



THE BROWN RUDNICK CHARITABLE FOUNDATION CORP.

Profiles in Pro Bono

BROWN RUDNICK'S PRO BONO UNEMPLOYMENT PROJECT REAPS BENEFITS FOR ALL INVOLVED

Juan H. (not his real name) was about out of hope when he was denied unemployment benefits.

Juan, a New York restaurant employee, had been abruptly terminated from his job as a dishwasher. A Mexican-born immigrant with English as his second language, Juan had few marketable skills and now found himself jobless in a tough economy. Adding insult to injury, Juan was sure that he was wrongfully fired. With a family to support and no means to make a living, Juan's only hope for the immediate future was to file for unemployment benefits.

Juan filed and the benefits were denied.

Enter Brown Rudnick. Through New York's Manhattan Legal Services, Juan was connected with lawyers from Brown Rudnick, who readily took his case and appealed the denial of benefits. Created by the Brown Rudnick Center for the Public Interest, the Firm's Unemployment Benefit Appeals Project is a program which Brown Rudnick summer associates have participated in for the last seven consecutive years, representing indigent individuals in both Boston (in conjunction with the Volunteer Lawyers Project and Greater Boston Legal Services) and New York who are appealing the denial of their unemployment benefits. All of this representation is done on a pro bono (no fee) basis.

The Brown Rudnick legal team learned that the dishwasher was fired for fighting with the restaurant's chef. Brown Rudnick summer associates determined that the chef, who was Dominican, actually had been taunting the dishwasher for many months, and at the root of the personal conflict were cultural differences. The situation eventually escalated into a physical confrontation, in the workplace, between the two. Brown Rudnick was able to establish that Juan had been acting in self-defense.

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Brown Rudnick attorneys Diane Nardi and Ben Welch serve as supervising attorneys for the Firm's Unemployment Benefit Appeals Project in New York and Boston, respectively. Under Diane's supervision, the summer associates handled Juan's case from beginning to end – interviewing clients, researching the facts, obtaining statements from restaurant employees, developing the legal strategy, giving opening and closing statements, and more. Once the team was able to determine a pattern of harassment and discrimination, they were able to successfully challenge the denial of unemployment benefits, and the court awarded the dishwasher this critical source of income support.



Juan's story is just one example of the 20 or so individuals that Brown Rudnick represents each summer as part of this Project. According to Project Supervisor, Brown Rudnick partner Diane Nardi, "The Brown Rudnick Unemployment Benefit Appeals Project not only provides critically needed representation for the individual client, but it also provides summer associates with carefully supervised, real hands-on legal experience. They have an opportunity to develop critical legal and courtroom skills, while being directly involved with the human side of client representation. We approach each unemployment case with the same commitment we would a billable matter, so associates appreciate the magnitude of the pro bono work they are doing."

Fellow Supervisor, Brown Rudnick associate Ben Welch, adds, "A particularly valuable aspect of the program for the summer associates is that they can interact with opposing counsel, which is a unique opportunity for young lawyers. They also have chance to gain real-life courtroom experience. The Unemployment Benefit Appeals Project is always one of the most interesting and fulfilling projects for all involved."

Ask the associates who have participated in this program, and they will tell you that the experience is gratifying in many other ways as well. They learn about client advocacy and what it means for a lawyer to represent a client in what is often a life-altering matter. Because they are dealing directly with the client, they have a first-hand, insider's view of the client's personal life, challenges, and goals. Associates quickly learn they are representing a person in real life, with real life consequences, and this connection helps to fuel their drive to be successful for the client.

Diane and Ben emphasize that the program illustrates the best of Brown Rudnick – lawyers taking on the "hard cases," with a can-do, collaborative mindset that places the client first.

The associates agree that the Unemployment Benefit Appeals Project is the highlight of their summer at Brown Rudnick.

Note: *Manhattan Legal Services has just announced that it will be presenting its 2011 Pro Bono Service Award in October to **Brown Rudnick** and **Partner Diane Nardi** in recognition of their work on the Brown Rudnick Unemployment Benefit Appeals Project.*

"The lawyers worked very hard. And I felt very confident with them."

- NY unemployment benefits appeal client

Foundation News

2011-12 RELATIONSHIP GRANT RECIPIENTS ANNOUNCED

The Brown Rudnick Charitable Foundation has announced the recipients of its 2011-12 Relationship Grants program. For over a decade, the Foundation has awarded annual Relationship Grants to tax-exempt organizations for programs designed to improve inner-city education in a city where Brown Rudnick has domestic offices. These annual grants seek to improve inner-city education by forming a relationship with a non-profit organization that optimally includes providing financial support, pro bono legal representation and volunteer time. Grantees are selected annually based upon a rigorous review of grant applications. These grants have helped to launch, sustain and grow dozens of successful programs and organizations during the past ten years.

The twelve 2011-12 Relationship Grant recipients are:

In Boston, Hartford and Washington DC:



REACH OUT & READ

Continuing the Foundation's long-standing support of this organization, this year's grant supports early child literacy programs in three Foundation cities. Brown Rudnick also provides general legal counsel services to the organization on a pro bono basis.

In Boston:



FACING HISTORY AND OURSELVES (FHAO)

Boston-based Facing History & Ourselves is a long-time grant recipient for whom the Firm serves as General Counsel on a pro bono basis. FHAO will use this year's funds for new curriculum development and teacher training, and to bring a resource speaker into the classroom.



DISCOVERING JUSTICE

A long-time supporter of mock trial programs, the Foundation awarded a 2011-12 grant to support the Mock Trial program that is jointly run by Discovering Justice and former grantee, Citizens Schools. Brown Rudnick has participated as mock trial coaches for over a decade, a tradition that will continue in this grant year.

In Boston (cont.):



ARTS & BUSINESS COUNCIL OF GREATER BOSTON, INC./VOLUNTEER LAWYERS FOR THE ARTS OF MASSACHUSETTS “VLA”

The grant will continue support for the popular Brown Rudnick/VLA Holiday Art Contest in the Boston public schools, as well as for the Teen Art Law Program which focuses on classroom teaching about intellectual property. Brown Rudnick provides pro bono legal representation to low-income artists referred by the Arts & Business Council.



THOMPSON ISLAND/ OUTWARD BOUND

This long-time grant recipient will use the 2011-12 grant to support its “Connections” education program for Boston public school students. Developed in collaboration with the National Park Service, the Connections program enhances academic learning and social competence by challenging students to learn in new ways through in-school classroom activities revolving around field experiences on Thompson Island.



HULL LIFESAVING MUSEUM

A grantee for the second consecutive year, this organization will use the grant to support its Maritime Apprentice Program which serves an older, high-risk population in Boston through work and education programs.



SUMMER INK

This current Brown Rudnick pro bono client will use the grant to provide scholarship support for low-income Boston students to attend a summer writing camp to be held at Simmons College.

In Hartford :



THE VILLAGE FOR FAMILIES & CHILDREN

The grant will continue to support this long-time grantee's GED programs for low-income, single mothers.



THE MARK TWAIN HOUSE & MUSEUM

This first time recipient will use grant funds to build on a pilot summer reading and writing program for 10th graders which began last year at the museum as part of a six-week summer learning academy for students from the Capital Preparatory Magnet School.

In New York City :



BRONX SCHOOL FOR LAW, GOVERNMENT & JUSTICE

As a second-year grantee, this organization will use the 2011-12 grant to support its award-winning debate team, The Bronx Great Debaters.

In Providence :



PROVIDENCE PLAN (Ready2Learn Program)

The grant will continue support for this long-time grant recipient, specifically for its successful early learning program which works with libraries, head start programs and family day care centers throughout the city to insure that young children arrive at school age healthy and ready to learn. Grant funds provide essential matching dollars to secure federal AmeriCorps volunteers. Brown Rudnick provides general counsel services to the Providence Plan on a pro bono basis.

In Washington DC :



UNITED STATES CAPITOL HISTORICAL SOCIETY

The grant will provide a third year of support for historical and educational programming in Washington, D.C. middle schools which connects in-class teaching about the Constitution with the student "We the People Constitution Tour" of the nation's Capitol. Additionally, the grant will fund the Brown Rudnick created "Constitutional Challenge," essay contest for students who took the tour.

Recent Community Grant Recipients

GRANT HELPS COMPASS SCHOOL SPICE UP CULINARY ARTS PROGRAM

The Foundation awarded a Community Grant to the COMPASS School in Massachusetts, to purchase a Point Of Sale (POS) computer system for a café operated by Boston area disabled students as part of a vocational program. The new system will replace an outdated cash register, improving overall café efficiency. More importantly, students will learn to use the systems and equipment that are used in most food service establishments, increasing their chances of employment.

COMPASS School provides special education, counseling and vocational services to economically disadvantaged students who have learning disabilities, cognitive delays, and mental/emotional health diagnoses. The students are referred to COMPASS School by public schools under the primary vocational program, culinary and earn Serv Safe certifications that students in the program operate the tasty meals to members of the representatives of other service them to learn and practice all servers, cashiers, bus staff, etc.



Individuals with Disabilities Act. The school's arts, allows for students to gain marketable skills are attractive to potential employers. The COMPASS Cafe which provides nutritious and COMPASS community, local residents and agencies. Students rotate through shifts, allowing aspects of the restaurant business, i.e. cooks,



Grant applicant and culinary arts teacher, Chris Derocher, said, "While public schools provide funding, that amount is fixed and covers only the services required by the legislation. We have successfully raised funds to purchase computers and design curriculum that will ensure that students have the computer literacy skills that will be needed in the workplace and/or post-secondary education settings. Now, thanks to The Brown Rudnick Charitable Foundation, the POS system will enhance the school's efforts to bring technology to all aspects of the students' school day."



BROWN RUDNICK CHARITABLE FOUNDATION GRANT SUPPORTS PROVIDENCE, RI MATHEMATICS PROGRAM

The Foundation awarded a grant to the Highlander Charter School in Providence, Rhode Island, for the purchase of 20 graphing calculators to be used in middle school mathematics program. Highlander is an urban charter school located in the heart of Providence with 272 students in grades K-8. It offers the benefits of a private school – small classes, diverse populations, individual attention from teachers – in a public school setting.

Grant applicant and Highlander teacher, John Wolf, said, "Our goal is to introduce our middle school students to the graphing calculator features to prepare them for high school and to help them better understand more advanced mathematics equations and formulas. Many of our students cannot afford to purchase their own calculators, and without the help of organizations such as The Brown Rudnick Charitable Foundation, we would not be able to offer this tool as part of our mathematics program."

BROWN RUDNICK CHARITABLE FOUNDATION GRANT SUPPORTS NEW YORK CITY LITERACY

The Foundation awarded a grant to the Williamsburg Charter High School in Brooklyn, New York to support the purchase of high-interest, independent reading books for literacy program students.

Recent Community Involvement

A DECADE OF 9/11 FIREHOUSE VISITS

In remembrance of the tenth anniversary of 9/11, Brown Rudnick volunteers through our Center for the Public Interest visited firehouses in New York and Boston. We have made this anniversary visit every year since the tragedy, bringing lunch to the firefighters and expressing our ongoing appreciation for all that they and other public safety personnel do to protect our society.



Boston



New York

Our visits were noted in the popular legal blog “Above the Law” on 9/12/11:

“... I “take a closer look” at the week after 9/11.... First, here’s the wonderful story. It’s from Brown Rudnick. Instead of commissioning children to sing a song or showing us taps across America, Brown Rudnick attorneys just, you know, remembered. Here’s an email from a Brown Rudnick spokesperson: Today, attorneys and staff from Brown Rudnick LLP visited New York fire station – #65 in honor of September 11th. Every year since 2001, as a small, continuing gesture of our enduring appreciation for the firefighters and public service personnel, the Brown Rudnick Center for the Public Interest has had lunch delivered for the firefighters at our local New York fire station and then we make a personal visit to say “we remember” and “thank you”.

SUMMER ASSOCIATES BUILD COMMUNITY CONNECTIONS

Through the Center for the Public Interest Summer Associate Project, we provided pro bono legal representation this summer in a variety of areas including unemployment benefit appeals, personal bankruptcy matters, and research and guidance on emerging constitutional issues for the Anti-Defamation League. We have also helped the Boston and New York communities, and Brown Rudnick Charitable Foundation grant recipients, through community service projects including serving meals at Rosie's Place homeless shelter, planting flowers with Building Educated Leaders for Life at a school in NY's Washington Heights and doing hard labor in preparing an outdoor site "Family Learning Center" on Boston's Thompson Island/Outward Bound.



Rosie's Place



Building Educated Leaders for Life



*Thompson Island
Outward Bound*

BROWN RUDNICK BOSTON LIBRARY COORDINATES CHARITABLE GIVING EVENTS

Charitable giving efforts frequently spring up in the Boston office library of Brown Rudnick, ignited by the compassion of the library staff. This summer, the library organized a book donation drive to support Foundation grantee Reach Out & Read. As summer ended, the co-library directors Kathleen Gerwatowski and Diana Pierce, along with many others, organized a bake sale in the library to support the “Brown Rudnick” **Making Strides Against Breast Cancer Walk Team** captained by Julia Forbes, Diana Pierce and Linda Charron.



“Our team has raised over \$3,700 so far (and counting) and Brown Rudnick has raised over \$30,000 in our five years [of having a] Making Strides Against Breast Cancer Walk team.” – Julia Forbes



Library Book Drive

Our Library also organized a book drive to support our Foundation grantee, Reach Out and Read in Boston.



*Our Own
Brown Rudnick
Hoppers!*

CENTER BUNNY HOPS TO SUPPORT THE ARTS

In a spontaneous celebration organized by, among others, the legendary chalk artist Sidewalk Sam and the organization Very Special Artists (VSA), the Brown Rudnick Center for the Public Interest organized a group to join in doing the bunny hop during lunch hour in front of Boston's South Station to raise awareness of the arts.



BROWN RUDNICK RECOGNIZED AS A LEADER IN CHARITABLE GIVING

Brown Rudnick was recognized as one of the Massachusetts' "Largest Corporate Contributors" at an annual breakfast event held in September by the Boston Business Journal. BR was ranked #56 among corporations for its philanthropic cash donations.

Boston Business Journal

Pro Bono Legal Representation - Updates

BROWN RUDNICK ASSOCIATE'S PRO BONO REPRESENTATION APPLAUDED BY THE BOSTON BAR ASSOCIATION'S LAWYERS CLEARINGHOUSE

Brown Rudnick Associate Rebecca "Becky" Alperin was featured in The Lawyers Clearinghouse Summer Newsletter for the pro bono matters she has taken on through the organization's referral program. We share the story with you here. Enjoy!

Reprinted with permission from the Clearinghouse Newsletter:

Rebecca Alperin is Of Counsel in the Corporate Department at Brown Rudnick, with a primary focus on employee benefits matters. She is experienced in the many aspects of employee benefits law, including the design and ongoing administration of benefit plans and programs, as well as the identification of employee benefits issues triggered by corporate mergers and acquisitions. In addition, Becky has experience in drafting and negotiating executive employment agreements.

The Lawyers Clearinghouse is fortunate that Becky has volunteered to assist when nonprofits apply to us for assistance with employment benefits matters. She sees participation in pro bono activities and representation of small tax-exempt organizations as a win-win for everyone. Not only does the organization benefit from legal expertise and insight that it would not otherwise have access to, but it allows her to continue to develop and become more well-rounded professionally and gain involvement in community based organizations.

The goals of the organizations that she has assisted are often different than those of her larger for-profit clients. With smaller budgets and less ability to incentivize employees, her pro bono clients look to her to design and facilitate the implementation of employee centered human resource policies and programs. She considers herself fortunate to work with organizations that are enthusiastic about providing comprehensive programs to their employees and states that "they just getting there and complying with the ever changing legal playing field".

Becky has taken on several matters referral program and feels that the in finding and referring pro bono expertise. She had taken on cases policies and employee handbooks for regulations and has designed a executive directors of a community interests of the directors were in plain English the program's design, individual director and the organization, the program was adopted. She remains committed to assist with any matters referred to her by the Lawyers Clearinghouse.



through the Lawyers Clearinghouse Clearinghouse has been extremely helpful matters that build on her area of involving review of existing personnel compliance with employment laws and compensation and benefit program for the based organization. In that case, the adverse to one another, but by explaining and how it meets the needs of each

While participation in pro bono work is voluntary, her firm encourages all of its attorneys, paralegals and legal professionals to participate in pro bono and public service activities. They also create opportunities for non-legal staff to participate in firm initiatives. Brown Rudnick has a long history of promoting the public interest through pro bono work and community service. They expanded that commitment ten years ago with the creation and endowment of the Brown Rudnick Charitable Foundation and the opening of the Brown Rudnick Center for the Public Interest. The Center enables the firm to increase the impact of their public interest efforts through blending pro bono representation, community service and charitable giving in support of selected nonprofit organizations in those communities. Their pro bono representation has focused on unemployment benefit appeals, indigent artists, veterans, civil rights, inner-city education, and homelessness. The Clearinghouse is especially grateful to the firm for its participation in and support of our Massachusetts Legal Clinic for the Homeless.

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Becky began doing pro bono legal work in law school where she became involved in both the Unemployment Action Center, representing individuals denied unemployment benefits, and the Women in Prison Project, teaching legal research to inmates in a New York State Department of Correctional Services women's maximum security prison. She has maintained her commitment to pro bono work throughout her legal career and is now very much interested in becoming a Guardian ad Litem and hopes to be able to accomplish that goal in the future.

Thank you to Becky and Brown Rudnick for their commitment to pro bono work and their community.

BROWN RUDNICK PARTNERS AND SUMMER ASSOCIATES ARE LARGEST LAW FIRM CONTINGENT IN BOSTON ADL PRO BONO RESEARCH PROJECT.

For over a decade, Brown Rudnick has participated in Boston, and more recently in New York, in the Anti-Defamation League's Summer Associate Research Project. This summer, Brown Rudnick had the largest number of participants of any firm in Boston. Partners and summer associates provided research and guidance to the ADL on current issues including:



- Partner Joe Ryan with summer associates Aaron Rosenberg and Doug Dalena researched legal issues involving Religious statements & the Equal Credit Opportunity Act.
- Partner Mary Laura Greely with summer associates Caitlin O'Malley and Jessie Garfinkle researched legal issues involving State Mandated Ultrasounds Before Abortion.
- Partner Andrew Kaplan with summer associates Priya Selvam and John Halter researched legal issues involving Sentencing penalty enhancement for illegal immigrants.
- Partner Ed Hershfield with summer associates Austin Blum and Brian Rice researched legal issues involving Anti-Semitism & Denial of Access to Education.
- Additionally, in New York City, Partner Chris Carolan with summer associates Andrew Carty and Jake Beiswenger researched legal issues involving the liability of college students and their university in fund raising for a boat trip that would attempt to violate the Israeli naval blockade of Gaza.



BROWN RUDNICK'S LONDON OFFICE JOINS LAWWORKS

Through the Brown Rudnick Center for the Public Interest, Brown Rudnick has become a member firm of LawWorks in the United Kingdom. LawWorks, formed by the Solicitors Pro Bono Group, is a charity which aims to provide free legal help to individuals and community groups who cannot afford to pay for it and who are unable to access legal aid. In the last year, LawWorks helped provide free legal advice to over 40,000 people and approximately 350 voluntary sector organizations. Based in London and Manchester, U.K., LawWorks provides these services through its approximately 100 member law firms and teams of in-house counsel, as well as mediators, law students and solicitors.

The initial London team, headed by partner Neill Shrimpton, and including Ravi Suchak, Henry Kikoyo, Francine Godrich, Christian Toms and Jade Witherton has already begun taking on pro bono matters.

AMERICAN LAWYER

BROWN RUDNICK RANKS HIGH IN PRO BONO

In the most recent American Lawyer pro bono rankings of the top 200 U.S. law firms, Brown Rudnick was rated #75 based on its 2010 pro bono work.

JUST US

There are many reasons for the success and stability of the Brown Rudnick Center for the Public Interest during the past decade. For me, one of the most tangible and important roles that has been responsible for the Center's success over the past seven years has been the position of its Executive Assistant.

Kym Patrico joined Brown Rudnick as we were still getting our legs under us. I gave her a single clear mandate upon her arrival: the work of the Center had to be every bit as good as the rest of the exceptional work – administrative and substantive – done by our law firm. Well, I guess I went farther than demonstrated caring, connectivity and we had to take creative risks and be a have fun doing all of this. Kym achieved anyone helped to create and shape the

Kym departed Brown Rudnick this and grew so much professionally over inevitable that she would be recruited should not refuse. I am happy that she lunch and stay in frequent contact. She family, and a good friend.



that. We also had to do things in a way that inclusiveness, connection to the community; leading presence in the Firm. And we had to all that, and more, and she as much as Center that is today.

summer. This is happy news: she matured those seven years that it was natural and with a stellar employment offer that she works only blocks away so that we can have will always remain a part of the Center

As you read this, we are welcoming Kellie Cahill, the new Coordinator for The Center for the Public Interest. She is not Kym; she is distinctly and wonderfully Kellie, and we are excited about and confident in the path that she will blaze with us in the years ahead.

Please contact Al Wallis or Kellie Cahill to discuss any matters regarding the Brown Rudnick Center for the Public Interest. Thanks especially to Kellie Cahill, Lisa Murray, Connie Kelly and Kristin Cicerone for their assistance with this newsletter. And finally, apologies for any errors or unintentional omissions, which may from time-to-time occur in the Center Quarterly – maybe even this one.

- Al Wallis

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