



FY 23 REPORT



Gordon Feinblatt LLC
1001 Fleet Street
Suite 700
Baltimore, MD 21202

TEL: 410-576-4000
EMAIL: info@gfrlaw.com
WEB: www.gfrlaw.com

TABLE OF CONTENTS

Our Heritage	3
CSR at Gordon Feinblatt	4
Year at a Glance	6
Diversity, Equity, and Inclusion	7
Community Engagement	17
Sustainability	25

Front Cover: Chuck Bacharach, Member, helps install some of the winning pieces for the Courting Art Baltimore contest in the Eastside District Court House.

OUR HERITAGE

Anniversaries and the Arts

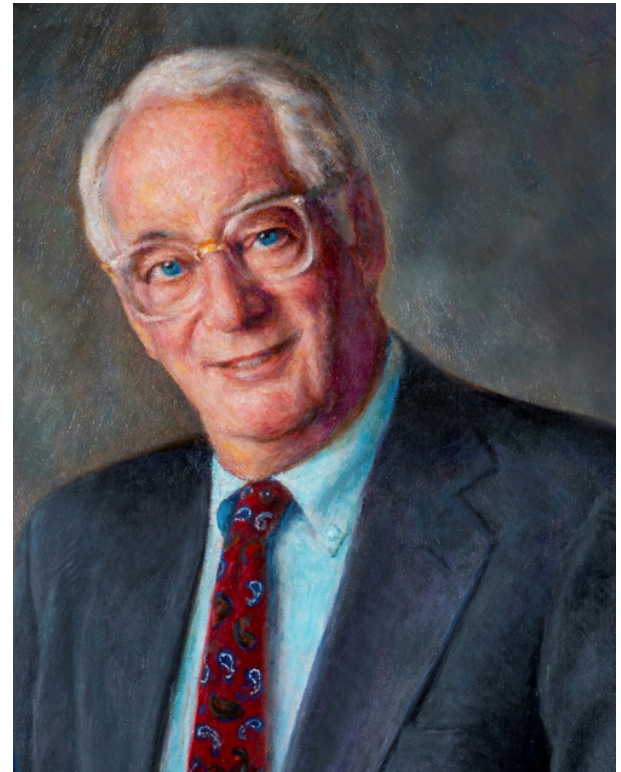
As we reflect on our history, a common thread throughout the years is Gordon Feinblatt's support of the local arts community, which can be traced back to one of our original partners, Donald Rothman.

Donald had a large role at the Firm from its inception in 1953, chairing the litigation practice group for more than 35 years. In addition to being known for excellent trial work, Donald passionately supported Baltimore's art scene. In 1963, Donald helped found Center Stage, a local theater, and later supported the theater's transition to its current home on Calvert Street. He also served as an advisor for Everyman Theatre.

Donald recognized the value of professional arts, but also knew the importance of championing the next generation of artistic talent. Though his charisma ultimately led him to the court room, he had grown up in student and community theater, even turning down an offer to pursue drama at Yale in favor of attending Harvard Law School. It was not a surprise to anyone who knew him that he later served as the board president of the Baltimore School of the Arts.

Donald's enthusiasm for art influenced the firm's charitable giving and the activities of other personnel throughout the years. This included sponsoring an exhibit of Carl Fabergé's work, including his celebrated eggs, at the Walters Art Museum for the firm's 50th anniversary. The firm commemorated its 60th anniversary by serving as a Season Support Sponsor of the Baltimore Symphony Orchestra's 2013 concert season, which included hosting director John Waters for a performance of *Hairspray in Concert*. Our connection with the BSO extended well beyond that season and our current chairperson, Barry Rosen, serves as the President of the BSO's Board of Directors.

As we reflect on the Firm's 70th Anniversary, we think Donald would be proud of our newest art partnership with Courting Art Baltimore, a program that provides scholarships and support to incredible high school artists from Baltimore City Public Schools. You can learn more about this project and the Firm's involvement on page 8 of this Report.



Donald Rothman, who worked at the firm for 44 years, was described as having "a depth of knowledge of arts organizations and their needs," according to Everyman's artistic director Vincent Lancisi, but "he also loved watching actors and became jazzed up at their performances."

CSR AT GORDON FEINBLATT

"What has kept me at [Gordon Feinblatt] all these years is the strong leadership, personal and professional development opportunities, the firm's integrity, kindness and concern for those who are a part of the firm, our clients, and the community we live and work in. I see this firm continuing to evolve and grow with thoughtfulness and sincerity at every step of the way."

-Anonymous survey response



Left: Saad Malik, Associate, Chris Rahl, Member, and Alex Montanio, Counsel, are past and current Board members for Maryland Volunteer Lawyer Services which recognized Chris' long-term volunteer commitment.

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.



CSR AT GORDON FEINBLATT

Best Place to Work



Above: Robyn Seabrease, Executive Director, Todd Chason, Managing Member, and Alex Montanio, Counsel and Director of CSR, accepted the award from the Baltimore Business Journal on behalf of all of our colleagues. **Below:** Pictures from the celebration at 4th on Fleet.

is our people confirming that we're achieving our goal of making the firm a place that talented people seek out and then stay for their careers," said Todd Chason, Managing Member.

The sweetest part of this victory was celebrating it with our team. Colleagues gathered outside for games, conversation and ice cream from *Baltimore in a Box* featuring locally inspired flavors.

When we consider our firm's Corporate Social Responsibility (CSR) efforts, which impact many internal and external stakeholders, we always start by thinking of our colleagues and asking ourselves if each initiative reflects our shared values of collegiality and furthering diversity, equity, and inclusion. We also want to give our colleagues an opportunity to learn something new or to share something they are personally passionate about. By centering our initiatives around all of our colleagues, in every role and department, we've been able to shape a CSR program that is unique to Gordon Feinblatt and worthy of building upon the firm's 70-year legacy of excellence.

As a result of these efforts, the Firm was selected as one of the winners of the Baltimore Business Journal's 2023 "Best Places to Work" contest based on both our programming and, most importantly, survey responses from almost 90% of our workforce. "This award is so meaningful because it



YEAR AT A GLANCE

75%

ASSOCIATES

at the firm are women, far exceeding the national average of women working at law firms. Additionally, the firm promoted one female associate to partnership this year.

85

PIECES

Submitted by students from Digital Harbor High School and Milford Mills Academy for our annual *Gamechangers* contest, including both fiction and non-fiction works.



Above: Kelcie Longaker, Member, Tamia Morris, Maryland Law Diversity Scholar '23, and Tierra Dotson, Associate enjoy a recent social outing to Top Golf.

1st

AWARD RECIPIENT

The Firm was honored to receive the first ever Aderant Excellence in Environmental, Social and Governance Award at the 2023 Aderant Conference.

16

WEEKS

Offered of flexible, fully paid leave available to all new parents for the birth, fostering, or adoption of a new child under our expanded policy.

DIVERSITY, EQUITY AND INCLUSION

Celebrating 70: Courting Art



Above: Alex Montanio, Counsel and Director of CSR, took on the daunting task of judging the contest, in conjunction with representatives from local art programs and educational institutions.

For the Firm's milestone anniversary, we combined our passion for art and students by becoming a sponsor for the Courting Art Baltimore program.

This annual contest, managed by local non-profit Arts Everyday, is open to all Baltimore City public high school students. More than one hundred and thirty students entered paintings, drawings, and photographs inspired by the theme "My Baltimore."

Finalists received gift certificates for art supplies and have their work permanently displayed in the halls of the Eastside District Courthouse. The vibrant art aims to reduce stress and anxiety for litigants as they wait for hearings. The contest winners also receive scholarships that enable them to pursue post-high school education.



Right: Chuck Bacharach, Member, Alex Montanio, and Tim Capurso, Member, helped hang the finalists' pieces in the Eastside District Courthouse in advance of the opening reception.

DIVERSITY, EQUITY AND INCLUSION

Additionally, members of the Firm's Diversity, Equity, and Inclusion Committee purchased copies of two pieces from the contest to add to our permanent art collection, joining pieces from 19 established Baltimore-area artists from diverse backgrounds.

These acquisitions represent a significant milestone for the students, as they celebrated their first art sales of what we are sure will be long careers! Both students expressed great pride in the fact that their work clearly resonated with others.



Above: *My Baltimore* depicts the classmates of artist Gertrude Smith, a 12th grader at Baltimore City College High School. She described the challenges of painting people that she knew so well.



Left: *Morning in Baltimore* is a self-portrait drawn by Laila Williams, a 12th grader at Western High School. She noted that she wears her headphones almost everywhere, to help her feel more comfortable.

DIVERSITY, EQUITY AND INCLUSION

Affinity Groups

Our Firm's four affinity groups, for Caregivers, People of Color, Women, and UPLIFT (a group for our professional staff members) leveraged the expertise of a variety of speakers throughout the year to help Firm personnel connect over common experiences and learn more about how our diverse backgrounds impact our experiences at work, home, and in the community.

Topics were selected based on feedback Firm personnel provided on our annual internal CSR survey.

Additional Programming

- Financial Planning for Women with Beth Rosenwald
- State of Downtown Baltimore
- Tips for Successful Communication During All Stages of Alzheimer's Disease
- Tips for Parenting a Child with Special Needs
- Dealing with Grief During the Holidays
- Best Practices for Achieving Women's Representation
- State of Caregiving in Maryland
- Managing Procrastination
- No Bad Vibes: Promoting Positivity in the Workplace
- Growth Mindset
- Active Listening



Left: The Women's Alliance took a self-defense lesson with Krav Maga Maryland. **Center:** The People of Color Affinity Group hosted the Baltimore Symphony Orchestra's Chief HR and Innovation Officer to address the BSO's DEI efforts on and off stage, followed by a performance by Associate Principal 2nd Violin, Ivan Stefanovic. **Right:** Toby Guerin, from Maryland Law's Center for Dispute Resolution provided tips on conflict resolution to members of UPLIFT.

DIVERSITY, EQUITY AND INCLUSION

DEI Lunches

This year, we expanded our DEI lunch programming. "Each luncheon brings us closer to understanding one or more of our colleagues," said Lisa Jacobs-Brown, Practice Group Manager for Personal Injury and Chair of the People of Color Affinity Group. "Yes, the cuisine is undeniably delicious. Yes, it's fun getting to try new food. However, being able to connect to each other's cultures, backgrounds, and traditions is an invaluable gift that all of us welcome with open hearts, minds, and appetites."

We also added a month-long trivia contest for Black History Month, with prizes to local Black-owned businesses, revived Hispanic Heritage Month Lunch, and invited Delegate Mark Chang, one of the first Asian American individuals elected to the Maryland legislature, to share more about how his upbringing impacted his view on policies.



Left: Delores Elias, Learning and Development Coordinator, talks about the influence of Black chefs on American food. **Top Right:** Lisa Jacobs Brown, Practice Group Coordinator, introduces her colleague, Humberto Vijil, Interpreter, who shared about his mom's Honduran meals. **Bottom Right:** Jason Weintraub, Counsel, Del. Mark Chang, and his friend Christine Lee, Member.



DIVERSITY, EQUITY AND INCLUSION

Student Programing

A highlight of our array of student programing this year was celebrating the 5th iteration of our Black History Month *Gamechangers* contest, where students wrote about inspirational Black figures, past and present. "I remember our humble beginnings when we first introduced the contest, with only one high school participating and only ten essays submitted," said Delores Elias, Learning and Development Coordinator, who came up with the original idea for the contest. "What began as a modest undertaking has blossomed into a cherished tradition that is a highlight of my year."

With 85 submissions this year, we learned just as much about YouTube influencers as we did about more familiar artists, scientists, and activists. We also welcomed participation from students from Baltimore County's Milford Mill Academy for the first time.



***Above:** Digital Harbor Assistant Principal Danielle Lee, who has worked with us on Gamechangers since its inception, received special kudos from Delores Elias, Learning and Development Coordinator, for her continued partnership.*

Internship Spotlight: Project Search



***Above:** Ariel, a student from Project Search, worked in our General Services Department.*

Though the Firm has partnered, sometimes for decades, with a number of area high schools to provide internship opportunities for students related to law, marketing, and technology, we were pleased to begin a new partnership with Project Search.

Project Search provides Baltimore City high school students with disabilities the opportunity to practice hands-on job skills to prepare the students for future employment. Nationally, the Bureau of Labor Statistics reports that only 21% of adults with a disability were employed in 2022, despite many more being eager to work.

DIVERSITY, EQUITY AND INCLUSION

Student Programming

Partnering with the local law schools, University of Baltimore (UB) and University of Maryland (UMD), has the most immediate impact on the next generation of lawyers.

We continued our work with both schools through old and new programs including mock interviews, mentoring opportunities, and sponsorships.

At UMD we continued to sponsor and attend annual galas hosted by various affinity groups for students of color as well as celebrate our 6th Black Law Student Association Negotiation Team with past and present team members. "Coaching the BLSA negotiation team is my way of ensuring we have new lawyers entering our profession who have great negotiation and communication skills" said Sudipta Das, Associate, who has worked with the team for the past two seasons. "The time I've spent coaching has been really rewarding, as you see these students' confidence grow while actively gaining practical lawyering skills as they begin their careers."

We also supported a new intra-school partnership between UMD and UB by hosting Latino students from both schools for networking and a tour at our office, as well as sponsoring a spring break trip where students traveled to Puerto Rico to visit judges, learned about unique aspects of law and legal education there, volunteered, and enjoyed the food, music, and art for which the island is known.

Top: Christine Lee, Member, and Sara Lucas, Associate, attend Asian Pacific American Law Student Associate Gala. **Middle:** Alex Montanio, Counsel, and Sudipta Das, Associate, attend BLSA Banquet. **Bottom:** Alex Montanio with students from the Latino student groups from UB and Maryland.



DIVERSITY, EQUITY AND INCLUSION

Recognition



At Gordon Feinblatt, we celebrate both the big events, like awards given for our CSR programming, and the personal, like celebrating work anniversaries, marriages and the arrival of our new Gophers when team members welcome new children, amid our daily commitment to each other and client services that our team exhibits.

Top: Members of the Administrative Staff relax at a happy hour after a successful scavenger hunt throughout the building.

Left: Associates gather in Gopher Grinds, our flexible dining space named after our mascot for our annual holiday party. We recognized employees for their length of service to the Firm, and played games.



Honor Roll

The Executive Alliance, a local non-profit dedicated to the advancement of women in corporate settings, included the Firm as an Honor Roll company based on our efforts to recruit, retain, and position women in leadership roles. "Receiving this award for women's representation in management shows the community and all attorneys, staff and other members of the Gordon Feinblatt family that we are committed to women's leadership and continuing Sheila Sachs' legacy as a trailblazer for gender equality in the legal profession," said Michele Walsh. Sheila was among the first women to make partner at the Firm.



Above: Michele Walsh, Member, Lisa Hayes, Counsel, Alex Montanio, Counsel, and Meghan Young, Member, accepted the Honor Roll recognition on behalf of the Firm.

DIVERSITY, EQUITY AND INCLUSION



Though client work keeps us busy, we encourage our team to share their hobbies with each other.

These pastimes, from the crafty to the competitive, allow us to make internal connections across departments and teams.



Top Left: Aquilla Boland, Accounting, shows off her knitting machine. **Top Right:** Dave Ferbert, IT, who embraces tech in and out of the office, made a replica of the Oriole Bird at home on a special printer.

Bottom Left: Todd Chason, Managing Member, takes Connect Four very seriously and welcomes all challengers. **Bottom Right:** Bob Enten, Member, enjoys some time on the golf course with clients.

Personal Best



Above: Many Firm personnel joined Barry Rosen, center, to hear his remarks when he was selected as the Loyola University Maryland Sellinger School's Business Leader of the Year.

As part of our commitment to collegiality, we celebrate our individual achievements together too.

This year we celebrated colleagues who were recognized by The Daily Record, Maryland Volunteer Lawyers Service, Maryland Carey Law Magazine, University of Baltimore Law Magazine, Baltimore Business Journal, NPR, Maryland Clean Energy Center, and more for our leadership, commitment to community and pro bono legal work, and subject matter expertise.

DIVERSITY, EQUITY AND INCLUSION

Education

The Firm knows that DEI is a broad concept and we strive to provide opportunities for our colleagues to learn about people with different perspectives through a variety of formal and informal opportunities. This includes an annual training for all personnel and a steady stream of optional programs about topics spanning race, religion, age, mental health, disability, socio-economic issues, and more.

While we have a diverse workforce, our respectful curiosity is a unifying trait.



Above: One of the self-advocates from LeadAbility helps lead the Firm's annual DEI training, which all Firm personnel complete, by sharing what she wants people to know about what it is like to have an intellectual disability.

BOOK CLUB

Started during the COVID-19 pandemic, each quarter we provide physical or audio copies of a non-fiction book that challenges us to think critically about different DEI topics.



Above: The FY 23 Book Club Selections

DIVERSITY, EQUITY AND INCLUSION

Over half of the Firm attended each hybrid installment of our informal DEI Education Series.

First, we welcomed representatives of the Baltimore Jewish Council, who gave a sobering report about the rise of anti-Semitism in our region and around the country.

Next, Jessica Smith who established the Mental Health Emergency Fund and the Mindful Ministries Collective to further mental health wellness particularly for communities of color, talked about her experience as the first Lois Feinblatt Mental Health Fellow, a position named in honor of Firm founder Eugene Feinblatt's late wife.

We wrapped the series with an internal presentation on world religions, described in more detail at right.



Understanding the Holy Season

Three of our colleagues from different faiths, Searle Mitnick, Member, who is Jewish, Saad Malik, Associate, who is Muslim, and Debbie Henry, Director of Marketing, who is Catholic, joined together to present on three major holidays that overlapped this year: Ramadan, Passover and Easter. Over a meal with food associated with each holiday, we learned about the shared history, many common themes, and unique aspects of each holiday.



Left: Jessica Smith, joined by Lynn Sassin, Member, holding a picture of Lois Feinblatt. Lois, known for her deep philanthropy work in Baltimore of the course of several decades, was a mentor to Lynn and others at the Firm.

COMMUNITY ENGAGEMENT

Signature Project

While the Firm supports many organizations, each year we pick one cause to support via a more sustained effort. This year, we partnered with Maryland Family Network (MFN) which operates more than 30 Family Support Centers (FSC) across the Baltimore region.

While our team is incredibly fortunate, we know many in Maryland struggle to find safe, affordable childcare options to the detriment of not just families, but the economy at large.

This year, we raised funds and donated supplies to support the FSCs which provide both free, quality childcare to children from birth to age three, but also helps more than 3,000 parents a year finish education, learn job readiness and parenting skills, and develop crucial social networks.

We capped our project with a visit from MFN's Executive Director, Laura Weeldreyer, and Beth Morrow, Assistant Director of Public Policy, who talked about MFN's programming, research, and lobbying efforts to improve childcare access on a state-wide level.



Top: Representatives from MFN with some of the supplies collected by the Firm. **Middle:** MFN speakers joined a hybrid session of the Caregivers and Women's Alliance Affinity Group. **Left:** MFN's lobbyist speaks with Tonya Foley, Associate, and Chuck Bacharach, Member, about anticipated changes to Maryland employment law which will expand paid parental leave to all employees.

COMMUNITY ENGAGEMENT

While our support of the Maryland Family Network recognizes the challenges new parents face and the lack of accessible resources available to many families, internally we've taken several steps as a Firm to support our personnel who are also parents and recognize that our community includes our families. Notably, this year we increased our parental leave policy to 16 weeks of fully paid leave, while working with each parent to determine how that leave will best suit their family and needs: either by taking the 16 weeks consecutively or developing an intermittent strategy. The leave is available to all parents whether they are birthing, adopting, or fostering a child.

"The firm was extremely accommodating and willing to work with me on what fit best with my needs," said Meghan Young, Associate, "including whether I wanted to return on a part-time basis at some point and allowing me to tack on my vacation days to use with my maternity leave, if needed. Having the choice and flexibility, regardless of whether one option worked better than the other, was what mattered most to me during a stressful, hectic phase in my life."

Our family leave policy, coupled with our flexible work arrangements which are also customized to each person, have proven extremely helpful for new parents. "The firm has done a really great job of accommodating my request for a flexible schedule and respecting that schedule," said Brooke Zweig, Counsel. "The flexible arrangement has given me the ability to handle childcare, family and personal matters without feeling as much pressure about missing work." Brooke's journey into flexible work started by working 10 hours a week, at times that met her and her client's needs and, as her children have grown, she has increased her workload. This arrangement has not impeded Brooke's professional growth, as she will become a partner at the Firm on August 1st.



Children and grandchildren are invited to our Firm's annual picnic, which includes art activities and entertainment for kids. We also invite children of Firm personnel to join us in participating in volunteer activities throughout the year.

COMMUNITY ENGAGEMENT

Partnership

This year we engaged in several new activities with Loyola University Maryland. As is often the case, it was the connection to one of our colleagues that made this partnership possible. Searle Mitnick, Member, attended Loyola over 60 years ago and began working with the school's pre-law program three years ago.

"I enjoy working with young people and sharing my experiences with them that might be relevant to their career choices and preparation," said Searle. "I've had the opportunity to meet with a number of students who are considering law as a possible career. I have also had the honor of working with professionals at Loyola who are dedicated to providing expert guidance and advice to those students. Loyola is a very warm and inclusive community. The university's commitment to diversity and inclusion matches up very closely with Gordon Feinblatt's."

Now our Firm is invested in seeing the next generation of Loyola students find their place in the legal community.



Top: Students from Loyola's pre-law society visited to hear from a panel of associates and to practice their networking skills with our attorneys, including Searle Mitnick, who is the Chair of the Pre-Law Advisory Board. **Middle:** Danielle Zoller and Peter Rosenwald, Members, review records for a pro bono client while being observed by a pre-law society student as part of an expungement clinic hosted by Loyola and Maryland Legal Aid. **Bottom:** Abba Poliakoff, Member, gives brief advice to an entrepreneur as part of Loyola's Baltipreneur business incubator for local start-ups.

COMMUNITY ENGAGEMENT

Sponsorship

Giving back to local organizations has been a key component of our Firm's CSR efforts for decades.

We support dozens of charitable efforts each year, though there are hundreds of great non-profits, schools, and community groups doing really important work in Baltimore. The Community Engagement Committee considers a number of criteria when considering what organizations to support. First and foremost, we consider where our colleagues are already engaged, as volunteers, donors, or committee or board members.

We also look for opportunities that share our commitment to advancing diversity, equity, and inclusion in its many forms.



Top: Tierra Dotson, Sudipta Das, Lauren Lake, and Sara Lucas, Associates, attended the Maryland State Bar Young Law Section annual charity event, benefiting Athletes Serving Athletes. **Center:** Lauren Lake and Michael Powell, Member, attended the 12th Annual Derby Day benefiting Talisman Therapeutic Riding, the only full-time adaptive horseback riding center on the Eastern Shore of Maryland. **Bottom:** Alex Montanio, Counsel, Edithmari Glass, Interpreter, Lisa Jacobs-Brown, Practice Manager, and Alan Serrano, Member, supported the annual Hispanic Bar Association Gala.

COMMUNITY ENGAGEMENT

Volunteering

The Firm's seven-decade commitment to the Baltimore area is a passion we share with many of our clients. This year, we partnered with some of those institutions to give back together, amplifying our impact.

For example, we joined team members from HarCo Credit Union for an afternoon of volunteering at Harford Family House, which provides a variety of services to families experiencing homelessness. Through a suite of supports, Harford Family House is able to provide transitional housing to many people in need. We repainted a two-bedroom apartment for a new family to occupy and selected and furnished supplies for another unit that would be filled by an incoming family of five.



Above: Gordon Feinblatt team members Chris Rahl, Member, Tonya Foley, Associate, Alex Montanio, Counsel and Director of CSR, and Debbie Henry, Director of Marketing shown with members of HarCo Credit Union.



Left: The Gordon Feinblatt team and their family members joyfully returned to the bocce courts at the Special Olympics Maryland Summer Games. **Center:** Tonya Foley, Associate, and Kelcie Longaker, Member, provided estate planning advice at a Maryland Volunteer Lawyers Service clinic. **Right:** Lauren Lake and Darci Smith, Associates, helped serve thirsty attendees at the Maryland Zoo's annual "Brew at the Zoo" fundraiser.

COMMUNITY ENGAGEMENT

As part of the Community Engagement Committees's work to develop multi-layered partnerships, we took a three pronged approach to working with TasteWise Kids (TWK), an organization that works to build health habits by educating kids about food from its source to plate.

We assembled hundreds of "tasting kits" and then joined TWK at Commodore John Rogers, a local school where we helped fourth graders learn about different types of tastes, such as bitter and sweet, by making and trying their own salad dressings.

Finally, as the calendar year came to a close, we donated supplies to TWK from their annual wish list to make sure they could continue to share these important lessons with more students.



Top: Sarah Treuhaft, Paralegal, guides students as they add different ingredients, like lemon and honey, to make a salad dressing from scratch.

Left: Aquilla Boland, Accounting, Donna Ferguson, Administrative Assistant, Annette Ecott, Paralegal, and Kathy McAllister, Paralegal, pack ziploc bags full of small samples of things like salt, lemon drops, jelly beans, and coffee to help students try out different elements of taste.



COMMUNITY ENGAGEMENT

Holiday Spirit

Leading up to Thanksgiving, and the unofficial "Giving Tuesday" event where people all over the world are encouraged to donate to local non-profits to start off the holiday season emphasizing the importance of giving to others, the Firm participated in the annual United Way Campaign.

For the first time, the Community Engagement Committee offered a \$50 matching gift for each employee that made a donation as part of the campaign.

The Firm was inspired by the breadth of causes and organizations that our colleagues support and are grateful for these organizations doing such invaluable work in our community.



Above: Barry Rosen, Chairman, assisted by an elf, kicked off our annual holiday party by reflecting on the great year.

United Way Campaign Charities

- African American Alzheimers and Wellness Assoc.
- American Heart Assoc., Mid-Atlantic
- Anne Arundel County Food Bank
- Archbishop Curley High School
- Back on My Feet
- Baltimore Rescue Mission, Inc.
- Building Families For Children
- CollegeBound Foundation, Inc.
- Congenital Adrenal Hyperplasia Research & Education and Support Fund
- Executive Alliance
- Farmers and Hunters Feeding the Hungry, Inc.
- First Fruits Farm, Inc.
- Helping Up Mission of Baltimore City, Inc.
- Legal Aid Bureau, Inc.
- Lyric Foundation, Inc.
- Maryland Food Bank, Inc
- Maryland SPCA
- Maryland Volunteer Lawyers Services, Inc.
- NAACP Legal Defense & Education Fund, Inc.
- Olney Boys & Girls Club, Inc.
- Pathfinders, Inc.
- Planned Parenthood of Maryland, Inc.
- The Baltimore Station
- The Jemicy School, Inc.
- There Goes My Hero
- Thread
- Samaritan's Purse
- Southern Poverty Law Center, Inc.
- Springboard Community Services
- St. Ignatius Loyola Academy
- St. Jude Children's Research Hospital
- United Way of Central Maryland

COMMUNITY ENGAGEMENT

Holiday Spirit

Each year, our Firm gets into the holiday spirit by conducting an annual toy drive, this year in partnership with the Maryland Chapter of Legal Administrators and benefiting Paul's Place. We donated and wrapped more than 115 toys, as well as undergarments, slippers and socks for adults.

We also worked together to make handmade ornaments for Kennedy Krieger Institute's Festival of Trees. In recognition of the Firm's climate law team, our ornaments reflected all types of weather.



Left: Tonya Foley, Associate, hangs ornaments on our KKI tree. **Center:** Darren, Intern, and Stephanie Forbes-Glave, Marketing, make ornaments. **Right:** Judy Asdenti, Receptionist, taps into her creative side.



Left: The sleigh (mini-van model) filled with gifts. **Center:** Tim Capurso, Member, wraps. **Right:** Lauren Lake, Associate, and Ros Markiewicz, Paralegal, wrap too!

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.

Recognizing that the Firm is a leader in providing legal services to Maryland's energy sector, the Committee chose to support the Fuel Fund to help ensure all Marylanders have the necessary resources to meet their utility needs. The Fuel Fund supports thousands of households across Maryland, in many cases preventing eviction, by paying overdue utility bills that have become unmanageable. The lingering impact of the COVID-19 pandemic, which disproportionately disrupted life for already vulnerable populations, makes this safety net more needed than ever.

SUSTAINABILITY

Green Team

Our CSR programming continues to be a source of connection with likeminded organizations that share our values.

This year, we were pleased to partner with Geo-Technology Associates, Inc., with whom we frequently collaborate on client matters, to help weed, mulch, and prune native bird habitat with the Patterson Park Audubon Center. Located just a mile from our Firm, Patterson Park is one of Baltimore's great green spaces. Over 200 species of birds have been documented in this urban oasis.

Top: Personnel from the Firm and GTA pose after a picnic lunch and an afternoon spent preparing the protected habitat for spring.

Bottom Left: Max Cooke, Associate, helps clear one of the many trails through the protected habitat. **Bottom Right:** Tierra Dotson, Associate, helps weed out invasive plant species so native varieties can thrive.



Annapolis Waterworks Trail

David Beugelmans, Member, led colleagues on a hike along a portion of the Annapolis Waterworks Trail, which he helped design and maintain via his work with the Mid-Atlantic Offroad Enthusiasts club.

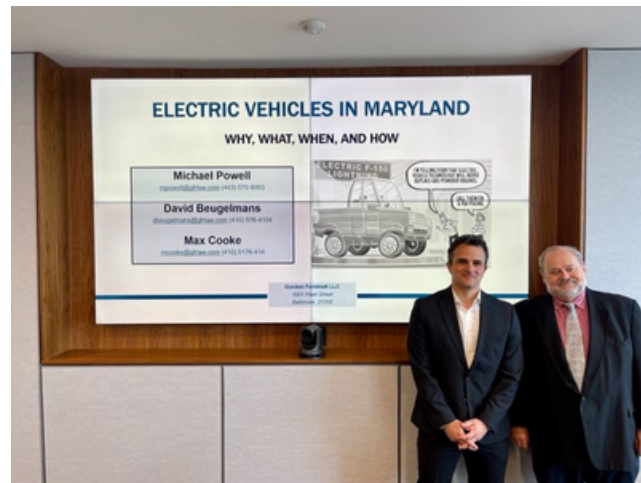


SUSTAINABILITY

Leveraging Our Expertise

Gordon Feinblatt is known, in part, for our excellent client services focused on the environmental and energy space. We've been a part of the development process for the majority of utility scale solar projects in Maryland. As the state has set ambitious goals to reduce our energy consumption, our colleagues have been at the forefront of advising legislators, regulators, and companies on how to navigate key transitions over the next decade.

As Maryland announced its goal to transition all new vehicle sales to electric cars by 2035, we turned to our in-house specialists to help our colleagues to understand what this transition means for consumers. Michael Powell and David Beugelmans, Members, have been advising clients on this issue, and were able to answer technical questions but also share their personal experiences as owners of electric vehicles.



Above: David Beugelmans and Michael Powell, Members, have more than 40 years experience combined in lobbying and drafting legislation related to Maryland's response to climate change.

Reducing Our Use

Since moving to our new office space in 2021, the Firm has installed multiple refillable water stations throughout our space. On just one machine, we've filled up over 20,000 times, saving thousands of plastic bottles from the local landfill. It is estimated that it takes one plastic bottle approximately 450 years to break down in a landfill.



