



NETWORKED FOR PURPOSE

2025 PRO BONO REPORT

MESSAGE FROM THE CHAIRMAN



Each year, our pro bono report offers a moment to pause and reflect—not just on the hours logged or cases won, but on the deeper purpose that drives our work: service, justice and connection. Our theme this year, *Networked for Purpose*, speaks to the strength of intentional collaboration.

During a time when the legal landscape evolves by the hour and where headlines shift, regulations change and new challenges emerge, our pro bono network remains a steady force. It is not defined by individual accolades or isolated acts of generosity, but by the purposeful connections among our people—attorneys, paralegals, staff and clients—and community organizations who share a common goal: expanding access to justice. We are not simply working in parallel; we are part of a coordinated network, united by purpose and driven by impact.

Over the past year, we have observed how this network responds with agility. Whether it was a team of lawyers helping a survivor of sexual trauma navigate the Department of Defense, a family obtain asylum, nonprofits merge to expand their reach, or petitions for pardons, our most meaningful successes were powered by collaboration. Every pro bono matter we take on is a reminder that legal skills, when activated through connection and compassion, become a force for real change.

This report highlights some of the stories, numbers and voices that define our pro bono work. But more than that, it celebrates the network of relationships and shared purpose that make it all possible. I am deeply proud of what we have accomplished together—and even more energized by the potential that lies ahead.

Thank you to all the attorneys and collaborators for showing what it means to be *networked for purpose*—especially in a time when clarity, conviction and connection matter more than ever.

Warm regards,

A handwritten signature in black ink, appearing to read "Matthew A. Taylor".

MATTHEW A. TAYLOR
Chairman and CEO

THANK YOU FOR 10 AMAZING YEARS!

Ten years ago, we stepped into our roles as pro bono partner and pro bono counsel of Duane Morris' Pro Bono Program with two simple but ambitious goals: to deepen the firm's pro bono commitment to serve those in need and to inspire colleagues to see pro bono as integral to their professional lives. What we have witnessed since then has exceeded our expectations—not just in numbers, but in spirit.

In a legal world that moves fast and rarely pauses, our pro bono practice has become a steady, purpose-driven hub. We have grown not by chance, but through deliberate connection, linking attorneys across offices, partnering with community organizations and creating pathways for meaningful engagement. We are proud to be one link in a chain of change, part of a broader network that is constantly evolving, responding and reaching further.

Every matter we have taken on, every life touched, every hour logged has helped build a stronger, more resilient network. And while the numbers tell a powerful story, they only hint at the profound impact of what it means to be *networked for purpose*. Over the past decade, together we have:

- ▶ **TRIPLED OUR ANNUAL PRO BONO HOURS** from around 14,000 hours annually to **nearly 35,000 hours** donated in 2025, reflecting a deepening commitment across the firm.
- ▶ **DOUBLED ATTORNEY PARTICIPATION** with **over 90 percent of attorneys** annually engaged in pro bono work and **nearly 50 percent of attorneys** hitting our firmwide strategic target of 20-plus pro bono hours annually, showing sustained dedication.
- ▶ **TRIPLED THE NUMBER OF INDIVIDUALS AND BUSINESSES SERVED**, growing from **570** to **nearly 1,700 cases** annually.

These milestones are not endpoints—they are waypoints. They remind us that progress is possible when we act with intention, when we stay connected and when we view ourselves not as isolated actors, but as part of a living network of purpose.

As we look ahead, we are narrowing our focus to maximize impact in four areas where we hope our skills and resources will make a greater difference:

- ▶ Legal support to social impact and community ventures
- ▶ Championing veterans and their families
- ▶ Empowering survivors of gender-based violence
- ▶ Advocating for immigrants and asylum seekers

We are deeply grateful to every attorney, paralegal, staff member and community partner who has contributed. Your work is not just generous—it is transformative. And as we look ahead, we remain committed to expanding our reach, strengthening our connections and continuing to serve as a hub for justice.

Thank you for being part of this network,



VALENTINE BROWN

Pro Bono Partner



KATHARYN VOIT

Pro Bono Special Counsel



ACCESS TO JUSTICE: PRO BONO BY THE NUMBERS



34,000+
pro bono hours



900+
attorney and staff
volunteers



1,700+
pro bono matters



8,450+
hours representing
over **400** nonprofits
and low-income
microentrepreneurs
and inventors in
our communities



6,000+
hours representing
over **260** immigrants
and families seeking
safety and lawful
status in the US



4,800+
hours representing
over **120** kids, families
and survivors of gender-
based violence seeking
security and stability



5,400+
hours representing over
100 individuals in criminal
justice reform matters,
including criminal defense,
innocence claims, petitions
for pardon, vacatur or
expungement of their crimes,
or in other prisoner civil
rights actions



1,300+
hours representing
veterans applying for
service-related disability
benefits, military discharge
upgrades, end of life
planning and other
civil matters



1,700+
hours in nearly **500**
housing preservation
and habitability matters

DUANE MORRIS PRO BONO COMMITTEE

NETWORKED FOR PURPOSE!

Valentine Brown, <i>Pro Bono Partner</i>	Denyse Sabagh
Katharyn Voit, <i>Pro Bono Special Counsel</i>	Michael Schwamm
Lane Tita, <i>Pro Bono Manager</i>	Richard Shane
Kimberly Kimrey, <i>Assistant to Pro Bono Special Counsel</i>	Michael Shuman
Karen Alexander	Brian Siff
David Amerikaner	Natalie Stewart
Samuel Apicelli	Christopher Tyson
Maxine Bayley	Corey Weideman
Rebecca Bazan	Sheila Raftery Wiggins
Pierre Georges Bonnefil	Mackenzie Wrobel
Jessica Kenney Bonteque	Anastasia Caviris
Allison M. Bortner	Liliana Menzie
Michael Cabin	Sean Patterson
Victoria Carradero	Brooke Tabshouri
Joseph Cox	Emmy van den Ban
Michael Futterman	Tiffany Albery
Nic Hart	Patrick Dinnin
Daniel Heidtke	Danielle Dwyer
Karen Kline	Kassia Fialkoff
Christopher Kroon	Rachel Good
Alyson Walker Lotman	Meghan Killian
Tyler Marandola	Andrew Mina
Kyle Molidor	Ariel Seidner
Kathleen O'Malley	Zeke Van Keuren

DUANE MORRIS PRO BONO ACCOLADES

2025 DUANE MORRIS PRO BONO LEADERSHIP AWARD

The Duane Morris Pro Bono Leadership Award is given to an attorney who exemplifies the spirit of pro bono: a selfless, longstanding and unwavering commitment to pro bono service; a leader by example, who accepts pro bono matters without fanfare; and a pro bono contributor who encourages and mentors other firm attorneys in pro bono service.



Since joining the firm in 2006, **ROBERT L. BYER** (Partner, Pittsburgh, Trial) has provided nearly 1,000 pro bono hours in 43 appeals before the Commonwealth Court of Pennsylvania, the Supreme Court of Pennsylvania, the Third Circuit and the United States Supreme Court. He also has advised various nonprofits advocating for systemic reform. In each of these matters, Robert has thoughtfully sought out important cases that will provide meaningful professional development and mentoring opportunities for associates. Some of the issues he has worked on include: reforming Pennsylvania pardon procedure to permit consent-style agendas for hearings; representing veterans contracting with the federal government in advocating for the protection of service-disabled-veteran-owned small businesses; various appeals concerning the constitutionality of sentencing juveniles to life without parole and immigrants' removability orders; and representing a Pennsylvania Little League team in seeking to install lights on their baseball fields.

2025 DUANE MORRIS PRO BONO AWARD

The Duane Morris Pro Bono Award honors the outstanding service of any attorney or group that exemplifies Duane Morris' commitment to pro bono service and has made a significant impact on an individual or community.

Chicago partner **MARK A. BRADFORD** (Trial) and senior associate **TIFFANY E. ALBERTY** (Employment, Labor, Benefits and Immigration) were honored for their wins under the United Nations Hague Convention on the Civil Aspects of International Child Abduction. Working with the **Narkis Golan International Child Abduction Initiative of Sanctuary for Families**, Mark and Tiffany won two cases in federal district courts for mothers fleeing domestic violence against themselves and their minor children. In short, the Hague Convention requires United States courts to order the immediate return of children removed from their habitual place of residence if a left-behind parent has custody rights in the home country. While a needed treaty, this requirement poses a problem when a parent is fleeing domestic violence and a child would be in grave risk if forced to return to the other parent.



In the United States, these cases are litigated in federal district court and the parent has no right to counsel, which can be particularly problematic for survivors fleeing gender-based violence, often with little economic means. As a result, the Hague Convention often is applied unjustly to survivors of domestic violence, many of whom are primary caretaker mothers just trying to keep themselves and their children safe from abuse.

Mark and Tiffany represented two such mothers in guaranteeing the safety of their children, thus ensuring the mothers and children will be able to remain safely in the United States where they will be protected by the law. *Read “From Escape to Empowerment: A Family’s Fight to Stay in the United States” on page 8 for details on one such case.*

Mark and Tiffany also were recognized for their exceptional work with a 2025 Sanctuary for Families Above & Beyond Pro Bono Award. They were joined by other members of the Trial teams, **BERNADETTE COYLE** and **JESSICA SANTACROCE**.



“You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make.”

— JANE GOODALL, Primatologist, Anthropologist and Conservationist (1937-2025)



2025 BOARD CHAMPION AWARD

LARRY KOTLER (Partner, Philadelphia, Business Reorganization and Financial Restructuring) was honored by the staff and board of the **Homeless Advocacy Project** (HAP) for his exceptional leadership and unwavering commitment to HAP’s mission. As Philadelphia’s only legal services organization focused exclusively on serving individuals and families experiencing homelessness, HAP has long benefited from Larry’s deep compassion and tireless advocacy. For over 20 years, Larry has volunteered his time, offering not just legal acumen but empathy and kindness to those facing housing insecurity. His dedication has also extended to board service, where he has helped guide HAP’s vision and growth.

RISING TOGETHER: EMPOWERING SURVIVORS OF GENDER-BASED AND FAMILY VIOLENCE

In moments of profound vulnerability, legal advocacy becomes a lifeline, and collective action becomes a force for transformation. We stand with survivors of gender-based violence, helping them secure protection-from-abuse orders and reclaim safety and autonomy. We advocate for children—often the most legally underrepresented and vulnerable members of society—who face poverty, neglect and/or arrive in the United States as unaccompanied minors without a parent/guardian. Our work also extends to immigrant survivors fleeing persecution, domestic violence and gender-based harm, many of whom seek refuge through asylum, protection under the Violence Against Women Act or the United Nations Hague Convention on International Child Abduction.

In 2025, Duane Morris donated over 3,500 hours representing survivors of violence, including over 1,500 hours defending mothers in United Nations Hague Convention actions.

FROM ESCAPE TO EMPOWERMENT: A FAMILY'S FIGHT TO STAY IN THE UNITED STATES

In a case that highlights the transformative power of legal advocacy, a cross-office Chicago-North Jersey team of attorneys defended a mother and her two daughters against a petition seeking their forced return to Norway under the United Nations Hague Convention on International Child Abduction, despite a long history of domestic violence and a grave risk to the children's safety in Norway.

The client, a United States citizen, endured over a decade of physical and psychological abuse by her former partner, the father of her children. The violence escalated over time, including strangulation in front of the children, threats to her life and financial control. Even after their separation, the abuse continued: He broke into her home and assaulted her. Norwegian child welfare services conducted four separate investigations into the family's safety.

In 2022, our client returned to the United States to care for her ailing father (the children's grandfather) and made the decision not to return to Norway and the abuse she and her children suffered there. She rebuilt her life, securing a job, a home and schools for her daughters. But, her abuser filed a petition under the Hague Convention seeking their forced return.

Over multiple days before the United States District Court for the Western District of Wisconsin, Duane Morris attorneys successfully argued why the daughters should not be returned to Norway. The legal team was led by **MARK A. BRADFORD**, a seasoned Trial partner with over two decades of experience representing reinsurers, insurers and financial entities in complex litigation. Known for his strategic thinking and ability to resolve thorny legal challenges, Mark brought his litigation skills to bear in a case that was deeply personal and profoundly impactful.

"Thank you for your extraordinary pro bono service and for your commitment to helping survivors of gender-based violence. I am deeply grateful that both [Hague clients'] cases were placed with such strategic, trauma-informed and supportive attorneys."

- NICOLE FIDLER, Senior Project Director, Sanctuary for Families, Pro Bono Project and Narkis Golan International Child Abduction Initiative

Joining him was **TIFFANY E. ALBERTY**, a senior associate in the firm's Class Action Defense Group and a nationwide employment law practitioner. Tiffany, who also serves on the firm's Pro Bono Committee and chairs the associate committee for the Women's Impact Network for Success, brought not only fearlessness and rich trial experience, but a deep commitment to justice and survivor-centered advocacy.

Together with associates **BERNADETTE COYLE**, **JESSICA SANTACROCE**, **ED KEATING**, and paralegals **CHARLES PENA** and **WEI-TING SHIH**, the team mounted a comprehensive defense. Their arguments focused on three key points: the petitioner's lack of custody rights under applicable law, the grave risk of harm to the children if returned and the children's objection to relocation.

This case was more than a legal battle—it was a testament to what happens when skilled professionals unite around a shared purpose. The team's coordinated efforts reflect

“Don’t sit around and wait for the perfect opportunity to come along—find something and make it an opportunity.”

– CECILE RICHARD, Women's Rights Activist (1957-2025)

the strength of a networked response: one that centers survivors, leverages legal knowledge and refuses to let violence go unanswered. While the team was successful before the District Court and the family is safe for now, the father appealed the case to the U.S. Court of Appeals for the Seventh Circuit, where it remains pending.

FROM SENTENCE TO SECOND CHANCE: LEGAL ADVOCACY THAT OPENS DOORS

Raised by her grandparents, our client endured sexual abuse from the age of 8 until she was 17. Despite her efforts to report the abuse, she was not believed. Undeterred, she graduated high school and pursued a year of college, studying criminal justice and hoping to help others escape the cycles in which she was trapped.

In 2006, she had her first child. Her partner struggled with methamphetamine addiction and was abusive,

introducing her to the drug. In 2011, she was convicted in connection with a robbery and served five months in prison. She got clean, but after her grandmother passed away, she relapsed, resulting in a 22-month sentence. Upon release, she rebuilt her life and remained sober until a relapse in 2014. She was reconvicted after participating in a fraud scheme to fuel her addiction and received a 20-year sentence.

During her incarceration, she committed to recovery. She attended Narcotics Anonymous, completed two substance abuse treatment programs and became a peer educator. She has now been drug-free for over a decade.

In 2024, attorneys from Duane Morris partnered with the **University of Texas School of Law's Parole Project** to petition the Texas Board of Pardons and Paroles for her parole. Leading the legal effort was **BERT GREENE**,





managing partner of the firm's Austin office. Although Bert's primary practice focuses on intellectual property litigation—representing clients in chemical engineering, mechanical technologies and patent disputes—his commitment to justice and second chances brought him to this case. His strategic thinking and experience managing complex legal matters helped navigate the intricacies of the parole system.

Working alongside him was **JAMES EARL**, a commercial litigation associate whose practice spans the energy, construction and healthcare industries. James also coaches the University of Texas Interscholastic Mock Trial Team, mentoring future trial lawyers and fostering a culture of advocacy and excellence.

Initially, the board granted our client an FI-5 release, requiring six additional months of treatment and halfway house placement. Undiscouraged, Bert and James successfully petitioned the board for a revote, arguing our client already completed two treatment programs and was suffering from a serious back injury requiring urgent care. The Texas Board of Pardons and Paroles granted an FI-1 release for immediate parole.

Today, our client is rebuilding her life, working as an HVAC technician using skills she gained while incarcerated. Her journey from trauma and incarceration to independence and purpose is a testament to resilience—and a powerful reminder that with support, opportunity and legal advocacy, lives can be transformed and second chances can begin.

SURVIVOR, NOT CRIMINAL: CHALLENGING THE SYSTEM

Nine out of 10 women in New York's prisons report being survivors of abuse. Our client Mary is one of them. After years of physical, sexual and psychological abuse—including isolation in a remote cabin, drugging and repeated assaults—Mary fatally attacked her boyfriend in self-defense when he returned to their apartment wielding a knife and threatening to kill her. Just days earlier, he had struck her in the head with a large piece of firewood.

Initially convicted of second-degree murder and first-degree assault, Mary's case was revisited by the New York Supreme Court, Appellate Division, Third Department, which vacated the jury's verdict and ordered a new trial



due to the trial court's failure to provide a justification charge. On remand, Mary pled guilty to manslaughter and received a sentence of 15 years' incarceration with five years of post-release supervision.

Following the enactment of the New York Domestic Violence Survivors Justice Act (DVSJA), which allows courts to impose reduced sentences for survivors whose offenses are connected to their abuse, Mary sought resentencing. Despite her detailed history of repeated sexual, physical and psychological abuse, the trial court denied her motion and the Third Department affirmed, concluding the original sentence was not unduly harsh. Mary appealed to the Court of Appeals, New York's highest court.

Duane Morris attorneys, longtime supporters of the **Sanctuary for Families Incarcerated Gender Violence Survivors Initiative**, stepped in to support Mary's appeal. They drafted an amicus brief on behalf of the New York legislators who authored and passed the DVSJA, arguing that Mary's case exemplifies the very purpose of the law and that the lower court's decision undermines both the statute and decades of research on intimate partner violence.

The legal team included **MICHAEL A. CABIN**, a New York-based Trial attorney whose practice focuses on complex securities, commercial and fiduciary-duty litigation across a wide range of industries. Michael's analytical precision and litigation experience were instrumental in framing the legal arguments with clarity and force.

Joining him was **Y. KATIE WANG**, a commercial litigator who defends gaming industry clients in consumer disputes and mass arbitration claims. Katie's experience navigating multifaceted legal frameworks across jurisdictions brought a strategic edge to the brief, helping to connect Mary's case to broader systemic issues.

Also contributing was **JILLIAN DREUSIKE**, a Trial associate and 2024 graduate of New York Law School.

To date, Mary has served nearly a decade of her 15-year sentence and has maintained a spotless disciplinary record. Duane Morris attorneys await the Court of Appeals' decision while continuing to support other survivors serving lengthy sentences for acts of self-defense against their abusers.

PATHWAYS TO SAFETY: SUPPORTING IMMIGRANTS AND ASYLUM SEEKERS

The need for pro bono immigration services has never been greater. Unrest in multiple regions of the world renews the call of the American dream, leading immigrants to come from all over the world and those who are already here to seek to remain. Duane Morris pro bono attorneys assist immigrants with various types of immigration applications, including asylum, citizenship, special immigrant juvenile status and temporary protected status, among many others. We also defend immigrants who are in removal proceedings, standing beside them in their fight to remain in the country that has offered them safety.

In 2025, Duane Morris donated over 6,000 hours representing more than 260 immigrants and families, including over 2,700 hours assisting 80 immigrants in asylum and removal defense.

FROM WITNESS TO REFUGEE: ASYLUM SEEKER WINS HER DAY IN COURT

At just 14 years old, our client witnessed the brutal murder of her uncle, who had been her de facto adoptive father in Honduras. Her family's pursuit of justice—including her testimony over the next two years—led to the murderers' convictions. But it came at a devastating cost. For years, she and her family endured relentless death threats tied to their cooperation with the Honduran government, which failed to protect them.

Despite repeated attempts to flee, danger followed her. During this period, she gave birth to a son with special needs, adding another layer of vulnerability. In 2018, she was kidnapped at gunpoint by affiliates of her uncle's killers as retaliation for her testimony. By sheer luck, she escaped and immediately fled to the United States with her son and aunt/adoptive mother, seeking refuge and safety.

Their asylum case was taken up by a dedicated team of Corporate attorneys from Duane Morris' Philadelphia and Washington, D.C., offices. Though immigration law was outside their usual practice areas, their commitment to justice and human dignity drove them to act.

LAURA M. GONZÁLEZ ALEMÁN, a 2024 graduate of Georgetown University Law Center, led the charge.

Practicing in corporate law out of the firm's Washington, D.C., office, Laura brought a unique blend of legal precision and compassion to the case. While in law school, she had represented refugees seeking asylum through Georgetown's Center for Applied Legal Studies—experience that proved invaluable. This case marked her initial first-chair trial experience as a practicing attorney and her first asylum win.

Guiding and supervising her efforts was **AMauri G. Costa**, a seasoned Corporate attorney whose practice focuses on cross-border transactions involving Latin America. With a deep knowledge of the legal and regulatory environments across the region—as well as years of experience assisting in numerous asylum pro bono cases—Amauri's insight into the geopolitical dynamics of Honduras added critical depth to the team's strategy. His background in representing clients in energy, telecommunications and finance sectors translated into a meticulous, structured approach to the asylum proceedings.

After nearly eight years—delayed by the COVID-19 pandemic and the staggering immigration court backlog now exceeding 2 million cases—our client finally had her individual-merits hearing. Through Laura's advocacy and Amauri's mentorship, our client was granted asylum based on her courageous testimony and family ties.

“To change the world, we must be good to those who cannot repay us.”

— POPE FRANCIS (1936-2025)

Her decadelong nightmare has ended. She and her son now can live in safety, free from the shadow of violence that once threatened their every step. This serves as a powerful reminder that when legal professionals step outside their comfort zones to serve a greater cause, lives can be transformed.

GRACE AND GRIT: CELEBRATING A LIBERIAN FAMILY'S JOURNEY FROM WAR TO CITIZENSHIP

Our client came to the United States from Liberia with his parents in 2001, fleeing the brutal civil wars that had devastated the country. He was 15 years old. Soon after their arrival, his father suffered a stroke, leaving our client and his mother as full-time caregivers until his father's death in 2005.

For years, the family struggled to maintain legal status, first through temporary protected status and later deferred enforced departure. Each renewal was uncertain, tied to shifting policies in Washington. In 2019, there was an unexpected stroke of grace: Congress passed the Liberian Refugee Immigration Fairness Act, offering permanent residency to Liberians who had lived



in the United States since 2014. Our client and his mother applied and were approved—and their green cards were backdated to their original entry, making them immediately eligible for citizenship.

In the intervening years, our client grew up, had two daughters and now is a behavioral health assistant at a hospital for individuals experiencing mental illness. Following in his mother's footsteps, in 2025, our client completed the naturalization process, passed his test and took his oath. After 25 years of uncertainty, they are proud citizens of the country they have long called home.

ADVOCATING FOR CHILDREN AND GLOBAL TALENT

The Support Center for Child Advocates has spent more than four decades championing the rights of children who have experienced abuse and neglect. Through a unique model pairing volunteer attorneys with master's-level social workers, Child Advocates provides legal representation and social service advocacy to over 1,000 children annually, ensuring safety, justice and access to essential resources.

While Duane Morris attorneys regularly volunteer with Child Advocates to represent kids in dependency proceedings, immigration attorneys recently partnered with them to secure immigration benefits for a critical member of their team—a social worker originally from Colombia. Attorneys successfully obtained a cap-exempt H-1B visa, which allows nonprofit organizations affiliated with institutions of higher education or engaged in public service to hire foreign professionals without being subject to the annual

H-1B lottery cap. A significant advantage for nonprofits, the exemption removes the uncertainty of the lottery system, permits year-round filing and ensures access to specialized talent critical for mission-driven work. Following this, the attorneys guided our client through the process of adjusting her status to lawful permanent residency, ensuring continuity in her essential role.

Duane Morris regularly represents legal aid organizations and nonprofits in obtaining cap-exempt H-1B visas for international workers. These efforts strengthen the capacity of mission-driven organizations to deliver life-changing services, from advocating for abused children to supporting immigrant families.

NO SAFE PLACE: BEING GAY IN JAMAICA

Born in Montego Bay, Jamaica, our client experienced severe, relentless persecution from a young age due to his sexual orientation. As a boy, he faced brutal bullying, family beatings and attempts at conversion therapy—including an exorcism conducted by his church. In spite of all this, he excelled academically, earning admission to a prestigious, public, all-boys high school and later completing an associate's degree in hospitality and tourism management.

But, his achievements could not shield him from the violence and discrimination that followed him into adulthood. He repeatedly was evicted, attacked by mobs and abused by police officers who detained and beat him without cause. Even seeking medical care became a risk, as healthcare providers ridiculed him and violated his confidentiality.

Fearing for his life, he sought a way out. He discovered the J-1 trainee visa and secured a position at a hotel in Washington, D.C. Once in the United States, he applied for asylum through **Immigration Equality**, determined to escape pervasive homophobia and its associated violence in Jamaica.

His case was taken up by **REBECCA E. BAZAN**, who began advocating for him as an associate and continued for over a decade. Now a Trial partner based in Duane Morris' Washington, D.C., office, Rebecca practices complex commercial litigation at both trial and appellate levels. Her experience spans healthcare litigation, antitrust, pharmaceutical pricing and animal law. But her commitment to justice extends beyond her commercial practice—she serves on the firm's Professional Standards, Pro Bono and Diversity and Inclusion Committees.

Rebecca's dedication to pro bono work and her deep understanding of systemic injustice made her an ideal advocate for this case. Over 10 years, she navigated the complexities of asylum law and the challenges posed by a backlogged immigration system. Her persistence and compassion were instrumental in securing a life-changing outcome.

With Rebecca's advocacy, our client was granted asylum by United States Citizenship and Immigration Service. Now, he may live safely in the United States, free from the fear that once defined his every day. His story is one of resilience and courage—and a testament to the power of legal professionals who fight for dignity and justice.



WORDS WITH A PURPOSE

A nationally award-winning nonprofit organization, media incubator and multigenerational community, **Girls Write Now** (GWN) seeks to empower the next generation of creatives and leaders by providing guidance, resources and real-world opportunities. They focus on those historically disempowered due to gender and gender identity, harnessing the power of stories to shape culture, impact industries and bridge worlds.

Duane Morris attorneys have supported GWN for over eight years in various intellectual property and employment matters. Most recently, a team of immigration attorneys helped secure immigration status for Jessica Jagtiani, GWN's senior community manager. In this role, Jessica leads GWN's curriculum department, developing innovative media arts education curricula to empower students to use digital tools for self-expression and storytelling. By centering media arts in her curriculum, she equips young people with the artistic and technological fluency needed to navigate and shape today's media-driven world.

Duane Morris attorneys represented Jessica in securing O-1 nonimmigrant status as an individual with extraordinary ability or achievement. With her immigration status secured, Jessica continues to serve in a vital leadership role at GWN, allowing the organization to continue amplifying its impact and ensuring access to creative opportunities for the next generation of storytellers, especially young women and girls.

“I wanted to take a moment to express my sincere gratitude to you for all the tremendous work you did on this application. I truly appreciate your support—you were a lifesaver”

— JESSICA JESSICA JAGTIANI,
Senior Community Manager, Girls Write Now

LANGUAGE AS ADVOCACY: THE IMPORTANCE OF COMMITTED INTERPRETERS

In immigration cases, culturally competent interpreters play a vital role in ensuring that survivors, asylum seekers and vulnerable individuals are truly heard. When interpreters share cultural roots with the clients they serve, they help bridge gaps that legal systems often overlook—making space for empathy, clarity and justice.

These interpreters are not just linguistic aids; they are essential members of a purpose-driven network. Their presence empowers survivors to speak freely, advocate for themselves and navigate complex legal terrain with confidence. In a system where every detail matters, culturally attuned interpretation can be the difference between misunderstanding and protection.

Over the past several years, Duane Morris has been privileged to work with several interpreters who have given their time and skills to facilitate our legal representation.

MIR ATIQUALLAH HASHIMI (Philadelphia)



After serving as an interpreter for the U.S. military and contractors for nearly 15 years—often at great personal risk—Mir Atiquallah immigrated to the United States on a special immigrant visa, a recognition of his faithful work and the danger he faced for standing with American forces. Now a proud U.S. citizen, Atiq continues to serve his community with the same dedication. He works as an interpreter and school aide for the Philadelphia School District, runs his own interpretation service and, since 2021, has become an indispensable part of Duane Morris' pro bono network. First connected as a client seeking humanitarian parole for his family, Atiq has spent hundreds of hours interpreting, translating, navigating and explaining the U.S. legal system to fellow Afghans. From asylum interviews and DMV appointments to marriage ceremonies and green card applications, Atiq is a steady, compassionate guide, often answering calls on the road and never turning down a request for help.

FARID AHMAD OMARI (Northern California)



Farid's service as a combat interpreter and cultural advisor for U.S. Special Forces and Navy SEALs led to a special immigrant visa, and he moved his family to Northern California where he rebuilt his life, supporting his family while earning his bachelor's degree. But Farid did not stop there. He became a lifeline for fellow Afghans, volunteering as an interpreter and connector to legal aid, housing, food and employment. Farid has assisted in some of our most complex asylum cases, often in emotionally intense and vulnerable settings. He has assisted individuals detained by the Department of Homeland Security, translating clients' experiences of persecution and trauma with care and accuracy.

ESMERALDA NAVARRO (Legal Assistant, Houston)



There is a saying Esmeralda's mother taught her and her sisters growing up: "*Hoy por ti, mañana por mí*," which translates to "Today for you, tomorrow for me," because we never know when we'll be the ones needing a helping hand. This has motivated Esmeralda's pro bono service. She has interpreted in many of the firm's domestic violence cases assisting single and/or abandoned and abused mothers immigrating to the United States seeking safety.

"Esmeralda is a great resource for communicating with our Spanish-speaking clients. She is attentive, professional and understanding in all her communications. She goes above and beyond to ensure that our communications are smooth despite the language difference, and I really value all of her contributions." – Catherine Beideman Heitzenrater, Partner, Business Reorganization and Financial Restructuring

GLORIA AGOSTO (Legal Assistant, Miami)



Born in New York, Gloria's parents are of Puerto Rican descent, and she was raised speaking both English and Spanish. Now, she has the opportunity and ability to help someone else enjoy that benefit. A regular volunteer supporting survivors of gender-based violence in asylum and domestic violence cases, Gloria volunteers because she "wants to make an impact—and what better way than being able to speak our clients' language and help them navigate some of the toughest situations and decisions they ever will make? I am able to tell our clients that someone out there cares, wants to help them and ease their fears in the process. This alone can make all the difference in how they face fleeing domestic violence as well as the future to come."

ALEJANDRO NIETO (Paralegal, Houston)



A go-to volunteer for over 10 years, Alejandro has assisted in asylum, domestic violence, naturalization and family-based matters, donating over 250 pro bono hours.

"I do it because I am the voice for those who cannot speak our language. I heard a phrase in Spanish and I feel that this represents me: 'God gave us two powerful gifts: a mouth and a heart. A mouth to speak what you feel and a heart to listen.' For those who cannot speak our language, I am that mouth, and I am also the heart that is willing to listen without judgment."

Together, legal professionals, interpreters and community advocates ensure every voice is honored and every story is told with care.

TOGETHER IN SERVICE: UPLIFTING VETERANS AND MILITARY FAMILIES

Duane Morris honors our veterans and military families who serve and protect, offering legal aid to them in disability and benefits appeals, discharge upgrades, homelessness prevention and a wide range of civil legal needs. Our work recognizes the sacrifices these men and women have made for the United States as we help solve significant problems that arise in their lives as a result of their service. Our attorneys also represent organizations committed to empowering veterans and veteran-owned small businesses.

In 2025, Duane Morris donated over 1,300 hours representing veterans applying for service-related disability benefits, military discharge upgrades, end-of-life planning and other civil matters.

10 YEARS TO VINDICATION: A VETERAN'S FIGHT FOR HER RIGHTS

When Jane enlisted in the U.S. Air Force, she brought with her the invisible scars of trauma. At just 17, while on a student exchange program in Thailand, she was raped. Isolated, unable to speak the language and with no support system, she survived by disassociating from the experience. But the trauma followed her into military service.

Jane's first assignment was with the honor guard at Arlington National Cemetery—an emotionally intense role that exposed her daily to death and mourning. The psychological toll led her to seek help, and an Air Force psychiatrist diagnosed her with post-traumatic stress disorder stemming from the Thailand assault.

Her suffering deepened when she was violently assaulted by her intimate partner, a fellow airman, while stationed in Florida. Despite a police report and restraining order, the harassment continued. The attack retriggered her PTSD, and her mental and physical health deteriorated. She developed chronic migraines and fibromyalgia, both recognized disabilities under military standards.

The United States military's Integrated Disability Evaluation System (IDES) was created by Congress to fairly and accurately determine a service member's fitness for continued duty and, where warranted, to provide military retirement or separation benefits when a mental health or physical condition substantially interferes with the individual's ability to perform

their duties. Although romanticized in the movie *Men of Honor*, the reality of IDES is quite different. As one recent Court of Federal Claims decision described it, "there is nothing amusing about this system's complexity. Indeed, describing [IDES] as byzantine is an understatement that may be unkind even to that ancient empire."

Under IDES, Jane should have been evaluated for medical retirement. If found unfit for duty due to service-connected conditions, she would have been entitled to lifelong benefits. But the Air Force bypassed IDES entirely. Instead, it relied on a civilian hospital's flawed diagnoses of borderline personality disorder and malingering. Both labels stigmatize and imply dishonesty or inherent defectiveness. And the Air Force actually ignored the fact that the civilian hospital withdrew the malingering finding.

"Lead by positive example. It is very powerful and becomes infectious among your people. It is the first principle of leadership."

— ADMIRAL JAMES R. HOGG,
U.S. Navy, Retired (1934–2025)

Within three months of her 2016 discharge, she sought help from the VA, which immediately diagnosed her with PTSD and military sexual trauma and treated her for PTSD for four years. She ultimately was rated 100 percent disabled for PTSD, with additional maximum ratings for migraines and fibromyalgia.

In 2021, Duane Morris attorneys petitioned the Air Force Board for the Correction of Military Records to right this wrong. Leading the charge was **JOHN M. SIMPSON**, a Trial partner with over four decades of experience in complex commercial, employment, regulatory and appellate litigation. A former infantry officer in the U.S. Marine Corps, John brought not only his legal experience but a personal understanding of military service. His decades of work in employment law and discrimination claims and his history of advocacy made him a powerful voice for justice in Jane's case.

John was joined by **HEIDI E. LUNASIN**, a special counsel in Intellectual Property. With a background in engineering and experience at the U.S. Army Corps of Engineers, Heidi also is a military spouse and mother who brought both technical insight and personal empathy to the case. Her ability to navigate complex systems and communicate across disciplines was instrumental in building the case's evidentiary foundation.

Also on the team was **REBECCA S. BJORK**, a special counsel in employment litigation. With years of experience defending clients in labor, products liability and consumer fraud cases, Rebecca helped guide the team through the procedural and strategic complexities of the litigation, ensuring that Jane's story was presented with clarity and force.

The team initially submitted a comprehensive brief, over 2,500 pages of medical records, expert opinions and sworn declarations. After more than two years, the Air Force board denied the petition with just four sentences of reasoning.

Undeterred, the team took Jane's case to the U.S. Court of Federal Claims in 2024, laying out her story in full—factually, legally and emotionally. In June 2025, the attorney general approved a resolution: Jane's discharge would be corrected to medical retirement and she would receive retroactive compensation for the period she should have remained on active duty and the other benefits that flow from medical retirement.



“I cannot express how grateful I am for all of your unwavering support and the relentless efforts of the entire team, [which] have meant the world to me. You fought for me when I struggled to fight for myself. You believed me when others didn’t and brought about this long-awaited outcome. Almost 10 years of my life have been spent trying to heal from the trauma I endured, but knowing that I have finally received the justice I deserve, I feel like I can finally move on with my life.”

—JANE



HONORING SERVICE WITH JUSTICE

This year, Duane Morris additionally secured a series of meaningful victories before the U.S. Court of Appeals for Veterans Claims, each one an example of our pro bono commitment. Each of these victories is more than a legal outcome; they are stories of perseverance, dignity and justice. We are honored to stand beside our veterans and celebrate these successes.

- ▶ Our client served in the U.S. Army National Guard at Fort Jackson for around 18 months. He was exposed to Agent Orange when a barrel leaked on him, an incident that later led to Parkinson's disease. Despite the VA's recognition of Parkinson's as a presumptive condition associated with Agent Orange, the VA Regional Office and Board of Veterans' Appeals (BVA) initially denied his claim citing a lack of corroborating evidence. Before the Court of Appeals, Duane Morris Trial attorneys successfully argued that our client's account was credible and supported by a medical opinion linking his Parkinson's disease directly to his military service. The court remanded the case to assess the severity of his disease and award benefits accordingly.
- ▶ A Marine Corps veteran who served during the Gulf War era, our client faced challenges obtaining a fair evaluation for her persistent depressive disorder. Though her condition caused significant occupational and social impairment, the VA board initially disregarded this impact and undervalued her claim, denying her benefits at higher than 50 percent. Highlighting the board's failure to provide adequate reasons for its decision as well as oversight in considering staged ratings, Duane Morris attorneys secured a remand for the BVA to more fully consider the impact of her mental health conditions on her daily life and hopefully provide a more accurate and compassionate evaluation and rating.
- ▶ After two decades of Army service, our client deserved clarity and care—not confusion. The BVA mischaracterized his bilateral eye syndrome, overlooking the unique challenges of dry eye and instead comparing it to glaucoma. Duane Morris attorneys successfully argued the BVA's decision lacked an adequate statement of reasons, leading to a remand for reevaluation and, ultimately, service-connected causation for dry eye.
- ▶ Our client, a Navy veteran, sought an increased disability rating for his lumbar spine condition and flat feet, but he faced inconsistent and inadequate VA evaluations. Duane Morris attorneys stepped in, and the court agreed that a remand was necessary to ensure a thorough and accurate assessment of his various physical disabilities.

INVESTING IN OUR COMMUNITY WITH PRO BONO SERVICE

Thriving communities are built through shared effort and mutual support. Our attorneys work hand in hand with artists, inventors, nonprofit leaders, microentrepreneurs and small-business owners who are driving innovation and economic resilience in the neighborhoods where we live and work.

Through our pro bono legal services, we help these change-makers navigate the complexities of business law, offering guidance on contract and lease review, entity formation, corporate governance, intellectual property protection, dispute resolution and tax planning. Each engagement is a step toward building stronger, more vibrant communities together.

In 2025, Duane Morris donated over 8,450 hours representing more than 400 nonprofits and microentrepreneurs/inventors in corporate governance, tax, intellectual property and other transactional matters.

ADAPTIVE SPORTS ORGANIZATIONS MERGE TO INCREASE IMPACT AND INDEPENDENCE

In 2025, two of Vermont's leading adaptive sports organizations—Bart Adaptive Sports Center and Vermont Adaptive Ski and Sports—joined forces to expand their

programming, enhance equipment resources, increase operational capacity and provide year-round recreational opportunities for individuals with disabilities. Bart Adaptive, founded in 2002, had long served Southern Vermont with programs in skiing, snowboarding, biking and other seasonal activities. Vermont Adaptive, established in 1987, had grown into the largest adaptive sports organization in the eastern U.S., with a broad statewide reach and a dedicated volunteer network.

United by a shared commitment to inclusive access to outdoor adventure, bringing together two well-established nonprofits required careful legal structuring and strategic guidance. Enter Duane Morris Corporate attorneys, who provided pro bono legal counsel throughout the merger process.

**“To accomplish great things,
we must dream as well as act.”**

— LEONARD LAUDER, Chairman Emeritus,
The Estée Lauder Companies Inc. (1933-2025)

Leading the effort was **MICHAEL S. HARRINGTON**, a Philadelphia-based Corporate attorney and team lead of the firm's Life Sciences and Medical Technologies Industry Group. Michael's experience advising early and growth-stage companies in technology, healthcare and cleantech sectors proved invaluable in navigating the complexities of nonprofit governance and regulatory compliance. His knowledge in structuring investments and corporate transactions helped ensure the merger was both legally sound and mission-aligned.





Working alongside him was **ALEXANDER PATRICK**, also based in Philadelphia, whose practice focuses on mergers and acquisitions, private equity investments and corporate restructurings. Alexander's deep knowledge of Delaware corporate law and general governance matters brought clarity and precision to the transaction. His experience in entertainment and venture capital transactions added a creative lens to the process, helping the organizations envision new possibilities for growth and outreach.

Together, Michael and Alexander worked closely with Bart Adaptive's board of directors and leadership team to structure the merger, address regulatory considerations and facilitate a smooth integration. Their legal guidance helped lay the foundation for a stronger, more resilient organization—one better equipped to serve participants and build a more inclusive outdoor community.

This collaboration marks a strategic step forward for adaptive sports, demonstrating how pro bono legal service can empower mission-driven organizations to expand their impact and reach new heights.

PRESERVING CHERRY GROVE'S LEGACY: A NEW CHAPTER FOR LGBTQ+ HISTORY

Cherry Grove, a vibrant community on New York's Fire Island, holds a unique place in American history as one of the earliest havens for LGBTQ+ people and their allies. For decades, its beaches and boardwalks have been a sanctuary for self-expression and resilience. Today, the Cherry Grove Archives Collection (CGAC) is ensuring this rich cultural heritage endures for future generations.

Founded with a mission to collect, preserve and share the social, political and artistic history of Cherry Grove, CGAC safeguards thousands of artifacts—from photographs and films to personal documents—that tell the story of a community that helped shape the LGBTQ+ movement. In 2025, CGAC reached a milestone by becoming an independent nonprofit organization, a move that strengthens its ability to expand programming and secure long-term sustainability. Duane Morris attorneys played a pivotal role in this transition, guiding the spinoff process, obtaining tax-exempt status and arranging formal donation of many artifacts to the new

nonprofit, thus ensuring the new entity was structured to thrive. Additional Duane Morris attorneys also have assisted various residents pro bono in criminal and intellectual property disputes.

FOSTERING FREE THINKING AND INVESTIGATIVE JOURNALISM

An independent international media platform, **openDemocracy** produces high-quality journalism that challenges power, inspires change and builds leadership among underrepresented groups in the media. Their investigative journalism has triggered legal changes, parliamentary probes, lawsuits and criminal investigations. They help voices otherwise excluded from the media to reach larger audiences and are pushing for a more open, democratic and egalitarian world.

Headquartered in London, **openDemocracy** has team members across four continents. For the past five years, Duane Morris attorneys have provided advice concerning freelancers and employees. Additional attorneys are aiding **openDemocracy** with data protection, the dismissal and mutually agreed exits of employees and the contentious recovery of intellectual property held by former employees.

PRESERVING A LEGACY: JUSTICE FOR CAMP RAMAH IN THE POCONOS

For more than 75 years, **Camp Ramah** has been a cornerstone of Jewish life and learning, nestled in Pennsylvania's Pocono Mountains. In 2020, neighboring Camp Lavi deforested and leveled 28,000 square feet of Camp Ramah's property in the course of a construction project to install temporary trailers during the COVID pandemic. Representing Ramah and the Jewish Theological Seminary, Duane Morris Real Estate attorneys negotiated and reached a 2023 settlement on behalf of the camp. Unfortunately, at the last minute, Camp Lavi refused to sign the settlement agreement, so a team of Trial attorneys then brought suit against Camp Lavi's parent companies for trespass and breach of contract. After two years of litigation, the team secured a favorable settlement on the eve of jury selection—remedying the harm caused by the deforestation, restoring peace and protecting Ramah's legacy.

COLLABORATING CORPORATE PARTNERS

We are proud that our network for good also includes the firm's corporate clients. By collaborating on pro bono initiatives, we amplify our collective impact, broaden access to legal representation and help build a more just and equitable society. Together, we turn resources into results and shared values into lasting change. Here are a few highlights of pro bono collaborations with our corporate partners.

aramark  **Aramark** and Duane Morris joined forces to support the Pennsylvania Innocence Project, focusing on Stage II and Stage III case reviews—critical phases that involve deep investigation and legal advocacy for individuals wrongfully convicted in Pennsylvania. These cases often lack DNA evidence and hinge on uncovering new witnesses, challenging flawed forensic methods or exposing official misconduct.

BankUnited  The **BankUnited** Heirs'

Property Initiative is a multipartner collaborative endeavor involving the bank, Duane Morris, Dade Legal Aid, Legal Services of Greater Miami Inc., professors, law students and Neighborhood Housing Services of South Florida. The collective works with an array of legal services to ensure that clients' ownership of their homes in Liberty City, a historic Black neighborhood in Miami-Dade County, and Eatonville, one of the first self-governing Black municipalities, are secured for the long term.





In 2025, **Comcast** and Duane Morris helped over 60 refugees resettle in the Philadelphia area and apply for lawful permanent resident status in the United States. Additional volunteers teamed up to provide legal advice to immigrant survivors of intimate partner violence.

 **GILEAD** Duane Morris and **Gilead Sciences** attorneys and legal professionals teamed up to help three individuals living with HIV to petition for removal from sex offender registries. Did you know that five states still require persons living with HIV who are convicted of a crime to register on the sex offender registry, even if the crime was not a sexual offense?



In 2025, Duane Morris volunteers donated over 200 hours to **Nido de Esperanza** clients as well as the nonprofit organization, which was founded by a Duane Morris Private Client Services Practice Group client. Nido works with the most vulnerable babies and families to create a strong foundation for babies in the first 1,000 days of life through holistic family programming, helping families thrive through adversity and disrupt long-term financial poverty. Duane Morris volunteers represented Nido clients in numerous landlord-tenant and immigration actions.



For the past two years, **Reckitt** and Duane Morris attorneys have collaborated on pro bono matters ranging from expungement petitions for New Jerseyans to nonprofit checkup/bylaw reviews for local nonprofits.



COLLABORATING LEGAL AIDS

Advocates for Trans Equality
 American Immigration Council
 American Immigration Lawyers Association
 Atlanta Volunteer Lawyers Foundation
 Boston Volunteer Lawyers for the Arts
 Casa Cornelia Law Center
 Center for Reproductive Rights
 El Centro de la Raza
 Center for Wrongful Convictions
 Chesapeake Legal Alliance
 City Bar Justice Center of the New York City Bar Association
 Community Legal Services
 Community Legal Services of East Palo Alto
 Consumer Bankruptcy Assistance Project
 Counseling or Referral Assistance (CORA) Services
 Dade Legal Aid: Put Something Back
 Dallas Volunteer Attorney Program
 D.C. Bar Pro Bono Center
 Delaware Innocence Project
 Delaware Volunteer Legal Services
 Freedom Network USA
 Green Pro Bono Inc.
 Harvard Veterans Law Clinic
 HIAS Pennsylvania
 Homeless Advocacy Project

Houston Volunteer Lawyers
 Human Rights First
 Immigration Equality
 Immigration Justice Campaign
 Innocence Network
 Innocence Project of Southern California
 International Refugee Assistance Project
 Kids in Need of Defense
 Lawyers Alliance for New York
 Lawyers for Good Government
 Lawyers' Committee for Civil Rights Under Law
 Lawyers' Committee for Civil Rights of the San Francisco Bay Area
 Law Firm Antiracism Alliance
 Legal Aid Chicago
 Legal Aid of Marin
 Legal Aid Society of San Mateo County
 Legal Services of Greater Miami
 Legal Services for Children
 Legal Services NYC
 Maryland Legal Aid Bureau
 MassChallenge Inc.
 Mount Sinai Medical Legal Partnership
 Northern California Innocence Project
 Pennsylvania Innocence Project
 Public Counsel

Philadelphia Lawyers for Social Equity
 Philadelphia Legal Assistance
 Philadelphia Volunteer Lawyers for the Arts/PA Patent
 Philadelphia Volunteers for the Indigent Program
 Pro Bono Partnership
 Pro Bono Partnership of Atlanta
 Public Interest Law Center
 San Diego County Bar Association
 San Diego Volunteer Lawyer Program
 Sanctuary for Families
 SeniorLAW Center
 Start Small Think Big
 Support Center for Child Advocates
 Swords to Plowshares
 Texas Accountants and Lawyers for the Arts
 Texas Community Building with Attorney Resources
 The Law Society of Singapore
 The Veterans Consortium Pro Bono Program
 TrustLaw
 Veteran Advocacy Project
 Volunteer Lawyers for the Arts
 Volunteer Lawyers for Justice
 Women's Law Project

THE POWER OF WE! DUANE MORRIS PRO BONO HONOR ROLL

Celebrating all Duane Morris attorneys and staff who contributed 20-plus pro bono hours in 2025.

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"Advocacy is not just a task for charismatic individuals or high-profile community organizers. Advocacy is for all of us; advocacy is a way of life."

— ALICE WONG, Disability Rights Activist and Writer (1974-2025)

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