

CSR ANNUAL REPORT 2025



GORDON
FEINBLATT^{LLC}

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Table of Contents

CSR AT GORDON FEINBLATT

03

OUR HERITAGE

04

WORK WITH US

05

BY THE NUMBERS

06

AWARDS

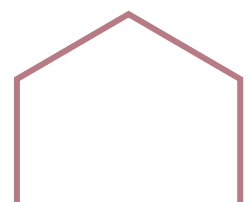
07

**DIVERSITY, EQUITY,
AND INCLUSION**

09

COMMUNITY ENGAGEMENT

19



CSR at Gordon Feinblatt

Corporate Social Responsibility (“CSR”) is thriving at Gordon Feinblatt and FY25 has been a year of tremendous growth for our team.

A successful CSR program requires sustained effort. As reflected in this annual report, our programming embraces a broad understanding of diversity, equity and inclusion and a commitment to thoughtful, responsive community partnerships. The specific initiatives evolve yearly with our personnel and our understanding of best practices, but our purpose does not.

We do this work because we wholeheartedly believe it is the right thing to do and want to leverage our skills to help our colleagues, our community partners, and the next generation of people entering the legal industry to find personal success while contributing to the greater good.

People come to and hire Gordon Feinblatt because we are innovative problem solvers and dependable, trusted advisors. Our CSR efforts directly support that culture.



Our Heritage



**Michele
Walsh**

CHAIR & CEO

*"We make a living by
what we get. We
make a life by what
we give."*

—Sir Winston Churchill

Michele Walsh's steady ascent within the firm, from first year associate to Chairperson and CEO in FY25, reflects not only her legal acumen and excellent client service, but a deep commitment to civic engagement and inclusion—principles that have long guided her professional path and the firm's values.

Michele's leadership is characterized by an extensive history of service. After surviving leukemia, she co-founded There Goes My Hero Foundation, a nonprofit that addresses the multifaceted needs of blood cancer patients—from meal support to bone marrow transplants. The organization has delivered over 157,000 meals, registered more than 19,000 potential donors, and helped facilitate 69 life-saving transplants. This work exemplifies Michele's belief in bridging personal experience with institutional impact.

"Leadership in a law firm like Gordon Feinblatt extends beyond legal expertise—it includes our commitment to community service."

says Michele. She continues, "by engaging with our communities, we strengthen our values, build trust, and lead with purpose. Community involvement and service is the perfect opportunity for our law firm as well as individual attorneys to enhance their local reputation while building trust and loyalty among the people we serve."

Michele is also a passionate advocate for women in leadership. As a member of the Executive Alliance, she actively supports the advancement of women executives through mentorship, education, and systemic change. Her recent appointment to the firm's top leadership position further cements her status as a role model for many, as she becomes the first woman to serve as chair in the firm's history. This achievement reflects her individual merit but also marks a meaningful step in Gordon Feinblatt's ongoing mission to champion inclusion and equity in business to ensure that many women will follow in her footsteps, within the firm and in the greater Baltimore community.

By integrating service, leadership, and advocacy into every facet of her work, Michele Walsh continues to guide Gordon Feinblatt into a future defined by purpose and progress.

We solve problems like yours

WORK WITH US

Gordon Feinblatt's attorneys offer a wide range of advice and customizable solutions to companies of all sizes interested in starting or solidifying diversity, equity, and inclusion (DEI) programs and policies in a complex and rapidly evolving business environment. Rooted in Gordon Feinblatt's own unwavering commitment to operating a socially responsible business, we know that advancing equitable solutions in corporate settings is the right thing to do and sound business practice. It also requires a strategic approach to be impactful and consistent with federal, state, and local law.

We advise on and provide:

- DEI Trainings
- Recruitment and Retention Programs
- Employee Resource Groups
- LGBTQ+ Youth Policies
- Self-Identification Surveys
- Legal guidance on current government directives

You can hear more Corporate Social Responsibility insights on Gordon Feinblatt: The Podcast, wherever you stream!



By the Numbers



81.52%

highly engaged employees on a
3rd party survey

2,304.4 hours

of pro bono service

21

different non-profits supported
through the United Way Campaign

1

Gopher themed pinata for
the annual family picnic



Best Place to work



While our CSR program is dedicated to providing meaningful experiences for our colleagues and partners, we are grateful when outside organizations recognize our commitment to excellence.

Based off of survey responses from over 80% of our colleagues, the *Baltimore Business Journal* (BBJ) awarded us with the Best Place to Work in Baltimore award for workplaces with over 100 employees. We celebrated the accomplishment with ice cream, custom printed shirts and tote bags, and an extra day off. This award reflects the dedication of our entire team to learning and encouraging people to be their authentic self at work.

“From the first moment I stepped through these doors, I knew this place was different. There is something amazing happening here...Notice that I am not talking about team building events, and things like that. We certainly have those, in abundance, but any firm can make a few events and call themselves a wonderful workplace. But not every firm, even firms with fun events, truly have a comfortable, respectful and positive culture. Gordon Feinblatt does. To be sure, we have plenty of fun events....**but it's the people themselves that make this firm a really wonderful place to work.**”

-Anonymous Response *BBJ* Best Places to Work Survey



The *BBJ* award complimented other achievements this year including being recognized as a 2024 Empowering Women honoree by the *Daily Record* and Pro Bono Law Firm of the Year by FreeState Justice. We partnered with FreeState to host a name change clinic for members of the LGBTQ+ community, a continuation of our partnership following the FY24 DEI training FreeState facilitated for all of our team members.


Diversity, Equity, and Inclusion



“

Now every time we have a meet for my high school I just think about the big smiles on my ancestors' faces when I jump in the pool. My ancestors have made it so that I can swim anywhere, and with people who look like me. They are the reason why I belong to the water.”

Excerpt from “Water, Where I Belong” by Olivia Wesby, Grade 10, Baltimore City College



Gamechangers



We celebrated a new era of our 6th annual Gamechangers Black History Month Writing Contest with a new partnership with CHARM, a local non-profit that supports literary magazine clubs at Baltimore City Public Middle and High Schools. Students from schools throughout the city submitted poems and essays about the Black leaders, both famous and local, that inspired their own resilience, determination, and aspirations. Student finalists joined us for lunch and a reading along with a movement infused spoken word performance from CJay Philip, an award-winning actress, director, and choreographer and the Artistic Director of Dance & BMore, a local multidisciplinary ensemble focused on community engagement and well-being.



B'More Inspired

Gordon Feinblatt's commitment to the Baltimore arts community spans decades, institutions and media. It is now anchored by our firm's art collection of work by local artists, from high school students to professional creatives.

As part of our 3rd annual sponsorship of the Arts Everyday's Courting Art Baltimore program, we selected two pieces to purchase, in addition to providing scholarship funds.

Amanda Paige, counsel in the firm's litigation department, has been a member of AED's board for the last year. She particularly notes the value of AED's "Courting Art Baltimore" program. "Courting Art is a unique program that connects the Baltimore legal community with local student artists through a scholarship competition aimed at selecting top local student artwork to be displayed year-round in Baltimore City courthouses. The annual exhibition event brings together local, legal, educational, and non-profit community members to celebrate the creative achievements of Baltimore's talented youth.

As a long-time City resident, fostering the diverse interests of the City's next generation is a valuable investment, both professionally and personally."



Right: "Untitled"
by Sebastian Obarris,
Wide Angle Youth Media



Above: "Mother and Child"- Makiya Evans,
Grade 10,
Augusta Fells Savage Institute for Visual Arts

Make Studio

This year we expanded our collection to include several pieces from artists at Make Studio, a non-profit community-based arts organization which empowers artists with disabilities to grow as professionals. Colleen Collins, an associate in the Environment and Energy Department, also joined their Board this year: "I am honored to work with an organization that helps provide a platform for artists with disabilities to flourish. It's amazing that our firm supports groups like Make Studio, because investing in diverse creative communities strengthens both our city and the connections we build as professionals."





Above: Shane Hargest, *Untitled 1*. Hargest, a Baltimore- area native, has been expressing himself artistically for over 20 years and joined Make Studio in 2023. Very much at ease with all things abstract, Shane does not lose sight of his desire to also work in the context of his unique ability by incorporating assistive techniques such as jigs to rotate his canvas. **Opposite Page Top:** Patrick Dwyre, *Pirates Lair Ride at Disney*. Dwyre utilizes a distinct manner of thickly layering primarily pastels and woodless colored pencils, sometimes using strategic scraping to define expressive forms that are often depictions of architecture and places. He enjoys patiently “playing the long game” in his work, with extensive layer-upon-layer application. **Opposite Page Bottom:** Louis Middleton, *Village Over River Elbe*. Middleton gravitates towards landscapes and portraiture and his work has been displayed in several regional shows.

Learning Together

Gordon Feinblatt recognizes that inclusion doesn't happen by accident—it requires intentional effort, shared understanding, and consistent standards across all levels. Gordon Feinblatt's annual training, which all personnel attend, reflects that DEI is a core value embedded in the company culture.



This year, we focused on learning more about neurodiversity, a concept that there are natural variations in how people process information and interact with the world. Neurodiverse people have different strengths and struggles from people whose brains develop or work more typically. The neurodiversity movement emerged during the 1990s, aiming to increase acceptance and inclusion of all people while embracing neurological differences, such as ADHD, autism spectrum disorder, dyslexia and more.

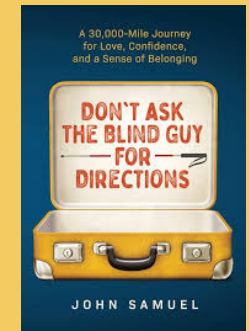
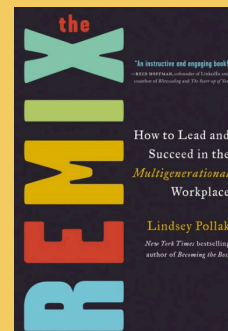
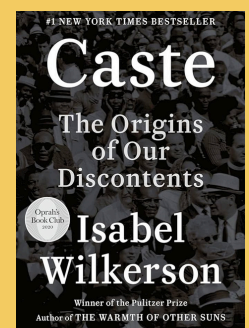
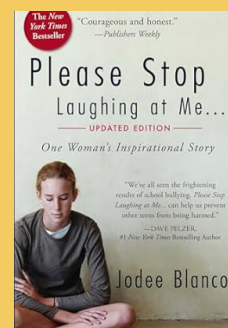
This session was presented by Chase Brexton, a non-profit medical service that prides itself on providing care which honors, affirms, and supports the needs of each individual the group serves. In addition to providing medical services to over 40,000 patients annually in our area, Chase Brexton team members provide a variety of DEI related trainings to help develop more inclusive workplaces based on their immense experience in inclusive, person-centered care.



DEI Book Club

Our firm book club, now in its 5th year, uses non-fiction texts to explore themes of inclusion, the history of structural inequities, and a spectrum of different identities that contribute to our understanding of diversity.

This year we were also grateful to have author Jodee Blanco join for a special virtual session to discuss her book "Please Stop Laughing at Me" which described her childhood experiences with bullying and her work now as a speaker working with schools and other groups across the country to address this issue.





Additional Sessions

A selection of speakers and groups includes:

- Pro Bono Landscape with Maryland Legal Services Corporation
- Hon. Katie O'Malley with the Women's Law Center
- Sparkle & Grit with Wendy Meadows
- Understanding Menopause and Its Impact at Work with Women's Wellness Lounge
- History Tour at Lexington Market
- Parents Place of Maryland
- Silver Lining Aging Solutions
- Understanding ABLE Funds
- Baltimore City Hispanic Commission
- Maintaining Mental Health at Work
- Immigration with Tahirah Justice
- How to Serve on a Non-Profit Board with Business Volunteers Maryland
- Dress for Success with Ley All Day

Future Focused



Each year, Gordon Feinblatt personnel meet with high school, college, and law students from schools throughout the Baltimore area. We host mock interviews, advice panels, networking sessions, shadow days, and 1:1 mentoring. We love hosting students, many of whom have never visited a law firm before, to see the energy in our space, and we enjoy going to their campuses to support the next generation of law firm talent on their path.





The Thurgood Marshall Clerkship Program is a collaborative initiative between the Maryland Office of the Attorney General (OAG) and local law firms. Gordon Feinblatt is a founding partner in this initiative. The program's mission is to attract talented law students from backgrounds traditionally underrepresented in the legal profession, fostering diversity and leadership within public service. Students receive a stipend for a 10 week internship with OAG, and then visit sponsoring partners throughout the summer.

During our visit, students discuss law firm recruiting practices and participate in mock interviews to get feedback on this critical professional skill.





Community Engagement

“

[The Firm's Corporate Social Responsibility efforts] brought me closer to other employees of the firm in different departments, while serving the community.”

-Anonymous, internal
Corporate Social Responsibility
Survey



Class Act

In partnership with Teach for America, we volunteered packing backpacks of school supplies at Beechfield Elementary and organizing uniforms and supply closets at Maree G. Garring Elementary/Middle School.



In Memory of Our Colleague Ken Aneckstein

This year we were shocked and saddened by the sudden passing of our colleague, Ken, a member in our Trust and Estates practice. Beyond being a trusted advisor for his clients, Ken was a former Board Member of the Enoch Pratt Free Library, which he continued to support long after the conclusion of his term, and the Maryland SPCA. The Firm made a donation to the SPCA in Ken's memory.

Lunch Bunch

We believe being a good neighbor means showing up, consistently. In February, we gathered non-perishable food items and created care packages for Meals on Wheels, an organization that delivers nutritious meals and provides friendly, in-person visits to homebound seniors, helping them stay healthy, independent, and connected to their communities

Following that, we decided to take our community engagement a step further by adopting a monthly meal delivery route. Volunteers from throughout the firm, our Lunch Bunch, take turns delivering meals in nearby Dundalk, Maryland. The deliveries are quick but meaningful; a warm smile, a brief conversation, and a friendly check-in in addition to hot meals. These delivery trips are a way for different people from across the firm to work together, for seniors to connect with invested volunteers, and for Meals on Wheels, to have predictable and consistent support.





Club 1111

Body

Gordon Feinblatt has supported the League for People with Disabilities for many years by providing pro bono legal services, hiring League Industries, the League's social enterprise which hires adults with disabilities to provide printing and mailing services, and attending fundraisers. However, we decided to take our partnership to the next level by volunteering directly at The League throughout the year. CLUB1111 is Maryland's first nightclub for people 18+ years with disabilities, capable of accommodating up to 500 guests on the second Saturday of each month. Complete with DJs, dancing, games, snacks, a mocktail lounge, and a spa experience, CLUB1111 provides a lively opportunity for physical expression and social connection in a judgment-free space.

We served mocktails to dancers and led many games of bingo. Most of all we enjoyed getting to meet many Club 1111 regulars who told us how this free Saturday night activity was one of their favorite places to be.

We shared their energy and enthusiasm and look forward to volunteering again soon!

Counsel for a Cause

The firm participates in several pro bono clinics annually, meaning our lawyers provide direct legal service (for free) to members of our community who would otherwise not have access to counsel. The legal challenges facing many of our neighbors can have serious repercussions, not just on legal rights, but also on access to housing, job opportunities, and family stability. Without a lawyer, people are left to navigate difficult systems alone and are unlikely to succeed in their case.

We also treat these opportunities to instill the importance of service into the next generation of legal talent, volunteering alongside students in college and high school whenever we can, so they can see the impact of respectful, client-centered service legal service in action.

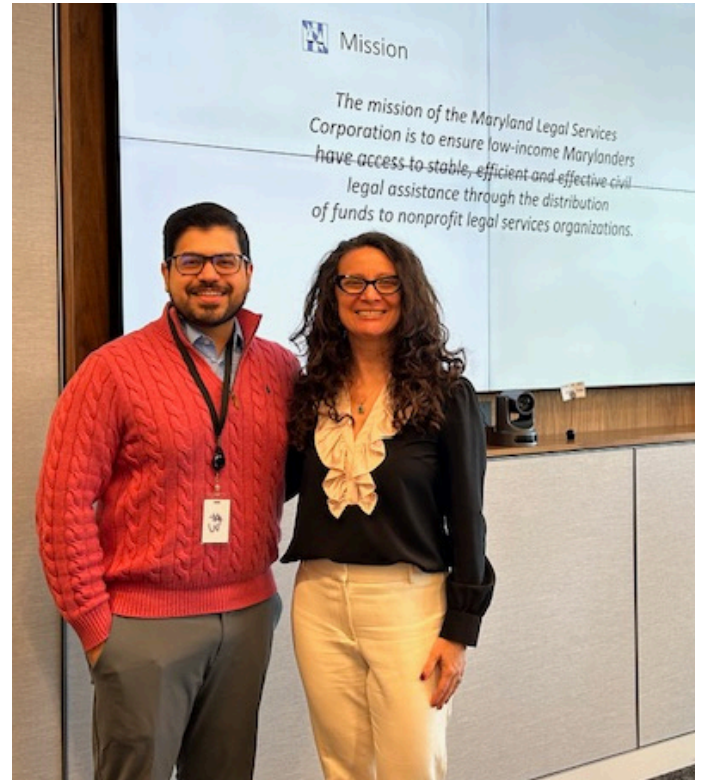
Many of our lawyers also serve on the boards of legal service providers including Maryland Volunteer Lawyers Service, Legal Aid, and more. Additionally, Maryland Governor Wes Moore appointed one of our colleagues, Saad Malik, an attorney in our real estate group, to the board of Maryland Legal Services Corporation, a statutory agency that funds over 50 other legal service providers in the state.



Partners in Pro Bono

This year, we worked with many partners including:

- **Free State Justice**, a LGBTQ+ advocacy organization and legal services provider, to help transgender individuals with name changes.
- **Legal Aid of Maryland** to provide expungements of eligible criminal records and standby guardianship papers to ensure custody of minor children was planned for in the event that immigrant survivors of domestic violence were suddenly removed by immigration enforcement agents.
- **Maryland Volunteer Lawyers Service** to assist homeowners with preparing estate planning documents to ensure peace of mind for families and preserve generational wealth for families in Baltimore City.
- **Tahirih Justice Center**, to draft stay of removal motions, to assist immigrant survivors of gender-based violence facing rapid deportation.



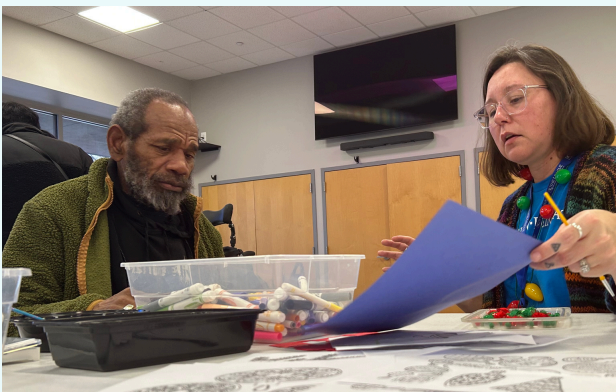
Holiday Spirit



Gordon Feinblatt has supported the Maryland Zoo for many years, so when the call came to support the Zoo's first-ever "Trunk or Treat", we jumped on our broomsticks and headed to Bog Turtle Lot to hand out candy and goodies to more than 500 children!



To celebrate the season, we collected items for The League For People with Disabilities to make gift bags for participants in the supported day program. Before assembling the bags, we helped participants make a variety of holiday crafts, from cards to snow globes.





The Spirit of Giving

INNOVATION WORKS

Each year, the Community Engagement Committee selects a non-profit organization to highlight in our annual holiday cards to clients and friends. This year the Committee selected Innovation Works. Innovation Works connects social entrepreneurs with the resources, mentors, and capital needed to launch and scale community-driven businesses. Its mission is to close Baltimore's wealth gap by fostering sustainable enterprises that create jobs and strengthen neighborhood economies.



GORDON
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ATTORNEYS AT LAW

