

## 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*