



FY20 REPORT



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Front Cover Left: Delores Elias, the Firm's Learning and Development Administrator, helps a student from Millford Mills Academy practice her interview skills.

Front Cover Right: Firm personnel pack supply kits for Veterans Day.

OUR HERITAGE

A Tradition of CSR

Though this is Gordon Feinblatt's first Corporate Social Responsibility Report, serving the community has always been an integral part of the Firm.

Since its founding in 1953, Gordon Feinblatt LLC has made a commitment to supporting the people of Maryland. Eugene Feinblatt, co-founder of the Firm, was a great contributor to the development of the State of Maryland and the City of Baltimore. For example, he served as Chairman of the Baltimore Urban Renewal Agency, which facilitated the transformation of the Inner Harbor.

Sixty-seven years later, the approximately 150 personnel that comprise our Firm continue to share Mr. Feinblatt's commitment to being good neighbors by serving others. As we have grown, our ability to invest our resources into causes and initiatives we are passionate about has only deepened, and our relationships with other people and organizations that share our values have only broadened.



Above: The founders of Gordon Feinblatt LLC, from left, are Donald Rothman, Eugene Feinblatt and David Gordon.

CSR AT GORDON FEINBLATT

Building on Tradition

In 2017, the Firm reconstituted its commitment to diversity and inclusion by launching a comprehensive initiative aimed at addressing three core pillars: 1) Firm Inclusion; 2) Recruiting and Retention; and 3) Community Involvement.

A committee of Firm personnel representing many different departments and roles formed to develop new programming and recommendations around these areas.

The following year, having recognized the breadth of the Firm's involvement in the community, a standalone Community Engagement Committee was also formed to review and support the Firm's philanthropic giving, pro bono efforts and volunteer opportunities, with the ability for any Firm personnel to suggest how the Firm should engage with these efforts.

As the work of these Committees expanded, the Firm created a new position in FY20 — the Corporate Social Responsibility Administrator. This position, filled by Alexandria Montanio, also an Associate at the Firm, not only works in alignment with the ongoing work of the Committees, but also reviews, proposes and supports other related initiatives as part of a more comprehensive approach to Corporate Social Responsibility.

Right: Eva Kessler, far left, Library Assistant, suggested that the Firm should sponsor and attend the Alzheimer's Association's Walk to End Alzheimer's. She is joined at the walk by colleagues, from left, David Musgrave, Kristin Ferraro, and Chris McMahan.



CSR AT GORDON FEINBLATT

Corporate Social Responsibility is “[a] management concept whereby companies integrate social and environmental concerns in their business operations and interactions with their stakeholders” (United Nations Industrial Development Organization). Companies often consider how to balance and align the three P's: People, Planet and Profit.



YEAR AT A GLANCE

73

FIRM PERSONNEL

donated to the annual United Way Campaign.

1,300

HOURS

of pro bono legal work reported by our lawyers in FY20.

150

GORDON FEINBLATT MUGS

given to Firm personnel to reduce the waste generated by our beloved and well-used coffee machines.

100+

NONPROFITS

supported by philanthropic giving through the Community Engagement Committee, volunteer events, pro bono legal support or Board service by Firm personnel.

Below: Members of the Community Engagement Committee, the Human Resources team and one of our high school interns helped deliver toys to the United Way's Annual Holiday Toy Drive.



YEAR AT A GLANCE

30

TICKETS

donated to the students of Adelante Latina, an after-school enrichment program for young Latina women in Baltimore City Schools, to see a play at the Everyman Theater.

11

FIRST YEAR LAW STUDENTS

sponsored as part of our partnership with the Maryland Carey Law Diversity and Inclusion Scholarship program.

5

INTERNS

exposed to new career paths across the Firm during the 2019-2020 school year.

2

NEW POLICIES

developed to support Firm personnel, including expanded flex work options and extended family leave for all Firm personnel.

Left: In October, the Firm celebrated Hispanic Heritage Month with tacos from a neighboring restaurant, La Calle, and a Flamenco performance and history lesson.



DIVERSITY, EQUITY AND INCLUSION

At Gordon Feinblatt, our Diversity, Equity and Inclusion efforts range from recruitment to internal trainings and events celebrating diversity and fostering inclusion.

They also include developing policies to support our personnel in achieving work-life balance, and to support the next generation of students to access the exposure and support they need to obtain their professional goals. Some of our FY20 efforts are highlighted here.

Recruitment

- To reduce the impact of unconscious bias, candidates' names for the Firm's first year associate position are removed from applications prior to consideration by the Recruitment Committee's screening team.

This practice aligns with data from the National Bureau of Economic Research, which indicates that, all else being equal, applicants with "white sounding names" got 50% more callbacks than applicants with "black sounding names" and a similar study published in the Proceedings of the National Academy of Sciences, which found managers of both sexes were twice as likely to choose male candidates compared with women.

- In FY20, the Firm doubled the number of candidates from diverse backgrounds and slightly increased the number of women offered second round interviews for a first year associate position compared with the prior year.

50%

OF CANDIDATES

offered a first round interview for the Firm's first year associate positions were women.

2x

THE NUMBER OF CANDIDATES

from diverse backgrounds were offered second round interviews for the Firm's first year associate positions.

DIVERSITY, EQUITY AND INCLUSION

Internship Program

The Firm sponsored five high school interns, two from Cristo Rey Jesuit High School in Baltimore, Maryland, and three from Eastern Technical High School in Baltimore County, Maryland.

In addition to completing tasks in a variety of departments throughout the Firm, students regularly met for informal conversations with Firm personnel covering a broad range of roles and practice groups, including Managing Member, IT Manager, paralegals, legal administrative assistants, associates, accountants and marketing.

Not only did these conversations provide students an opportunity to practice communication skills that will be valuable for future job opportunities, but they also showed students the variety of roles that are critical to supporting a successful firm and the breadth of legal practices.

Outside of the building, our interns explored the broader legal community, including touring one of the local schools and meeting with current law students, visiting the Baltimore City Bar Library and Legal History Museum, and meeting with judges in chambers to learn not only how the judiciary works, but the path to the bench.



Above: Destinee, a sophomore at Cristo Rey, tours the Maryland Carey Law School and learns more about the steps she needs to take to become a lawyer as part of her internship.

Left: Bryan Mull, far left, Member, took interns, from left, Marie, Mary, Rohn and Michael to meet Judge White, Baltimore City Circuit Court. Bryan clerked for Judge White prior to working at the Firm.



DIVERSITY, EQUITY AND INCLUSION

Policies

Recognizing that for personnel to feel included, the Firm must continue to promote a healthy work-life balance. Two policies were updated in FY20.

- The Firm's plans to expand and clarify its remote work policy were dramatically accelerated by the COVID-19 pandemic. After an intense week of preparation by the HR and Crisis Management Teams, almost every role was transitioned to remote work. The HR team is building on this experience to provide flexible work opportunities for all Firm personnel, even after the pandemic.
- All Firm personnel, regardless of position or sex, are now entitled to 12 weeks paid leave following the birth, fostering or adoption of a child. Those 12 weeks can be used over a six-month period, giving even more flexibility to families.



Top Right: Barry Rosen, CEO, checks out the grill work of Meghan Young, Associate, and her husband at the Family Picnic.

Above: From left, Angelica Crandall, Christine Lee, Member, and Yun Yun, enjoy the Roaring 20s Mocktail Party.

Left: Members of the UPLIFT staff affinity group meet online after COVID-19.



DIVERSITY, EQUITY AND INCLUSION

BLSA Team

For the past three years, Gordon Feinblatt has partnered with the Maryland Carey Law chapter of the Black Law Student Association to sponsor and coach a team of law students to compete in a negotiation competition. This collaboration imparts valuable practice skills to students, as well as exposes them to a variety of different networking opportunities within the Firm, even after the competition is over. The team is coached by two Gordon Feinblatt associates, though many members of the Firm attend practice sessions and give advice on the differences between negotiating in competition versus in their practice.

This year, the team of four students traveled to Cincinnati, Ohio, at the 52nd National Black Law Student Convention, which hosts the Nelson Mandela International Negotiation Competition.

After several days of competition, the team secured its best finish yet! Inni and Ama, both first year law students, finished in the quarterfinals, and Bill and Cindy, fourth and third year evening students, clinched the third place spot.

When not competing, the students explored Cincinnati's National Underground Railroad Museum, attended receptions with members of the judiciary and other leaders of the profession, and met students from across the country.



DIVERSITY, EQUITY AND INCLUSION

In response to social unrest across the country and in Baltimore City during the summer of 2020, the Firm released the statement below in recognition that each of us and the Firm as a whole can have a positive impact on this national conversation.

Gordon Feinblatt's Statement on Equality

Injustice, inequality and racism, in every form, are reprehensible. We stand in the fight against racism with the Black community, including our many friends, colleagues, clients and neighbors. The protests around the country and here in Baltimore present us an opportunity to reflect on our role in increasing the presence, inclusion and success of Black people in our Firm and in the legal and professional community.

If we want to create a world that truly works better, we must do the hard work of addressing the systemic inequality and injustice facing members of our society. In the coming weeks and months, we will continue to seek out opportunities to engage on issues of equity and inclusion. We expect we will do this, in part, through continued training and enhanced dialogue with our Firm personnel, mentoring and financial support of organizations and initiatives.

At the same time, we feel like words and promises to continue working without any immediate action also fail to meet this moment. In recognizing the acute issues of this moment, we are donating to the NAACP. The NAACP's work to eliminate racial disparities and seek justice is crucial to addressing some of the systemic issues that have again come to the forefront of the national dialogue.

Much more is needed, and our commitment has been and must be ongoing. We are crucially committed to not just hearing the Black community, but intently listening to its members with empathy, learning and understanding.

COMMUNITY ENGAGEMENT

Board Service

Many Firm personnel serve on the Boards of many Maryland nonprofits including:

- Baltimore Crisis Response, Inc.
- Baltimore Symphony Orchestra
- Baltimore Women's Giving Circle
- Baltimore Zoo
- Bryn Mawr School
- Maryland Building Industry Association
- Maryland Volunteer Lawyers Service
- CollegeBound Foundation
- Community College of Baltimore County
- Dundalk Renaissance Corporation
- Enoch Pratt Free Library
- Family and Child Services of Central Maryland
- GEDCO
- Goodwill Industries of the Chesapeake
- Harford Family House
- Levindale Hebrew Geriatric Center
- Maryland Food Bank
- Maryland SPCA
- Simon E. Sobeloff Jewish Law Society
- St. Ignatius Loyola Academy
- University of Maryland School of Medicine
- United Way of Central Maryland

Right: Members of the Firm packed comfort kits and sent them to MISSION UNITED via United Way of Central Maryland.

The Community Engagement Committee helped to organize several events for members of the Firm to support the greater Baltimore community by donating our time and talent.

In addition to volunteering events, the Firm also does micro-fundraising campaigns for causes suggested by members of the Firm. This year, we raised money for charities addressing the Australian Wildfires, Maryland Food Bank, and United Way COVID-19 Fund, among others.



COMMUNITY ENGAGEMENT

As a Firm, we take our commitment to supporting access justice and advancement of the legal profession seriously through serving bar associations and legal aid organizations.

Firm personnel serve on committees and leadership of the American Bar Association, Maryland Bar Association, the Baltimore City Bar Association and the Baltimore Bar Foundation.

We also provide pro bono legal services to individuals and nonprofit organizations. Each year, the Firm also staffs a pro bono legal clinic. In June 2020, the Firm completed a remote clinic in partnership with Maryland Volunteer Lawyer Service to help low-income Marylanders with estate planning services to promote inter-generational wealth.



Left: Many Firm personnel including, from left, Alex Montanio, Danielle Stager Zoller, Robert Gaumont, Maggie Witherup, Barry Rosen and Larry Coppel, attended the 2019 edition of the Maryland State Bar Association's Cabaret & Cabernet, benefiting Senior Legal Services. **Above:** Maggie Witherup, Member, performs a solo comedy song at Cabaret & Cabernet.



SUSTAINABILITY

In FY20, the Firm continued evaluating ways to practice law in a more sustainable way, including reducing paper, encouraging electronic record keeping and reducing single-use paper products throughout the building.

65,000
PAPER PRODUCTS

saved by reducing paper cups and place mats in the Firm dining room.

22,700 LBS
NUMBER OF FILES

scanned and securely recycled.

8,554
12 OZ BOTTLES

saved by using bevi machine.

Earth Day

As a result of COVID-19, the Firm celebrated Earth Day remotely by sharing resources about how to be more sustainable at home and to learn more about environmental organizations throughout Maryland.



Top Right: Files organized to be scanned and recycled.

Bottom Right: In FY20, the Firm purchased a Bevi machine, which provides flavored water to the Firm, reducing the amount of single-use soda cans and water bottles.