



FY24 CSR Report

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Front Cover: Out of the office and onto the scaffolding! Personnel from Gordon Feinblatt picked up their tools to assist with a Habitat for Humanity build.

CSR AT GORDON FEINBLATT



Red Cross, Sound the Alarm Event

Gordon Feinblatt's Corporate Social Responsibility efforts focus on three interconnected areas: Diversity, Equity, and Inclusion; Community Engagement; and Sustainability. We aim to weave a wide variety of opportunities to learn, connect, and volunteer throughout our daily professional lives.

Any one of our nearly 130 colleagues can spark a successful CSR initiative, and we intentionally work across departments and roles to seek out opportunities and develop new and sustain existing community partnerships.

In short, we want our CSR efforts to reflect the breadth of interests of our personnel in a way that is accessible, impactful and perpetually evolving. This report is a snapshot of just some of our many employee-driven initiatives in fiscal year 2024.

OUR HERITAGE

Honoring Leadership

Barry Rosen's 35-year tenure as chairperson and CEO of Gordon Feinblatt has been characterized by a deep commitment to community engagement.

Like his mentor and firm founder Gene Feinblatt, Barry volunteered with several anchor institutions in Maryland while serving as chairperson, leading the Boards of the Baltimore Symphony Orchestra, the Sellinger School of Business and Management at Loyola University, Sinai Hospital of Baltimore and Lifebridge Health, among others.

Barry believes that the firm has a symbiotic relationship with these organizations which also reflect the health and vibrancy of Baltimore. Barry has leveraged his ability to communicate and execute a clear, inclusive vision to guide these institutions through often tumultuous times.

For example, Barry became the chairperson of the BSO in 2019 at a critical turning point where the future of the symphony hinged on navigating a labor dispute with the musicians, decreased ticket sales and funding, and, shortly thereafter, a global pandemic.

Barry's skill and collaborative leadership resulted in ushering in a full-scale revival, securing a long-term contract with the musicians and ensuring that the symphony committed to a variety of diversity and inclusion efforts. Mirroring the firm itself, the symphony has evolved into a more welcoming place as a result of Barry's leadership.



*Barry Rosen
Chairperson 1989-2024*



*Barry, 39, youngest leader
of a Baltimore law firm*

CSR AT GORDON FEINBLATT



*Supporting Pro Bono and
Legal Non-Profits*

Power of Pro Bono

While we conduct many different types of service projects, we recognize the unique opportunity and responsibility to provide pro bono legal services.

This year we participated in multiple legal clinics, including an expungement clinic with Maryland Legal Aid and an estate planning cases with Maryland Volunteer Lawyers Service. “Having seen firsthand the difficulties families face without a will, I understand how critical estate planning is in protecting and creating generational wealth, especially in low-income communities,” Tamia Morris, Associate, said. “I participate in pro bono work, particularly with the MVLs estate planning clinic, because I am passionate about using my legal skills to make a meaningful difference.”

At least annually, the firm hosts a legal aid service provider to expose our attorneys to new ways that they can volunteer. This year we partnered with Maryland Volunteer Lawyers for the Arts to learn how we can assist artists from across Baltimore’s creative sector in understanding intellectual property issues, negotiating leases and pursuing entrepreneurial opportunities. “This partnership is mutually beneficial;” Colleen Collins, Associate, says, “It allows me to provide essential legal services while gaining valuable experience across a variety of subjects, all of which have sparked my own creativity!”

We were also honored to receive the Pro Bono Resource Center’s 2024 Law Firm Pro Bono Service Award in recognition of the depth and breadth of our collective pro bono efforts. “Serving the community is part of what connects us to the legacy of our firm’s founders and each subsequent generation of our firm” said Alex Montanio, Counsel. “The firm’s support for pro bono was a big factor in building my career here.”

YEAR AT A GLANCE

2,311

HOURS

Pro bono assistance provided by our team across a wide variety of case types.

150

POUNDS

Weight of nails to complete a single home built by Habitat for Humanity, our FY24 Signature Project Partner.



*Winning the Raffle at the
Maryland Volunteer Lawyers Service
Fundraiser*

2,100 lbs

WASTE DIVERETED

From landfills via our participation in a corporate compost program with Compost Crew.

30,207

BOTTLES

Saved to date by using one Bevi refillable water bottle station.

DIVERSITY, EQUITY AND INCLUSION

Affinity Groups

Our Firm's four affinity groups, for Caregivers, People of Color, Women, and UPLIFT (a group for our professional staff members) leveraged the expertise of a variety of speakers throughout the year to help Firm personnel connect over common experiences and learn more about how our diverse backgrounds impact our experiences at work, home, and in the community.

Topics were selected based on feedback Firm personnel provided on our annual internal CSR survey.

Programming

- Alliance Speed Networking
- Career Advice for Women from Gordon Feinblatt Experts
- Understanding Substance Abuse Issues
- Making Her Mark: A History of Women Artists in Europe from 1400-1800 with the Baltimore Museum of Art
- Resiliency Training
- The Intersection of Artificial Intelligence and Diversity, Equity, and Inclusion
- Estate Planning Basics
- Power of Team Work
- Terrarium Building with B.Willow
- Dynamics of Intimate Partner Violence with House of Ruth
- Cancer Support Community
- Planning for Long Term Care Services with Maryland Access Program



Expanding our knowledge



Plants increase office wellbeing



Leveraging internal resources

DIVERSITY, EQUITY AND INCLUSION

DEI Lunches

Nothing brings people together like a good meal, so this year while we sampled stewed goat, plantains, tofu fried rice, and more, we learned how race, geography, religion, sexual orientation and our other identities have shaped our individual traditions and the Baltimore community.

We were joined by Nuestras Raices Inc. to learn about the growing Latino community in Baltimore, our colleagues Ros, Karen, and Mary Jo taught us to sing “Happy Birthday” in Polish, we learned about the centuries of history and current efforts seeking recognition of the local Native American population from the Baltimore American Indian Center, our colleague David talked about his earlier career as a DJ and the importance of Black music and particularly hip hop in American culture, and author Joey Chen joined us virtually to talk about his childhood growing up as a young, gay man discovering his identity in the dining room of his family’s Chinese food restaurant in Detroit.



Local restaurants,
Global taste



New Friends of
the Firm



Hidden Talents,
Revealed

DIVERSITY, EQUITY AND INCLUSION

National Champions



When the top two pairs of students faced off at the final round of the National Black Law Student Association’s annual negotiation competition, held this year at the United States District Court House in Houston, Texas, the atmosphere was unusually relaxed. That’s because the final consisted only of members from the Maryland Law team, which Gordon Feinblatt has sponsored and coached for the last eight years. With a guaranteed first and second place finish, the students could more easily enjoy showing off their preparation and ability to adapt to the quick-changing dynamics of real time conversations. It was a victory lap that resulted from two months of intense preparation, with the instruction and encouragement of Gordon Feinblatt attorneys, where the students developed confidence as advocates, preparing them for future practice.

DIVERSITY, EQUITY AND INCLUSION

Building the Winning Team

The fantastic results weren't the only special things about this year's negotiation team.

This year, the number of students participating doubled, as 19 students, mostly in their first year of school, joined. As a result, more Gordon Feinblatt attorneys joined practices to ensure each student got individualized feedback and allowing us to foster the type of mentorship relationships that have become a hallmark of this team.

Back in Baltimore, we capped off this incredible season with a reunion, inviting back all of the team's alumni to celebrate not only the incredible achievements of this year's students, but the relationships we've built and sustained through this program. Our former students have gone on to launch promising careers at firms across the country, government agencies, and the private sector.

We also got to share our excitement that, for the first time, an alumni of the team will be joining the firm as an associate in FY25, demonstrating both the strength of the ties we've developed and the value of this program as rigorous and fun preparation for the real world.



Some of the team members and coaches at the last negotiation practice



Negotiation Team Alumni Return to Gordon Feinblatt

DIVERSITY, EQUITY AND INCLUSION

Education

All personnel participate in an annual DEI training to introduce or dive deeper into a topic that impacts our colleagues, clients, and communities.

This year we partnered with FreeState Justice, a local legal aid organization to discuss LGBTQ+ terminology and creating inclusive spaces. This training had immediate, tangible impact on our work. We requested a national software provider issue a product update allowing us to include preferred names and pronouns in new case opening files.

We also offered several other learning opportunities throughout the year. Our nonprofit partner, Arts Everyday, expanded our understanding of equity issues in schools by highlighting the impact of arts education in classrooms. Coupled with the firm's task force on artificial intelligence, the DEI Committee hosted Gabriella Waters, Director of Operations for the Center of Equitable Artificial Intelligence and Machine Learning Systems at Morgan State University, a national recognized speaker to help us consider how AI could help or hinder DEI efforts throughout our lives.



Annual DEI Training



DIVERSITY, EQUITY AND INCLUSION

Supporting Students

Supporting the next generation of students, particularly students from backgrounds which have been historically underrepresented in law firms, is a key component of our DEI efforts. We host numerous mock interviews, associate panels, and networking events for high school, college, and law students. We strive to make sure each student recognizes they are welcomed and valued and can see themselves having a career at a law firm in the future.

Highlights from this year include continuing our partnership with the University of Baltimore Law chapter of Latin American Law Student Association. After hosting chapter members at our firm for networking, we donated funds for their annual Spring Break trip to Puerto Rico. The students met with political and judicial leaders, completed volunteer projects, and explored post-graduate opportunities while learning about the unique policy challenges and opportunities in the territory.



*UB Students at El Capitolio
in San Juan, Puerto Rico*



*Winners from Digital Harbor
and Milford Mill Academy*

Back at home, we hosted Secretary Paul Monteiro of the Maryland Department of Service and Civic Innovation as our keynote speaker for the 6th Annual Black History Month GameChangers High School Essay Contest celebration. Students from two local schools wrote poems and essays about inspirational Black figures and Secretary Monteiro highlighted the importance of education in his own upbringing. Our finalists chose to describe a range of figures including Stormi Maya, a Black “Nu Metal” vocalist who uses the genre to challenge stereotypes of musical genres, author Zora Neale Hurston who famously portrayed racial struggles in America, and family members who had paved the ways for students including a grandfather who had been a farmer in Benin and made many personal sacrifices for his children to pursue educational opportunities.

DIVERSITY, EQUITY AND INCLUSION

Discovering New Talent



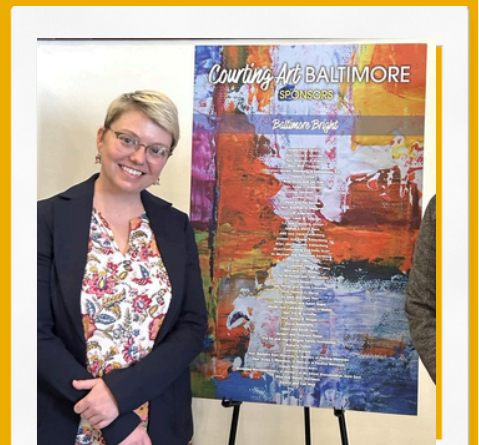
"My Mother is My Success"
by Stacy Vasquez



"Self Portrait"
by Jamiry Blankey

Continuing our commitment to the next generation of talent, we once again supported the 9th Annual Courting Art Competition, which has given over \$130,000 college scholarships to student artists. This year's theme was "Bright Baltimore" and these two pieces were selected by the firm's DEI Committee to join our permanent collection. Other finalists are displayed in the District Court House on North Avenue.

Amanda Paige, who worked as an architect prior to law school, a role that nurtured her creativity, represented the firm on the judging panel along with other members of the local arts community. Our selections were painted by Stacy Vasquez, a 12th grader at Baltimore Polytechnic Institute and Jamiry Blankey, a 12th grader at Frederick Douglass High School.



Amanda leveraged her creative background

DIVERSITY, EQUITY AND INCLUSION

Equity in the Arts



For the second year in a row, Gordon Feinblatt helped hang the finalists' entries in the Courting Art Program at the Northern District Court House

In addition to supporting the Courting Art program, we invited nonprofit partner Arts Every Day to our office to teach us about the importance of having equitable access to arts education in public schools. Nationwide data demonstrates that many students, particularly students of color in underserved communities, do not have routine access to arts education in their school curriculum. Yet integrating arts into the classroom increases creativity, helps students explore and understand new and challenging concepts across disciplines, increases engagement and reduces stress.

Arts Every Day help bridge the divide by hosting student art contest, funding over \$40,000 a year in equipment grants, helping train teachers to use arts in their lessons, and much more. Gordon Feinblatt is a proud sponsor of Arts Every Day!

COMMUNITY ENGAGEMENT

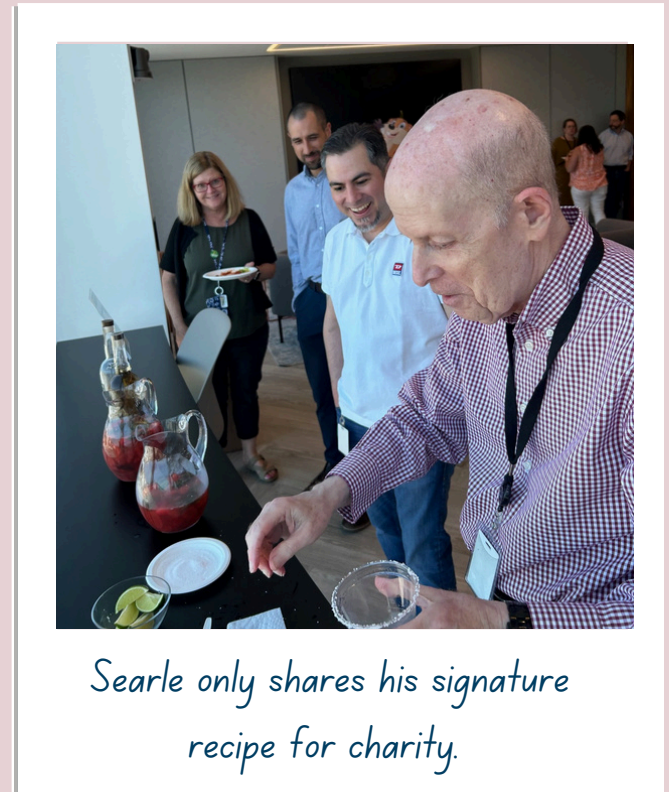
Signature Project

While the Firm supports many organizations, each year we pick one cause to support with a more sustained effort. This year, we partnered with Habitat for Humanity of the Chesapeake based on feedback from our annual CSR survey where our personnel indicated that housing and community stability issues were of utmost importance for the firm to support.

We hosted an internal fundraiser to raise money for Habitat. The star of the event was our own Searle Mitnick who made several batches of his firm-famous “Searlarita’s” to share alongside a chip and dip bar. Attendees who donated to the fundraiser enjoyed chips with assorted dips and played cards games in Gopher Grinds, our internal cafe, for a good cause. The following week we volunteered at two Habitat sites.



A friendly game of "Scattergories"



Searle only shares his signature recipe for charity.

COMMUNITY ENGAGEMENT

Signature Project



Chris nails siding



Our team climbed to the second story!



Finishing touches with Darci



Donna labels supplies



Aubrey and Ros



The ReStore Team!

One group helped clean and stock donations of furniture and building supplies at a ReStore, where home materials and furnishings are recycled and sold at a discount to support affordable building projects. Another group worked at homes on Church Street, just a mile away from our FY22 Project Partner Ben Franklin High School, in the Curtis Bay neighborhood in South Baltimore. Habitat selected this area as part of a larger multiparty effort to support residents of this community with additional resources and capitalizing on existing community amenities. We helped clean a finished home to welcome the new owner before picking up tools and climbing up the scaffolding to help install siding on a renovation project on the same block.

COMMUNITY ENGAGEMENT

Building Holiday Spirit



It takes team work, and a steady hand, to build a ginger bread house

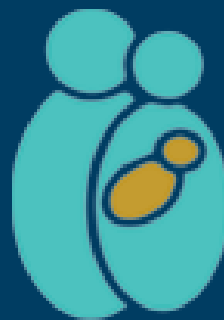
To get in a festive mood, we made Baltimore style gingerbread rowhomes. These kits, made by local non-profit Open Works, benefitted the Women's Housing Coalition, which provides permanent housing with supportive services to families and individuals, with a focus on breaking the cycle of homelessness and helping those they serve achieve social and financial stability.



Baltimore style row homes

Holiday Card

The Community Engagement Committee selects a charity that reflects both one of the firm's practice areas and our commitment to DEI to receive a special donation announced in our annual holiday card for clients and friends. This year we considered health care related charities and selected Baltimore Healthy Start (BHS). BHS works in communities with above average rates of infant mortality and other adverse infant outcomes providing wrap around services such as home visits after birth, transportation to medical appointments, appointments, child care, GED classes, parenting classes, and more.



BALTIMORE
HEALTHY
START
Our Babies Are More Precious Than Gold

COMMUNITY ENGAGEMENT

Cooking Up Kindness



Mary J



Out of the firm and into the kitchen



Arranging pasta with care

The Hackerman-Patz Pavilion provides a home-like setting for patients and families coming to the Hopkin's Sidney Kimmel Comprehensive Cancer Center for treatment at a steeply discounted rate. The Community Engagement Committee partnered with There Goes My Hero ("TGMH") to prepare a warm, homemade meal and make cards of encouragement for the patients and their families staying at the Pavilion. We purchased groceries, made lasagna and chocolate chip cookies.

Our connection with TGMH runs deep. Our colleague Michele Walsh, who herself received treatment for leukemia at Hopkins, has been involved with the non-profit since its founding. Following our night at Hackerman-Patz, we partnered with TGMH and other firms to host a bone marrow donor swab night at our office for members of the Maryland State Bar Association. A simple cheek swab can help identify potential donors who might be a match for someone with a blood cancer.

These events also help us forge greater community connection. Following our event, one of our colleagues connected with TGMH to host their own volunteer cooking night with her local church group.

COMMUNITY ENGAGEMENT

Historic Partnerships, New Connections



*Enjoying a rehearsal session
at the Meyerhoff Symphony Hall*

Each year, the firm supports a mix of new to us non-profits and continues to deepen relationships with organizations we've supported for decades.

We brought a group of associates to tour the Meyerhoff, home of the Baltimore Symphony Orchestra, and listen in on a rehearsal for the first time. Our chairperson, Barry Rosen, joined the tour to talk about how the firm supports cultural anchor institutions through a combination of financial support, board service, and pro bono legal services. We continued to support the BSO by also sponsoring a concert, this year a fusion performance combining the works of classical composer Igor Stravinsky and Kendrick Lamar, a modern Pulitzer Prize winning rapper.

The firm also continued its long-standing support of Kennedy Krieger Institute, a leading area health care institution that focuses exclusively on pediatric developmental disabilities, disorders of the brain, and spinal cord. In addition to sponsoring holiday festivities at KKI's festival of trees, we expanded our partnership to include the Roar for Kids 5k and walk, hosted for the first time at the Maryland Zoo (another of the firm's historic partners).



*Fast Feet for the
Roar for Kids 5k*

COMMUNITY ENGAGEMENT

Celebrating Milestones



Dean Renee Hutchins Laurent celebrates with three decades of alumni



Doubling the number of clerks from five different law schools



Best Wishes Judy!

We had much to celebrate, both externally and internally, this year. Many of our attorneys are alumni of the University of Maryland School of Law and in April we gathered to celebrate the school's 200th anniversary, while also making a donation to the newly launched Gibson-Banks Center for Race and the Law.

We increased our financial support of the Attorney General's Thurgood Marshall Summer Clerkship program to mark the 10th anniversary of this program, helping to expand the number of students from diverse backgrounds who could participate in summer work.

Finally, we celebrated the retirement of our long-time receptionist, Judy Asdenti. Judy greeted all of our firm's visitors for more than 20 years. Behind the scenes, she was an integral part of our CSR team, helping to ensure the logistics for dozens of firm events went smoothly. We are grateful for her service to the firm and her willingness to pitch in on any activity with a smile!

SUSTAINABILITY

Leveraging Our Experience

Gordon Feinblatt is known, in part, for our excellent client services focused on the environmental and energy space. It's not surprising that beyond their work, our environmental and energy lawyers are also deeply passionate about sustainability.



David was ready with graphs and screen shots from his home system.

Building on the success of our FY23 program at electric vehicles, our colleague David Beugelmans joined us once again, to share his knowledge on home solar programs. While he helps guide clients through the development and permitting of large utility scale solar project, David also has a residential solar system at his home. He set the baseline for key concepts and considerations, weaving in his understanding of the technology and highlighting Maryland's system of tax credits aimed at inspiring others to follow suit.

SUSTAINABILITY

Our environmental and energy practice group continued to serve as trusted advisors for many green energy sectors. We continued our sponsorship of the annual Solar Focus Conference, hosted Chesapeake Solar and Storage Association (CHESSA), a trade association representing over 130 member companies who are responsible for driving the development of sustainable projects throughout the Mid-Atlantic. This year, three of our attorneys, David Beugelmans, Todd Chason and Doug Coats spoke about the logistics of repurposing underutilized or contaminated sites into thriving solar energy projects to help meet Maryland's ambitious climate change related renewable energy goals.



A packed house for the Solar Focus Panel

We are also committed internally to doing our part to reduce our impact on the environment.

While we love firm lunches, we are aware that they do generate significant waste. Accordingly, our internal dining and gathering area, Gopher Grinds, is well stocked with plates, cutlery, coffee cups that are all compatible with our composting program. We partner with Compost Crew to divert much of our food waste, as well as all of these other items, from local landfills. Compost Crew turns these organic materials into useable soil, supporting local growers.

We also continue to rack up the numbers on the firm's ever popular Bevi machine, which, paired with our stainless-steel water bottles, avoids using thousands of plastic bottles each year.



Student Interns from
Cristo Rey

Executive Alliance Luncheon

Fall Picnic



Annual Golf Outing for
Baltimore Bar Foundation



Sheila Sachs Networking

