

2020 PRO BONO & COMMUNITY SERVICE OVERVIEW



Dear Friends & Colleagues,

2020 was a year like no other. As individuals and as a firm, we confronted the COVID-19 pandemic as well as the issues of racial and social injustice and inequity that shook our nation and the communities in which we live and work.

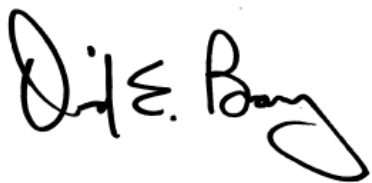
And while those immense challenges were front and center, we continued and even enhanced our effort and focus on many fronts. Throughout this extraordinary year, Pierce Atwood attorneys and staff stepped forward to meet these challenges with creativity, determination, and a commitment to make a difference.

An ethic of public and community service has long been deeply rooted in Pierce Atwood's history and 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.

The barriers between so many in our communities and access to the legal system were never more clear and stark than in 2020. We are privileged to put our abilities to use to assist those in need in gaining access to justice. We embrace the opportunity and responsibility to support nonprofit and charitable organizations that do important work in our communities and beyond.

We invite you to take a moment to review our 2020 Pro Bono & Community Service Overview and share in our work and accomplishments.

Sincerely,

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

David E. Barry, Managing Partner



2020 By the Numbers

3303

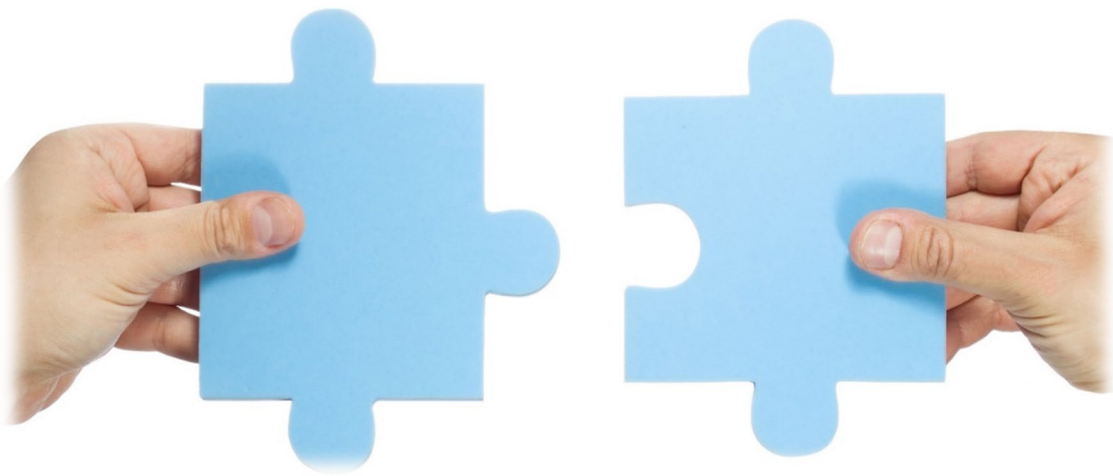
Pro bono legal services hours served

61

Organizations received pro bono legal services

\$3.52 Million

Value of our pro bono & community service hours in 2020



Seventh 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 Seventh Annual Pro Bono & Community Service Awards Ceremony, held via Zoom on May 20, 2021, recognized the efforts of our attorneys and staff in 2020.

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 to pro bono service for low-income residents of Maine and to many nonprofit and charitable organizations.

In 2020, real estate attorney **Joel Quick** devoted 198 hours to pro bono work. The majority of this time was devoted to the Eastern Massachusetts Housing Court Lawyer of the Day Program, a collaborative project involving the Boston Bar Association, the Volunteer Lawyers Project, and Greater Boston Legal Services, that helps low-income tenants and landlords with housing issues. Joel has been volunteering with this program since 2019.

In response to the housing and evictions crisis precipitated by COVID-19, Pierce Atwood launched an eviction response initiative to coordinate efforts and opportunities across offices to provide pro bono support in this area (see page 11). Joel's work supporting low-income tenants and landlords in this extraordinary time of need continues to be a centerpiece of this initiative.



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.**

In 2020 litigation attorney **Melanie Conroy** dedicated many hours of pro bono time to numerous important matters involving fundamental rights of the most vulnerable.

These political asylum matters included a successful habeas petition for a client held in immigration detention without adequate due process.

Working with the PAIR (Political Asylum and Immigration Representation) Project and ACLU Massachusetts, Melanie, with assistance from Lancaster Awardee Joel Quick, successfully obtained a new bond hearing for a detained undocumented immigrant by filing a habeas petition in the U.S. District Court. Thanks to the combined efforts of Melanie, Joel, and the client's immigration attorney, our client was able to emerge from 11 months in detention to meet his youngest child and reunite with his spouse and children.

In addition to that crucial work, Melanie has represented an asylum seeker with PAIR and provided advice and counsel on several ACLU matters under PA's Racial Justice Initiative. Melanie's assistance is helping deserving clients who otherwise might not have access to legal counsel.



McKusick Community Impact Award

Since 2019, Pierce Atwood Marketing Communications Manager **Meredith Seller** has been volunteering each week at the Northeast Animal Shelter in Salem, Massachusetts.



During the COVID-19 lockdown, shelters were forced to run their operations without access to the volunteer support they count on. Once the shelter was able to reopen, Meredith stepped right up and resumed her weekly volunteer hours, providing love and care to the animals waiting for their forever homes.

In accepting her award, Meredith described how returning to her volunteer commitment following lockdown provided an opportunity to make a difference at a time when so many felt powerless. Meredith's willingness to contribute time and care under challenging circumstances exemplifies the ethic of community service represented by the McKusick Award.



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.**

The killing of George Floyd in May 2020, and the ensuing protests across the country and the world, prompted calls for change. For associates **Sara Murphy**, **Sarah Remes**, and then-Pierce Atwood associate **Cheryl Allen-Ricciardi**, these events served as a catalyst to think about how we as a law firm can help to answer the rising calls for structural change within our society. Through their dedicated efforts, Pierce Atwood's Racial Justice Initiative was created.

Cheryl, Sara and Sarah laid the organizational groundwork for the program, with the strong endorsement of and support from Managing Partner Dave Barry, Pro Bono Partner Emily Cooke, the Management Committee, and the Pro Bono Team.

This team carefully thought through how every attorney – whether litigation or transactional – could participate in combating racial inequity in a way that was meaningful and targeted. Additionally, they socialized the effort throughout the firm and recruited leaders to support each of its three pillars: Civil Rights Litigation, Expungement and Record-Sealing, and Transactional Matters. For more about the Racial Justice Initiative, see page 9.

Cheryl, Sara and Sarah gave all of us in the firm a gift: a way to have an impact during a tumultuous and challenging year.



Cheryl Allen-Ricciardi

Sara Murphy

Sarah Remes

Scribner Firm Impact Award



Legal assistant **Catherine Scribner** goes above and beyond to keep the firm's Pro Bono and Community Service programs vibrant and growing.

Catherine is an active and dedicated member of the firm's Pro Bono Team. She provides hours of support to attorneys and administrative staff in navigating the pro bono approval and intake process. She brings creativity and ingenuity in supporting Emily Cooke, Partner-in-Charge of the Pro Bono Program, and enthusiasm in supporting the firm's several major new initiatives in 2020. Her work behind the scenes is critical to the success of the program.

In addition, Catherine's personal dedication to pro bono and community service are manifested in her membership on the Charitable Giving Committee, her longtime dedication to Pierce Atwood's Day of Community Service, and her personal substantive contributions to pro bono matters.

In these many areas of commitment, Catherine embodies the spirit of the Scribner Award.



Community Recognitions

Pro Bono Honor Roll

Bankruptcy partner **Alex Mattera** was one of only 36 attorneys and law students named to the Pro Bono Honor Roll of the U.S. Bankruptcy Court for the District of Massachusetts. The court held its Seventh Annual Pro Bono Awards Ceremony on October 5, 2020, to acknowledge and thank those individual attorneys and law students who have demonstrated a commitment to pro bono legal work in the prior year.



Mead Fellowship Program

Pierce Atwood associates **Matt Altieri**, **Emily Dupraz**, and **Cameron Goodwin** were selected to participate in the 2020 inaugural class of the Mead Fellowship Program of the Maine Volunteer Lawyer's Project. The Fellowship is a unique opportunity for lawyers new to the Maine bar to experience the impact of pro bono service on their professional skills and presence in Maine's legal community.

Fellows have access to one year of workshops on the practical application of legal skills, and opportunities to provide legal counsel in a variety of practice areas with the support of experienced attorney mentors. The Fellowship is named after and reflects the passion for, and dedication to equal access to justice of, Justice Andrew Mead, a member of the Maine Supreme Judicial Court since 2007 and Chair of the Maine Justice Action Group.

There are 10 members of the inaugural class of the Mead Fellowship, and Pierce Atwood is the only firm to have three recipients!



Matt Altieri



Emily Dupraz



Cameron Goodwin

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, Pierce Atwood developed a three-pronged approach to promoting racial justice in our communities through targeted pro bono initiatives and transactional support.

- **Civil Rights Litigation:** Pierce Atwood has a history of taking on civil rights cases for damages, declaratory, and injunctive relief for individuals who have suffered the deprivation of constitutional or federal statutory rights by virtue of the conduct of government officials. As part of our Racial Justice Initiative, we are amplifying these efforts through partnerships with civil rights organizations and federal court systems in the jurisdiction where we practice.
- **Expungement/Record Sealing Clinics:** Having a criminal record can severely limit one's access to employment, education, housing, civic engagement, and public assistance. Racially disparate enforcement of criminal laws means that these adverse collateral consequences disproportionately affect persons of color. Many non-violent state law arrests and convictions are eligible for expungement (also referred to as record-sealing or annulment) under certain circumstances. Through coordination and cooperation with legal service organizations in cities in which we practice, Pierce Atwood is working to alleviate the collateral consequences of criminal conviction and incarceration through expungement and sealing of criminal and juvenile records.
- **Transactional Initiative:** Entrepreneurs of color face a traditional lack of access to capital, along with other systemic barriers to success. Nonprofit organizations working to secure racial justice can benefit from transactional support in the areas of formation, real estate, employment, and more. Attorneys in Pierce Atwood's transactional practices have developed a program to advise and support nonprofits, entrepreneurs, and businesses that are led by persons of color and/or seeking to secure racial justice and equity.

Pierce Atwood's Racial Justice Initiative

To date, Pierce Atwood has taken on the following matters under the umbrella of the firm's Racial Justice Initiative, among others:

- Civil rights challenges on behalf of immigration detainees exposed to COVID-19 risk
- Advice and counsel on matters involving individuals of color subjected to potentially pretextual traffic stops
- Aid to clients eligible for record-sealing/expungement to exercise their right to clear their records
- Governance advice to scholarly coalition unearthing New England's history in the global economy of slavery
- Endowment advice to immigrant-led financial literacy organization
- Corporate advice to art and advocacy non-profit empowering individuals within Maine's juvenile justice system



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** (our 2020 Lancaster Pro Bono Attorney of the Year) brings extensive experience from his longstanding commitment through the Eastern Massachusetts Housing Court Lawyer of the Day program. Bankruptcy partner **Ryan Kelley** leads the Maine-based Eviction Response Team, which includes **Robert Abrahamsen, Keith Cunningham, Peter Kenlan, Matthew Altieri,** and **Michelle Pottle**. Members of the team attended training provided by Pine Tree Legal Assistance, and are available to provide services on matters identified and assessed by Pine Tree.

Matters taken on by team in response to this COVID-accelerated need include:

- Family with newborn facing eviction for falling behind in rent due to a COVID-related job loss
- Clients facing eviction after complaining of dangerous conditions in rented mobile home
- Double amputee barred from his rented home when landlord removed and refused to restore access ramp, after ignoring repeated requests to repair non-working heating units, leaks, and black rot



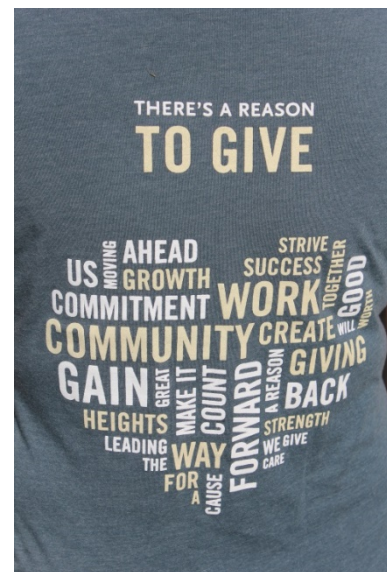
Fighting Food Insecurity

COVID-19 exacerbated existing food insecurity across Maine and the country. Pierce Atwood attorneys responded to support:

- **Heart of Maine Resource Center**, a new food pantry and resource center for the community of Dexter in northern Maine.
- **Cooking for Community**, a non-profit bringing together food producers to feed the hungry of Coastal Maine in the face of COVID-19.
- **Good Food Council of Lewiston-Auburn**, a non-profit working to shape a food system where the entire community of Lewiston-Auburn, Maine has access to good food.

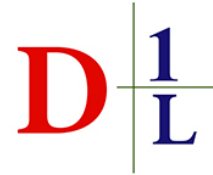
Advising Small Businesses Affected by COVID-19

Pierce Atwood attorneys **Elizabeth Frazier**, **Kyle Glover**, **Peter Kenlan**, **Taki Miyamoto** and **Katy Rand** raised their hands to support Maine small businesses through the virtual COVID-19 Small Business/Non-Profit Legal Clinic, a project of Maine Volunteer Lawyers Project in collaboration with the Maine Justice Foundation. The clinic provides small nonprofits and business owners whose operations have been impacted by COVID-19 a consultation with a Maine attorney about potential legal issues connected to the crisis, including PPP loans, debt, mortgages and leases, employment, taxes, contracts and bankruptcy, among others.



Community Building

As part of our commitment to building a diverse legal community in Maine, in 2020 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, we are pleased to welcome new participants for 2021: law firms Brann & Isaacson and Preti Flaherty, along with corporate partners The Jackson Laboratory and WEX, will join for an expanded 2021 program.



maine diversity summer associate program

This unique initiative focuses on building 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 in 2021 at one of this year's participating organizations.

The first-year law students 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

For 2020, Pierce Atwood's Charitable Giving Committee chose 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 2020 holiday season, we also supported neighbors in need through organizations including:

- 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 2020, 13 staff members participated in the program.

Partner Organizations

PRO BONO LEGAL SERVICE PARTNERS

ACLU (Maine, Massachusetts and Rhode Island)	Legal Food Hub, A Project of Conservation Law Foundation
Court Appointed Special Advocates (CASA)	Legal Services for the Elderly
Eastern Massachusetts Housing Court Lawyer of the Day	Maine Homeless Legal Project
Free Legal Answers Maine (American Bar Association)	Maine Volunteer Lawyers Project (MVLN)
Gay & Lesbian Advocates & Defenders (GLAD)	New Hampshire Bar Association
Immigrant Legal Advocacy Project (ILAP)	New Hampshire Legal Advice & Referral Center
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*)

Brixham Montessori Friends School	Lasagna Love, Inc.
Chaplaincy Institute of Maine	Maine Boys to Men
Cooking for Community	The Maine Coalition to End Domestic Violence
Cornerstone Baptist Church	Museum at Portland Head Light
Dempsey Center	National Electric Power Regulatory Authority of Pakistan
Dirigo Outdoor Programs	Peace Ridge Sanctuary
Falmouth Memorial Library Association	Peaks Island Community Website
A Far Cry Inc.	Pericles Foundation
Foundation for a Strong Maine Economy	Plummer Home
Friends of Casco Bay	Plummer Youth Promise
Grassroots International	ProsperityME
Greek Orthodox Metropolis of Boston	Root House
Hale Reservation	Strawbery Banke, Inc.
Harvard Club of Maine	The Summit Project
Home School Legal Defense Association	University of Maine
International Artists Manifest	Way Finders, Inc.
JFYNetWorks	Women in Development
KIF1A.org	Youth and Family Outreach

Partner Organizations (*Cont'd*)

CHARITABLE CONTRIBUTIONS & SPONSORSHIPS

317 Main Community Music Center
 Alzheimer's Association
 American Heart Association
 Aubrielle's Hope
 Augusta Food Bank
 Big Brothers Big Sisters
 Boston Bar Foundation
 Boston Resiliency Fund
 Building For Good, Inc.
 The Center for Grieving Children
 Children's Museum & Theatre of Maine
 Cooking for Community
 Covenant House
 Dana Farber Cancer Institute
 Dempsey Center
 Find The Cause Breast Cancer Foundation
 Freeport Community Services
 Friends of Dana-Farber Cancer Institute
 Fuel the Fight Seacoast NH
 Girls on the Run-Maine
 Hispanic National Bar Association
 Immigrant Legal Advocacy Project (ILAP)
 Junior Achievement of Maine
 Maine Children's Cancer Program
 Maine Justice Foundation
 Maine Medical Center
 Mercy Healthcare Foundation
 Muskie Fund for Legal Services
 New England Center for Homeless Veterans
 New England Legal Foundation
 New Hampshire Campaign for Legal Services
 Olympia Snowe Women's Leadership Institute
 Paraclete Foundation
 Political Asylum Immigration Representation Project (PAIR)
 Portland Stage
 Rhode Island Community Food Bank
 Roger Williams University
 Roman Catholic Diocese of Portland
 The Salvation Army
 Sandcastle Clinical & Educational Services
 Shriver Center on Poverty Law
 Susan L. Curtis Foundation
 The Telling Room
 Through These Doors
 United Way
 University of Maine School of Law
 University of New Hampshire Foundation
 Women's Lunch Place
 World Central Kitchen
 Yeshiva of Greater Washington
 YMCA of Southern Maine

