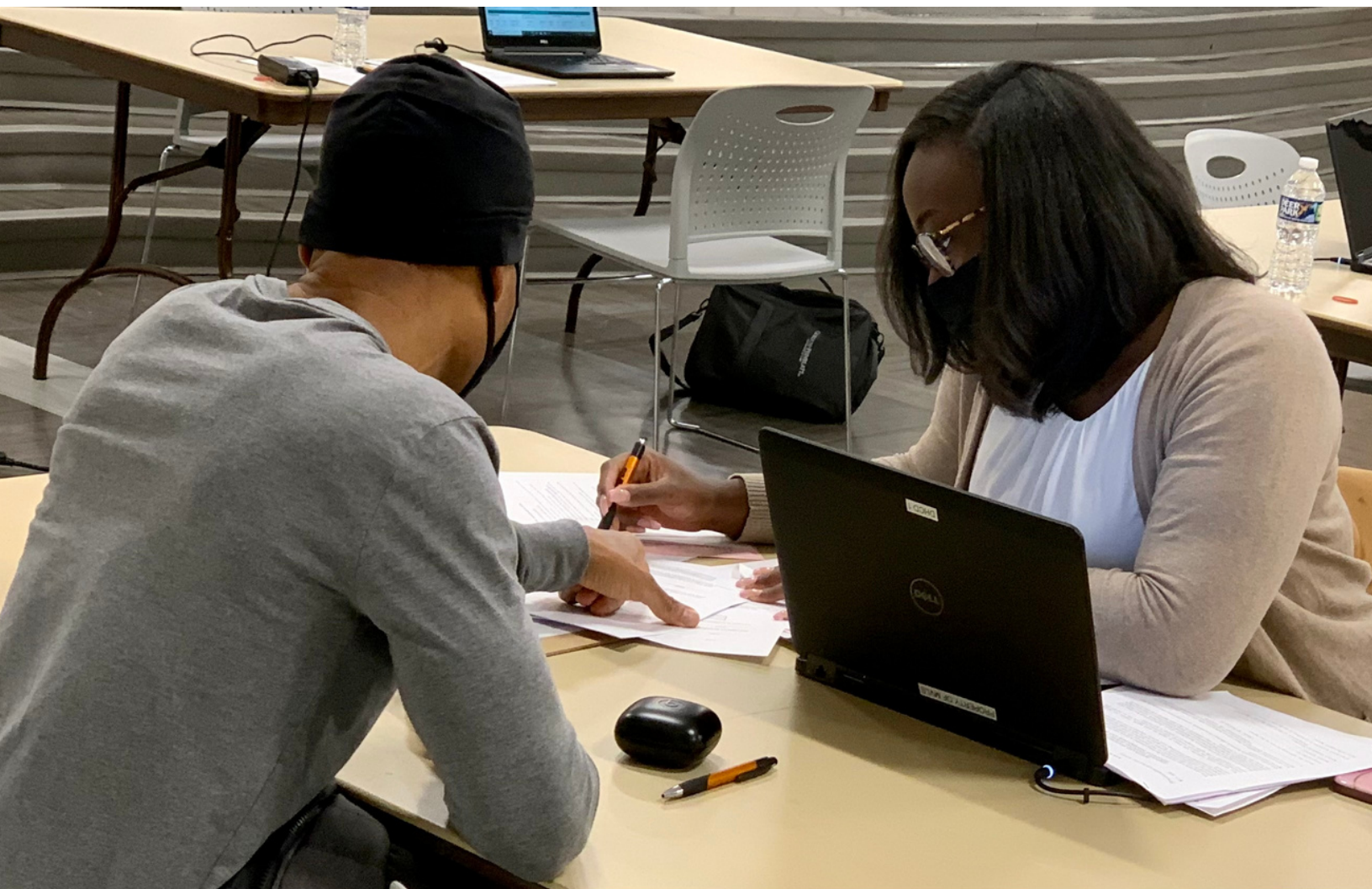




FY22 REPORT



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Front Cover: Associate Tierra Dotson provides pro bono legal assistance to a client at a legal clinic hosted by Maryland Volunteer Lawyers Services that aims to increase housing stability and intergenerational wealth by providing basic estate planning services for low-income Marylanders.

OUR HERITAGE

A Tradition of CSR



Above: Lois Feinblatt, wife of Firm Founder, Eugene Feinblatt, passed away after a century of service to others.

Gordon Feinblatt's enduring commitment to the community can be traced to co-founder Eugene ("Gene") Feinblatt. In his 1998 obituary, the *Baltimore Sun* described him as "one of the legal architects of modern Baltimore," noting his pro bono service and advice to several decades of mayors, his role as the head of Baltimore's Urban Renewal and Housing Commission, and the main drafter of Maryland's unique and enduring hospital payment system.

Gene's widow, Lois B. Feinblatt, described him as "important in the community, and ethical and [a] brilliant mind." Lois, also a pillar in the community, died this year one month before her 101st birthday.

Lois began her professional career in the 1950s as a social case worker for the adoption division of the Department of Social Services. She then became a psychotherapist through a Johns Hopkins program designed to train housewives who met certain criteria to be therapists. She earned her master's degree in

mental health, and a counseling degree. In the 1970's, she joined the staff of the Sexual Behaviors Unit, a Hopkins program. She counseled many LGBTQ individuals and years later was instrumental in the founding of FreeState Justice, where she served on the board for many years.

"Lois was a philanthropist who desired to make a difference. While she supported many traditional institutions, her primary focus was on organizations and programs that worked to improve lives and highlight injustices. Lois was the consummate friend, advisor, and mentor. She didn't have the patience for 'small talk,' she wanted to engage in meaningful discussions so she could get to know and support you. Lois was a keen listener, she invested in people, and cared deeply about the community." said Lynn Sassin, Member.

Our CSR program is also based on understanding people and investing in them on an individual level, knowing that these relationships are the building blocks for a stronger community.

CSR AT GORDON FEINBLATT

Gordon Feinblatt 2.0

Our move to Fleet Street, a transition that was finalized in the summer of 2021, created an opportunity for us to re-imagine what work life would be like at the Firm. It was our goal to continue fostering the best elements of who we were before the pandemic, such as collegiality amongst our colleagues and being actively engaged in our community, and continue to evolve to meet the needs of a modern workforce. What resulted is a new workspace where every design element reflects our values.

Our reception area welcomes visitors with vibrant works of art, selected in partnership with the Baltimore Office of the Promotion of the Arts, the first glimpses of a collection that includes pieces from 19 local artists of diverse background. The art spans both floors of our office and includes works in a variety of media, from custom blown glass pendants and art installations, to photography, painting, collages, and fabric inspired pieces.



Above: Sara Lucas, Associate, and Saad Malik, Associate, discuss some of their favorite pieces in the Gordon Feinblatt art collection.

The office features areas for collaboration interspersed between individual offices, recognizing that our practice groups, which used to be housed on separate floors, routinely work collaboratively across disciplines. A brand-new wellness room, a quiet and calming space, is available to everyone but particularly equipped to meet the needs of working parents who need to pump while at work.

The highlight and hub of the entire space is Gopher Grinds, a café and dining area at the front of the space, which incorporates a variety of sustainable features to reduce our impact on the environment. Firm personnel eat here daily, and routinely gather for Firm wide events and social gatherings, which have included friendly competitions over cards and

and board games, lunches celebrating our diversity and respective cultures, and many events with students from schools in our area. The space has expansive views overlooking East Baltimore, reminding everyone in the Firm that we are embedded in the fabric of our local community, which we work together to support in a variety of ways.

CSR AT GORDON FEINBLATT

"To build and sustain brands people love and trust, one must focus-not only on today but also on tomorrow. It's not easy...but balancing the short and long term is key to delivering sustainable, profitable growth-growth that is good for our shareholders but also good for our consumers, our employees, our business partners, the communities where we live and work, and the planet we inhabit"

Irene Rosenfeld, Fortune 500 Company CEO

Gordon Feinblatt's Corporate Social Responsibility efforts focus on three interconnected areas: Diversity, Equity, and Inclusion, Community Engagement, and Sustainability. We aim to deliver a wide array of employee driven programming throughout the year.



YEAR AT A GLANCE

44

PIECES OF ART

purchased from local artists as part of our partnership with the Baltimore Office of the Promotion of Arts, in addition to other pieces in the Firm's extensive collection.

756

HOURS

of pro bono legal services provided by our lawyers and paralegals to Marylanders who would not otherwise have access to legal assistance in calendar year 2021.



Above: Gordon Feinblatt personnel and their families spent an evening sorting donations at the Maryland Food Bank.

3

IN-PERSON VOLUNTEER EVENTS

at local non-profits. After a long pandemic hiatus, we went back to long time partners like Maryland Food Bank, and assisted new partners like Moveable Feast.

8

PICNIC BENCHES

assembled for the Ben Franklin High School Outdoor Classroom.

DIVERSITY, EQUITY AND INCLUSION

Affinity Groups

Our Firm's four affinity groups, for Caregivers, People of Color, Women, and professional staff (known as Uplift), offered programming geared to fostering solidarity within groups and offering insight into their lived experiences for other Firm personnel.

The People of Color Affinity Group hosted the first large scale lunch in the new office during Asian American Pacific Islander Heritage Month. Colleagues whose families are from South Korea, India, and Sri Lanka selected some of their favorite foods from their respective cultures, and shared stories and memories that gave insight into traditions or family moments tied to each dish. Our high school interns conducted research on each country to share additional facts.

Other events throughout the year were based on feedback provided on our internal CSR survey. As a result, we brought in outside speakers who discussed topics such as caring for common women's health issues, and supporting a loved one with Alzheimer's disease. Our own Lindsay D'Andrea, Counsel, also provided an estate planning basics seminar.



Left: Attendees at the AAPI Celebration Lunch sampled milk rice called kiribath, several types of curries, bulgogi, and more.



Above: Sandaly Madawala, Human Resources Assistant, shared some of her memories of growing up in Sri Lanka as Christine Lee, Member, waits to share about the dishes she selected to represent South Korea. Not pictured, Sudipta Das who wrote: "A big part of my connection to my Bengali culture is through food and [her mother's] cooking. For samosas in particular, Bengalis actually call these 'shingara'...I grew up making them by hand with my mom, and would spend hours on end folding the dough and gluing the sides together with a hint of rose water."

DIVERSITY, EQUITY AND INCLUSION

Student Programing

The Firm recognizes the importance of mentoring students from high school to law school. Regardless of a student's future career goals, we know it takes a lot of support to build the professional skills and network necessary to succeed in any professional setting.

We view our internships holistically, aiming to provide both hands on skills in our office and connection to the broader legal community.

This year, we hosted three high school seniors during the school year, and a high school junior and college senior over the summer. In addition to assisting our marketing, general services, and CSR teams, the students learned how to read a legal case, while summarizing the key facts and holding. We also reviewed and updated their resumes, shared tips and tricks for researching legal and social justice issues and practiced interview skills.

We also completed a college tour at University of Maryland Baltimore County, visited the University of Maryland Francis King Carey School of Law to have lunch with students in the Diversity Scholars Program, heard from Tim Chance, a Baltimore native and a staff attorney at Maryland Volunteer Lawyers Service, and met with the Honorable Jeffery Geller and Honorable Lawrence Fletcher-Hill of Baltimore City Circuit Court.



DIVERSITY, EQUITY AND INCLUSION

Local by Design: Art at Gordon Feinblatt

The Firm's new art collection received accolades in local media this year. "We have always supported the Baltimore arts community with time and treasure and this is another way of doing so," said Barry F. Rosen, Chairman and CEO. "We are thrilled to be in our new space and to be surrounded by this stunning artwork.

The Firm is also committed to supporting the next generation of local artists and began an art contest where students from schools that we have previously partnered with, such as Cristo Rey Jesuit High School and Digital Harbor High School, submitted work. Two winners were selected, one from each school. Their work was framed and is on display in the office.



Above: Jonathan Kane, a junior at Cristo Rey Jesuit High School, shows his oil painting, "Serene Reflection", to peers who came to tour the Firm's art collection. Jonathan is a member of the school's art club, but this was his first oil painting.



A Smalltimore Story

Raymond Lucas, a Baltimore native, photographer and musician, created several pieces by digitally altering his photographs. These pieces are dedicated to helping the viewer feel the "joy and freedom" of musicians, such as Classical Flow, shown here. Months after selling these pieces to the Firm, Raymond contacted us to share that during the course of conducting some genealogical research, he learned that his aunt had worked as a secretary at the Firm in the 1950s, exemplifying why our city is often called "Smalltimore."

DIVERSITY, EQUITY AND INCLUSION

Celebrations

The Firm returned to some in-person gatherings with gusto this year, continuing to find unique ways to gather and celebrate the hard work of our colleagues, decompress, and continue to forge interpersonal relationships that make the Firm strong.

In recognition of the fact that it takes many professionals to run a successful law firm, one highlight was the return of the custom omelet bar for Administrative Professionals Day. Staff were also celebrated with balloons, flower kits, and other treats.

Win or lose, Firm personnel always enjoy taking in an O's game at Camden Yards from the Firm's suite. In addition to hosting our clients, this year, Firm personnel enjoyed several games with their families.



Game On!

Members of the Firm's DEI Committee provide social options in addition to and beyond traditional after-hours happy hours, recognizing that those types

of events may not be as accessible for personnel with caregiving responsibilities in the evenings or those who don't drink alcohol for any number of reasons. We've had no shortage of new ideas! One of our most popular events was "Game Day" where we spent an afternoon playing board games and lighting up conference room monitors with old school video games, in addition to pizza and a popcorn machine.

Top: Judy, Receptionist, oversees the preparation of her omelet on Administrative Professionals Day.

Middle: Two of our summer interns celebrate their last day with the Firm.

Bottom: One of several outings to the Firm's suite at the O's for administrative professionals and their families.

DIVERSITY, EQUITY AND INCLUSION

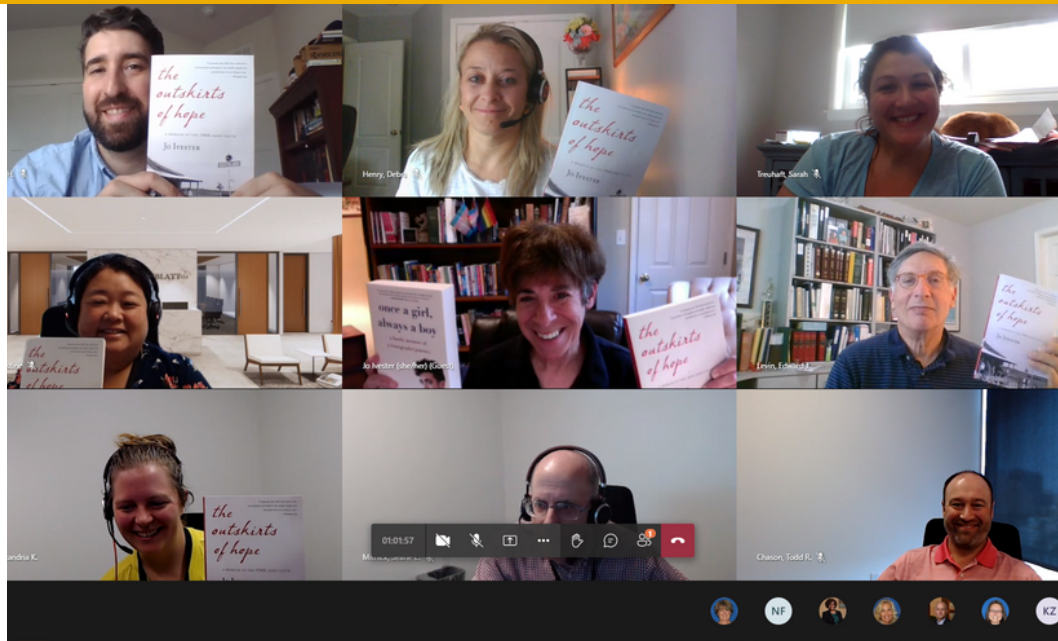
Education

Building on our pandemic book club, we hosted four meetings during FY22 covering a wide range of topics, including reading or listening to non-fiction books about the experiences of people who have a disability or those identifying as transgender, as well as the experiences of economically disadvantaged women in rural America. Jo Ivester, author of *The Outskirts of Hope*, joined one

of our meetings to share more about the process of writing an autobiography, what she learned about herself while writing the book, and how her experience as a young, white, Jewish girl, living in rural Mississippi in the 1960s while her father established a medical clinic and her mother became a teacher in a Black, segregated town, has shaped her family today.

Firm-wide, United Way of Central Maryland conducted sessions of the 30/30 Experience for our annual DEI Education Session. The event was a virtual, empathy-building program during which participants navigate 30 days of difficult, often life-altering, decisions as they assume the identity of the head of a low-income household.

Right: The four non-fiction books the Book Club shared this year. The Firm offers any interested personnel a physical or audio copy of the selected book.



Above: Members of the Book Club met with Jo Ivester, center, to discuss her two novels, her experiences in the 1960s and how they did or did not prepare her to parent a transgender son today.



COMMUNITY ENGAGEMENT

Sponsorship

The Firm is a proud sponsor of many nonprofit institutions throughout Baltimore. In line with our support of the local arts community with our Firm art collection, we are also a corporate sponsor of the Baltimore Museum of Art (BMA), a century old institution dedicated to curating modern, cutting-edge exhibits.

In addition to our sponsorship, our work with clients supports the BMA through helping them with planning charitable gifts. Lynn Sassin, Member and Chair of the Firm's Trust and Estates Group, recently joined the Firm's associates for a curated tour of an exhibition featuring a client's bequest and lifetime gifts to the museum. She discussed her role as a client's trusted advisor in the planning stages of the gifts and in working closely with the BMA professionals to implement the client's intent.

In addition, the group viewed the "Guarding the Art" exhibit, a nationally acclaimed project with pieces selected from the museum's collection by the BMA's security team.



Above: Lynn Sassin, Member, speaks to associates in the "On Certainty: Gifts from the Collection of Suzanne F. Cohen" exhibit.

Below: Chris Rahl, Member, assists one of the BMA's security guards in explaining the history of a display in the "Guarding the Art" exhibit.



COMMUNITY ENGAGEMENT

Signature Project

While the Firm supports many organizations, each year we pick one cause to support via a joint fundraising and volunteer effort. This year, we supported an outdoor classroom at Benjamin Franklin High School, a Baltimore City Public School in the Brooklyn/Curtis Bay neighborhood.

Ben Franklin High serves 532 high school students and also hosts a daycare center which supports teen parents to continue with their education while knowing their child has safe and consistent care during the school day. The outdoor classroom space will allow children in the high school and day care program to take their learning outside in a safe courtyard space with seating, shade and areas for learning. The school is also home to an urban agriculture club, which will also have gardening space in the courtyard.

The Firm hosted two fundraisers to support this project. First, Lauren Lake, Associate, sold her Firm-famous waffles, including red velvet and chocolate chip varieties. Second, the Firm hosted a raffle, with prizes including an iPad, concert tickets, and the opportunity to throw a pie at the Managing Member.

Top: As part of a raffle to raise funds for Benjamin Franklin High School, Robyn Seabrease, Executive Director, got to throw a pie at Todd Chason, Managing Member.

Center: Alex Montanio, Counsel, and Lauren Lake, make waffles for hungry donors in Gopher Grinds.

Bottom: The existing courtyard space.



COMMUNITY ENGAGEMENT



Above and Below: A group of Gordon Feinblatt personnel, including lawyers, administrative staff, and interns joined with United Way personnel to mow the grass, weed flower beds, and assemble sheds, wheelbarrows and picnic tables for the outdoor courtyard space.

Volunteering

After raising funds for the outdoor classroom at Ben Franklin High School throughout the spring, volunteers from throughout the Firm rolled up their sleeves and spent two days onsite at Benjamin Franklin in June.

One of the school's science teachers identified several key projects, such as creating more seating for students, that the Firm helped assemble while students were on summer vacation. Others assisted in weeding the garden beds, so the school community could enjoy a calming space while studying and maintaining native plants.



COMMUNITY ENGAGEMENT

Holiday Spirit

As part of the Firm's annual support of Kennedy Krieger Institute (KKI)'s Festival of Trees, all personnel were invited to create a holiday ornament in the Firm's signature teal. Over the course of an afternoon, we handcrafted over 200 ornaments. Associates from the Firm then took the ornaments and decorated the tree at the State Fair Grounds, where it was viewed virtually by thousands of people. Funds from the sale of the tree support KKI's mission of supporting children with disabilities.



Top Left: Peter Rosenwald, Member, and Kristin Ferrao, Administrative Assistant, show off the ornaments they made.

Top Right: Firm personnel gathered in the Founders Room to choose from glitter, beads, sparkly glue, and other craft supplies to make their ornaments.

Bottom Left: Tierra Dotson, Associate, and Max Cooke, Associate, put the final touches on the tree.

Season's Greetings!

Each year, the Community Engagement Committee is charged with selecting a local non-profit to support and recognize with our annual holiday donation, which is highlighted in the Firm's holiday card sent to clients and friends.



¡ADELANTE
LATINA!

¡Adelante Latina! (AL) is a free, after-school academic enrichment and college access program for Latina girls attending Baltimore City high schools. While nationally only 36% of Latinx young adults enroll in college, 95% of the graduates of AL enroll in a degree program.

The Firm has long partnered with AL, providing theater tickets and hosting a Q&A about the legal profession. This year, the group helped students returning to in-person learning, resuming a full slate of events.

SUSTAINABILITY

Green Team

Even as the COVID-19 Pandemic continued, the Green Team encouraged us to get outside. In October, we participated in an educational hike through Cromwell Valley Park. The outing was organized by Kathy McAllister, Paralegal. Kathy's brother, John Canoles, is a Director of the Cromwell Valley Park Council and he was able to share insight into the park's history as well as the plants and animals that call the park home.

Back at our office, we continued our efforts to reduce the Firm's environmental impact. In partnership with Compost Crew, we introduced a composting system in Gopher Grinds, our cafe and gathering space. All of the Firm's disposable plates, cutlery and coffee cups are now compostable through this program, along with food scraps and other types of paper products.



Above: John Canoles points out some of the native vegetation in Cromwell Valley on a tour that also covered the parks industrial history, founding, and modern conservation efforts to Firm personnel including Chuck Bacharach, Member (far right).

11,610 lbs



In FY 22, the Firm composted approximately 11,610 pounds of waste that would have otherwise gone to a landfill. According to our partner Compost Crew, "food waste constitutes 22% of discarded municipal solid waste in America" and as that waste decomposes, it releases methane which contributes to climate change issues. "Composting is a sustainable alternative that puts the nutrients from our food scraps back into the earth and, eventually, our food system, by using the finished compost as fertilizer for local farms."