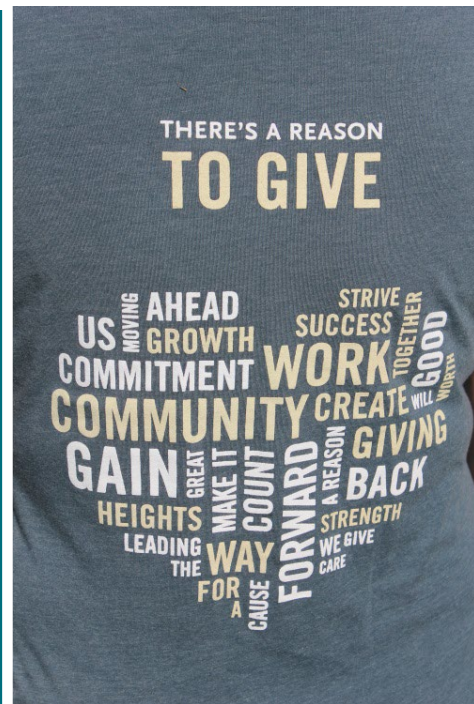


PRO BONO & COMMUNITY SERVICE OVERVIEW



Dear Friends & Colleagues,

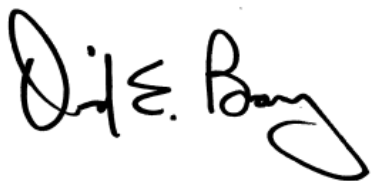
We are pleased to share highlights of Pierce Atwood's 2021 pro bono and community service efforts in our annual Pro Bono & Community Service Overview.

2021 was certainly a year of ongoing challenges as our clients, our communities, and our firm continued to confront the impacts of the COVID-19 pandemic. We are appreciative and proud that Pierce Atwood attorneys and staff continued to step forward to meet these challenges with creativity, determination, and a commitment to make a difference.

Since our firm's founding more than 130 years ago, an ethic of public and community service has been deeply rooted in Pierce Atwood's culture. Our attorneys and staff continue to honor this tradition by giving back to those in need through a broad and varied range of pro bono and community service commitments. We are privileged to put our abilities and resources to work to assist those in need in gaining access to justice, and we embrace the opportunity to support nonprofit and charitable organizations that do important work in our communities and beyond.

We would be pleased if you will take a moment to review our 2021 Pro Bono & Community Service Overview and share in our efforts and accomplishments.

Sincerely,

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

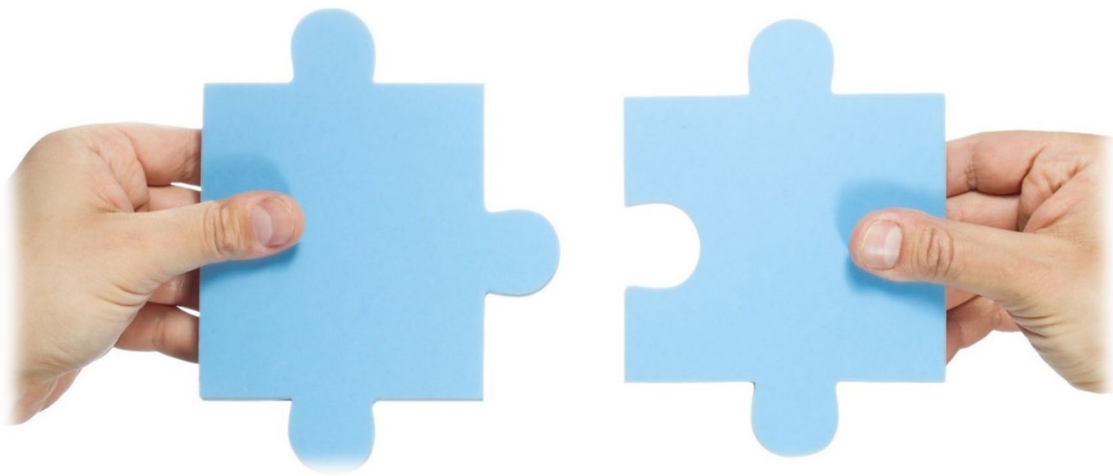
David E. Barry, Managing Partner

2021 By the Numbers

2046 Pro bono legal services hours served

59 Organizations received pro bono legal services

\$3.11 million Value of our pro bono & community service hours in 2021



Eighth Annual Pro Bono & Community Service Awards

Each year, Pierce Atwood recognizes our attorneys and staff who have made outstanding contributions to our communities and to our firm. Our Eighth Annual Pro Bono & Community Service Awards Ceremony, held on May 19, 2022, recognized these efforts in 2021.

Lancaster Pro Bono Attorney of the Year

This award is presented to the attorney who has contributed **the highest number of pro bono hours in a year**. The award is named in honor of longtime partner Ralph I. Lancaster, Jr. Throughout his career, Ralph devoted countless hours providing pro bono service to low-income residents of Maine and to many nonprofit and charitable organizations.

In 2021, Trusts & Estates attorney **Bonnie Ball Wahrer** devoted nearly 200 hours providing pro bono legal services. Among her pro bono engagements, Bonnie has devoted time to Court Appointed Special Advocates (CASA), the Heart of Maine Resource Center, the Maine Volunteer Lawyers Project, and The Atlantic Black Box Project, a public history project that supports the work of unearthing and reckoning with New England's history in the global economy of enslavement, and in recovering the stories of the region's free and enslaved Black and Indigenous population.

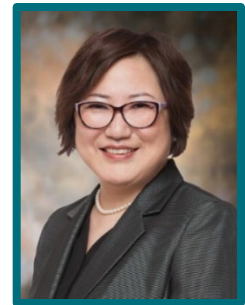


Bonnie's commitment to pro bono extends beyond client matters to being an active and engaged member of the Pro Bono Team, always willing to pitch in where needed, and always interested in offering ideas about how to improve our pro bono offerings.

McKusick Community Impact Award

Named after Vincent Lee McKusick, former Chief Justice of the Maine Supreme Judicial Court and Pierce Atwood attorney and friend for more than 50 years, the McKusick Community Impact Award recognizes one attorney and one staff member annually who have made **significant, positive impacts in their communities through pro bono and/or community service.**

Small nonprofits often lack sufficient in-house resources to manage complex employment law compliance obligations. Employment attorney **Soyoung Yoon** provides these services on a pro bono basis, so that those who devote their working hours to making a difference in the world can do so without fear that they will be subject to enforcement action or private litigation for missing a legal requirement.



Soyoung has provided pro bono services to, among others, a regional chamber music organization wrestling with how to keep its musicians safe during the pandemic; an inclusive preschool that had to revamp its leave policies to accommodate COVID-19-related absences; a small theatre company in need of an employee handbook; a synagogue seeking to confirm its compliance with federal law; and multiple small-scale farmers through the Conservation Law Foundation's Legal Food Hub.



Business group paralegal **Amanda Fisk** assists attorneys in navigating the required filings and corporate records updates for pro bono matters. Many of these matters involve incorporating new entities or amending existing filings, requiring detailed knowledge of the procedures involved in Maine.

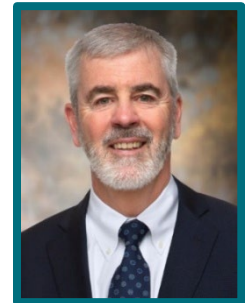
For example, when Maine Inside Out needed corporate action, Amanda coordinated all required filings and ensured the process ran smoothly for the client. (For more information about our work with Maine Inside Out, see page 10.)

Pierce Atwood's many pro bono organizational clients benefit from the same excellence, creativity, and attention to detail that Amanda brings to all of the firm's business transactions, allowing them to move forward with their essential work to improve the lives of those who live and work in our communities.

Scribner Firm Impact Award

Named for longtime former partner Fred Scribner, whose legacy endures through the firm's commitment to the community, its employees, and the law, this award is given annually to one attorney and one staff member who **work to keep pro bono and community service top of mind throughout the firm.**

Litigation group chair **John Aromando** stands out as a champion of pro bono service for both his willingness to take on pro bono matters himself, and his supervision and mentoring of junior attorneys engaged in pro bono work. He makes time for everything from routine questions to complex strategy.



In 2020, a team of Pierce Atwood attorneys was inspired to organize what became the firm's Racial Justice Initiative, aimed at marshalling PA attorneys' talents to combat systemic racial inequity. Without hesitation, John volunteered to serve as the partner-in-charge of the litigation pillar of the initiative, where he regularly supervises litigation associates taking on complex civil rights cases. (For more about the Racial Justice Initiative, see page 10.) One of his partners sums up:

"John is a moral and intellectual engine of pro bono at Pierce Atwood. We have a vast array of pro bono matters that simply wouldn't happen but for his willingness to champion pro bono, take risks, supervise, provide mentorship, and get into the weeds when necessary."



As Pierce Atwood's Marketing and Sales Support Manager, **Kathleen McCormack** plays an integral part in Pierce Atwood's pro bono program recognition process. Kathleen reviews pro bono hours, communicates recognitions, and crafts this Pro Bono & Community Service annual report. Kathleen's insight and assistance help bring well-deserved attention to the pro bono and community service efforts of our attorneys and staff, providing inspiration and motivation to additional service.

To do this, Kathleen attends all Pro Bono Team meetings and diligently seeks out opportunities to celebrate pro bono and community service successes, even where the attorneys and staff involved have kept quiet about their work. The level of care Kathleen brings to the essential work of sharing our successes and celebrating this work inside and outside of Pierce Atwood is second to none.

Community Recognitions

Family Separation Response Team KINDness Matters Awardee of the Year



In October, Kids in Need of Defense (KIND) awarded the Pierce Atwood team of **Katherine Kayatta, Kayla Grant, and Page Holmes** its KINDness Matters Award, an annual award recognizing outstanding pro bono attorneys and volunteers who have gone above and beyond in their assistance to unaccompanied refugee and immigrant children.

KIND partners with pro bono counsel to represent children appearing in immigration court and to achieve laws, policies, and practices that ensure children's protection and rights to due process and fundamental fairness. Katherine, Kayla, and Page were recognized for their efforts on behalf of a child from the Democratic Republic of the Congo who was separated from her parents upon entry to the United States two years ago.

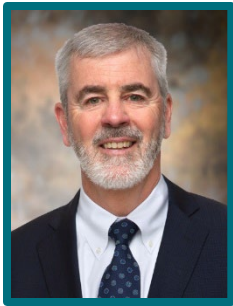


Community Recognitions

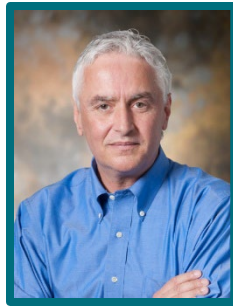
Katahdin Counsel 2021

The Katahdin Counsel Recognition Program was launched in 2012 by the Maine Supreme Judicial Court to recognize those Maine lawyers who have dedicated 50 or more hours in a reporting period to providing pro bono legal services to the indigent in Maine.

The reporting year runs from July 1 to June 30. In the period ending June 30, 2021, eight Pierce Atwood attorneys qualified to earn distinction as Katahdin Counsel.



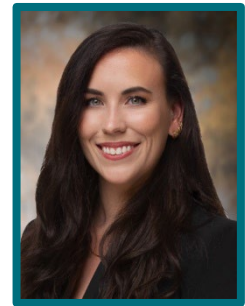
John Aromando



Tony Derosby



Cameron Goodwin



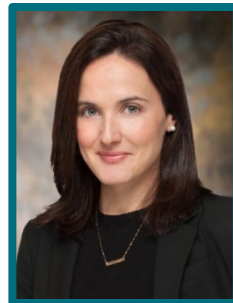
Kayla Grant



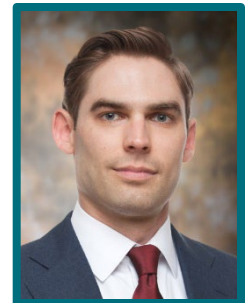
Katherine Kayatta



Peter Kenlan



Sara Murphy



Kyle Noonan

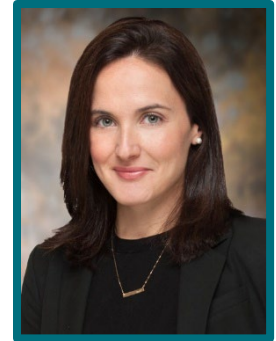


Community Recognitions

New Lawyer Award

Litigation attorney **Sara Murphy** received the 2021 “New Lawyer Award” from the Maine Justice Foundation. This award recognizes outstanding Maine lawyers who have been practicing for fewer than 10 years, “who exemplify the ideals of increasing access to justice and make outstanding contributions to the legal profession and public good through pro bono service.”

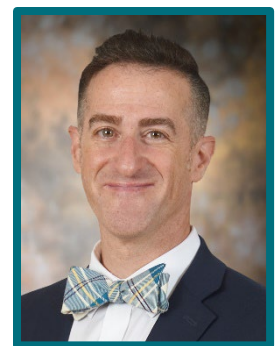
Sara is a member of the Maine Civil Legal Services Fund Commission, and the Court Appointed Special Advocate Advisory Panel. She has taken on extensive pro bono work on behalf of *guardians ad litem* in child protection matters. She has also contributed many hours of pro bono work as lead counsel in a complaint on behalf of a Maine immigrant detainee to block his transfer to another location as part of a routine practice by ICE to detain immigrants in locations with a high risk of COVID-19 infections. Sara was instrumental in the creation of the firm’s Racial Justice Initiative.



Pro Bono Honor Roll

Bankruptcy attorney **Alex Mattera** was one of 24 attorneys and law students named to the Pro Bono Honor Roll of the U.S. Bankruptcy Court for the District of Massachusetts for the period September 1, 2020 through September 1, 2021.

The Honor Roll recognizes those individual attorneys and law students who have demonstrated a commitment to bankruptcy-related pro bono service in areas such as reaffirmation agreement clinics, bankruptcy seminars and training for volunteer lawyers, mentoring of volunteers, legal representation for qualifying parties in bankruptcy cases, and participation in financial literacy programs in high schools throughout the state.



Community Recognitions

Token of Gratitude

The mission of our pro bono client The Summit Project (TSP) is to honor Maine's post-9/11 fallen service members, and through education, fellowship, and physical activity provide assurance to their families that these sacrifices will never be forgotten.



TSP extended gratitude to the team at Pierce Atwood – including **Mike Hernandez**, who also serves on TSP's Board of Directors – which has helped TSP over the course of the last five years by providing pro bono support in the trademark and general corporate areas.



Greg Johnson, Executive Director & Treasurer of The Summit Project, presents a token of thanks to Pierce Atwood attorney and TSP board member Mike Hernandez.

Pierce Atwood's Racial Justice Initiative

At Pierce Atwood, we recognize that, as a law firm, we are uniquely positioned to answer the rising calls for structural change within our society. While our pro bono efforts have historically included many matters in pursuit of racial justice and equity, the global protests in response to the killing of George Floyd in May 2020 served as an urgent call to concentrate our efforts and talents to do more. To that end, in 2020 Pierce Atwood developed a three-pronged approach to promoting racial justice in our communities through targeted pro bono initiatives and transactional support. Attorneys working within the RJI have, among other efforts, fought for the civil rights of immigration detainees, advised nonprofits working to secure racial justice, and helped individuals exercise their right to expunge past criminal records.

Transformative Art & Justice

As part of our Racial Justice Initiative, real estate attorney **Peg Smith**, with corporate assistance from business attorney **Emily Cooke** and paralegal **Amanda Fisk**, represented Maine Inside Out (MIO) in negotiating the lease for its new location in Lewiston.

Maine Inside Out brings together individuals and communities to imagine and embody freedom through art, advocacy and support, and transformative justice. Formerly incarcerated people lead MIO's work to build a world where everyone matters and belongs. The nature and mission of this work requires a dedicated safe space for all to gather.



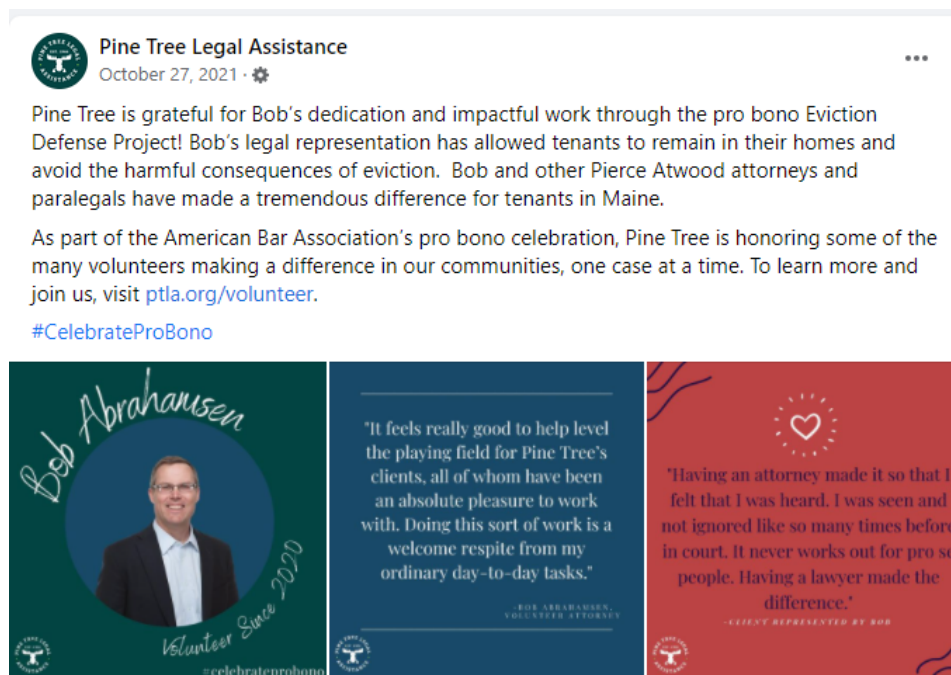
On November 17, 2021, MIO walked through the doors of its new site. This space is the pilot for MIO's collective vision: a network of welcoming, loving, creative community spaces across Maine led by and for people impacted by incarceration. MIO describes their new space as *"a landing spot for people returning home and a laboratory for art and transformative justice projects that imagine and build local infrastructure for support, accountability, and well-being."*

Eviction Crisis Response

Providing legal support in an eviction matter can result in better, less chaotic outcomes for both tenants and landlords, and, crucially, can buy a tenant time to locate new housing rather than landing in an emergency shelter or on the street. The COVID-19 pandemic intensified an existing eviction crisis. In response to this need, Pierce Atwood attorneys in Maine and Massachusetts formed an eviction response team to assist.

Massachusetts real estate attorney **Joel Quick** brings extensive experience from his longstanding commitment to the Eastern Massachusetts Housing Court Lawyer of the Day program. Bankruptcy attorney **Ryan Kelley** leads the Maine-based Eviction Response Team, which includes **Robert Abrahamsen**, **Peter Kenlan**, and **Michelle Pottle**. Team members attended training provided by Pine Tree Legal Assistance, and are available to provide services on matters identified and assessed by Pine Tree.

Pine Tree recognized Pierce Atwood’s Bob Abrahamsen on social media during the American Bar Association’s annual celebration of Pro Bono week in October.



Affordable Housing

Real estate and litigation attorney **Don Pinto** wrapped up a four-year pro bono matter for Way Finders, Inc., a nonprofit housing organization based in Springfield, Massachusetts. Since early 2017, Don has been representing Way Finders on its proposed development of a 43-unit townhouse project in Ludlow, Mass. Following a successful appeal to the Housing Appeals Committee, the permit has now been issued and the project is underway. For his work on this project, Don received the 2019 Lancaster Pro Bono Attorney of the Year Award.

In addition to offering an array of housing-related services to low-income communities, Way Finders develops affordable housing for both rental and ownership under the Massachusetts statute known as Chapter 40B. All of Way Finders' developments consist of 100% affordable units.

"It's no exaggeration to say that over this development's many decades of life ahead, hundreds of families will end up having a decent, affordable home because of the work you and Pierce Atwood did. I can't think of a better example of legal work for the public good."

– Way Finders Project Manager



Supporting the Afghan Community

In November, Pierce Atwood partnered with the Immigrant Legal Advocacy Project (ILAP) in hosting a workshop at our Portland office to provide immigration assistance to members of the Afghan community in Maine with family members eligible for humanitarian parole in the wake of the Afghan crisis.

Ten Portland-area attorneys participated, and Pierce Atwood immigration attorney **Katie Minervino** provided logistical and substantive legal support for this event.



Thank you very much for graciously hosting ILAP's first humanitarian parole workshop at Pierce Atwood. Your beautiful conference area provided a wonderful, safe space to meet with clients in private. We were able to provide consults to 19 members of the Afghan community of Maine who are seeking options to help their family members in Afghanistan escape the Taliban.

We are very grateful for your continued support of ILAP and our clients!

– from the ILAP organizer



Community Building

As part of our commitment to building a diverse legal community in Maine, Pierce Atwood collaborated with Bernstein Shur, Verrill, and University of Maine School of Law as founding members of the **D1L Maine Diversity Summer Associate Program**. After a successful inaugural year in 2020, we have been pleased to welcome new participants for an expanded program in 2021 and 2022: law firms Brann & Isaacson and Preti Flaherty, along with corporate partners The Jackson Laboratory, Unum, and WEX.



maine diversity summer associate program

The D1L program aims to build a diverse legal community in Maine by attracting a diverse pool of first-year law students (1Ls) from across the country for a 10-week paid summer internship at a participating organization in Portland, Lewiston, or Bar Harbor, Maine.

The 1Ls accepted to the program will have the opportunity to experience legal practice and life in Maine, participate in professional development programs, and build their social and business networks within the participating organizations and the larger legal community. The ultimate goal of this initiative is to build a stronger, more diverse community of legal professionals in Maine.



Charitable Giving

As a corporate sponsor, Pierce Atwood once again organized a team for the 2021 Dempsey Challenge. This Run/Walk/Ride event raises money for the Dempsey Centers for Quality Cancer Care, a nonprofit that makes life better for people managing the impact of cancer.

Our captains for this year's team were **Meg LePage, Christina Berkow, Abigail Dyer, Bron Nelson, and Denise Plourde.**

Additional participants, fundraisers, and volunteers included **Mike Anderson, Kris Eimicke, Cam Goodwin, Mike Hernandez, Ryan Kelley, Dennis Keeler, Karen Knights, Andrea Maker, Sara Murphy, Catherine Scribner, and Cynthia Shove,** along with many friends and family.

According to their website, our team raised \$7,940!



Charitable Giving

For 2021, Pierce Atwood's Charitable Giving Committee continued to focus our fundraising efforts on behalf of the **Alzheimer's Association**.

Founded in 1980 by a group of family caregivers and individuals who recognized the need for an organization that would unite caregivers, provide support to those facing Alzheimer's, and advance research into the disease, today the association reaches millions of people affected by Alzheimer's and other dementias. It is the leading voluntary health organization in Alzheimer's care, support, and research.



To date, our fundraising efforts in support of the Alzheimer's Association have included a "Super Bowl Squares" raffle and "Jeans Fridays" – even with employees working from home!

During the 2021 holiday season, we also supported neighbors in need through organizations including:

- Casa Myrna
- New England Center for Homeless Veterans
- Through These Doors (f/k/a Family Crisis Services)



Janet D. Eustis Memorial Volunteer Time-Off Program

Through our **Janet D. Eustis Memorial Staff VTO Program**, launched in 2014, staff members are given one paid day off each year to volunteer for a nonprofit organization of their choice.

Janet Eustis was a Pierce Atwood legal assistant for 15 years whose commitment to her community inspired everyone who knew her, and whose selflessness reflected the best of our firm's tradition of service.

In 2021, 10 staff members participated in the program.

Partner Organizations

PRO BONO LEGAL SERVICE PARTNERS

| | |
|---|---|
| ACLU (Maine, Massachusetts and Rhode Island) | Legal Counsel for the Elderly (D.C.) |
| Court Appointed Special Advocates (CASA) | Legal Food Hub, A Project of the Conservation Law Foundation |
| Eastern Massachusetts Housing Court Lawyer of the Day | Legal Services for the Elderly (Maine) |
| Gay & Lesbian Advocates & Defenders (GLAD) | Maine Homeless Legal Project |
| Hospice of Southern Maine | Maine Volunteer Lawyers Project (MVLP) |
| Immigrant Legal Advocacy Project (ILAP) | Neighborhood Legal Services Program of the District of Columbia |
| Justice Resource Institute (JRI) & JRI Health Law Institute | Pine Tree Legal Assistance |
| Kids in Need of Defense (KIND) | Political Asylum and Immigration Representation Project (PAIR) |

PRO BONO LEGAL SERVICE RECIPIENT ORGANIZATIONS (*partial list*)

| | |
|---|--|
| Animal Welfare Society | Lasagna Love, Inc. |
| Atlantic Black Box | Maine Boys to Men |
| Berry's Mill Pond | Maine Inside Out |
| Brixham Montessori Friends School | National Electric Power Regulatory Authority of Pakistan |
| Cancer Community Center | New Generation, A Program of Catholic Charities NH |
| Congregation Beth Elohim | New Roots Farm Cooperative |
| Cornerstone Baptist Church | One Longfellow Square |
| Dempsey Center | Organization for Refugee & Immigrant Success |
| Dirigo Outdoor Programs | Peace Ridge Sanctuary |
| Drikung Meditation Center, Inc. | Peaks Island Community Website |
| Eastern Frontier Educational Foundation | Pericles Foundation |
| Ebstein's Traveling Hearts | ProsperityME |
| Falmouth Memorial Library Association | Root House |
| A Far Cry Inc. | Strawbery Banke, Inc. |
| Finca Vigia Foundation, Inc. | The Summit Project |
| Greek Orthodox Metropolis of Boston | Temple Beth-El |
| Hale Reservation | Tiger Lily Montessori School, Inc. |
| International Artists Manifest | Way Finders, Inc. |
| JFYNetWorks | White Heron Theatre Company |
| Khimti Forum | Youth and Family Outreach |
| KIF1A.org | |

Partner Organizations (*Cont'd*)

CHARITABLE CONTRIBUTIONS & SPONSORSHIPS

Alzheimer's Association
 American Heart Association
 Aubrielle's Hope
 Best Buddies International
 Boston Bar Foundation
 Building For Good, Inc.
 Cape Elizabeth Girls Basketball
 Casa Myrna
 Catholic Charities Maine
 Charitable Foundation of the Energy Bar Association
 Dempsey Center
 Discovering Justice
 Find The Cause Breast Cancer Foundation
 Freeport Community Services
 Girls on the Run-Maine
 The Governor's Academy
 Hope Acts
 In Choro Novo
 The Innocence Project
 Junior Achievement of Maine
 Law Firm Antiracism Alliance
 Lawyers For Civil Rights
 Maine Children's Cancer Program
 Maine Gun Safety Coalition
 Maine Historical Society
 Maine Island Trail Association
 Maine Justice Foundation
 Maine Law Foundation
 Maine Medical Center
 Maine Summer Camps
 Mary's Walk / Maine Cancer Foundation
 Mercy Healthcare Foundation
 New England Center for Homeless Veterans
 New England Legal Foundation
 New Hampshire Campaign for Legal Services
 New Hampshire Institute for Civics Education
 Olympia Snowe Women's Leadership Institute
 One Longfellow Square Inc.
 Political Asylum Immigration Representation Project (PAIR)
 Poland Fire Rescue B. A.
 Portland Downtown District
 Portland Stage
 PropserityME
 REBA Foundation
 Rhode Island Community Food Bank
 Susan L. Curtis Foundation
 Through These Doors
 Travis Mills Foundation
 Trustees of Dartmouth College
 United Way
 University of New Hampshire Foundation
 Washington Lawyers Committee for Civil Rights and Urban Affairs
 World Central Kitchen
 Yarmouth Basketball Booster
 Youth & Family Outreach

