

COMMUNITY IMPACT REPORT 2020

Giving Back



Brownstein



Rising TO THE Challenge



In true Brownstein fashion, last year we remained committed to our communities despite all of the challenges related to COVID-19. It may have looked a little different, but we found a way to do what we always do: provide financial, hands-on and leadership support to the nonprofits in our communities which were particularly impacted by the pandemic. Our values of All In and Giving Back rang true even under the toughest of circumstances.

We delivered food to first responders, helped nonprofits with PPP loan applications, embraced virtual volunteerism through making care kits for veterans, made donations to food banks in all of our communities and fought against unlawful evictions—working to keep people across all communities safe and supported. I'm proud to have this work as part of our ongoing legacy of building communities.

I will remember 2020 for many reasons, but one thing that will always stay with me is the big hearts and grace that the people at this firm demonstrated day-in and day-out.

A handwritten signature in white ink, appearing to read 'R Benenson', with a stylized flourish at the end.

RICH BENENSON
Managing Partner

Steve Farber Memorial North High School Scholarship



The Steve Farber Memorial Scholarship was created in memory of its namesake—one of our firm’s founding partners—who graduated from North High School in Denver. It will be awarded to a different senior each year and was funded by the firm in 2020 through a donation to the North High School Alumni Foundation. Congratulations to Louisa Wilson, winner of the inaugural Steve Farber Memorial Scholarship. She plans to attend the University of Tampa to study criminal justice and ultimately pursue her law degree.

Brad Farber, the youngest son of the late Steve Farber, presents North High School senior Louisa Wilson with the inaugural Steve Farber Memorial Scholarship.

Our Program Stats:

COMMUNITY SUPPORT

MORE THAN

\$27 million CONTRIBUTED TO NONPROFIT ORGANIZATIONS TO DATE

72% OF OUR ATTORNEYS AND POLICY PROFESSIONALS SERVE ON NONPROFIT BOARDS AND COMMITTEES

<i>66</i>	<i>350</i>	<i>935</i>
TOTAL PROJECTS	TOTAL VOLUNTEERS	TOTAL VOLUNTEER HOURS

PRO BONO

\$6 million PRO BONO CASH VALUE FOR 2020

13,770 TOTAL PRO BONO HOURS

76% PERCENTAGE OF ATTORNEYS PARTICIPATING IN PRO BONO

260 TOTAL NUMBER OF EMPLOYEES PARTICIPATING IN PRO BONO

Helping our communities during the pandemic

When the world turned upside down overnight, Brownstein's attorneys sprang into action to meet the sudden and massive need faced by individuals, non-profits and government bodies seeking to help those in need.

COMMUNITY SUPPORT



BACK TO VIRTUAL SCHOOL: SCHOOL SUPPLY DRIVE

To help support virtual school programming, Brownstein hosted a firmwide drive that collected 3,682 school supplies, which were distributed to local low-income schools across our office communities.

CARE PACKAGES FOR MAMA

Our Santa Barbara office collected diapers and other essential baby items for the Fall Free Market hosted by El Centro and Care Packages for Mama. All items were donated to mothers and their babies who were facing especially challenging times due to COVID-19.



MAKING MASKS FOR THOSE IN NEED

Our Las Vegas Office collected supplies and made hundreds of masks for those who needed them most.

WEECYCLE DRIVE THROUGH DISTRIBUTIONS

Our Denver office teamed up with WeeCycle, to help staff their drive-through diaper and formula distributions for families experiencing food insecurity and diaper need due to COVID-19.

PRO BONO

PPP ASSISTANCE

In the early months of the pandemic, our teams worked tirelessly to help over 50 nonprofit organizations file applications for the SBA's Paycheck Protection Program (PPP) loans. We provided guidance for using distributed funds, and helped clients navigate the process of securing forgiveness of the government loans.

SUPPORT FOR THOSE MOST AFFECTED

For more than a year, pro bono teams focused on helping those whose economic and health security were most impacted by the pandemic. We represented individuals and families who had lost income, were facing eviction or lacked resources to feed their families because of the pandemic. Attorneys from our Corporate and Real Estate departments assisted numerous clients in renegotiating lease terms, and in modifying contracts for services that could no longer be performed due to the pandemic restrictions.

LEGAL ADVICE ON KEY ISSUES

The COVID-19 pandemic raised multiple legal issues for governments and others seeking to respond to the crisis. Brownstein attorneys performed research on constitutional issues for the State of Colorado's COVID response team, which administered funds to small businesses around Colorado, helping them to survive in this difficult time. Our Employment Group responded quickly to numerous requests for advice from longstanding non-profit clients for advice relating to how they could function within the parameters of the law in multiple states where they operated.

REMOTE ACCESS TO LEGAL SERVICES

With help from Brownstein attorneys and our technical support professionals, Colorado Legal Services' Call4All Clinic was able to shift to an all-remote model for its volunteers. Additionally, the Call4All program was expanded during the pandemic to six new counties, ensuring that more Coloradans in our rural communities can access legal services.



Thanks to the flexibility of the Brownstein attorneys and your tech unit, we continued to provide legal services to our low-income clients who disproportionately felt the economic impacts of COVID."

JEN CUESTA, COLORADO LEGAL SERVICES

Addressing food insecurity

As wage earners lost employment and other sources of income during the pandemic, families were faced with more food insecurity than ever in the nation's recent history. Brownstein worked to alleviate this situation with pro bono work and community support initiatives.

COMMUNITY SUPPORT



SUPPORTING FOOD BANKS, AND MORE

Since the start of the COVID-19 pandemic, with an estimated one in six Americans facing hunger, food banks nationwide distributed over 4.2 billion meals. To support this unprecedented effort, Brownstein made a total of \$100,000 in donations to food banks across all our markets.

Through partnerships with Delivering with Dignity in Las Vegas, The Denver Fire Department Foundation, The Burrito Project in Reno, and the Brown Bag Lady in Los Angeles, our volunteers delivered meals and food items to those facing food insecurity, as well as to health care workers, fire fighters and the elderly.

Brownstein also hosted a firmwide food drive collecting 5,037 food items that were distributed to those facing hunger.

“When the COVID pandemic devastated our community and left thousands of vulnerable families without access to food in 2020, the team at Brownstein provided financial support, but also the valuable donation of time from many.”

JULIE MURRAY, MOONRIDGE GROUP PHILANTHROPY ADVISORS

PRO BONO

Brownstein's pro bono teams assisted multiple food bank providers and organizations by solving their diverse contractual, employment and legal issues so that they could focus on providing maximum services to the needy.



URBAN GARDENS

Brownstein partnered with DUG (Denver Urban Gardens) to negotiate a complicated land sale which allowed the organization to obtain funds to move forward with its more than 25 urban gardens. These gardens supply fresh food to schools, families and shelters.

GOING GREEN

We renegotiated a lease for Big Green in Boulder and advised on other negotiations in multiple cities around the country where it operates programs to help students learn how to grow and market food.

BANKING ON FOOD

Brownstein employment, corporate and litigation lawyers advised Food Bank of the Rockies and its distribution partners on multiple issues relating to distribution during the pandemic.

HYDROPONIC GARDENING

We offered pro-bono legal advice to Teens for Food Justice based in New York and Green Our Planet in Las Vegas and Arizona. Both non-profits operate in the burgeoning new world of hydroponic gardening, which allows schools and community groups to grow food inside all year long.

Promoting conservation and protecting public lands

Confronting the increasing impact of climate change on the natural world, teams from Brownstein's California, Nevada, New Mexico and Colorado offices continued efforts to protect public land, establish land trusts, protect wildlife and promote environmental education.

COMMUNITY SUPPORT



BIG GREEN

Brownstein is a long-standing partner with Big Green, which creates learning gardens in schools around the country. Learning gardens connect students to nutritious food, increase academic achievement, build appreciation for the environment, and drive community engagement. In 2020, Denver employees and summer associates revamped a learning garden at KIPP Denver Collegiate High School, and participated in the organization's Plant A Seed Day Challenge, a worldwide campaign encouraging everyone to grow their own food by planting seeds.

“It’s an honor to serve on the board of Big Green, which represents the intersection of two of my passions: improving educational opportunities and the health of students and communities...and gardening!”

JUSTIN COHEN, SHAREHOLDER



CONSERVATION EASEMENTS

In Colorado, Greg Vallin successfully created conservation easements for the Mountain Area Land Trust located in Jefferson County, Colorado. These easements help to protect critical wildlife habitat, create protected corridors, and protect land against the risk of surface mining in these areas.

ACQUIRING LAND

Brownstein attorneys were instrumental in the successful acquisition of White Buffalo Land Trust's 1,000-acre Jalama Canyon Ranch outside of Lompoc, California. Our work included preparing a required Agricultural Subdivision Potential Analysis to support a conservation easement valuation, advising on the real estate transaction and negotiating with the Land Trust for Santa Barbara County and the California Department of Conservation.

REDUCING LEAD IN WATER

Brownstein attorneys partnered with Denver-based Greenway Foundation to develop a solution to reduce lead in drinking water and maintain water quality in urban rivers. With our support, Greenway's proposal for in-home water filters and lead line replacements was accepted by Denver and approved by the EPA and Colorado regulators.

“Our work with the Greenway Foundation will ultimately help protect the health of our fellow Denver residents while ensuring the integrity of the South Platte River.”

RONDA SANDQUIST, SHAREHOLDER

Protecting the vulnerable from eviction and homelessness

Even with the moratoria on evictions during COVID, many vulnerable individuals and families still faced eviction. What's more, the pandemic has exacerbated the nationwide problem of homelessness. Through pro bono work and community support initiatives, we are helping ensure that our neighbors have safe, affordable places to live.

COMMUNITY SUPPORT



HABITAT FOR HUMANITY

A decent home provides the strength, stability and independence that families need. Habitat for Humanity's vision is a world where everyone has a decent place to live. Brownstein supports this vision by providing pro bono legal services to Habitat for Humanity. Our attorneys are board members at Habitat for Humanity of Metro Denver and participate in the Adopt a Day volunteer program.

BRIDGE HOUSE

Denver Shareholder Stan Garnett serves on the board of Brownstein's pro bono client, Bridge House, which provides a range of programs and services to help adults experiencing homelessness have access to the resources they need for a better future.

PRO BONO

Our Eviction Team, headed by Senior Attorney Ed Barad, led a group of dedicated Brownstein volunteers in fighting over 60 wrongful eviction attempts, with a 100% success rate.



GUARDIAN ANGEL

Chloe Mickel, Denver Litigation Associate, stepped in to help an elderly tenant whose landlord tried to evict her from her long-term home. Chloe successfully blocked eviction, sending a message to the landlord that future tactics would be met with determined legal representation. "I was terrified," said the tenant. "Chloe stood up for me and this has made such a difference in my life. I call her my guardian angel."

PREVAILING IN COURT

Denver Shareholder Steve Abelman, assisted by Real Estate Associate Angela Hygh, went to court to protect a family whose landlord had defrauded them by promising that their rent payments would go toward purchase of the house. The landlord fought the action to the bitter end, but our team prevailed.



THE BEST SERVICE POSSIBLE

"We are so grateful for what Brownstein has done for Justice and Mercy Legal Aid Center clients through the Pro Bono Project. When they commit to a client and to a case I rest assured that the client is going to receive the best service possible." Shelly Dill, Director of the Pro Bono Project at the Justice and Mercy Legal Aid Clinic, which refers many eviction cases to the firm:

The crisis in affordable housing has reached extreme proportions. Once the CDS moratorium expires, we expect the crisis to grow exponentially. We'll be on hand to help."

ED BARAD, SENIOR ATTORNEY

Supporting the arts through a difficult time

During the pandemic, many arts organizations struggled to survive as donations and performance revenues suddenly and sharply declined. Our professionals worked directly with individual arts organizations to assist with Paycheck Protection Program loans, as well as with restructuring fundraising, contract and lease renegotiations.

COMMUNITY SUPPORT



CLEO PARKER ROBINSON DANCE

Cleo Parker Robinson Dance (CPRD) is a Denver institution, based in the Five Points neighborhood, that has served the community for 50 years, teaching generations of families the beauty, fun and healing power of dance. In 2020, the organization's 50th season, the pandemic forced the cancellation of tours, and shows were moved online. With shareholder Lisa Hogan serving on the organization's board, Brownstein provided support to keep the company afloat.

“We are so grateful for the year-over-year commitment Brownstein has fostered. Brownstein's investment in the future of CPRD is allowing our company to purchase our land and building and helps secure our next 50 years in Five Points.”

HILLARY HARDING, DIRECTOR OF DEVELOPMENT, CLEO PARKER ROBINSON DANCE



SECURING RELIEF

Professionals from our Denver and Washington, D.C. offices conducted multiple Zoom seminars on technical aspects of the CARES Act, which were attended by thousands of arts organizations and artists, allowing them to tap billions of dollars in economic relief funds to keep the arts alive across the country.

ARTFUL ADVICE

We advised arts organizations on a wide range of issues. For example, our professionals offered guidance on employment issues in multiple states. And we designed the roadmap for Americans for the Arts to successfully secure an arts platform in the 2020 DNC Platform.

“I love working for the arts because I believe that while everyone should have equal access to the arts, there are too many obstacles to creating and consuming art.”

JULIA RHINE, SHAREHOLDER AND CAPTAIN-PRO BONO ARTS TEAM

Advocating for civil rights and social justice

Everyone at Brownstein is firmly committed to advocating for civil rights and social justice. This effort begins within our firm itself, where we have a strong commitment to diversity, inclusion and equity.

PRO BONO



TAKING ON CHALLENGING CASES

We continue to support individuals who seek help from the Colorado Name Change Project in applying for a name change and conforming to their selected gender identity on official records such as birth certificates, passports, drivers' licenses and passports. We've taken on challenging cases where a change was contested, or where the individual's particular circumstances prohibited straight forward applications.

FIGHTING RACISM

The Law Firm Antiracism Alliance (LFAA), founded after the 2020 murder of George Floyd, creates and facilitates opportunities for action in pursuit of racial justice in the law and racial equity in our country. More than 25 of our attorneys provide legal assistance to LFAA, in areas including voting rights, tax policy, disability and public benefits, healthcare, education, policing, environmental justice, homelessness, housing and home ownership, employment and access to justice.

“We are extremely proud of the LFAA work being done by firm lawyers from our Albuquerque, Los Angeles, Las Vegas, D.C., Santa Barbara, and Denver offices. The LFAA will make a lasting mark and we are dedicated to helping achieve its goals.”

MARTHA FITZGERALD, SHAREHOLDER AND PRO BONO PARTNER



LENDING A HAND, ACROSS THE FIRM

Our social justice pro bono efforts engage all levels of attorneys. First-year associates in our Denver and Las Vegas offices raised more than \$43,000 for the Legal Aid Foundation of Colorado and the Legal Aid Center of Southern Nevada to help underserved Colorado and Nevada residents. A team of senior Brownstein attorneys worked with the Colorado Independent Reconciliation and Reparations Program for the Archdiocese of Denver, The Diocese of Colorado Springs and the Diocese of Pueblo to assist almost 60 victims of priest abuse in navigating their individual settlement offers from the reparations program.

2020 diversity, inclusion & equity milestones



- Ali Metzl appointed as the firm's first chair of diversity, inclusion and equity.
- Achieved Mansfield Pledge Plus Certification; Recommitted to 4.0 in 2020 from Diversity Lab, which includes attorneys with disabilities in addition to women, attorneys of color and LGBTQ+ lawyers.
- Recognized as a 2020 Best Law Firm for Women by Working Mother.
- Ranked sixth on The American Lawyer's 2020 A-List: Female Equity Partner Scorecard.
- Ranked No. 2 on Law 360's 2020 Ceiling Smashers list for law firms (251-600 attorneys) with the highest representation of women in their equity partnerships.
- Received a score of 100% on the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality.

INCLUSION EFFORTS

- Launched bias training curriculum to help employees identify biases and microaggressions, lead inclusively and engage sponsors for career growth.
- Increased focus on diversity, inclusion and equity programming and initiatives that included:
 - Black History Month Lunch & Learn with Quintard Taylor
 - DC Black History Month Lunch & Learn with Smithsonian's National Museum of African American History & Culture
 - Women's History Month Social Media Series
 - Jewish History Month Social Media Communications
 - AAPI CODIE/Karma Crane Construction Lunch & Learn
 - Pride Social Media Communication Series
 - Judge Jackson's Inclusion on the Bench Lunch & Learn
- Launched People of Color and LGBTQ+ Affinity Groups to create safe spaces to give employees the opportunity to build community and be their whole and authentic selves at work.

Awards

RECOGNITIONS:

- Recognized as one of the Civic 50 Most Community-Minded Companies in Colorado by CSR Solutions of Colorado and Points of Light, the world's largest organization dedicated to volunteer service.
- Advanced on The American Lawyer's National Pro Bono Rankings
- Named a Top Workplace in Nevada 2020

INTERNAL AWARDS:

- Mark F. Leonard Award recipient: Russ Sullivan, Shareholder, Washington, D.C.
- Mark. F. Leonard Scholarship recipient: Ana Cisneros, daughter of Jill Alger, Reno-Las Vegas-Albuquerque-Sacramento office administrator

We completed more than 50 hours for the following pro bono clients:

Adams County Regional Economic Partnership - ACREP
Al Otro Lado American Civil Liberties Union of Colorado (ACLU)
Americans for the Arts
Armenian American Museum and Cultural Center
Auratone LLC
Big Green
Blue Forest Conservation
Calvary Church
Cleo Parker Robinson Dance
Coalition of Agricultural Rights - A Wyoming Nonprofit Mutual Benefit Corporation
Collaboration Center Foundation
Colorado Agricultural Leadership Foundation Inc.
Colorado Bluesky Enterprises, Inc.
Colorado Independent Reconciliation and Reparations Program
Colorado Legal Services
Colorado Name Change Project

Conference of Tribal Lending Commissioners
Denver Urban Gardens
EarthLinks, Inc.
Equal Employment Opportunity Commission
Eviction Referrals
Family Promise
Federal Pro Se Clinic
Foundation for Women's Leadership & Empowerment
Growing Gardens
Jewish Family Service of Colorado
Justice and Mercy Legal Aid Clinic
Las Vegas Chamber of Commerce
Legal Aid Center of Southern Nevada
Legal Aid Foundation
Liberace Foundation for the Performing & Creative Arts
Liver Health Connection
Lutheran Social Services of Nevada
Mattersville

Mi Casa Pro Bono Patent Program
Mikvah of East Denver, Inc. (MOED)
National Links Trust
Nevada COVID-19 Task Force, Inc.
Northwest Colorado Health
Ojai Valley Green Coalition
Our Lady of Visitation Church Community
Re: Vision
Rocky Mountain Immigrant Advocacy Network
Ronald McDonald House Charities
Ruminate Magazine Inc.
SeriesFest
Spark the Change Colorado
The Go Urban Foundation
University of Colorado Law School
Upcycled Food Association
Western Stock Show Association
Westernaires, Inc.
White Buffalo Land Trust

We completed more than 60 Karma projects this year in support of:

Albuquerque Collegiate Charter School
American Heart Association
Baking for the Troops
Big Green
Brown Bag Lady
Capital Area Food Bank
Care Packages for Mama
Celiac Disease Foundation
Children's Hospital of Los Angeles
Columbian Elementary School
Community Food Bank of New Jersey
Crossroads for Women
Denver Fire Department Foundation
Donner Springs Elementary
Dumb Friends League

Food Bank of Northern Nevada
Food Bank of Santa Barbara
Food Bank of the Rockies
Franklin Elementary School
Habitat for Humanity
Halle Hewetson Elementary School
Horton's Kids
Kenzi's Causes
Operation Back to School Needs
Operation Homefront
Our Lady Star of the Sea
Period Kits
Project Helping
Reading Partners
Reno Burrito Project
Renown Hospital

Road Runner Food Bank
Rocky Mountain Hospital for Children
Ronald McDonald House of Denver
Sacramento Food Bank
San Diego Food Bank
Skinner Middle School
St. Joseph's Food Bank
St. Thomas More Catholic Academy
There With Care
Three Squares
University of Colorado Health
Urban Farm
WeeCycle

FOR MORE INFORMATION, PLEASE CONTACT:

JAYME B. RITCHIE

Director of Community Relations

303.223.1516 tel

jritchie@bhfs.com

Brownstein

www.bhfs.com