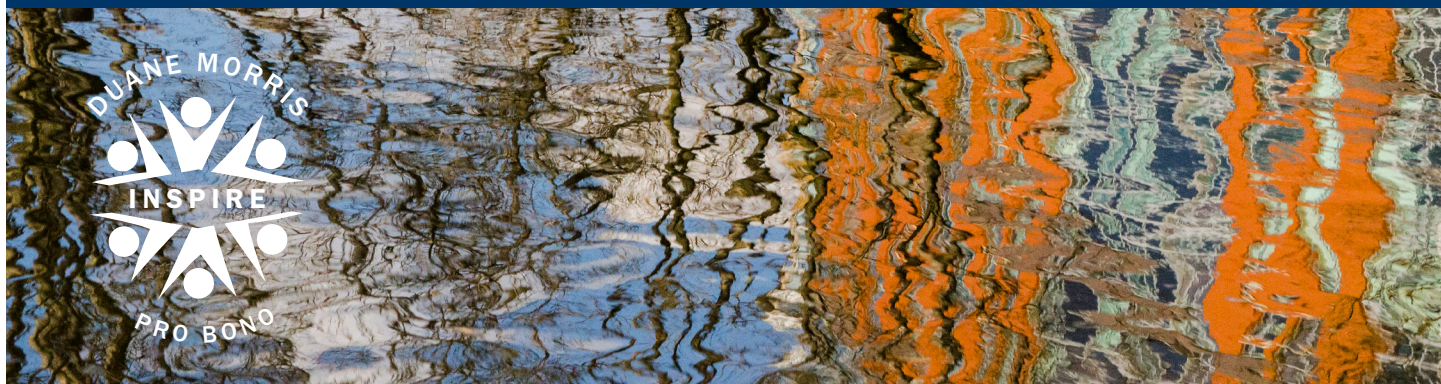


## PERSPECTIVES: DUANE MORRIS ALUMNI GIVE BACK



### WHY GIVE BACK?

- ▶ 63 million Americans—or 1 in 5—qualify for free legal assistance.
- ▶ Approximately 50 percent of qualifying individuals are turned away from legal aid simply due to a lack of resources.
- ▶ Less than 20 percent of low-income Americans' needs are met.
- ▶ Law firm and in-house attorneys can help bridge this justice gap by teaming up to provide pro bono legal assistance.

Duane Morris responds to the call for responsible business practices through pro bono efforts increasing equal access to justice in our communities. **DUANE MORRIS ALUMNI GIVE BACK** formally aligns, activates and encourages alumni to team up with current firm attorneys through its Pro Bono Program, including attending public interest CLEs and legal clinic volunteer opportunities, where available.

Duane Morris proudly sponsors regular pro bono clinics throughout our offices focusing on diverse matters, including:

- ▶ Medical legal partnerships at several hospitals and medical centers;
- ▶ U.S. naturalization screenings and application preparation clinics;
- ▶ Will drafting and advanced planning clinics for individuals with terminal illnesses, veterans and more; and
- ▶ Office hours for various court-sponsored self-help programs, entrepreneur and inventor clinics, and many more.

### AN OPPORTUNITY FOR RETURNSHIPS

Professionals seeking to return to the workforce after an extended absence may be interested in a “returnship” at Duane Morris or a collaborating legal aid. The program, lasting anywhere from 10 weeks to six months, gives participants the opportunity to relaunch their careers through immersive work experience, trainings and other aspects of the workforce to help with readjustment.

### RECONNECTING THROUGH ALUMNI CLEs:

Alumni CLEs offer another path for reintegrating into the workforce and enhancing relationships with fellow Duane Morris alumni and current attorneys. Alumni CLEs also provide the opportunity to engage with the legal community and gain access to educational opportunities while earning valuable CLE credit.

“Change does not roll in on the wheels of inevitability, but comes through continuous struggle.” —*Martin Luther King, Jr.*

### LEADING BY EXAMPLE

#### STEVE JANOVE



Steve Janove (right) at the naturalization and oath ceremony of his client, Shaquille Stevenson.

An attorney with Duane Morris for nearly 20 years after joining the firm as a summer associate, Steve Janove began his own firm in 2002 focusing on domestic relations, criminal defense, commercial litigation and corporate investigations. He has been an active member and volunteer for decades through his synagogue, Congregation M'kor Shalom, in Cherry Hill, New Jersey. During the past several years, as he has looked toward a third act in retirement, Steve has become an active immigration pro bono attorney representing lawful permanent residents applying to naturalize as U.S. citizens through Duane Morris' pro bono clinics with the Hebrew Immigrant Aid Society (HIAS) Pennsylvania.

#### JENNIFER BLUM FELDMAN



Jennifer Blum Feldman

Similarly, Duane Morris alumna Jennifer Blum Feldman, now associate general counsel in the Office of the General Counsel at University of Pennsylvania and Penn Medicine, began volunteering last year with Duane Morris' citizenship clinics. Her first client, Juan Betancourt, immigrated from Peru more than 10 years ago, becoming a United States citizen in August 2019. Jennifer also is active in the Greater Philadelphia Chapter of the Association of Corporate Counsel and is on the board of the Parent Infant Center (PIC).



Juan Betancourt (above) at his naturalization and oath ceremony.

## SUPPORTING IN-HOUSE CORPORATIONS IN DEVELOPING PRO BONO PROGRAMS

- ▶ Developing pro bono mission statements, policies and practices as well as advising on malpractice and ethical issues associated with pro bono practices.
- ▶ Developing corporate strategic plans to ensure pro bono is infused into the culture and practices of the corporation and considered when working with external preferred law firms.
- ▶ Creating corporate pro bono programs that will assist with retention and promotion.
- ▶ Developing best practices for leadership to advance pro bono within the organization.
- ▶ Designing and implementing training programs on the ethics of pro bono service and cultural competency as well as various substantive legal areas traditionally encompassing "poverty law."
- ▶ Incorporating pro bono clients into supply chain, thus ensuring greater visibility and platform for under-resourced, minority-owned and women-owned businesses.

## PRO BONO 360

Pro bono service is infused into all aspects of Duane Morris' life and culture. We have incorporated more clients into our pro bono activities than ever before and expanded our regular clinic participation; to additional states and nonprofit partners. A special effort is made to weave pro bono clients into the firm's supply chain. Our annual pro bono report furthers this goal by utilizing photographs taken by pro bono clients. In 2017, Duane Morris highlighted the work of NYC Salt. Duane Morris represents NYC Salt in various business and corporate transactions, as well as mentors the organization's students. NYC Salt is a New York nonprofit organization that engages high school students through professionally led volunteer instruction in photography and digital technology. Its mission is to inspire students by exposing them to the professional world of the visual arts.



The photograph "Splash" by NYC Salt photographer Danny Martinez was given to each Duane Morris attorney who contributed 100 or more hours of pro bono service. The ripple effect, so beautifully shown in the photograph, represents the difference that even one hour of pro bono service can make in our clients' and in our own lives.

## OUR 2019 IMPACT

# 39,364

Pro Bono Hours Donated

<b>99%</b> U.S. Attorneys > 1 Hour	<b>65%</b> U.S. Attorneys > 20 Hours
<b>52</b> Average Hours per Attorney	<b>1,200+</b> Pro Bono Matters

## FOR MORE INFORMATION, PLEASE CONTACT:



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## ABOUT DUANE MORRIS

Duane Morris LLP, a law firm with more than 800 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today's legal and business challenges.

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