

Expanding Our Reach

FENWICK & WEST PRO BONO / COMMUNITY IMPACT REPORT 2017

FENWICK
& WEST

Firmwide collaboration

“Helping the under-represented is an important part of our firm’s commitment to service. But beyond winning cases, we reach deep into our communities to serve a broad spectrum of social needs.”

— Rodger Cole, Managing Partner

means community-wide impact

In our annual report on our pro bono work, we are happy to include an equally important part of our Fenwick commitment to giving back—community service. While community service is not new to Fenwick, it is taking on new meaning as we leverage our pro bono work and broaden our efforts to create a more fulsome and coordinated corporate social responsibility (CSR) program. Our CSR program is a call to action for everyone within the firm—partners, associates, and staff members alike—to step up and give of their time and talents.

Our goal through CSR is to bring together attorneys, clients and staff members who, through individual and joint efforts, can have an even larger impact within our communities. Each of our practice groups furthered their commitment to our pro bono and community service efforts this year. While we strongly encourage all of our attorneys to provide a minimum of 20 hours of pro bono service per year, many have far exceeded that amount. Collectively, in 2017 alone, our attorneys logged more than 17,000 pro bono hours. And we have meaningfully expanded beyond those pro bono efforts to community service events that have given everyone in the firm an even broader opportunity to make a difference. Our Fenwick team has once again responded to the call, and I am very proud of the positive impact in our communities.

—**Richard Dickson**, Firm Chair

Expanding opportunities for both clients and attorneys

Who benefits from pro bono? We all do—our clients, our attorneys, our communities, and our firm as a whole. Our pro bono clients are positively impacted both in the immediate resolution of their problems and in the future potential for a better life. Our attorneys get the chance to expand their skills, follow their passion and explore new areas of law. And our firm reaches beyond the boundaries of our everyday practice to bring justice to a greater number of people. There are no limits, only limitless opportunities for everyone.



Reaching out to immigrants

Support for Dreamers

Fenwick & West has always been a strong Deferred Action for Childhood Arrivals (DACA) supporter. From the beginning, Fenwick attorneys and staff have helped countless young people through DACA clinics, and we remain committed to helping this community. During the 2017 DACA renewal period, we assisted as many Dreamers as possible in applying before the expiration date. We held DACA renewal clinics in partnership with Centro Legal de la Raza and numerous Silicon Valley companies. Plus, we worked with several other legal services organizations to set up additional clinics and explore ways we can continue to assist these young people.

Legal immigration status for young El Salvadoran

Fenwick attorneys successfully teamed with a well-known Silicon Valley company to jointly represent a 15-year-old girl from El Salvador who was referred by Community Legal Services of East Palo Alto (CLSEPA). The young girl had fled to the U.S. to escape ongoing persecution that included the kidnapping and murder of a family member. After two harrowing attempts to reach an uncle who lives in San Jose, she finally made it to the U.S. and was able to request release to the custody of her uncle, but she was nevertheless given a deportation hearing date.

Attorneys Todd Gregorian, Guinevere Jobson, and Ciara Mittan, with legal assistant Nubia Morad acting as translator, helped prepare the guardianship and Special Immigrant Juvenile Status (SIJS) petitions and helped represent the client at the hearing. Both her guardianship and SIJS petitions were granted in full, removing the threat of deportation.



Protection for sanctuary jurisdictions

In November 2017, U.S. District Judge William H. Orrick issued a nationwide permanent injunction barring the federal government from enforcing Section 9(a) of Executive Order 13768. This section authorizes the government to withhold all federal funding from so-called “sanctuary jurisdictions,” or jurisdictions that do not fully cooperate with Immigration and Customs Enforcement efforts.

After the Administration appealed that order, as we had at the district court level, Fenwick filed an amicus brief on behalf of 49 technology companies supporting San Francisco and Santa Clara Counties’ request that the Ninth Circuit affirm the order. The amicus brief focuses on the

ways that the Executive Order and the Administration’s effort

to strong-arm sanctuary jurisdictions are detrimental to innovative companies, as well as their employees and the communities in which they reside. As stated in the brief, “[d]iversity, openness, and tolerance are among our greatest strengths, and our effort to more fully realize these values is fundamental to who we are.”

Political asylum secured

Fenwick & West secured political asylum for a minor fleeing violence and persecution in his home country of Guatemala. The case was led by Fenwick IP associates Vikram Iyengar and Rajendra Panwar, with guidance from partner Lynn Pasahow. The victory represents just one of eight cases Fenwick has taken on through the Rural Immigrant Connect project established through the leadership of former Fenwick-sponsored Equal Justice Works fellow Renée Schomp, now a Senior Staff Attorney based at the nonprofit organization OneJustice.

A Full Calendar of Clinics Through the Bay Area Rural Justice Collaborative

In 2017 alone, Fenwick attorneys served a total of 131 clients through Bay Area Rural Justice Collaborative clinics, sponsored by OneJustice.



Justice Bus keeps rolling

Since its beginning in 2007, Fenwick attorneys have had an ongoing involvement with OneJustice's Justice Bus Project®, designed to provide legal help to isolated and rural California communities. From March through November 2017 alone, naturalization and expungement "pop-up" legal clinics were held in Stockton and Marin County, serving 76 clients.



Support for T visa clients

Helping women apply for a T visa, which allows certain victims of human trafficking to remain and work in the U.S., is especially rewarding for attorney Jennifer Cho. Jennifer's current client is a survivor of sex trafficking and domestic violence that occurred in her country of origin as well as in the United States. Despite those experiences, Jennifer describes her client as having a positive perspective on life and a desire to help other women who are victims of sex trafficking. "It was so rewarding to be able to help someone who is so strong in the face of adversity," says Jennifer. "Working on her case was a great reminder of why attorneys in law firms should do pro bono work. We have so many resources available to us that enable us to efficiently handle pro bono cases, as well as the training to attend to details, issue spot and advocate for our clients. It is truly humbling to work with clients who have overcome such adversity, and it inspires me to become a better lawyer and advocate for others."

Bringing mother and daughter together

In another immigration case, attorneys Priscila Bastazin, Pinar Bailey and John Kind, with the help of legal assistant Nubia Morad, are working to secure asylum for a woman fleeing violence in Mexico. The team has prepared a brief and declaration in support of her application for asylum and has secured a work permit. In the meantime, the woman's daughter is also seeking asylum and is currently working with associate Sapna Mehta with the hope that both mother and daughter will soon find a safe haven in the U.S.



2017 Immigration Clinics and Clients Through Centro Legal de la Raza

60 clients / 1 clinic
Employment Authorization Clinics for Asylum Seekers

82 clients / 6 clinics
Pro Se Asylum Application Clinics

14 clients / 2 clinics
U Visa Application Clinics

54 clients / 2 clinics
DACA Renewal Clinics

Expanding housing rights

Victory for renters



Sometimes you have to fight City Hall, and that's just what a dedicated Fenwick team ultimately did to help protect tenants rights. After the passage of Measure V, a rent stabilization and just cause eviction measure for the City of Mountain View, the California Apartment Association (CAA) sued to block it from going into effect. When the city agreed to a temporary restraining order staying the implementation of the rent control measure, Fenwick, along with the Law Foundation of Silicon Valley, the Stanford Community Law Clinic, and the Public Interest Law Foundation, entered the picture to represent a group of Mountain View voters, tenants, and organizations. The team successfully intervened and fought back a preliminary injunction motion that would have kept the rent control measure from going into effect.

However, landlords continued to harass tenants, other lawsuits were filed, and the question of the effective date of Measure V became an issue. The timing question led to a lawsuit brought by Mountain View's City and Rental Housing Committee against some of the tenant-interveners as well as the CAA. The Fenwick team of Armen Nercessian, who argued on behalf of the Mountain View voters, tenants, and organizations at the preliminary injunction hearing, plus Rodger Cole, Marti Guidoux, Valerie Schmitt, Donna Skarloken and Adrienne Wilson, again stepped in to fight City Hall—and won. Measure V went into effect as intended.

Help for those facing eviction

Since 2015, Fenwick attorneys have participated in the Housing Negotiation Project (HNP), a joint effort of the Justice & Diversity Center (JDC), the Eviction Defense Collaborative (EDC), and the San Francisco Superior Court. On a bi-monthly basis, our attorneys volunteer to staff unlawful detainer settlement conferences and provide limited-scope representation. It is a valuable service to low-income tenants facing eviction and possible homelessness, and an equally valuable opportunity for attorneys to gain negotiation skills.

Reaching out to veterans

Correction of military records approved

Our client is a Marine and Purple Heart recipient who served in Vietnam and suffers from PTSD. His condition led to behaviors that resulted in an Other Than Honorable discharge. As a result, the client was denied needed VA medical benefits. Associate Dargaye Churnet stepped in to help, preparing an application for a discharge upgrade. This involved personal interviews, reviewing the client file assembled by Swords to Plowshares, and drafting a cover letter, personal statement, and application. After five months, the upgrade application was approved, a major step in enabling the client to receive VA benefits.



Increase in compensation for Navy vet

A Navy veteran, who also had suffered PTSD and traumatic brain injury in connection with an in-service assault, reached out to Fenwick for help regarding his compensation. For the past year, associates Noah Johnson and Kyle Canchola, with help from partner Tyler Newby and Swords to Plowshares, have assisted in appealing a decision for service-connected compensation for the veteran's conditions. Although the appeal is ongoing, the client's compensation has so far been increased by 30 percent.

Support for veterans' business ventures

Through local chapters across the U.S., Bunker Labs provides access to educational programming, industry mentors, resources, and a thriving local network to help military veterans and their spouses start and grow businesses. Associates Stephen Fisher and Hans Andersson, with supervision by partner Alan Smith, have recently been working with the Bunker Labs Seattle chapter to assist them with their Washington State organization documents and 501(c)(3) application.

Expanding corporate successes

Desired result for longtime pro bono client JustGive

The partial acquisition of a nonprofit by a for-profit company can be a challenge. So when longtime pro bono client, JustGive, a section 501(c)(3) nonprofit was looking to have a substantial portion of its assets acquired by a for-profit tech-for-good company, they turned once again to Fenwick. This was a key transaction designed to ultimately increase JustGive's ability to support its charitable purposes and position itself for enhanced long-term growth while maintaining its section 501(c)(3) status. The challenging issues were the requirements imposed on nonprofit organizations, the structure of the transaction as an asset sale, and the IP involved in the transaction.

It took over a year of negotiations and structuring to complete the deal, but the Fenwick team—including Stephen Fisher, Amir Hassanabadi, Travis Robertson, Ariel Love, Julia Ushakova-Stein, Chris Redfield and Meng Wu, with supervision by Larissa Neumann and Lynda Twomey, and help from Saundra Riley—achieved the result the client wanted.

Quick turnaround from incorporation to tax exempt status

For another 501(c)(3)-related pro bono project, associate Julia Ushakova-Stein, again with supervision from partner Larissa Neumann, successfully obtained Section 501(c)(3) tax exemption for Better Food Foundation, Inc. This nonprofit's mission is to educate the public about social, environmental, and other benefits of reducing or eliminating animal consumption, with a specific focus on dairy. Julia was able to provide expertise to a client anxious to begin its nonprofit work, including soliciting donations. The result was a quick turnaround from incorporation to tax exemption approval.



Smooth transition for two youth-focused nonprofits

Even when two like-minded California nonprofits want to team up, there can be legal hurdles. To help smooth out the process, Fenwick represented TeenForce, a nonprofit staffing agency that provides work readiness training and job placement support to disadvantaged youth, in its acquisition by Silicon Valley Children's Fund (SVCF). The acquisition was structured as a forward merger, with TeenForce merging directly into SVCF for zero consideration. The hurdle was that while TeenForce only had a handful of fulltime employees, its staffing agency model meant that it had hundreds of part-time/temporary workers, many of whom were minors. Attorneys David Michaels, Stephen Fisher, Victoria Lupu and Shweta Kumar worked with SVCF and its counsel to come up with an appropriate and efficient transition process.



Growth for small flower shop

The Fenwick team of Ken Myers, Stephen Fisher and Maureen Montgomery represented the owner of a flower shop in her effort to expand her business in the Bay Area. The owner wanted to acquire a long-standing San Francisco floral design business, and Legal Services for Entrepreneurs referred her to Fenwick. The team assisted in the negotiation of the purchase agreement with the current owner, an amended commercial lease with the existing landlord, and trademark assignment that ensured the continued use of the key trademark assets by the new owner.

Help for entrepreneurs

Fenwick is pleased to provide support for Start Small Think Big, a nonprofit organization that helps low-to-moderate-income entrepreneurs build businesses in underserved areas in New York City and the San Francisco Bay Area. The dual goal is to help owners increase their personal financial security as well as stimulate economic activity in their communities. To further this goal, our corporate and trademark groups are providing legal services to small businesses in both NYC and the Bay Area.



Reaching out to the underserved

Advocating for basic human rights and access to justice

Attorneys Hilarie Atkisson, Ciara Mittan, Armen Nercessian and Crystal Nwaneri traveled to Lumpkin, Georgia to participate in the Southern Poverty Law Center's Southeast Immigrant Freedom Initiative. The goal was to bring access to lawyers and due process to two thousand immigrants currently incarcerated in this remote corner of Georgia. Working out of a house a mile away from the detention center, the attorneys conducted client screenings, represented detainees in bond hearings, contacted friends and family to write letters of support, drafted declarations, and helped coordinate media to bring attention to the horrible injustices.

Significant settlement for California inmate

Fenwick attorneys secured a significant settlement for an inmate subjected to excessive force in a California prison. Associates Dargaye Churnet and Jonathan McMichael, under the supervision of partner Lynn Pasahow, represented the pro bono client, who despite being medically certified as unable to lie prone on the ground, was kicked and forced to the ground by guards. The team worked through case management, discovery, and a third amended complaint, and was preparing for depositions when the California Department of Corrections and Rehabilitation agreed to a favorable settlement.

First favorable trial result for Federal Pro Bono Project case

Litigation associate Amy Hayden, supervised by partner Lynn Pasahow, won a jury verdict for their client after a four-day trial. The client was physically assaulted by guards in Salinas Valley State Prison and was later forced to spend the next three years in solitary confinement as a result of the incident. Because of the extent of his suffering, the prisoner filed a *pro se* complaint. After he successfully avoided summary judgment on his own, the district court appointed Fenwick as pro bono counsel to represent the client in preparing and trying his case before a jury. Despite testimony from seven guards, the jury awarded the client compensatory and punitive damages. This was the first favorable trial result for a Federal Pro Bono Project case referred to a law firm.

Expanding protection of intellectual property

Legal help in promoting awareness

According to Fenwick IP associate Ari Fink, there are many charitable companies without the means to secure the legal help they need that are deserving of pro bono assistance. For example, Ari recently worked with a nonprofit that promotes domestic violence awareness to be able to secure appropriate rights and releases to enable the nonprofit to tell stories in order to educate and promote awareness of domestic violence.

In another pro bono project, Ari helped draft the website terms for a nonprofit app developer whose product serves several areas of great need. The company helps people in disaster areas report their immediate needs. It also does similar tracking for political voting, particularly in areas where fraud is suspected.

Trademark protection

Two trademark pro bono projects gave Fenwick attorneys an opportunity to use their expertise to assist small business owners in their quest to establish socially significant businesses. In the first instance, a family court assistant to juvenile offenders started a business called *Jumpshots Over Gunshots*, located in Harlem, to connect at-risk kids with positive messages through sports tournaments, and provide an alternative to gang associations. Attorney RJ Heher and paralegal Kiphanie Radford found it especially gratifying to help this client protect his trademark and fill a critical need in his community.

In the second instance, RJ teamed up with paralegal Debbie Shaw to help a client expand upon a social enterprise she started that engages African American millennials in Oakland. As an outgrowth of this first venture, the client established and marketed another business called Damn Good Teas.





Working against bias

A client who had developed an evidence-based model to help companies interrupt and correct implicit bias in the workplace sought to pilot the model with six prominent companies under the name Bias Interrupters Working Group. Associate Emily Gische, with assistance from paralegal Carol McCoy and supervision by partner Karen Webb, found it particularly rewarding to help develop a creative and effective branding strategy to support this important work.

Support for diversity in the field of AI

According to Humans for AI, a nonprofit dedicated to opening up opportunities for women and minorities in the field of artificial intelligence, AI is the future and will be game changing in the way we all work. The goal of the organization is to prepare, train and broaden the pipeline for minorities in tech careers who want to move into this exciting new field. Believing in this cause, an extensive team of Fenwick attorneys across various practice groups stepped in to help the group in development of their website, handling licensing issues, terms of service, privacy policy, rights to content and FTC regulations. The team included attorneys Pinar Bailey, Diana Lock and Jennifer Stanley from IP; Elizabeth Federowicz and Dawn Belt from Corporate; Sheeva Ghassemi-Vanni from Employment; and Larissa Neumann from Tax.

Let's meet the 20-hour Pro Bono Challenge!

Our pro bono commitment has always been impressive—but we want it to be even better! That is why we are challenging each of our attorneys and paralegals across all practice groups to provide at least 20 hours of pro bono services every year. Remember, volunteering even a small amount of time can make a tremendous difference. That truly expands our reach!



Reaching out with tax aid

Bringing tax expertise to low-income working households

Associate Ora Grinberg is no stranger to pro bono work. A tax attorney with extensive background in personal income tax, she has volunteered for Tax-Aid clinics for the past six tax seasons. Tax-Aid clinics are offered throughout the Bay Area, and Ora volunteers in the San Mateo Tax-Aid clinic where she has served as its co-manager for the last five years. Ora uses her knowledge and background to help in the tax return review process and serves as the on-site tax expert to help answer questions. “I love volunteering for Tax-Aid,” says Ora, “because it allows me to help many low-income working households in my community while doing something I like and am skilled at.”

Expanding tax aid year-round

Last year, Tax-Aid started a new program called Tax-Aid 365 and, again, Ora Grinberg is a constant presence and one of the program’s chief advocates. The program operates during the months outside of tax season, and matches tax preparers and advisors with low-income taxpayers who need help and advice filing their tax returns or dealing with other tax issues throughout the year. Tax-Aid 365 requires volunteers to have tax background or Tax-Aid experience, but everyone is welcome at the Tax-Aid clinics. Many Fenwick attorneys from other groups are also committed Tax-Aid volunteers.

“At Tax-Aid clinics we do great work that makes a difference and also learn from each other.”

— Ora Grinberg

Expanding community service firmwide

Community service provides everyone at Fenwick—staff as well as attorneys—with a chance to give back. We have a number of programs that go beyond our legal expertise to reach deep into the communities where we live and work. From kids, to seniors, to veterans—where there is a need, we strive to fill it. Our goal is to create volunteer opportunities that provide the greatest possible benefit to the broader community, as well as offer rewarding experiences to those donating their time so that more Fenwick team members throughout the firm will want to participate. And it is working!

Firmwide events unite our efforts

Whether in the Bay Area, Seattle or New York, we share a deep commitment to help our communities. What better way to show it than in hosting cross-firm community service events? With a common purpose and a shared enthusiasm, our offices have joined together to bring the spirit of Fenwick into their individual communities. Here is a sampling of firmwide events from 2017.



Fenwick Family Impact Weekends—Our semi-annual Fenwick Family Impact Weekends are a great draw, attracting new volunteers throughout the firm and giving entire families the chance to give back together. Gathering on the same weekend in the spring and in the fall, each office focuses on a particular project in their individual community. Highlights from this year demonstrate the scope of these fun and effective events:

- **Mountain View** partnered with East Palo Alto Charter School to clean the garden, organize the library, and provide legal assistance to the families. More than 75 people participated.
- In **San Francisco**, more than 65 Fenwick volunteers and family members partnered with SurfRider to clean Ocean Beach.
- In **Seattle**, 29 volunteers and family members made artwork for Ryther, a foster care youth program. The artwork was then used at the annual luncheon fundraiser.
- In **New York**, our smallest office, 20 volunteers helped sort donated clothes and served meals to more than 242 people in just a few hours.

Community Impact Disaster Relief—Responding to the heartbreakingly disastrous hurricanes throughout the country, Fenwick partners, associates, and staff members raised \$73,000 dollars for victims of Hurricane Irma and Maria, plus an additional \$33,000 for victims of Hurricane Harvey. Not stopping there, Fenwick's offices in Mountain View, San Francisco, Foster City and San Jose banded together to hold a Bedding and Blanket Drive for victims of the Northern California fires.

Post-Halloween Candy Drive—Fenwick staffers collaborated with Operation Gratitude to put a smile on soldiers' faces. Operation Gratitude distributes care packages to U.S. troops stationed overseas and first responders stateside. Our offices banded together to collect over 100 lbs. of candy to donate to Operation Gratitude.



Veteran's Day Thank You Cards—Thanking veterans for their service was a firmwide effort this year with volunteers gathering to create and distribute thank you cards for Veteran's Day. Each office held their own card-making event and delivered them to grateful vets in their respective communities through local VA organizations.

NIAD Art Sale—For the third year in a row Fenwick & West partnered with the NIAD Art Center in honor of National Disability Employment Awareness Month. A carefully selected range of artwork created by artists with disabilities was exhibited and offered for sale in our offices in Foster City, Mountain View, New York, San Francisco, San Jose, and Seattle.

Regional events give individual offices a chance to shine

While each Fenwick office participates fully in our firmwide community service efforts, the spirit of giving back is seemingly endless. Regional events are staff inspired and staff led. Community Impact Committee Leads seek out opportunities to do more in their communities, partner with local charitable organizations, and rally their colleagues to offer their time and talents.

Special thanks go to Committee Leads Barbara Davis, Lauren Kazmierski and Joyce Kim, Mountain View; Laura Kelley Bourne and Catherine Brady, San Francisco; Monija Arap, Foster City; Diana Luu, San Jose; Fay Kelley, Seattle and Bonnie Mattessich, New York. Here are just a few of the programs they have inspired—and there are more in the works!

“The enthusiasm of the staff in each office is truly inspiring. Given the opportunity, people want to give back.”

— Hilarie Atkisson, Senior Director of Corporate Social Responsibility/Pro Bono Counsel

Mountain View/Foster City/San Jose

One Warm Coat Drive
Valentine's Day Cards for the San Tomas Convalescent Hospital
The Birthday Party Project
Second Harvest Food Bank – Family Harvest Program
Support a Sailor Donation Drive
Loved Twice Donation Drive



San Francisco

One Warm Coat Drive
Valentine's Day Card for Seniors
Duffle Bag assembly for Ryther House and Together We Rise
Support A Sailor Drive
Back to School Drive and Bake Sale
Loved Twice Donation Drive
Guide Dogs for the Blind presentation
Halloween Bake-Off and Sale

New York

City Harvest Food Drive
Coat Drive
Toy Drive
Sponsor a family in need for the holidays

Seattle

Baby Boutique (Wellsprings Family Services)
Immigration Pro Bono CLE for Seattle Legal Community
March Madness Book Drive
Dress for Success Clothing Drive

Fenwick & West Ryther League Unit to organize and provide fundraisers

Fenwick Gives Back Week for Ryther Cottage Kids Program

Food Lifeline

Food Frenzy to support Food Lifeline's Summer Lunch Program

Fenwick/Ryther Summer Carnival

Edmonds Police Foundation 5K Dash

Northwest Harvest Volunteer Day

Holiday Gift Drive



AWARDS

Euromoney Best National Firm for Pro Bono Work in North America

For the fourth consecutive year, Fenwick & West earned recognition from Euromoney Legal Media Group as the best national firm for pro bono work in North America in recognition of the breadth and depth of our pro bono program across all practice groups and geographic regions of our offices.

Guardian of Justice Award

Presented by the Legal Aid Society of San Mateo, the Guardian of Justice award recognized Fenwick & West for its commitment, creativity, and diligence in its pro bono work, and particularly the firm's broad involvement. A distinguishing factor was the participation by attorneys, patent agents, engineers, paralegals, and secretaries in a wide variety of programs from helping seniors with health care issues to volunteering at housing and immigration clinics to providing cybersecurity advice.

Justice & Diversity Center Outstanding Volunteers

Fenwick & West is pleased to announce that the firm's lawyers have once again been recognized as Outstanding Volunteers at the Justice & Diversity Center's annual celebration. Partner Lynn Pasahow, Of Counsel Christine Redfield, and associates Priscila Bastazin, Taimur Case, Jennifer Ebling, Julia Forbess, Emily Gische, Ora Grinberg, Amir Hassanabadi, Amy Hayden, Jeremy Kazzaz, Earl Mah and Anna Suh earned the honor for their volunteer services in 2017.

Pro Bono Associate of the Year—Annasara Purcell

Annasara Purcell is recognized for her outstanding pro bono work throughout her career at Fenwick, particularly her work on Federal Pro Bono Project cases, asylum cases, and the amicus brief for sanctuary cities. Her commitment to immigration issues and to providing access to justice to those who would not otherwise be given a voice is an inspiration to all.



Community Service Award of the Year—Fay Kelley, Seattle

Fay is the current chair of the Seattle Community Impact Committee and takes a leadership role in coordinating community events and fundraising for local nonprofits. Fay has a long history of community service. Since the early 2000s, she has been involved with Ryther, a nonprofit providing behavioral health services for children and families,

and Wellspring Family Services, which is devoted to helping families in crisis. Since joining Fenwick in 2013, Fay took over the holiday family program and expanded it to include Ryther and Wellspring Baby Boutique. She also formed the first law-firm-sponsored Ryther League to support Ryther Cottage Kids and increase awareness of the organization.

Lifetime Achievement Community Service Award— Kathy Doré, Mountain View

In 1997 Kathy Doré was instrumental in forming the Volunteer Committee in Mountain View, and she has been involved in community service ever since. A true role model for other Fenwick volunteers, she devoted countless hours of her time and resources up to the time of her retirement in 2013. Kathy epitomizes the true spirit of volunteerism through her passion, kindness and generosity.



Pro Bono Partner of the Year— Larissa Neumann



Larissa Neumann has been an inspiring champion of pro bono work throughout her career at Fenwick. She worked on her first pro bono project in 2005, and consistently contributed well over 20 pro bono hours annually from that point on. When she became partner, she continued her leadership role as a champion for pro bono work. Larissa's commitment to pro bono clients and to the pro bono program at the firm is exemplary.

An amazing close to 2017!

To cap off a wonderful year of giving, Fenwick attorneys and staff members rallied to make the holidays brighter for a tremendous number of men, women, and children. From bake sales and gift drives to adopting families to providing legal assistance and translation services, in just one month, a total of \$186,200 was raised and more than 240 people benefited from generous donations of money, gifts, and legal services. That is the spirit of Fenwick!

For more information regarding our pro bono work, ongoing projects and partnership opportunities, please contact:

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