate agreement for a pro bono client to use as part of a New York State program to provide language access and navigation resources for those who do not speak English as their primary language to access health insurance. Her legal work helps organizations better reach children, seniors, immigrants, and other individuals with health needs.

Employment:

Nixon Peabody LLP
Associate, Health Care

Graduate of:

B.A. Arizona State
University
M.H.S.M. Arizona State
University
J.D. Loyola University
Chicago School of Law

Lawyers Alliance clients:

AIDS Service Center of
Lower Manhattan
Coalition for Asian
American Children &
Families
Elmcour Youth & Adult
Activities
Haitian Centers Council
Hudson Guild
Northern Manhattan
Improvement
Corporation
The Committee for
Hispanic Children and
Families

Q. How and why did you first become involved with Lawyers Alliance?

I was seeking pro bono work in my wheelhouse. I think it is very easy to assume that all pro bono work is litigation related. I reached out to Lawyers Alliance and was pleasantly surprised how many opportunities there were to assist clients with healthcare legal issues.

Q. Share a tip for making time for pro bono during the COVID pandemic.

Treat pro bono work just like it is any other type of client work. If you make time for your clients during the COVID pandemic, you can make time for pro bono work.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

One of the best things and yet unexpected about my pro bono work is the opportunities to further develop relationships with pro bono clients. Once we handle the imminent legal issue, we are able to work together in developing strategies and policies to further comply with healthcare laws and regulations.

Q. What's the most rewarding aspect of pro bono work?

I am always looking for ways to contribute to my community. Between work and family obligations, the standard boots on the ground volunteer opportunities (e.g. delivering meals to those homebound) are challenging to fit in my schedule. Being able to assist nonprofits to develop the tools necessary to comply with and navigate complex healthcare laws and regulations on my own schedule (well, I guess my toddler owns my schedule) is very rewarding.

"Jena helped Hudson Guild assess and negotiate two critical agreements related to our mental health programming and outcomes measurement. She was diligent, thorough, and sensitive to our goals and needs. Our work with Jena was meaningful and helpful."

— Ken Jockers
Executive Director, Hudson Guild

INDIVIDUAL HONOREE



EVAN HILL, *Skadden, Arps, Slate, Meagher & Flom LLP*

Super helpful attorney assists nonprofits navigating formation, structuring, and corporate governance issues while they serve New York neighborhoods

Nonprofits serving low-income New Yorkers can achieve much more in the community with the help of pro bono corporate lawyers like Evan Hill. From the initial formation and tax exemption application, to staying current with governance updates, to reviewing the steady stream of programming contracts, nonprofits in all five boroughs are in a better position because of Evan. He has advised nine nonprofits through Lawyers Alliance. Evan's pro bono clients emphasize he is a good listener, patient and supportive, and that he makes the extra effort not only to draft legal documents but also to explain them. As a result, these organizations continue to make a positive impact in the areas of urban health, economic development, arts, and social services.

Employment:

Skadden, Arps, Slate,
Meagher & Flom LLP
*Counsel, Corporate
Restructuring*

Graduate of:

B.S. University of
Pittsburgh
J.D. Fordham University
School of Law

Lawyers Alliance clients:

Castleton Avenue
Merchants Organization
Every Day is a Miracle
Fulton Area Business
Alliance
Idealware
Imani House
Karma Triyana
Dharmachakra
PATHHSEO
Smith Resource Center
T.A.L.L.O.M. Foundation

Q. How and why did you first become involved with Lawyers Alliance?

I first became involved through Skadden's pro bono department, which has collaborated with Lawyers Alliance for many years. As a corporate attorney, I was particularly interested in helping nonprofits. Through Lawyers Alliance, I have had the opportunity to assist numerous nonprofits organize, obtain tax exemptions, and develop good governance practices. In addition, I have helped organizations negotiate contracts central to their missions and navigate nonprofit mergers.

Q. Share a tip for making time for pro bono during the COVID pandemic.

Balancing responsibilities while working remotely during COVID has been challenging – especially for those of us with small children at home. I have found it helpful to look ahead at my calendar and carve out designated time for things like pro bono.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

While I know that my nonprofit clients are always appreciative of my assistance, it was particularly heartwarming and unexpected to receive a letter from an organization for the arts expressing gratitude for helping them organize and obtain tax exemption. The letter has been hanging on my office wall for the past five years.

Q. What's the most rewarding aspect of pro bono work?

The members of each nonprofit organization that I have worked with are truly remarkable people. They have ambitious visions and are devoted to improving our communities. For example, I have worked with the directors of food banks, philharmonic orchestras, after-school programs, and local business organizations. Many of my clients have had little or no prior experience dealing with governance, the IRS, and other corporate matters. It is always rewarding to be able to use my expertise in the corporate area to help clients further their important objectives.

"Evan is an excellent lawyer and an amazing person. He helped craft our bylaws professionally but also in a way that our Board could understand. Best of all he patiently took time to answer all my questions which enabled me to better explain various areas of the document to the Board."

— Bisi Ideraabdullah
Executive Director, Imani House

INDIVIDUAL HONOREE



LAWRENCE S. LUSTBERG, *Gibbons P.C.*

Constitutional law and public interest leader successfully protected nonprofits from unnecessary donor disclosure regulation

In 2016, New York enacted a law requiring 501(c)(3) organizations to publicly disclose its donors if it makes a financial or in-kind contribution to 501(c)(4) social welfare organizations engaged in more than a minimal amount of lobbying. This law would have had unintended consequences, including requiring public disclosure of donors by nonprofits that provide technical assistance or make grants to other nonprofits, where the assistance is not aimed at supporting a particular lobbying campaign or political activity.

Lawrence Lustberg successfully represented Lawyers Alliance and Nonprofit New York as plaintiffs in a case brought in 2017 in U.S. District Court for the Southern District of New York. The Court struck down the law as unconstitutional in September 2019. The ruling found that a “substantial number” of the statute’s applications “are likely to result in interference with the rights to freely associate and speak.” In January 2020, the court issued a permanent injunction. New York State did not appeal.

Q. How and why did you first become involved with Lawyers Alliance?

I was honored to represent Lawyers Alliance in a significant challenge to a New York statute that required that donor lists be disclosed, having been asked to do so by Laura Abel, Lawyer Alliance’s brilliant and accomplished Senior Policy Counsel and former Gibbons Fellow, who recognized the obvious constitutional – and practical – problems with such legislation. Fortunately, the result was an important First Amendment decision striking down the legislation, which we were pleased to be able to assist in obtaining.

Q. Share a tip for making time for pro bono during the COVID pandemic.

I do pro bono work for a living (or at least that is half of my job) so I am the wrong person to ask about “making time” for it. But I will say that finding important pro bono work during the pandemic is not difficult.

Q. What’s the most rewarding aspect of pro bono work?

What is rewarding about doing pro bono work is what is rewarding about being a lawyer – uniquely, we lawyers can make our government (in the form of a Judge) respond to us, by filing motions, pursuing appeals, and doing appropriate advocacy with government agencies, all within the four corners of practicing law. It is an honor to have a job that creates such opportunities; it is why I went to law school. And it has made my career, in which I have spent so much time doing pro bono work, incredibly rewarding.

“Larry Lustberg jumped into action when he learned about the impact this new law would have on Lawyers Alliance and our nonprofit clients. He filed a complaint, drafted compelling and well-researched briefs, and made a persuasive oral argument before the federal district court. Lawyers Alliance was honored to be represented by him and his firm.”

— Elizabeth M. Guggenheimer
Executive Director, Lawyers Alliance for New York

Employment:

Gibbons P.C.
Co-Chairman, Commercial and Criminal Defense Department
Director, John J. Gibbons Fellowship in Public Interest & Constitutional Law

Graduate of:

B.A. Harvard College
J.D. Harvard Law School

INDIVIDUAL HONOREE



JESSICA LUTRIN, *Pillsbury Winthrop Shaw Pittman LLP*

Skilled executive compensation and employee benefits lawyer helps nonprofits strengthen their personnel practices, including employee handbooks and employment contracts

For most nonprofits serving low-income communities, their staff members are their greatest asset, but also their greatest expense. Since 2012, thanks to Jessica Lutrin, seven nonprofits have received much-needed pro bono legal help. She has used her expertise to advise nonprofits on employee handbooks, offer letters, the difference between employees and independent contractors, restructuring concerns and workplace best practices. Sometimes the issues involve complex laws. Other times they are internally sensitive. Lawyers Alliance's grateful clients report that she is approachable, wise, and full of helpful information.

Employment:

Pillsbury Winthrop Shaw
Pittman LLP
*Partner, Executive
Compensation & Benefits*

Graduate of:

B.A. University of the
Witwatersrand
LL.B. University of the
Witwatersrand

Lawyers Alliance clients:

Council for Airport
Opportunity
Henry Kaufmann
Campgrounds
Legacy College Preparatory
Charter School
New York Zen Center for
Contemplative Care
On Site Opera
Shakespeare in the Square
Wingspan Arts

Q. What motivates you to participate in, or support, pro bono?

I feel strongly about giving back and making a difference, and what better way to do it than by using the legal expertise I have developed through many – *many* – hours of practice.

Q. Share a tip for doing pro bono during the COVID pandemic.

Pro bono work has been a small but important way to stay connected to the community during the pandemic. Pillsbury leadership has encouraged us to continue our pro bono work throughout this challenging year and provided the resources to do so.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

As a thank you for my work for On Site Opera, I was invited to their immersive performance of *The Marriage of Figaro*, staged in a brownstone in New York. It was a sublime performance and heartwarming to see how they had made opera accessible to so many people.

Q. What's the most rewarding aspect of pro bono work?

No work is more rewarding, and no clients are more appreciative, than in pro bono. It is incredibly rewarding to make a tangible impact by lending my expertise.

"Jessica Lutrin is amazing! She met our team with compassion, humor, and wisdom. Jessica showed great skill in navigating us through challenging personnel and organizational changing waters. We are forever grateful for her depth of expertise and care."

— Koshin Paley Ellison
*Co-Founder and President
New York Zen Center for Contemplative Care*

INDIVIDUAL HONOREE



LAWRENCE MILLER, *BNY Mellon*

Expert corporate counsel helps nonprofits understand and protect valuable intellectual property rights integral to their curricula and services

Intellectual property and technology lawyers are in large demand by nonprofits seeking to protect their products, use new software and devices, and expand their visibility. In just two years volunteering with Lawyers Alliance, Lawrence Miller has shared his decades of intellectual property law experience with six nonprofits, including those engaged in urban health, community arts, and disaster relief. For example, Larry provided legal guidance to an organization that trains health care staff to set up personalized music lists for people in their care, helping the organization to structure a new tablet training program so those in residential care facilities have access to music to combat isolation. Larry's pro bono clients praise his ability to communicate complex legal and strategic issues clearly, especially those relating to technology, an area where he has significant expertise.

Employment:

BNY Mellon
Managing Director and
Senior Managing Counsel
Technology, Privacy and
Marketing Law Group

Graduate of:

B.A. Brown University
J.D. New York University
School of Law

Lawyers Alliance clients:

Afro Brazil Arts
AIRnyc
JustLeadership USA
Music & Memory
New York Disaster
Interfaith Services
World Cares Center

Q. How and why did you first become involved with Lawyers Alliance?

I attended a legal clinic last year for Lawyers Alliance clients. But what got me hooked was when I heard on that occasion that Lawyers Alliance has a procedure for individual attorneys to choose particular matters to work on in their own time. That is a perfect fit for me. I really love that working on Lawyers Alliance projects allows me to use the skills I have developed in my daily practice for pro bono clients. It is a way for me to give back to the community the skills I have learned over my career.

Q. Share a tip for finding interesting pro bono during the COVID pandemic.

Signing up for the Lawyers Alliance biweekly matter list is the most convenient way possible to take new matters. I schedule the work to fit my availability, and never have to leave my home office to serve my clients completely.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

This will reveal how geeky I am. I have a lot of experience in licensing open source software. I was amazed to find a pro bono matter through Lawyers Alliance where the client had a very delicate situation with one such license.

Q. What's the most rewarding aspect of pro bono work?

Giving back to the New York pro bono community the benefit of the skills I have spent my career developing.

"Larry provided helpful advice on matters related to intellectual property and software licensing. In addition to answering our organization's basic questions, Larry was perceptive about the nature of our work. He was able to ask timely questions and provide counsel that ultimately clarified the issues we discussed. He proactively engaged in additional research and could easily relate his findings to our organizational strategy. Larry is also a thoughtful and engaging communicator."

— David Shilane
Director of Analytics, AIRnyc

INDIVIDUAL HONOREE



HELEN RESPASS, *Thomson Reuters*

Dedicated attorney promotes pro bono for in-house lawyers and offers customized legal guidance to nonprofits through clinics and special projects

Lawyers Alliance is proud to work with an increasing number of attorneys from corporations. Integral to this effort are attorneys such as Helen Respess, who champions pro bono among her colleagues and is an excellent visionary and project manager. At pro bono legal clinics, Helen has counseled nonprofit clients on contracts, employment law questions, financial best practices, and risk management issues. Through document reviews and other projects, she has helped a community center and community development organization to update personnel manuals and procedures, resulting in smoother operations.

Q. What motivates you to participate in, or support, pro bono?

Pro bono work is both thrilling and humbling. It's thrilling to be able to use my legal skills to provide access to justice to the poor and underserved, to break down legal barriers to their success, and to support the on-the-ground nonprofits that are delivering vital services to this community. It's humbling to be part of life-changing work that helps the most vulnerable in society find safety, economic security, and hope for the future.

Q. Share a tip for making time for pro bono during the COVID pandemic.

It's easy to get swallowed up by pandemic challenges. To make time for pro bono, try these steps. First, focus on why pro bono is important to you. This can inspire and motivate you to act. Pick a cause you feel passionate about. Passion will carry you through the late nights of pro bono work, if it comes to that. Then, jump in, sign up, and schedule it. If it's a potentially big or unpredictable project, invite colleagues to join you to distribute the workload and share the experience.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

It's always fun to participate in a Lawyers Alliance clinic with friends and colleagues. There's anticipation to working together on a pro bono project, and such camaraderie in the experience. One memorable moment was advising a nonprofit from my colleague's neighborhood. We swapped stories and knew many of the same community leaders. It makes our pro bono work more meaningful when we can see the nonprofit's positive impact in our own community.

Q. What's the most rewarding aspect of pro bono work?

When my pro bono work enables nonprofit clients and the people they serve to succeed and restores dignity, hope, and control over their lives. "Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy." Proverbs 31: 8, 9

"The information was invaluable, and a great resource. This meeting has helped lay the groundwork for compliance and policy review for Bay Ridge Center to take compliance and operations to the next level. It was also wonderful to meet a neighbor, and we hope organizations within the Bay Ridge community can strengthen our community as a whole."

— Todd W. Fliedner
Deputy Executive Director, Bay Ridge Center

Employment:

Thomson Reuters
Senior Legal Editor at
Practical Law
Member of Thomson
Reuters Pro Bono
Committee

Graduate of:

A.B. Princeton University
J.D. Columbia Law School

Lawyers Alliance clients:

Abyssinian Development
Corporation
Bay Ridge Center
Maspeth Town Hall
New York City Charter
School Center
New York Council on
Adoptable Children
Project Hospitality

INDIVIDUAL HONOREE



KAROL S. ROBINSON, *Anderson Kill*

Real estate lawyer shares her transactional and counseling skills with nonprofits on governance, fiscal sponsorship, and lease review projects

Karol S. Robinson first volunteered with Lawyers Alliance as an associate in 2003, when she and a colleague sought out opportunities to share their skills as transactional lawyers in support of community organizations. Lawyers Alliance clients have reaped the benefits of Karol's expertise ever since. She has counseled nonprofits on lease reviews, corporate bylaws, and other governance matters. As a shareholder in the New York office of Anderson Kill, she brings her skills in real estate, housing, and not-for-profit law to a wide range of clients, including resource-constrained nonprofits in need of pro bono legal help. Most recently, during the pandemic, she provided fiscal sponsorship guidance to an organization helping unemployed and struggling workers.

Employment:

Anderson Kill
Shareholder, Real Estate

Graduate of:

B.A. Vassar College
J.D. Rutgers School of Law,
Newark

Lawyers Alliance clients:

Alley Pond Environmental
Center
Mythic Bridge
Neighborhood Housing
Services of New York
City
Restaurant Workers'
Community Foundation
Urban Homesteading
Assistance Board

Q. What motivates you to participate in, or support, pro bono?

Pro bono service reminds me of family and the importance of community. I was born in Washington, DC and raised by my mother and great-grandmother, primarily in Columbia, Maryland. To this day, my mother shares stories of her childhood as a fourth generation Washingtonian, with cousins, aunts, uncles, and friends in and out of her home, where they could find whatever comfort was needed. She also speaks of her own volunteer work as a teen at a hospital and a home for children in DC. Now my daughter and I volunteer together. The opportunity to continue those traditions and to give back as others have given to us, although in different ways, is important.

Q. Share a tip for making time for pro bono during the COVID pandemic.

Following the Lawyers Alliance Pro Bono Opportunities Newsletter makes it easy. Once assigned a project, it takes a bit of discipline, but I found it helpful to make an appointment with myself or carve out a designated time slot during the day or each week specifically for a pro bono project.

Q. Share a fun or special moment from pro bono work through Lawyers Alliance.

My very first project with Lawyers Alliance was with the Alley Pond Center, a nonprofit environmental education organization in Queens, New York. We updated [Alley Pond's] governing documents and its structure as a membership organization. During the course of the project, we visited to discuss the project and were treated to an unexpected tour of the Center and the surrounding park. It is a beautiful oasis in Queens, New York that does such important work. It was fun and exciting to get a snapshot of the organization we were assisting and move from paper to the park, which is an amazing resource for all New Yorkers.

Q. What's the most rewarding aspect of pro bono work?

Certainly, the opportunity to assist nonprofits – even in a small way – as they all provide valuable, essential services to some many New Yorkers from all walks of life.

"Having solid legal frameworks allowed us to respond rapidly to the COVID-19 crisis in the restaurant industry and raise more than \$7 million to date to support restaurant workers."

— John deBary
*Founder and Board President
Restaurant Workers' Community Foundation*

INDIVIDUAL HONOREE



KENNY S. TERRERO, *Sidley Austin LLP*

Corporate attorney develops and shares governance and nonprofit law expertise that is essential to pro bono clients and their operations

Although many nonprofit leaders have creative ideas for making New York a healthier and more equitable city, they often need practical legal help to turn their ideas into action. The right pro bono attorney, especially one who understands corporate governance and can explain legal documents, can make all the difference. Since 2011, Kenny Terrero has repeatedly been that attorney. He has handled nine Lawyers Alliance pro bono cases, some individually and some with other Sidley attorneys, to whom he is a valuable collaborator and mentor.

Kenny has guided several nonprofit clients through the incorporation and tax exemption process, enabling them to obtain federal-tax exempt treatment through either fiscal sponsorship or their own 501(c)(3) exempt status. Kenny also has assisted established organizations with their corporate legal needs, for example, by updating the bylaws of local organizations that provide early childhood education and mental health services, and reviewing an event contract for a national organization that helps female trafficking victims and survivors. Clients describe Kenny as thorough and patient.

Employment:

Sidley Austin LLP
*Counsel, Capital Markets,
Investment Funds,
Securities Enforcement
and Regulatory*

Graduate of:

B.S. CUNY – John Jay
College of Criminal
Justice
J.D. Brooklyn Law School

Lawyers Alliance clients:

Die Jim Crow Records
Girls Educational &
Mentoring Services
(GEMS)
La Peninsula Community
Organization
Mosaic Mental Health
New York Peace Institute
Support Center
Teach to Excel

Q. What motivates you to participate in, or support, pro bono?

Having an impact in underrepresented communities.

Q. Share a tip for making time for pro bono during the COVID pandemic.

I turn what would have been my “commuting” time into “community” time and utilize that time to give back through my pro bono work.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

There are so many different causes that people support. I am always impressed by the passion of the people leading the different organizations.

Q. What's the most rewarding aspect of pro bono work?

Knowing that I am using my training to help others champion for causes that they feel passionate about.

“Kenny has played an integral part in helping Mosaic through his pro bono work on our governance matters. Kenny is an invaluable resource to the agency, always available, offering knowledgeable insight and counsel.”

— Michelle Creeden
*Director of Communications/Board Liaison
Mosaic Mental Health*

INDIVIDUAL HONOREE



BARAK WROBEL, *Holland & Knight LLP*

Land use attorney helped nonprofit organization expand its portfolio of housing facilities for homeless LGBTQ young adults

Nonprofits that provide housing and case management services need land and facilities to operate their programs. Yet, navigating zoning and other real estate law issues can be overwhelming, and expensive, even for sophisticated organizations. Land use expert Barak Wrobel has counseled multiple clients on land use, zoning regulations, and other potential thorny real estate issues, including a substantial project for the Ali Forney Center spanning the past four years. Barak applied his land use and zoning law expertise to a long series of zoning applications and presentations, resulting in the necessary zoning variances for the project. Thanks to Barak's assistance, Ali Forney can move forward with its plans to establish a 29-bed housing program in Astoria, Queens for homeless LGBTQ youth.

Employment:

Holland & Knight LLP
Senior Counsel, Land Use Practice

Graduate of:

B.A. Western Washington University
M.U.P. Hunter College of the City University of New York
J.D. Brooklyn Law School

Lawyers Alliance clients:

Ali Forney Center
Barrier Free Living
Evergreen: Your North Brooklyn Business Exchange
Voces Ciudadanas

Q. What motivates you to participate in, or support, pro bono?

Holland & Knight has a strong commitment to pro bono work and really supports attorneys in their pro bono engagements. Our firm continually seeks opportunities to fit potential pro bono clients with attorneys who have the expertise that is being sought by such clients. When we saw that Ali Forney Center was seeking an approval from the Board of Standards and Appeals, we jumped at the opportunity to represent them in this matter.

Q. Share a tip for making time for pro bono during the COVID pandemic.

Regardless of the time, get involved in a pro bono matter you feel passionate about or that fits neatly into your existing practice, and it will be as easy to make time for the matter as any of your other billable matters.

Q. Share a fun or unexpected moment from pro bono work through Lawyers Alliance.

The hearings at the Board of Standards and Appeals drew unexpected opposition from neighboring residents that had not previously indicated any objection to the project at earlier Community Board hearings. It was an unexpected challenge to the project that we were able to overcome.

Q. What's the most rewarding aspect of pro bono work?

Obtaining a positive result for a client who may not have been able to afford the representation is incredibly rewarding.

"Barak has worked tirelessly to support the work of the Ali Forney Center and our development of a 29-bed housing program for homeless LGBTQ youth. Barak embodied our mission and commitment to young people who have been denied a home by their families due to their LGBTQ identity – he is a powerhouse of knowledge, compassion, and conviction in his work to defend and represent the needs of our marginalized youth. We owe a great deal of gratitude to Barak for getting us through hearings, redrawing of plans, variance applications, and even the organizing of community support in favor of our project."

— Alex Roque

President and Executive Director, Ali Forney Center

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MATTHEW SUMNER

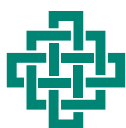
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JAMES VALENTIN

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BENITA VON LILIENFELD-BERRY

Pro Bono Associate



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