

IN RECOGNITION OF SUPERIOR PRO BONO SERVICE TO NONPROFIT ORGANIZATIONS

NOVEMBER 13, 2025

PROGRAM

WELCOME REMARKS

JOE RICHBURG

SVP and Assoc. General Counsel, Paramount Skydance Corporation; Board Member, Lawyers Alliance

REMARKS

MARIE L. GIBSON

Partner, Skadden, Arps, Slate, Meagher & Flom LLP Board Chair, Lawyers Alliance

PRESENTATION OF CORNERSTONE AWARDS

ANGELA FERNANDEZ

Executive Director, Lawyers Alliance

LAREN E. SPIRER

Program & Strategy Director, Lawyers Alliance

INSTITUTIONAL HONOREES

AMERICAN INTERNATIONAL GROUP, INC.
DECHERT LLP

PRO BONO PROFESSIONAL

KATHERINE HUGHES, Fordham Law School

INDIVIDUAL HONOREES

NICKEYSHA GORDON, DLA Piper LLP (US)

ANDREW MINEAR, Fried, Frank, Harris, Shriver
& Jacobson LLP

KHALIL NOBLES, Wilson Sonsini Goodrich & Rosati
WAAJID SIDDIQUI, Holland & Knight LLP
DEBORAH VERDILE, Thomson Reuters

CLOSING REMARKS

Lawyers Alliance thanks Paramount Skydance Corporation for hosting the 2025 Cornerstone Awards.

THE 2025 CORNERSTONE AWARDS

More than 12,500 individuals from more than 290 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 2,200 individuals from 145 law firms and corporations who volunteered this past year.

This evening 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, 56 institutions and 296 individuals have received Cornerstone Awards since 1997.

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

THURSDAY, NOVEMBER 13, 2025 6:00-8:00 P.M.

Paramount Skydance Corporation 1515 Broadway, New York, New York

To see the full list of Institutional and Individual Cornerstone Honorees since 1997, visit www.lawyersalliance.org/cornerstone-winners



Multinational corporation fosters holistic atmosphere of community involvement

AIG has a longstanding commitment to pro bono and public service. The Company has worked on a wide range of matters with Lawyers Alliance since 1995. AIG volunteers participate in clinics offered by Lawyers Alliance, including corporate governance assessments, contracts reviews, waivers and releases, and best practices for websites to help local leaders be more effective. During the pandemic, AIG met increased demands for employment law consultations with Lawyers Alliance's pandemic employment helpline. Over the years, its volunteers have ensured that the bylaws of clients remain compliant, that contracts were drafted to safeguard their interests, and their efforts to protect data were supported.

The Company's partnership with Lawyers Alliance also includes participation in skills-based volunteer programs with IT staff and workshops that support nonprofits in areas like social media, cybersecurity and governance. Additionally, AIG and Lawyers Alliance have collaborated on two in-depth Directors & Officers and Cybersecurity presentations, developed to serve Lawyers Alliance's clients and other nonprofits and offer AIG's insurance professionals development opportunities. Lawyers Alliance itself has benefited from AIG's skills-based volunteer program, tapping into IT staff expertise for a required tech upgrade.

Q. How does the corporation encourage and support business and transactional lawyers at all levels, along with other staff, to participate in pro bono?

Pro bono is embedded in AIG's "learn-it-all" culture and directly aligns with our company's Purpose and Values. AIG has a formal Pro Bono Committee and a dedicated Pro Bono Director to streamline intake and logistics, so participation is seamless. Along with these resources, lawyers receive curated matter-matching and Continuing Legal Education trainings to enhance their skills while delivering high-impact work for our communities.

Q. As you look to the future, how do you see the corporation's pro bono program evolving to meet the needs of nonprofits as they enrich their communities?

Alongside direct legal services, we are expanding skills-based volunteering that utilizes cross-functional teams - insurance, legal, technology, communications, human resources – to strengthen our nonprofit capacity. Our programming focuses on scalable initiatives that modernize operations and compliance. By innovating beyond traditional models and thinking holistically, we aim to provide integrative support that helps nonprofits grow, operate resiliently, and deliver greater community impact.



Decades of deep pro bono commitment establishes firm as go-to partner for nonprofit clients

Dechert LLP has partnered with Lawyers Alliance since 1992, providing pro bono assistance to 237 nonprofit clients on nearly 300 legal matters, including 25 new cases the past year. The firm's example of pro bono involvement set by its leadership has permeated across the institution. Throughout this multi-decade partnership, Dechert attorneys ranging from the co-chairs of the firm to junior associates have dedicated their expertise and time in meaningful ways on Lawyers Alliance matters.

Clients have repeatedly praised Dechert for its work, often requesting to work with the firm again. **Grand Street Settlement,** a multi-service agency on the Lower East Side, has worked with Dechert since 2019, on a thorough review of its bylaws and assistance negotiating multiple leases. With Dechert's help, Grand Street was able to expand its Early Head Start and Head Start programming. **Neighborhood Trust Financial Partners** (NTFP), a leading provider of financial empowerment services and products geared towards low-income individuals in New York City, worked with Dechert to review and negotiate a key services agreement to enhance its employer offerings. NTFP returned to Dechert to review and negotiate a simplified template agreement that can be used with future credit union and other counterparties that want to participate in its Pathways to Financial Empowerment program.

Dechert has provided expertise in every major area a nonprofit could need during its lifetime. It is a go-to partner for complex matters, and is quick and responsive to client needs.

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

Central to Dechert's pro bono program is a recognition of the importance of using our skills to strengthen the communities in which we live and work. We have supportive firm policies and provide training and mentoring to encourage pro bono participation – but, most importantly, we have strategic partnerships with organizations like Lawyers Alliance, which helps us make the connections with the nonprofit sector and provide us with the support and guidance to enhance our ability to provide effective and impactful assistance.

Q. As you look to the future, how do you see the firm's pro bono program evolving to meet the needs of nonprofits as they enrich their communities?

Dechert recognizes that the nonprofit sector is on the frontlines in our communities, filling critical service gaps addressing a vast array of economic, social, and environmental issues. We hope to build deeper, long-term relationships with many of our nonprofit clients – with the hope that we can help them increase their impact in serving the communities in which their services are so desperately needed.

"Our attorneys were responsive and helpful. And patient along the way when we hit hurdles. They got the job totally done for us. We're very grateful."

— Amie KarpClinical Director,Crime Victims Treatment Center

Dechert attorneys have worked with the following Lawyers
Alliance clients in the last three years: Academy for Teachers,
All Our Kin, ASNEAA (Africa, South America, North America,
Europe, Asia and Australia), ATD Fourth World Movement,
Auxiliary of Elmhurst Hospital Center, Black Farmers United NYS,

Blk + Brwn Book Designers, Bushwick United Housing **Development Fund Corp., Caribbean Cultural Center African** Diaspora Institute, Children's Institute of Fashion Arts, Civic News Company (f/k/a/ Chalkbeat), Communitas America, Communitas Archive, Crime Victims Treatment Center, Dancewave, Dancing Classrooms, Diaspora Community Services, Donaldson Adoption Institute, DOROT, Empire Mock Trial, Eryc Taylor Dance, Essex Street Market Vendor Association, Exponents, Faith in New York, Flatbush Avenue District Management Association d/b/a Church-Flatbush Community Alliance, Food **Education Fund, Forgotten Foods Center, Girl Vow, Global** Trauma Research, Grand Street Settlement, Grantmakers In The Arts, Grow Brooklyn, Hanson Place Child Development Center, Heart of Dinner, Hospital Clinic Home Center Instructional Corporation ACE Integration Head Start, I Will Graduate, I'RAISE Girls & Boys International Corporation, iEARN-USA, Inspirationally Grieving My Baby, Jazz Drama Program d/b/a Jazz Power Initiative, Joe Torre Safe at Home Foundation, Knowledge House, La Fuerza Unida, Learning through an **Expanded Arts Program (LEAP), MindBuilders Creative Arts,** National School Climate Center, National Urban Fellows, Neighborhood Trust Federal Credit Union, Neighborhood Trust Financial Partners, New Dramatists, New York City Gay and Lesbian Anti-Violence Project, Peace Is Loud, PIBLY Residential Programs, Power of We (POW!) Enrichment, Project Alpaca, Queensboro Dance Festival, Rally Cat, Recreation Rooms and Settlement, Red Hook Art Project, Refoundry, Repurpose Wardrobe, Rising Ground, River Project, Riverdale Neighborhood House, Sadie Nash Leadership Project, Shorefront YM-YWHA of Brighton-Manhattan Beach, Supportive Housing Network of New York, Three Jewels Education, Transportation Alternatives, Urban Homesteading Assistance Board, Urban Pathways, Wellness in the Schools, Working and Learning **Together Electronics Recycling, Youth Education Through Sports,** Youth Power Coalition, and 31st Avenue Open Street Collective.

Firm attorneys and business professionals who have worked with these clients include: Jerry Ahn, Abel Araya, Bedram Bararpour, Matthew Barsamian, Edwin Batista, Michael Binko, Markus Bolsinger, Catherine Boring, Allan Brilliant, Craig L. Brown, Lee Caney, Kevin Chan, Lixun Chen, May Chiang, Nicholas Chionchio, Joseph Cipriani, Hayden Coleman, Samantha Conroy, Tabitha Crosier, Brian Deaver, Greg Dolinsky, Stephen Durgee, Erin Elliott, Aimal Faayez, Matthew Fischer, Justin Gdula, Alon Goldberger, Nitya Goyal, Eric Green, Michael Griffith, Janet Groome, Blaine Hackman, Kalina Hannsz, Margaret Hanson, Keith Harden, Ian Hartman, Leila Hatem, J. Eric Holland, Kristin Humphreys, Frank Hwang, Jennifer Insley-Pruitt, John Ix, Jijun Jiang, Spencer Joffrion, Daryll Jones, Jeffrey Kang, Kevin Kay, Insung Kim, Jonathan Kim, Casey Klein, Howard Klein, Ishani Kundu-Sahni, Sarah Kupferman, Devyn Kurpis, Parker Lacoste, Paul LaFata, James Lebovitz, Bill Lee, Michael A. Lehmann, Noah Leibowitz, Stephen Leitzell, Andrew J. Levander, Kimberly Lloyd, Nicholas Marchica, Kathleen N. Massey, Christian Matarese, Michelle McCann, Michael McGrail, Brie Michaelson, Mihai Morar, Soo-ah Nah, Edward Newlands, Vince Nguyen, Martin Nussbaum, Omoz Osayimwese, Yi An Pan, Harry Pangas, Avni Patel, Janet Patullo, Francois Quintard-Morenas, Steven Rabitz, Ranjini Ramesh, Ani Ravi, Thomas Rayski, Eliot Relles, Greg Renick, Joseph Riley, Devon Roberson, Kaitlyn Romania, David S. Rosenthal, Jeffrey Rubin, Elisabeth Sachse, Yisroel Schachner, Emily Selden, Remington Shepard, Steven Singer, Turner Smith, Edward J. Stack, Timothy A. Stafford, Andrew Stahl, Neil Steiner, Ryan Strong, Patrick Sun, Devin Swaney, Laura Swihart, Diana Tao, Miles Taylor, Mark E. Thierfelder, Stephen Tily, Anna Tomczyk, Sozi Tulante, Suzanne Turner, Nathan VanRensselaer, Shmuel Vasser, Sarah Wesley Wheaton, Andrew Wilkins, Bryan Wilson, Aaron Withrow, Seth Worthen, Zhujing Wu, Kenneth E. Young, Kevin Zaragoza, Sammy Zeino, Joy Zhu, Lei Zhu, Stephen D. Zide, Nazim Zilkha, and Scott M. Zimmerman.

PRO BONO PROFESSIONAL



KATHERINE HUGHES
Clinical Associate Professor,
Fordham Law School

Zealous transactional pro bono leader builds career advocating for nonprofits and mentoring others

Katherine Hughes has delved headfirst into the world of nonprofit law and transactional pro bono work over many decades of her career. Currently at Fordham Law School, until earlier this year Ms. Hughes served as the first Pro Bono Attorney at Cleary Gottlieb Steen & Hamilton, responsible for developing and launching the firm's corporate and transactional pro bono practice. She was later promoted to serve as the firm's Global Pro Bono Counsel, directing firmwide pro bono efforts around the world. Early in her time at Cleary, she joined Lawyers Alliance as an extern, working on matters alongside Lawyers Alliance staff attorneys.

While at Cleary, Ms. Hughes expanded the firm's transactional practice, increasing access to these pro bono opportunities, including working on and supervising many Lawyers Alliance matters. In addition, she is a leader in the New York nonprofit legal community, having recently completed a term as co-chair of the New York City Bar's Non-Profit Organizations Committee and serving as a member of the Government Relations Council of Nonprofit New York. Ms. Hughes has also been named a Trailblazer for her work in transactional pro bono by *The New York Law Journal*.

PRO BONO PROFESSIONAL

Ms. Hughes has worked on more than 50 Lawyers Alliance matters with 35 clients, but she has served as a supervisor and mentor on countless others.

Q. How do the nonprofits you've worked with enrich their communities?

At the moment, I am focusing on supporting nonprofits that lift up New York City's small business community through Fordham's Entrepreneurial Law Clinic, while I'm also working with a new nonprofit that brings together Afghan women journalists to tell the story of the effects of conflict and war on populations around the world. The work of my clients is often very local, for example, helping low-income New Yorkers start and grow small businesses, but it can also be international in nature, for example, advocating for the rights of LGBTQ individuals in Iraq. My commitment to nonprofit work really began through my firm's pro bono program, but increased exponentially through an externship I did with Lawyers Alliance many years ago. That externship – and the wonderful attorneys and staff I worked with at Lawyers Alliance – showed me what it means to be a lawyer and an advisor to nonprofits and changed the course of my career.

"Katherine was one of the first Pro Bono Attorneys focused on transactional work. At Cleary, she built a robust nonprofit practice, sharing her expertise with colleagues and the larger community. At Lawyers Alliance, we have relied on Katherine as a trusted and thoughtful partner in the nonprofit space, and we are thrilled to have played a role in steering her career."

Laren E. SpirerProgram and Strategy Director,Lawyers Alliance

Graduate of:

Fordham Law School



NICKEYSHA GORDON

Associate, International Tax and Structuring and Transactional Tax, DLA Piper LLP (US)

Tax associate lends critical skills to nonprofits bolstering New York City's communities

Nickeysha Gordon relishes using her skills as a tax attorney to research and solve complex issues that allow nonprofits to grow, operate compliantly, and serve their communities. She helped Anthology Film Archives (AFA), a center for the preservation and exhibition of independent and experimental film and video that also provides educational services to low-income students and communities in New York City, as it was planning a capital expansion project to renovate and expand its building. AFA was considering pursuing Historic Tax Credits as part of the project. Ms. Gordon explained the complicated process and helped AFA arrive at an informed decision to possibly pursue the tax credits in the future. She is working on incorporating and securing tax exempt status for The M2M Project, which seeks to transform diverse-owned businesses into high-value companies that generate jobs, income, and wealth and result in a stronger New York City economy.

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

One of my favorite pro bono experiences has been working with Cathy Kim and The M2M Project through Lawyers Alliance. Cathy's energy, kindness, and commitment to helping minority,

low-income, and veteran entrepreneurs build and sustain their businesses have been inspiring. As someone who shares that passion for empowerment, it's been a joy to contribute to an organization that truly uplifts others.

"Nickeysha is helping me incorporate my nonprofit organization and apply for tax exempt status. I am immensely satisfied with her work. Nickeysha is professional, patient, thorough, and just very easy to work with. Thanks to her, I am creating the organization so I can carry out my mission of unlocking economic mobility."

— Cathy Kim Founder, The M2M Project

Graduate of:

JD: Florida A&M University College of Law

LLM: Georgetown Law

Lawyers Alliance clients:

Anthology Film Archives

The M2M Project



ANDREW MINEAR

Special Counsel, Restructuring,

Fried, Frank, Harris, Shriver

& Jacobson LLP

Restructuring counsel enables nonprofits to let their missions live on

Dissolving a nonprofit or undertaking a merger with another organization can be disheartening. However, it is essential legal work and can provide a transfusion of assets or intellectual property to another nonprofit, or can help an organization simplify when a related entity is no longer needed. Andrew Minear lends his specialized expertise to organizations in need, seeing it as a way for the original organization's mission to live on.

Riverdale Neighborhood House is a settlement house that provides a variety of services to 6,000 families, adults, children, teens, and seniors in the Bronx. Mr. Minear helped the organization wind down and dissolve a subsidiary, streamlining its programming and operations.

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

If I have to pick, it is the first phone call with the organization when we learn about the organization and how it contributes to the local community. Listening to the Board or Executive Director and their passion for the organization's mission is always inspiring. While our work is typically at the end of the organization's story, we also emphasize that the mission always continues. A unique component to dissolving a nonprofit is the requirement that it must transfer its resources to another

nonprofit with a similar purpose. On several occasions, the members of the dissolving nonprofit continue to work closely with the organization that receives those resources. So it is more of an evolution than an ending.

"We have worked multiple times with Andrew and the Fried Frank team and it has always been a pleasurable and highly professional experience. Most recently, we worked with him on the dissolution of a nonprofit legal entity the organization acquired several years ago. Without his guidance I doubt we could have completed that work. The work to dissolve the legal entity is important and high impact as it reduces the fiduciary risk to our Directors and the organization generally, and reduces the complexity of our operations and management."

Andrew Belton
 Executive Director,
 Riverdale Neighborhood House

Graduate of:

University of San Diego School of Law

Lawyers Alliance clients:

Due to the sensitive nature of the work for them, the remainder of Mr. Minear's clients will not be made public. He worked with four additional clients beyond Riverdale Neighborhood House.



KHALIL NOBLES

Senior Associate,

Technology Transactions Group,

Wilson Sonsini Goodrich & Rosati

Skillful tech attorney helps myriad nonprofits protect their intellectual property assets

Khalil Nobles is a prolific Lawyers Alliance volunteer, taking on 13 matters for 12 clients during the last six years, receiving praise from clients along the way. His practice covers a wide range of activities related to the commercialization of technology and acquisition of intellectual property rights, skills he has put to good use for Lawyers Alliance clients. He has worked with nonprofits on trademarks, copyrights, and music licensing and clearance, as well as waivers and release forms and an asset transfer agreement. Having these protections in place allows the nonprofits to provide mentorship, dance programs, STEM training for young women, and college prep services and life coaching to New York City youth.

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

A fun moment that I experienced on a pro bono matter while working through Lawyers Alliance was visiting the **Lewis Latimer House** and having the opportunity to bring my family to an amazing event that was hosted at the museum. My children enjoyed it and even called me cool, which is not an easy feat to accomplish!

"We have worked with Khalil twice and are very satisfied with his work. As a small organization, we wouldn't have been able to get legal protection for our logo and brand without pro bono counsel's help. This work reinforces our brand and reputation, helping to differentiate us from other groups honoring Lewis H. Latimer and increasing visibility, attention, trust, and engagement. As we think about potential new ventures and revenue opportunities, a strong and protected brand identity helps us to prepare and future-proof the organization."

— Ran Yan *Executive Director, Lewis Latimer House*

Graduate of:

Cardozo School of Law

Lawyers Alliance clients:

a83

Eryc Taylor Dance

First Tech Fund

Girls Incorporated of NYC

Girl Vow

Latinas on the Verge of Excellence (L.O.V.E.)

Let's Get Ready

Lewis Latimer House

National Harm Reduction Coalition

STEM from Dance

Year Up

21/64



WAAJID SIDDIQUIPartner, Corporate Services/

Mergers & Acquisitions,

Holland & Knight LLP

M&A partner builds lasting relationships with education and youth nonprofits

Once Lawyers Alliance clients work with Waajid Siddiqui, they want to work with him again. In the seven years he has been volunteering with Lawyers Alliance, Mr. Siddiqui has built strong relationships with **Harlem Grown**, which promotes healthy living, health education, and sustainability through mentorship and hands-on education, and **Civic News Company**, the publisher of nonprofit newsrooms Chalkbeat, Votebeat, and Healthbeat. Harlem Grown's community partners are key to its work; Mr. Siddiqui has helped structure a fiscal sponsorship agreement and reviewed a Memoranda of Understanding. As Chalkbeat evolved into Civic News Company, he has helped with a license agreement, contract reviews, and a term sheet and service agreement.

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

At a time when financial considerations seem to eclipse commitment to the rule of law, pro bono work is affirming that legal work (no matter the context) is about ensuring that fairness and equality are not the province of only those with economic power.

"Waajid has been a fan favorite over at Civic News Company; our CEO was so impressed by his depth of knowledge and strategic thinking that she specifically requests to work with him on any legal reviews for which she participates. Waajid has supported us over the years as we expanded from Chalkbeat to Civic News Company. He's helped support multiple legal projects that allow us to publish impactful local journalism across the country. From helping us finalize a content management license agreement to formalizing partnership and publishing agreements, Waajid has helped us keep the trains rolling as we've grown our publication to cover K-12 education, elections, and public health in 15 communities across the United States."

Bethanie Glaser
 Vice President, Strategy & Operations,
 Civic News Company

Graduate of:

Tulane University Law School

Lawyers Alliance clients:

Civic News Company Harlem Grown



Senior Specialist Legal Editor,
Commercial Transactions service at
Practical Law, Thomson Reuters

Clinic frequent flier deepens support beyond limited scope engagements

Deborah Verdile first volunteered with Lawyers Alliance at a limited scope clinic held virtually at the start of the pandemic, and has since participated in eight other Lawyers Alliance clinics. Her dedication doesn't stop there – she has taken on direct representation matters for clients stemming from the clinics. After a clinic consultation with **Mekong NYC**, which serves, organizes, and builds power within the Southeast Asian refugee and immigrant community, Ms. Verdile updated its governance documents. Similarly, following an initial consultation, Ms. Verdile reviewed and revised a contract for NYC Salt, a nonprofit using photography to engage and empower youth, enabling it to collaborate with an international camera company on a student-designed camera strap. She has continued working with the organization on other contracts as well.

Q. How do the nonprofits you've worked with enrich their communities?

They all provide meaningful support for, and have a positive impact on, the communities they serve in different ways. I recently worked with NYC Salt. Their programs help students reach their full potential and achieve college and future career success. This can have a lasting and positive effect on these

students' lives, as well as their families and communities. I also recently worked with another nonprofit, Mekong NYC, a social justice organization serving the Southeast Asian community. The organization enriches the lives of their community by providing needed services, community events, arts and cultural activities, and other activities and support. These are just a few examples of the amazing nonprofits I've worked with through Lawyers Alliance.

"I could not be more appreciative of Lawyers Alliance and Deborah, her colleagues, and Thomson Reuters for all the help they have given us in the contract negotiation. There is no way we could ever afford this service and no way I, or anyone on my staff, would be able to translate such lengthy contracts. Deborah was incredibly helpful in helping me understand and negotiate the terms."

— Alicia HansenFounder and CEO, NYC Salt

Graduate of:

Yale Law School

Lawyers Alliance clients:

Harlem Junior Tennis and Education Program

Housing Conservation Coordinators

Kingsbridge BID

Mekong NYC

Not Another Child

NYC Alliance Against Sexual Assault

NYC Salt

Pawsability Dog Club

Turning Point for Women and Families

Union Settlement House

THANK YOU

We are grateful to our

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Board of Advisors

and

Staff

Please consider a **donation** to help support our work.

