



PRO BONO MATTERS

Commitment. Compassion. Collaboration. | 2019 ANNUAL REPORT



NEAL GERBER EISENBERG



100%

of associates
participated in
pro bono matters



4,599

Pro bono
hours worked



\$2.3M

Value of pro bono
hours worked

**reporting period defined as 10/2018 –9/2019*

Scott J. Fisher

Managing Partner



At Neal Gerber Eisenberg, we recognize that access to justice and equality before the law are essential rights. In that spirit, we are committed to serving and giving voice to the most vulnerable members of our community, and the stories in this report highlight a few examples of our unwavering commitment.

Our organizational vision also reflects that our business is highly interpersonal and is grounded in trusting relationships. Those relationships are enhanced when we connect with each other to foster and sustain trust with our clients and communities. As I reflect on this year, I am energized by the many ways we expanded our horizons and engaged with the communities in which we live and work. Whether it was hosting award-winning author and Pulitzer finalist Wil Haygood for an inspiring discussion on the nomination of Justice Thurgood Marshall, or supporting the All Stars Project Development School for Youth, or once again staffing the hotline for Equip for Equality, or any of the myriad contributions of time, legal acumen and resources detailed in this report and beyond, I am deeply proud to lead an organization where making a difference is a component of our reason for being.

We are mindful that, in these times of increased division, we should appreciate our firm's good fortune and remember our collective obligation to make the world a better place. Our client relationships provide us the opportunity, through pro bono work, community engagement and civil discourse, to live up to our commitment. For that, you—our clients and friends—have our deepest gratitude and thanks. We hope you enjoy the opportunity to learn more about our efforts.

Steven F. Pflaum

Pro Bono Committee Chair



Awards. Our firm has received more than its share of them for our pro bono activities over the years. Indeed, just as we like to say that we “punch above our weight” in terms of the sophistication of the work that we do for our paying clients and the Big Law firms that often represent the parties on the other side of the table, our pro bono efforts compare favorably with those of much larger firms.

Awards are one aspect of this, and a reflection of a commitment to pro bono that is part of the ethos of our firm. Few if any firms of any size can match NGE’s distinction of having lawyers receive Excellence in Pro Bono Service Awards from the United States District Court for the Northern District of Illinois and the Chicago chapter of the Federal Bar Association in six of the last nine years. One of our lawyers, Collette Woghiren, has received this award for four separate cases in the last three years—an achievement that we believe to be without equal.

But as gratifying as awards can be, the truth is that much of the most meaningful pro bono work goes unnoticed and uncelebrated—and that’s okay. As chronicled in the pages of this report, sometimes that pro bono work entails something as unglamorous as being a squeaky wheel in dealing with a bureaucracy, as Associate Corey Biller was in doggedly pursuing reinstatement of employment for an immigrant client until Corey ultimately identified and persuaded a senior corporate official to reverse the client’s termination. Other times pro bono success takes the form of demonstrating to clients who would otherwise be unrepresented that someone genuinely cares about their grievances and their best interests and is willing to fight for them. In those situations—and I can assure you they are legion—the clients and the justice system are victorious regardless of the ultimate outcome of the engagement.

Perhaps the most important function of pro bono awards is to inspire other lawyers to emulate the example set by those who are being honored. Most lawyers who thereby take to heart their responsibility to provide pro bono services will never themselves be celebrated for doing so. For every lawyer in our firm whose pro bono activities have been recognized, there are literally dozens who unceremoniously exemplify the finest traditions of our profession by making a difference in the lives of pro bono clients and of charitable organizations pursuing their salutary objectives. Allow us, then, to shine a spotlight on their efforts as well, and perhaps inspire still more lawyers to follow in their footsteps.

Corporate Social Responsibility

NGE attorneys are proud to be an integral part of the communities in which we work and live. For more than three decades, the firm has worked to improve **access to justice, advance diversity and inclusion, promote environmental sustainability** and **support local community initiatives**.

Improve Access to Justice

The firm's primary pro bono objectives are to improve the lives of citizens in our community and to help make our societal goal of "justice for all" a reality. To promote these objectives, our attorneys advocate for individuals and nonprofits, work to improve legislation and raise funds to support local legal aid organizations. Below, and throughout this report, are numerous examples of our commitment to provide equal access to justice to everyone.

- The firm's lawyers have supported the Chicago Bar Foundation's Investing in Justice Campaign since 2008. The Campaign raises funds to provide grants to more than 30 pro bono and legal aid organizations that provide critical legal assistance to tens of thousands of people in need in the Chicago area. This year, 85% of our attorneys donated to the Campaign, raising more than \$28,500 to supply legal services for low- and middle-income people in Chicagoland.
- Partner **Steven F. Pflaum**, co-chair of the Litigation practice group and chair of the firm's Pro Bono Committee, helped expand access to justice in Illinois through his recent work as chair of the Statutory Court Fee Task Force. The Task Force is a legislatively created body charged with the responsibility for studying issues concerning court costs and fees in civil, criminal and traffic cases, and making recommendations for reform to the Illinois legislature and Supreme Court. Under Steve's leadership, the Task Force proposed legislation that was signed into law and became effective July 1, 2019. This groundbreaking legislation, which has been hailed as a model for other states, overhauled the system of court costs and fees to reduce the financial burden on litigants, improve access to the courts and reduce disparities in the amount of assessments imposed by different counties for the same types of cases.

Chicago Bar Foundation Investing in Justice Campaign



Increased from 70% attorney participation in 2018 to **85% participation in 2019**



NGE in **top 5 of firms with 101+ attorneys in 2019 Campaign** by participation growth

Advance Diversity and Inclusion

Diversity matters. While the case for greater diversity is compelling—inclusive decision making improves business performance—in the end the true benefits of a diverse workforce can be felt only when there is a genuine sense of organizational inclusion. From our inception, NGE has been an entrepreneurial-minded firm, so for us, different people with different points of view give our clients more diverse teams, more innovative ideas and, ultimately, better decisions.

In addition to our firm's internal efforts to create a more diverse and inclusive environment, NGE champions diversity in the legal profession and in the community by supporting our attorneys' civic involvement, by sponsoring local organizations that champion diversity, equity and inclusion and by providing scholarships to local minority law students. For example:

Litigation Associate **Collette A. Woghiren** is a member of the Associate Board of The Chicago Committee, a nonprofit that seeks racial and ethnic diversity in the legal profession and cultivates a community of minority lawyers in Chicago. This year, NGE hosted The Chicago Committee program "Incognito: How Diversity and Identity Affect the Legal Workplace" for firm attorneys and Chicago Committee members to foster an open, authentic dialogue about race and identity.



From left to right: Thomas C. McDonough, Illinois Attorney General Kwame Raoul, Leah A. Schleicher, Corinne Biller and Sonia Menon attended the 2019 Lawyers for Diversity barbeque.

Labor & Employment Associate **Alexis M. Dominguez** is a board member of the Hispanic Lawyers Scholarship Fund of Illinois (HLSF). At the HLSF's Scholarship Awards Reception in April, our firm provided a scholarship to a deserving law student and supported the HLSF's goal of diversifying the legal profession.

NGE was the Gold-level sponsor of the Lesbian and Gay Bar Association of Chicago Foundation's 15th Annual "Lawyers for Diversity" barbeque in August, which raised funds to provide stipends to law students for unpaid legal internships in the Chicago area.

MansfieldTM
Rule Boosting Diversity
 In Leadership

To better reflect the diversity of our client orientation and that of our community, we recognize the commitment to a more diverse and inclusive environment has to come from the top. Our leadership recognizes this, and our Managing Partner **Scott J. Fisher** co-chairs our Diversity & Inclusion Committee, communicating the significance of diversity and inclusion as core values. **We are proud that we attained Mansfield 2.0 Certification** to address challenges as they relate to the inequality of diversity in leadership and succession.

Promote Environmental Stability

NGE recognizes that all human activity, including operating a law firm, impacts the environment and natural world. As a firm, we are committed to promoting environmentally sustainable business operations to conserve natural resources now and for generations to come.

The firm embraces sustainability through firmwide policies and initiatives that reduce our overall environmental footprint. Specifically, sustainability is considered in the purchase of supplies and equipment, the use of recycling and disposal services and the development of electronic policies that minimize paper use.

EPA WasteWise Program

We are proud to be in our 10th year of participation in the Environmental Protection Agency's WasteWise Program, which encourages organizations to reduce waste, including paper waste. As part of our partnership with the EPA, we receive the agency's individualized climate profile of the firm, which translates our annual waste prevention and recycling data into greenhouse gas emission reductions and equivalency statements.

Partnerships Toward Sustainability

In 2010 NGE became a Law Office Climate Challenge partner recognized by the ABA-EPA Law Office Climate Challenge for adopting best practices of office paper management. In 2013, the firm joined forces with the Law Firm Sustainability Network to promote environmental sustainability across the legal industry. As a result of our partnerships, we continue to expand and enhance our sustainability programs and are participating in developing the American Legal Industry Sustainability Standards.



In one year alone, our firm's paper recycling efforts **conserved the equivalent of two acres of forest**, saving 134 tons of waste from being landfilled.



We eliminated plastic cups, thereby reducing the disposal and waste of **over 100,000 cups a year**.



As a result of our digitization initiative, we have reduced the purchase of paper by **over 10 tons a year**.



Support Local Community Initiatives

The firm commitment to the community extends beyond legal representation and skills-based legal volunteering. NGE attorneys volunteer their time and resources to support a diverse group of community-based organizations. For example:



The All Stars Project is a national nonprofit that provides innovative, performance-based afterschool development opportunities to inner-city youth. NGE is proud to continue its support of the All Stars Project of Chicago, and firm Chief Operating Officer **Sonia Menon** serves on the board. The firm partners with All Stars in many ways, such as hosting high school students for summer internships and sending attorneys and staff to participate in resume workshops with students.



Tonya G. Newman completed a half-Ironman in 2019 to raise funds for Girls on the Run Chicago.



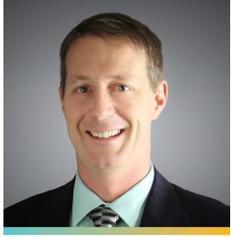
Girls on the Run is a nonprofit after school program with a mission to inspire girls to be joyful, healthy and confident. Litigation Partner **Tonya G. Newman** serves on the board of Girls on the Run Chicago, and this year Tonya completed a half-Ironman to raise funds for this group, to assist with its mission and allow girls living in under-resourced, low-income communities in Chicago to participate and build positive physical and social-emotional health.



Keshet develops programs for children and adults with intellectual challenges in the Chicago area and provides consulting services internationally. Through this programming and consulting, Keshet strives to meet its most important mission: to do whatever necessary to allow individuals with disabilities to achieve their potential. Partner **Michael G. Kelber**, co-chair of the firm's Intellectual Property practice group, and Senior Counsel **Phillip L. Stern** serve on the board of Keshet. Both serve on Keshet's Executive Committee, and Phillip is the organization's treasurer.

Impacting Individuals

Bluebell Goldendoodles



Mike R. Turner



Abigail Flores



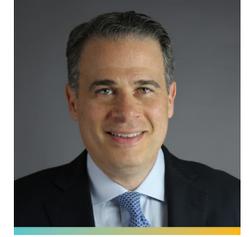
Jessica R. Cohen

Several years ago, Lorraine Manola began breeding puppies on her rural central Illinois property to help offset medical expenses for her grandson who was diagnosed with leukemia. The puppies are combination Golden Retriever and standard Poodle, commonly referred to as Golden Doodles. Using her longtime nickname, Lorraine called her business Bluebell's Doodles, started a Facebook page and was on her way. A few years later, she was stunned to receive a demand letter from a Michigan law firm on behalf of a breeder claiming rights to a similar name, and demanding that Lorraine shut her business down. Having no experience with such matters, and unable to afford legal fees, Lorraine was at a loss.

Luckily, through a series of connections, she found her way to NGE's Intellectual Property team. Through the efforts of Partner **Mike R. Turner** and Associates **Jessica R. Cohen** and **Abigail Flores**, Lorraine reached a settlement that preserved her business so that what is now Bluebell Goldendoodles can continue offering some of the cutest and healthiest farm-raised puppies on the internet!

Legal Aid Chicago

Managing Partner **Scott J. Fisher** and Associates **Alexis M. Dominguez** and **Abigail Flores** took on a client referred from Legal Aid Chicago who was seeking to enforce a provision in a 2007 divorce decree requiring her ex-husband to pay her roughly \$20,000, reflecting her equity in the marital home. The client's ex-husband had remained in the home without paying any portion of that award. A single mother, the client sought assistance to enforce the judgment to help pay for her daughters' college education. Scott and Alex filed a Petition to Revive Judgment and overcame the defendant's efforts to evade service. After months of negotiation, the parties entered into a favorable settlement in which the ex-husband agreed to pay the full \$20,000 in home equity, plus an additional \$10,000 in interest.



Scott J. Fisher



Alexis M. Dominguez

Ascend Justice



Gerald A. Golden

Through a referral from Ascend Justice, Senior Counsel **Gerald A. Golden** represented a single mother against her abuser—her former partner and the father of her son. After obtaining a series of Orders of Protection in the Circuit Court of Cook County, Gerry negotiated a Parenting Agreement that divided up the parents' responsibilities for living arrangements, schooling, medical care, visitation and other components of child care.

National Immigrant Justice Center

Through a referral from the National Immigrant Justice Center, Partner **Sonya Rosenberg** and Associates **Corinne “Corey” Biller** and **Abigail Flores** represent an asylum seeker who survived female genital mutilation, rape in a refugee camp and domestic violence at the hands of her husband. The client fled to the United States in 2015 and is still awaiting her asylum interview date. The NGE team obtained work authorization for the client, but the authorization expired earlier this year. Although the attorneys timely applied for a new work authorization for the client, which legally entitles her to work on the expired authorization for an additional 180 days, the client’s employer terminated her employment when her authorization expired. Corey took the lead in persistently following up with the client’s large-company employer. Through her tenacious and effective follow-up, Corey connected with the right decision-makers, explained the applicable immigration and employment legal considerations, and worked with the employer to secure the client’s reinstatement. This result meant the world to the client, who is relying on her job to support herself and her children.



Sonya Rosenberg



Corinne Biller



Abigail Flores

**NATIONAL
IMMIGRANT
JUSTICE CENTER**
A HEARTLAND ALLIANCE PROGRAM

Protecting a Family from Eviction



John J. Koenigskecht

Partner **John J. Koenigskecht**, Senior Counsel **Mark J. Horne** and Associate **Nicholas S. Graber** represented a family with three school-age children who was being evicted from a home, owned by a relative, where they had lived for many years without a written lease. As part of the relative’s estate planning, the landlord deeded the home to an out-of-state attorney as trustee of a revocable trust. The trustee, in turn, required the client family to either sign a very landlord-friendly lease with significant financial risk and unreasonable obligations, or vacate the home. When the client appropriately refused to sign the one-sided lease, the trustee filed an eviction case.



Mark J. Horne



Nicholas S. Graber

With the trial date for the eviction only a few days away, Mark and Nick were able to obtain a continuance. Mark and Nick then successfully negotiated and drafted a lease with fair rent and other favorable terms, including permitting the family to remain in the home through the school year and have a right of first refusal in the event the landlord received an offer to purchase the home. The client hopes to qualify for the necessary loan, permitting the family to purchase the home before the lease term ends. The family was very grateful for all the work Mark and Nick did allowing their children to continue as students uninterrupted in the same schools, and for them to remain in their home with time to arrange for its purchase or find another suitable housing solution in the district.

Advocating for Students

Helping Students with Special Needs

NGE's celebration of National Pro Bono Week included hosting a training session for volunteer attorneys who wished to help staff the Equip for Equality (EFE) Special Education Clinic Helpline. The mission of EFE is to advance the human and civil rights of children and adults with physical and mental disabilities in Illinois. EFE's Special Education Clinic was established to ensure children with disabilities—regardless of their academic, medical, physical or behavioral needs—have the right to a free appropriate public education.

The firm helped pioneer EFE's Special Education Clinic Helpline many years ago. This Helpline connects parents and legal guardians of students with special needs with lawyers who provide answers to questions about students' special education legal rights.



You don't have to be an expert in special education law to participate and volunteer for Equip for Equality's Helpline. You don't have to be a litigator. **All you have to do is care. You just have to want to help kids and their families. Volunteering for the helpline has been extremely rewarding for me, personally.**

– Robert "Rudy" Radasevich
Partner



Olga Pribyl, Vice President of Equip for Equality's Special Education Clinic, and Melanie Grant, Intake Manager for the Clinic, present a pro bono training to NGE attorneys.

Equip for Equality

Through a referral from longtime NGE pro bono partner Equip for Equality, Partner **William J. Lenz** and Associate **Gina Shkoukani** represented a local kindergarten student with a severe speech disability. The school district would not provide transportation for the student to and from school, despite the fact that the student's mother herself has a disability and struggled getting her to school. NGE funded a neuropsychological evaluation for the student. Armed with that study, Gina presented the results at an Individual Education Plan (IEP) meeting. Ensuing negotiations produced a settlement in which the school district agreed to provide assistance to the student, including transportation.



William J. Lenz



Gina Shkoukani



Providing Guidance to **Nonprofits**



Andrea S. Fuelleman

Hearts In Motion

Hearts In Motion is a charitable organization that provides quality medical care and assistance for the development of social programs to improve the health, education and welfare of impoverished communities in the United States and Central and South America. A key facet of Hearts In Motion's programming entails short-term mission experiences. Hearts In Motion came to Associate **Andrea S. Fuelleman** seeking to register its trademark "Hearts In Motion." The mark had been in use for more than 25 years, but Hearts In Motion sought federal registration to better protect its mission and the goodwill it had developed in its name. With Andrea's guidance, the application sailed through the trademark application prosecution process. The registration recently issued, bringing peace of mind to the client and helping it to achieve its charitable purposes.



Robert Radasevich

Styles 4 Kidz

Styles 4 Kidz is a nonprofit organization that provides high-quality, compassionate hair care education and services for kids with textured hair in foster care and transracial adoptive or biracial families. When a groundless lawsuit was filed against the organization, Partner **Robert "Rudy" Radasevich** stepped in to defend the nonprofit and its founder. Through Rudy's advocacy, the lawsuit against Styles 4 Kidz was quickly dismissed, obviating any potential need for the organization to divert time and resources away from its mission.



Lee J. Eulgen

Obama Foundation

The Obama Foundation's mission is to inspire, empower and connect people to change their world. The Foundation equips civic innovators, young leaders and everyday citizens with the skills and tools to improve their communities through a variety of programs, such as fellowships, mentorship programs and civic training days targeted at youth. Partners **Lee J. Eulgen** and **Ian J. Block** counsel the Obama Foundation on intellectual property (IP) matters and provide strategic IP portfolio management services.



Ian J. Block



Seth D. Lamden

Center on Halsted

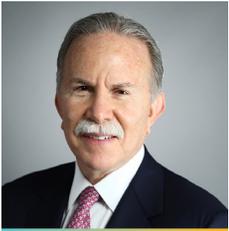
Center on Halsted is the Midwest's most comprehensive community center dedicated to securing the health and well-being of the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) people of Chicagoland. Partner **Seth D. Lamden** and Associate **Nicholas S. Graber** represented the Center in insurance coverage litigation related to an underlying tort suit. In short order, Seth and Nick resolved the matter favorably for the Center by representing the Center's interests during mediation of the underlying matter.



Nicholas S. Graber

Enchanted Backpack

Partners **Marshall E. Eisenberg** and **Eric N. Mann**, Associate **Andrea S. Fuelleman** and Associate Counsel **Joan M. Colson** worked with a firm client, pro bono, to establish Enchanted Backpack as an IRS Section 501(c)(3) tax exempt organization in 2016. Enchanted Backpack is an organization dedicated to serving under-resourced elementary and middle schools in the Chicagoland area that is truly making a difference. Since its founding, the organization has touched the lives of nearly 49,000 school children with over \$1 million in donations of books, school supplies, coats, jackets and other goods to a diverse set of schools not only in the Chicagoland area, but also throughout Illinois. We look forward to supporting Enchanted Backpack's continued success for years to come.



Marshall E. Eisenberg



Eric N. Mann



Joan M. Colson

AIDS
FOUNDATION
OF CHICAGO



Enchanted Backpack mobile vans deliver brand-new school supplies, books, winter coats and more to schools in Illinois.

AIDS Foundation of Chicago

The AIDS Foundation of Chicago (AFC) serves Illinois as a knowledge and collaboration center and strives to prevent new cases of HIV, advance health equity and be a bold voice for change. This year, several NGE attorneys counseled AFC and its subsidiaries on subjects that included real estate leases, employment counseling, litigation and privacy issues. For example, Real Estate Associate **Elizabeth E. Radichel** counseled AFC to create a leasing and rental assistance infrastructure for a flexible housing subsidy program between AFC's affiliate, the Center for Housing and Health, the Chicago Housing Authority and the City of Chicago. This subsidy program will provide housing for AFC-sponsored residents with behavioral health and physical needs who are experiencing homelessness.



Elizabeth E. Radichel

Commitment to the Arts

Artists Helping Artists

Season of Concern was formed 32 years ago by Chicago theater artists to provide care for those in the theater community afflicted with AIDS-related illnesses. Since its founding, Season of Concern has raised more than \$3 million to benefit hundreds of actors, directors, designers, technicians and playwrights who are experiencing health-related emergencies and medical issues.



Avram I. Feldman



Eric N. Mann

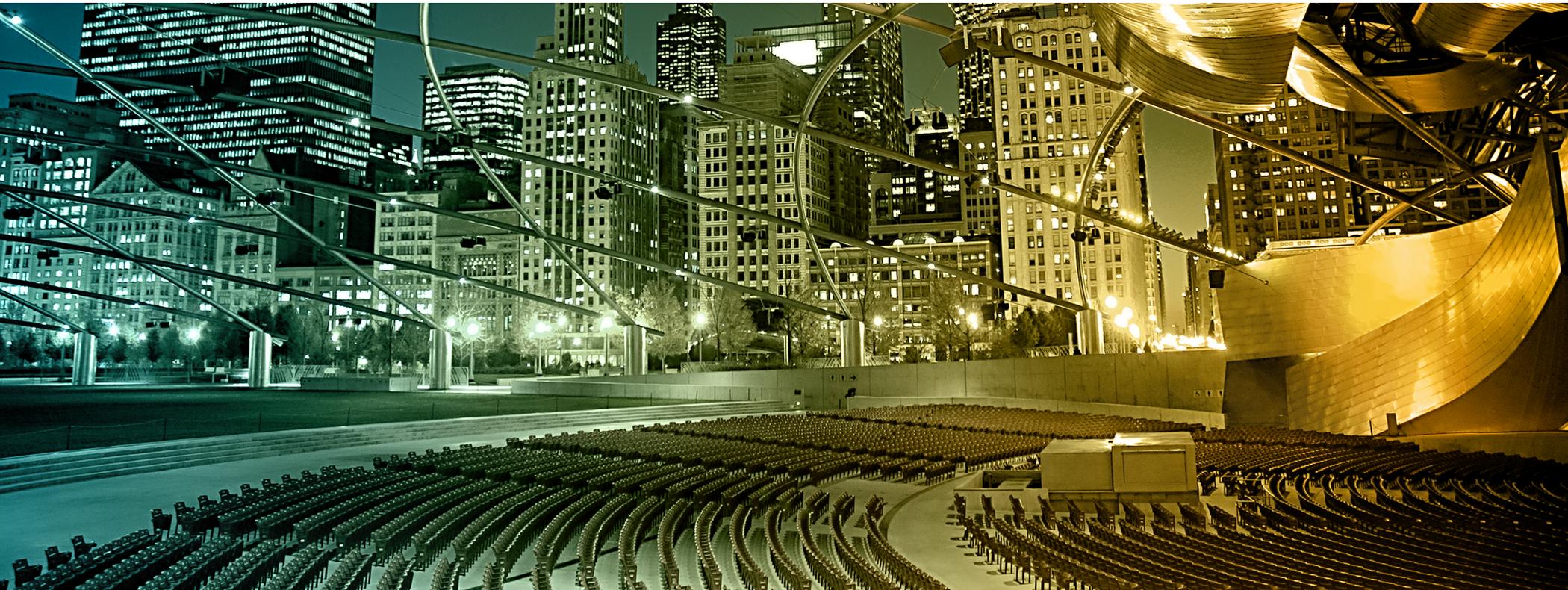


Eric M. McLimore



Austin C. Redman

Partners **Avram I. Feldman** and **Eric N. Mann**, with Associates **Eric M. McLimore** and **Austin C. Redman**, advised the organization with respect to its corporate governance structure, prepared its bylaws and assisted with tax matters.



Lawyers for the Creative Arts

NGE has partnered for many years with Lawyers for the Creative Arts (LCA) to provide pro bono legal services to artists and art-related entities. Partner **Thomas C. McDonough**, co-chair of the firm's Intellectual Property practice group, serves on the LCA board, and Associate **Andrea S. Fuelleman** serves on the LCA Associate Board. This year, NGE attorneys provided more than 300 hours of pro bono corporate, intellectual property, litigation and tax law advice to individuals and organizations in all areas of the arts. In addition, the firm enlisted the help of its summer associates to work directly with pro bono clients on a variety of LCA pro bono legal matters. Each summer associate



Thomas C. McDonough



Andrea S. Fuelleman

had the opportunity to directly engage with clients referred from LCA, and, under the supervision of NGE attorneys, the summer associates researched privacy and copyright law, worked to incorporate a small business and nonprofit, counseled a nonprofit theater group about a commercial lease issue and assisted a musician in obtaining appropriate music clearance for his cover songs.



James P. Muraff

Representing an Author

The firm's client, an author, wrote various well-known books on yoga, massage and meditation. The author developed these books using a literary agent, who was responsible for publishing these books through significant publishers. Over the course of time, the author believed she was not receiving appropriate royalties or reporting. To address these wrongs, Partner **James P. Muraff** filed a breach of contract claim in state court on behalf of the author against the author's literary agent. Through extensive negotiation, Jim obtained a favorable settlement, at least part of which included the complete return of her copyrights in the original works and the right to create derivative works and further directly publish with new publishers of her choosing.

Protecting the
creative spirit
and supporting
creative minds.

NE NEAL GERBER EISENBERG

www.nge.com

Awards

Federal Court Awards for Excellence in Pro Bono Service

NGE recognizes that the privilege of practicing in local courts also comes with the responsibility to serve as appointed counsel. We are proud to report that in six of the last nine years, NGE attorneys have been awarded Excellence in Pro Bono Service awards by the United States District Court of the Northern District of Illinois and the Chicago Chapter of the Federal Bar Association. This year, five NGE attorneys were honored.

Partner **Robert “Rudy” Radasevich** and Associate **Collette A. Woghiren** received their awards for Excellence in Pro Bono Service for their pro bono representation of the plaintiff in *Trahan v. Lake County Jail Medical Department*. In this matter, Rudy and Collette pursued their client’s claims that, while incarcerated, he received inadequate medical treatment for his thyroid disease. The case was ultimately settled on favorable terms.



From left to right: Jonathan S. Quinn, Robert Radasevich, Collette A. Woghiren and Eric Y. Choi. Not pictured: Michael D. Sher



Collette A. Woghiren



Collette, Partners **Eric Y. Choi** and **Jonathan S. Quinn** and Of Counsel **Michael D. Sher** were also recognized for their work in the civil rights case *Hopkins v. Duckhorn et al.* In this matter, the NGE team collectively devoted more than 865 hours to prepare the client for trial against a Chicago police officer for unlawful search and arrest. The work and commitment of these NGE attorneys enabled a vulnerable member of the community to receive his day in court.

This year marks the **fourth time in the past three years** in which Collette has received an Excellence in Pro Bono Service Award from the federal district court in Chicago. The firm believes this achievement is unprecedented.

Steven Pflaum Honored with 2019 Edward J. Lewis II Pro Bono Service Award and the Illinois Judges Association's Amicus Award



Steven F. Pflaum, co-chair of the firm's Litigation practice group and chair of the firm's Pro Bono Committee, received the 2019 Edward J. Lewis II Pro Bono Service Award from the Chicago Bar Foundation (CBF) and Chicago Bar Association (CBA). Probably the most prestigious pro bono award given to a member of the Chicago legal community, the Lewis Award recognizes attorneys who "display a deep commitment to the fundamental principles of equal protection and equal justice in the community through outstanding pro bono service."

Since joining the firm in 2010, Steve has devoted more than 3,600 hours to a wide variety of pro bono work benefitting low-income clients, charitable organizations and public interest initiatives. His most recent pro bono activities include serving as chair of the Statutory Court Fee Task

Force, a statutorily created body whose analysis and recommendations for addressing problems associated with court fees and costs led to reforms enacted by the Illinois General Assembly and court rules promulgated by the Illinois Supreme Court.

Steve was also recognized during the past year by the Illinois Judges Association (IJA), which honored him with its *Amicus Award*. Given to a lawyer who has demonstrated a long-term commitment to creating and maintaining an independent judiciary, Steve received the award for his service as chair of the Illinois Judicial Ethics Committee (IJEC), a joint committee of the IJA, CBA and Illinois State Bar Association that provides guidance to judges regarding their ethical responsibilities under the Illinois Code of Judicial Conduct. Steve has served as a member of the IJEC since its founding in 1992, and has chaired the Committee since 2013.

“

Steve's dedication to furthering the public good is reflected in his passion for equal access to justice and pro bono service, which has remained a fundamental part of Neal Gerber Eisenberg's culture. **Steve continues to inspire our firm's pro bono initiatives, and we are incredibly proud of him and of this remarkable accomplishment.**"

– **Scott J. Fisher**
Firm Managing Partner,
after Steve received the Lewis Award

Neal Gerber Eisenberg

Pro Bono Award Winner



2019 NGE Pro Bono Excellence in Service Award winner
Alexis M. Dominguez.

Each year, NGE honors one of its attorneys who has demonstrated exceptional dedication, commitment and skill in ensuring access to justice for the most vulnerable members of our community. This year, the deserving recipient of the firm's Pro Bono Excellence in Service Award was Labor & Employment Associate **Alexis M. Dominguez**.

Long before starting his legal career, Alex demonstrated a commitment to giving back to the community. Before he practiced law, Alex worked with Teach For America, teaching fifth- and sixth-grade students with behavior disorders in high-need areas. After graduating law school, Alex worked with the nonprofit Equip for Equality as a Public Interest Law Initiative (PILI) Fellow while he studied for the bar exam.

Alex's commitment to public service has continued since he became an attorney at NGE. Alex regularly devotes an average of more than 100 hours per year to serve a wide variety of pro bono clients. Over the course of the last year alone, Alex represented a single mother seeking to enforce a judgment against her former spouse to pay for education for her children, negotiated a settlement to pay the medical costs for a slip and fall victim and provided employment and other counseling on a pro bono basis to a wide variety of nonprofit organizations. Alex is consistently responsive and a trusted advisor to his pro bono clients. To describe Alex's work to counsel the nonprofit Step Up, Partner **Sonya Rosenberg** observed, "Alex's work with Step Up has been indispensable to this client—and they often tell us just that. Spanning day-to-day employment questions, advice on organization restructuring, assistance on thorny discipline and separation issues, development of employment policies and new-hire forms and agreements—and everything in between, Alex truly has become a trusted advisor supporting this important organization."



Alexis M. Dominguez (right) receiving the 2019 Pro Bono Excellence in Service Award from Steven F. Pflaum (left).

“

Alex is truly deserving of the NGE Pro Bono award. From the outset, Alex led the [Legal Aid Chicago pro bono] engagement, developed the strategy and patiently advised our client about her options and the likely outcomes from those options. Through his hard work and tenacity, Alex delivered an outstanding result—a settlement of nearly complete relief, including interest—while minimizing the imposition and burden that often comes through protracted litigation. **Thanks to Alex’s willingness to devote his time to ensuring that our justice system is accessible to all, without regard to one’s ability to pay, we have a client and a community that is in a better place.**”

– Scott J. Fisher | Firm Managing Partner

“

Alex is richly deserving of recognition for his meaningful pro bono work...though he would never be one to bring notice to that work himself. Years ago, he began assisting my efforts with the James R. Jordan Foundation, where I serve as a Board Member. Over the years, the Foundation has developed a deep trust in and appreciation for Alex’s support and partnership. The Foundation’s leaders look to Alex as their trusted advisor on ongoing employment and operational issues, which are key to helping their small staff moving forward. He is always at the ready to guide them through their varied issues, adding immeasurable value to their day-to-day operations and, ultimately, the Foundation’s ability to deliver on its mission to underserved populations/schools in our city. The Foundation and I cannot thank Alex enough for his selfless support.”

– William J. Tarnow, II | Partner, Chair of the Firm’s Labor & Employment practice group

NGE in the Community

Board Service



Partner **Olivia L. Bedi** is Executive Director, Founder and Past President of the Richard Linn American Inn of Court. The mission of the Linn Inn is to foster the American Inns of Court's guiding principles of professionalism, ethics and civility in the practice of intellectual property law. The Linn Inn provides an opportunity for the younger lawyer and student members to gain experience and insight from member judges and experienced lawyers from among the best of the Chicago IP community. It hosts monthly "Chamber Chats" for members to observe court and have lunch with a judge of the Northern District of Illinois. The Linn Inn also offers scholarships to students who demonstrate commitment to IP, diversity and mentoring.



Olivia L. Bedi



Tanvi B. Patel



**SOUTH ASIAN
BAR ASSOCIATION
CHICAGO
FOUNDATION**

Associate **Tanvi B. Patel** serves on the board of the South Asian Bar Association of Chicago Foundation. The Foundation is dedicated to providing financial support and promoting pro bono work and volunteerism to serve the South Asian community in Chicagoland. NGE hosted the Foundation's service event "SABA Service Day: Make a Sandwich, Make an Impact," where participants made sandwiches and bagged lunches to donate to Inspiration Corporation for homeless or low-income men, women and families.



**Public Interest
Law Initiative®**

The Public Interest Law Initiative (PILI) engages, inspires and empowers those advancing equal access to justice. Associate **Corinne "Corey" Biller** serves on the Young Professionals Board as the Sponsorship Committee Chair.



Corinne Biller





Illinois Legal Aid Online (ILAO) is an organization focused on using technology in innovative ways to simplify the law and increase access to justice. ILAO leverages technology to put the law within reach for all Illinoisans regardless of their location, income and education, reaching 8,000 people per day. The firm's Strategic Pricing and Risk Manager **Alison Larson** is the Chair of the ILAO board, and Partner **Gregory J. Leighton** serves on ILAO's board and chairs the board's Impacts & Measurements committee.



Gregory J. Leighton



Alison Larson



Step Up propels girls living or going to school in under-resourced communities to fulfill their potential by empowering them to become confident, college-bound, career-focused and ready to join the next generation of professional women. Partner **Sonya Rosenberg** sits on the national Step Up board. Sonya and Partner **Leah A. Schleicher**, along with Associates **Corinne "Corey" Biller** and **Alexis M. Dominguez**, spent significant time serving as pro bono counsel to Step Up. This past year, the firm advised Step Up on myriad legal issues touching on real estate, contract and employment law. They also worked to help with the onboarding of Step Up's new CEO.



Sonya Rosenberg



Leah A. Schleicher



Alexis M. Dominguez



Michael B. Harlin



The U.S. Patent and Trademark Office (USPTO) launched its Patent Pro Bono Program in 2011 to provide inventors and small businesses that meet certain financial thresholds with free legal assistance in preparing and filing a patent application. The Chicago-Kent Patent Hub is a regional program administrator of the USPTO's Patent Pro Bono Program that facilitates the placement of qualified, under-resourced inventors with pro bono legal assistance. Partner **Michael B. Harlin** counseled several Patent Hub pro bono clients to seek protection for their inventions and research. One of Mike's clients is developing new formulations for treating central nervous system disorders by intranasal delivery of an antioxidant. To further his pro bono commitment, Mike recently joined the Advisory Board of the Chicago-Kent Patent Hub.

NGE attorneys serve as leaders in the community through service on a variety of charitable, civic and educational boards.

Charity/Social Service

- All Stars Project
- Aurelio M. Caccamo Family Foundation
- Carol Lavin Bernick Family Foundation
- Chicago Cares
- Chicago Low-Income Housing Trust Fund
- The Cradle
- Debicki Foundation
- Family Services Center of Wilmette
- Foundation for Hearing and Speech Rehabilitation
- Girls on the Run Chicago
- Help for Children
- The Hillels of Illinois
- Inner-City Education Program
- James R. Jordan Foundation
- Karen Sue Lavin Foundation
- Kenneth Young Center
- Keshet
- Kid Support, Inc.
- Lakeview Pantry
- Leonard and Ruth Horwich Family Foundation
- Leslie J. Raffel Foundation
- Lutheran Social Services of Illinois
- Margot and Thomas Pritzker Family Foundation
- Matthew and Carolyn S. Bucksbaum Family Foundation
- Muslim Foster Care Association
- Nick's Network of Hope
- Square One Foundation

Educational

- Alliance Francaise de Chicago
- American Friends of Hebrew University
- American Technion Society - Chicago Chapter
- DePaul University College of Law Dean's Advisory Council
- Hebrew University of Jerusalem
- Indiana University Borns Jewish Studies Program Advisory Board
- Indiana University College of Arts and Sciences Alumni Board
- Indiana University Parents Association Advisory Board to the Dean of Students
- Hispanic Lawyers Scholarship Fund of Illinois
- Partnership to Educate and Advance Kids (PEAK)
- Princeton Club of Chicago
- Step Up
- The University of Chicago Alumni Club
- Yale Club of Chicago
- Zeta Beta Tau Foundation

Young Professionals

- Bottom Line
- Chicago Committee
- Equip for Equality
- Gateway Foundation
- Lawyers for the Creative Arts
- Legal Aid Chicago
- Public Interest Law Initiative

Civic

- American Friends of Versailles
- American Jewish Committee
- American Writers Museum
- Art Institute of Chicago
- City of Highwood Board of Fire & Police Commissioners
- The Civic Federation
- Coalition of Women's Initiatives in Law
- Congregation Beth Shalom
- Downtown Development Authority of the City of Buchanan
- Jacob Blaustein Institute for the Advancement of Human Rights
- John R. Halligan Charitable Fund
- Korean American Bar Association
- Mid-North Association
- Pathways Projects Institutes Limited
- Preserve the Dunes
- Southport Neighbors Association
- Village of Wilmette
- WTTW and WFMT

Medical Services and Research

- CommunityHealth
- Jennifer Lynn Snyder Teen Heart Foundation
- Lynn Sage Cancer Research Foundation

Administration of Justice

- Anti-Defamation League
- Chicago-Kent Patent Hub
- Chicago Legal Clinic
- Chicago Volunteer Legal Services
- Federal Defender Program for the Northern District of Illinois
- Illinois Judicial Ethics Committee
- Illinois Legal Aid Online
- Illinois Supreme Court Commission on Access to Justice
- Lawyers for the Creative Arts
- Richard Linn American Inn of Court
- South Asian Bar Association of Chicago Foundation
- Statutory Court Fee Task Force

2019 Pro Bono *All Stars*

The firm's Pro Bono Policy aims to improve the lives of citizens in our community and help make our societal goal of "justice for all" a reality. The policy sets the goal that each Neal Gerber Eisenberg attorney contribute a minimum of 50 hours of pro bono legal service per year.

Please join us in congratulating our 2019 *Pro Bono All Stars* who met and surpassed this challenge:



Corinne Biller



Eric Choi



Alexis Dominguez



Abigail Flores



Andrew Fraker



Aidan Gilbert



Gerald Golden



Nicholas Graber



Alissa Griffin



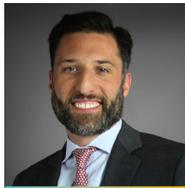
Michael Harlin



Michael Kelber



John Koenigsnecht



Andrew May



Eric McLimore



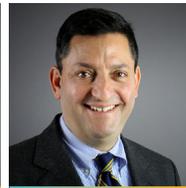
Earl Melamed



Peter Miles



Steven Pflaum



Jonathan Quinn



Robert Radasevich



Sonya Rosenberg



Audrey Selin



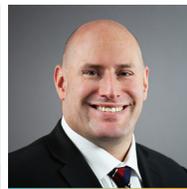
Gina Shkoukani



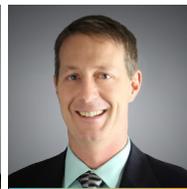
Lee Stark



Phillip Stern



Daniel Terhune



Mike Turner



David Weldon



Collette Woghiren



Liza Zebovitz

Pro Bono Policy and Committee

Neal Gerber Eisenberg embraces its responsibility, as set forth in the Preamble to the Illinois Rules of Professional Conduct, “to create an environment that is hospitable to the rendering of a reasonable amount of uncompensated service by lawyers practicing in [the Firm].” The Firm likewise recognizes and reaffirms the responsibility of its lawyers “to use their training, experience, and skills to provide services in the public interest for which compensation may not be available.”

By proclaiming the Firm’s commitment to providing pro bono publico legal services, and providing a framework for supplying Firm lawyers with abundant pro bono opportunities and managing those engagements effectively, the Firm’s pro bono Policy and Procedures are designed to enable the Firm and its lawyers to discharge their respective pro bono responsibilities in a manner that maximizes the achievement of the ultimate objective of any pro bono publico program worthy of its name: furthering the public good.

As a gold-level member of The Chicago Bar Foundation Law Firm Leadership Circle, the Firm has established, and hereby reminds its lawyers of, the goal that each of the Firm’s attorneys will devote at least 50 hours per year to “pro bono legal service,” as defined by Illinois Supreme Court Rule 756(f)(1). Recognizing that varying responsibilities and practice areas will make this goal more readily attainable by some Firm lawyers than others, and seeking to increase the Firm’s overall level of pro bono service without relieving any lawyers of their responsibility to strive to achieve the individual annual target, the Firm has established an additional goal of providing pro bono legal service that averages at least 50 hours per Firm lawyer per year.

The primary objectives of the Firm’s pro bono policy are to improve the lives of citizens in our community and help make our societal goal of “justice for all” a reality. Important secondary goals of this policy include (1) enhancing Firm attorneys’ satisfaction with their work, (2) providing Firm attorneys with valuable practice experience and (3) attracting to the Firm attorneys who share the Firm’s commitment to providing pro bono legal service.

Meet Our Pro Bono Committee Members



Steven F. Pflaum
*Chair, Pro Bono Committee
and Co-Chair, Litigation*



Jerry Biederman
*Partner,
Corporate & Securities*



Andrea Fuelleman
*Associate,
Intellectual Property*



Rachel Jennings
*Professional Development
& Pro Bono Manager*



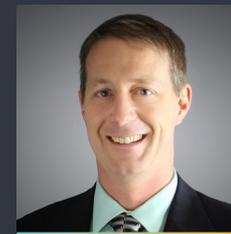
Marlon Lutfiyya
*Director of
Talent & Diversity*



Andrew May
*Partner,
Litigation*



Nicholas Miller
*Partner, Financial Restructuring
& Bankruptcy*



Mike Turner
*Partner,
Intellectual Property*



Collette Woghiren
*Associate,
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