Measuring Success, One Step at a Time

How do you define the success of a pro bono program? As I begin my role as Pro Bono Counsel at Ballard Spahr, I find myself beset by this question.

- Is it the number of hours we devote to pro bono service?
- The number of clients we serve?
- How well we help the nonprofit organizations that we support to achieve their missions?

By any objective measure, Ballard Spahr’s pro bono program is an unmitigated success. Firm-wide, we devote nearly five percent of our time to pro bono clients, filling needs in our communities that our nonprofit partners cannot meet alone. We provide the same high level of advocacy to our pro bono clients as we do to those who can pay for our services. This devotion is significant: pro bono clients have complex legal needs, and not just anyone with a law degree is equipped to provide adequate representation. Ballard Spahr’s excellence in this regard is beyond measure.
In virtually every pro bono representation, our success is easy to communicate. We keep tenants from homelessness when they face unfair evictions. We support small business owners so they can hire and retain the best talent. We secure intellectual property rights for fledgling artists who are sharing their work in public spaces. And we keep people who are seeking asylum from being returned to the violence they fled in their home countries. These stories are easy to share. Our clients are enthusiastic about the results. We are proud to have accomplished their goals. The non-legal world sees the value in our representation.

Sometimes, the stories are harder. What if a non-profit organization we helped to create decides it must dissolve? What if our client loses custody? What if an agency denies the application for benefits? What if we cannot come to an agreement? What if there is no definitive answer to provide?

**What if we lose?**

Like any representation we undertake, we cannot guarantee results to our pro bono clients. Sometimes—despite hours, weeks, or years of hard work—we cannot accomplish what we set out to do. *That is not failure.*

Pro bono representation is about access. No matter how we communicate the results, success comes in the decision to take on the work and in our willingness to give it our very best. Pro bono clients, by definition, cannot afford legal representation. Our attorneys, paralegals, and staff step in to help—armed with extraordinary skill, unshakeable dedication, and a genuine passion for our clients and our legal work. Every time we make the choice to step forward, we are making our pro bono program a success.

This newsletter talks about our wins and statistics. But it also describes our challenges, passion, and client stories. Rising to those challenges, igniting that passion, and understanding our clients’ stories are the true measures of our success. As Ballard Spahr enters its fourth decade of formal pro bono service, I promise to keep these narratives at the forefront of our communications.

Lisa Swaminathan
Pro Bono Counsel
Introducing
Lisa Swaminathan
Our New Pro Bono Counsel

Lisa Swaminathan was named Pro Bono Counsel in 2018, but her connection to Ballard Spahr began seven years earlier, when she joined the firm as an associate in the Litigation Department. During that time, she devoted more than 1,400 hours to pro bono legal service on matters involving civil rights, asylum, defamation, and child welfare.

What brought you back to Ballard Spahr?

I like being a lawyer because I get to advocate for causes that I care about. While I was an associate at Ballard, I was part of a team of attorneys that saw the unfairness of civil forfeiture laws that sacrifice families’ homes in the name of law enforcement. We worked together systematically to challenge the legal scheme, all the way up to the Pennsylvania Supreme Court. So I know from my own personal experience that the people here are just as passionate about their pro bono clients and the public causes they are fighting for as I am. I also know that Ballard makes a meaningful choice to support this type of advocacy. Pro bono work is not simply a program, it is deeply ingrained in our culture. Getting to work with hundreds of other attorneys as they strive to accomplish their clients’ goals—with the full support of a sophisticated, dedicated law firm behind them—was an opportunity I could not pass up.

What were you doing before you became Pro Bono Counsel?

Most recently, I was an attorney at Juvenile Law Center, a national nonprofit that advocates for youth in the child welfare and juvenile justice systems. I did work to address collateral consequences of juvenile justice system involvement: the economic effects and the labels that keep young people from succeeding in adulthood. I also advocated for access to counsel in child welfare cases. These are cases where young people’s relationships with their families are on the line, and depending on where they live, they may not have the right to an attorney.

What did you wish you knew about pro bono work when you were an associate?

Pro bono work is the best training ground. My first trial was a pro bono matter. Truly understanding what it means to take a case from beginning to end was invaluable to my other matters. I understood better what evidence was important, how to counsel a client through litigation, and what risks can arise as cases move forward. I am an immeasurably better lawyer thanks to the experience gained from handling pro bono cases early in my career.

Why is pro bono work important to Ballard Spahr?

There are so many reasons. Foremost, it is the right thing to do. People and organizations who cannot pay for lawyers need legal services. We can fill that need. So we do.

Of course, there are other reasons. Pro bono matters help us develop legal skills. They help us learn and remember the importance of centering our representation on the client’s needs. They connect us to the community and create opportunities to build new relationships, both in and outside of the firm. There is no end to the reasons: stop by my office, and I will go on and on.

What is the future of pro bono at Ballard Spahr?

I get to join Ballard just as our pro bono program is entering its fourth decade and at a time when we are doing more pro bono work than ever. Ballard is already doing it right. I see more of that in our future.
IMPACT ON THE COMMUNITY

Working with Small Businesses

Small business ownership is a path to create wealth to pass down to future generations. Small businesses and start-up companies create new jobs, provide retail and services that may be missing in a neighborhood, and bring growth and innovation. Despite their importance to the community, many small business owners and entrepreneurs struggle to access the resources they need, especially legal services. Ballard Spahr attorneys are stepping in across the country to help overcome obstacles to succeeding in the business world.

Austin Area Minority Business Project Partnership

Austin Area Minority Business Project provides comprehensive economic development legal services to immigrant and minority business owners and employees in the area of Austin, Minnesota. Research supports the need for legal services that are targeted at meeting the needs of minority and immigrant small business communities: Local, dispersed business ownership supports equity in the make-up of the middle class.

In partnership with the Latino Economic Development Center, Immigrant Law Center of Minnesota, and Hispanic Advocacy and Community Empowerment through Research, Ballard Spahr attorneys provide holistic pro bono legal services to strengthen and diversify the local economy. Teams from Ballard Spahr have helped clients launch companies ranging from landscaping services to beauty salons.

The project’s success is a testament to how strong partnerships can harness the resources of large urban centers to support smaller communities where fewer legal services exist.

Ballard Academy for Student Entrepreneurs

The legal challenges facing budding business owners are many, consuming both time and much-needed resources. These challenges can be all the more daunting for student entrepreneurs who, in light of active course loads, little experience, and minimal income, frequently lack the time, expertise, and financial savvy to make their ideas a reality.

Through the Ballard Academy for Student Entrepreneurs (BASE), Ballard Spahr seeks to lessen these burdens for student entrepreneurs by offering pro bono legal assistance on discrete issues facing their potential ventures. Clients accepted into the BASE program are also assigned business mentors from outside the firm and are invited to participate in a year-long seminar series that addresses common concerns among business owners. The program culminates in a pitch competition, where students pitch their ideas to local venture capitalists and angel investors.

Ballard Spahr attorneys have guided more than 50 student entrepreneurs through our BASE Program

Partnering with the Corporate Community

Supporting small business is a value Ballard Spahr shares with our corporate clients. Ballard Spahr attorneys have partnered with corporate law departments to expand our pro bono reach, including by participating in Goldman Sachs’ “10,000 Small Businesses” clinics—a program designed to help entrepreneurs create jobs and economic opportunity by providing access to education, capital, and business support services.
OFFICE SPOTLIGHT

Baltimore

Because they have significant experience in a wide range of practice areas, Ballard Spahr attorneys are able to counsel clients through complex transactions. When our pro bono clients undertake large land acquisitions, they need that depth and breadth in order to accomplish their goals. In two separate projects, each of which took nearly two years to close, attorneys in Ballard Spahr’s Baltimore office provided pro bono representation to two community stalwarts. They advised on financing, tax, and leasing questions, so that our clients could continue to fulfill their missions of giving back to the city.

Ballard Spahr attorneys quickly dove into a tangled transaction that involved acquiring the property from the state university system, resurrecting and extending state historic tax credits, finding an experienced for-fee developer, engaging the right investors for state and federal tax credits, working with the Baltimore Health Department to master lease the property, negotiating grant funding agreements with the state and a subtenant, and more.

“We are truly privileged to be involved in pro bono projects of all types across the firm, so many of which have a lasting impact on communities where we practice and live. We are proud to add Baltimore’s Hebrew Orphan Asylum to the list.”

— Jon M. Laria
Baltimore Office Managing Partner

Hebrew Orphan Asylum

In early 2017, our Baltimore team met with the head of Coppin Heights CDC, a small community development corporation that had been trying for years to acquire a vacant but very special building in the heart of West Baltimore – the Hebrew Orphan Asylum, a historic 19th-century orphanage.
The transaction financing closed, and redevelopment is transforming the building into a “stabilization center” that will provide a centralized location for first responders to connect people with substance use disorders, especially alcohol and opiate dependency, to compassionate and timely care through diversion methods. Importantly, it will help keep intoxicated people without acute medical issues out of emergency rooms. The project won widespread support from the surrounding West Baltimore community, which suffers a high addiction rate and has endured years of disinvestment and is a priority of Baltimore’s mayor and health department.

Molly R. Bryson, Alyssa Domzal, Eben Clarke Hansel, Jon M. Laria, and Michelle M. McGeogh represented Hebrew Orphan Asylum.

Strong City Baltimore

Strong City Baltimore is a non-profit organization dedicated to building and strengthening Baltimore’s neighborhoods. In 2017, an opportunity arose for Strong City to be the anchor tenant in the Hoen Lithograph Building. Though rich in Baltimore history, the building was in disrepair after four decades of abandonment. The development team envisioned a community-serving resource for workforce development, education, and entrepreneurship, anchored by Strong City. The Hoen development is a lynchpin project in larger redevelopment efforts in East Baltimore.

Ballard Spahr stepped in to assist Strong City Baltimore in the highly complex financing transaction. The redevelopment project had 11 separate sources of financing, including New Markets Tax Credits, federal and state Historic Tax Credits, state and city grants, and predevelopment and bridge loans. The Ballard Spahr team assisted Strong City in the 10-year lease of its headquarters as well as its participation as an equity partner in the building. A key element of the transaction is Strong City’s path to ownership of the Hoen Building over time, which the team worked to structure. Construction is expected to be completed this fall.

Mark Pollak and Alyssa Domzal led this project, which was completed with support from Molly R. Bryson, Robert C. Darrell, Teresa Forecellese, Eben Clarke Hansel, Elizabeth A. Hecker, Michelle M. McGeogh, Kendis Key Muscheid, and Lila Shapiro-Cyr.

Karen Stokes, executive director of Strong City Baltimore, and Adam Rhoades-Brown, development manager, walk around the Hoen Lithograph Building. The renovated building will anchor redevelopment efforts in East Baltimore.
In legal disputes between landlords and tenants, the balance of power is tipped hard to one side. Landlords are more likely to have legal representation and are in a position of perceived control, while low-income tenants frequently are unaware of their legal rights. Statistics show that lawyers for tenants make a profound difference. One study found that, with a lawyer, tenants facing eviction are 95 percent less likely to be disruptively displaced from their homes.

Ballard Spahr attorneys have made this difference for countless tenants in Atlanta, Baltimore, Minneapolis, New Jersey, Philadelphia, Phoenix, Salt Lake City, and Washington, D.C., logging more than 773 hours representing low-income tenants in housing matters.

Wanda’s Story

After Wanda moved her family out of her Baltimore-area apartment, her former landlord obtained a judgment against her for rent she did not owe. The landlord aggressively pursued collection, garnishing her wages and crippling Wanda’s ability to maintain a bank account and support her family. Eventually, the landlord obtained a lien for the amount Wanda allegedly owed, despite her continued insistence—and proof—that she owed nothing. When Ballard Spahr attorneys heard her story, they offered to represent her pro bono. Using Wanda’s evidence, they captured the ear of her landlord, who eventually agreed to release Wanda from the lien. Without the blemish of a judgment, Wanda was able to purchase a home. She is now expecting a child and supporting her family.

Michelle M. McGeogh and Lila Shapiro-Cyr represented Wanda.

Thomas’s Story

Thomas became a Ballard Spahr client in the summer of 2017, through Atlanta Volunteer Lawyers Foundation (AVLF). Since 2015, he lived in an apartment complex with a view into the rafters. The ceiling above his bed had a fist-sized hole. Each time it rained, water poured in, leading to mold on the damp walls and carpet. Repeated complaints to management got Thomas nowhere. He knew that withholding rent was not an option. He would be evicted, and he had nowhere else to live. Desperate, Thomas turned to AVLF, and Ballard Spahr picked up his case.

An inspection showed extreme levels of hazardous mold in the walls, on the carpet, and in the very air of his home. Ballard Spahr attorneys dissected the inspection report and wrote to the landlord and management company for relief. Two months later, without responding to the letter, Thomas’s landlord started eviction proceedings. Thomas’s fears were being realized.

The Ballard Spahr team kept Thomas in his home. Not only did they get the action against Thomas dismissed, they filed a counterclaim, securing more than $34,000 in damages for Thomas. With previous barriers to leaving lifted, Thomas was able to move to a nice, clean, and now-affordable apartment complex.

Chittam U. Thakore, with help from Charley F. Brown and Chris L. Williams, represented Thomas, presenting oral argument, documentary evidence, and live testimony from a damages expert at trial.
Theresa’s Story

Theresa lived with her daughter, who has a disability, in South Philadelphia when her landlord filed a meritless eviction action against her. She faced losing her home as well as her ability to pay rent in the future: an eviction would mean revocation of her federal housing assistance. Over the course of three months, and across three separate hearing dates, Ballard Spahr defended Theresa against the claims and negotiated an agreement that allowed her to move out on her own timeline, without breaching the lease or jeopardizing her housing assistance. Ballard Spahr also secured the return of her security deposit, plus waived rent, which made it far easier for her to move.

Paul K. Ort secured settlement for Theresa, under the supervision of Raymond A. Quaglia.

I was finally heard! I can’t stop telling others who are down that there are lawyers out there who will fight for you.

Ana came to Ballard Spahr through our partnership with Tahirih Justice Center, a nonprofit organization that provides legal and social services to immigrant women and girls fleeing violence. We are working with Ana to secure a U-visa—a set-aside for immigrants who are helping law enforcement after they were victims of certain crimes. But Ana was living in the United States without her son, Marco. Without legal help, her efforts to bring him here were failing.

Kristel Tupja was a summer associate at Ballard Spahr when she began helping Ana to bring Marco to the United States. She continued her work after joining the firm full time. But pursuing relief for Marco came with challenges, including errors on his birth certificate that delayed approvals.

After a seven-year effort, Ana finally received the result she was hoping for: a visa for her son. Ana met Marco at the airport when he arrived from Bolivia.

Kristel Tupja and Charles S. Henck represented Ana in applying for a derivative visa for Marco.

Edia L. Jackson provided translation services on this matter.

Ballard Spahr client Ana and her son Marco pose together after being separated for more than seven years.

Words from a Client
One of the firm’s largest pro bono undertakings was Clemency Project 2014, launched by the Department of Justice under President Barack Obama.

More than 100 Ballard Spahr attorneys represented clients pro bono through Clemency Project 2014, addressing inmates serving disproportionately harsh prison terms for nonviolent offenses under then-mandatory sentencing laws. The firm filed petitions for 81 clients with the Office of the Pardon Attorney. President Barack Obama granted 29 petitions filed by Ballard Spahr, more than any other Am Law 100 firm.

Cindy Shank is one of the prisoners we helped. Sentenced to 15 years for a first-time, nonviolent, drug offense tied to an abusive ex-boyfriend, Cindy left behind three young daughters when she went to federal prison. Her brother, filmmaker Rudy Valdez, documented the story of Cindy’s incarceration, the effect it had on her children, and her family’s efforts to lobby for sentencing reform. What started as a personal project became The Sentence, a full-length documentary. The film won the Audience Award for a U.S. Documentary at the Sundance Film Festival in early 2018, and was released as an original documentary by HBO last October.

Margie Peerce, a partner in Ballard Spahr’s New York office, led the team that helped win clemency for Cindy and appears in the film. Marjorie’s work on Clemency Project 2014 goes even deeper. As one of the leading attorneys nationally on the Obama-era reform initiative, she served as a member of the working group that developed it and on the national screening and steering committees. Her work included developing training materials, navigating thorny ethical issues, and mentoring volunteer lawyers. She also oversaw the recruitment and involvement of other Ballard Spahr attorneys.

Clemency Project 2014 resulted in cumulative sentence reductions of more than 13,000 years, at a taxpayer savings of more than $436 million. Margie’s work was recognized by the New York Law Journal’s Lawyers Who Lead by Example Public Service Award, the New York State Bar Association President’s Pro Bono Service Award, and the firm’s Alan J. Davis Award, with its $25,000 prize donated equally to the Lawyers’ Committee for Civil Rights Under Law and the National Association of Criminal Defense Lawyers, earmarked for Clemency Project.

For Margie, it’s not about the awards and exposure. It’s about the clients and justice.

“"To me, it’s a labor of love, our ability to get these guys and gals out of jail who are serving these unfair sentences. I’ve always said that people like me should give—we’ve got the skills and the knowledge to help. There is no other better thing I can be doing than this right now."”

— Margie Peerce on receiving the Law Journal honor.
Representing People Where They Are: Southeast Immigrant Freedom Initiative

“I remember when I came back from Georgia, Monday morning, parking in the Gallery garage, and having this sense that my work here is important, but also knowing that what was going on at the time in Lumpkin was impactful,” Michelle McGeogh told The Baltimore Sun. “I thought, I should be there. I need to go back there.”

Michelle was talking about her pro bono work at a remote immigration detention center in Lumpkin, Georgia, through a partnership with the Southern Poverty Law Center’s Southeast Immigrant Freedom Initiative (“SIFI”). In response to the evolving changes in immigration law, Michelle and other Ballard Spahr attorneys from across the firm’s offices traveled to small, isolated Southern towns to address the needs of people detained there. During the week they spent at these remote detention facilities, the lawyers evaluated and represented pro bono clients in credible fear interviews and bond hearings and prepared asylum petitions.

Our lawyers filled a growing need: one in six immigrants detained in the Southeast does not have access to legal counsel. Simply receiving representation is itself a victory, and one that likely begets more. Detained immigrants are more likely to ask for the legal relief they need—like asylum—if they have counsel. Once they ask, courts are twice as likely to grant relief to a represented immigrant as they are to someone without counsel. For people who are fleeing violence in their home countries, a Ballard Spahr attorney could literally mean the difference between life and death.

Cowboy’s Dream Acquisition

When the Girl Scouts of Southern Nevada received what is thought to be the largest gift in Girl Scout history, a team of Ballard Spahr attorneys worked hand-in-hand with the organization to bring the transaction to fruition. The donation of Cowboy’s Dream—a private 70-acre luxury ranch valued at more than $8 million and where guest rates run nearly $1,000 per night—was made by the The Phyllis M. Frias Management Trust. Located roughly 90 miles north of Las Vegas in rural Lincoln County, Cowboy’s Dream features a bed and breakfast, a restaurant and lodge, an amphitheater, art and furnishings, and undeveloped land. Before becoming a resort, Cowboy’s Dream was the home of the late Charlie and Phyllis Frias, who moved to Las Vegas with little more than the clothes in their bags and went on to build Nevada’s largest transportation company. The property will provide untold opportunities for girls to develop an appreciation for nature and practice environmental stewardship.

Bill Curran, Maren Parry, and Diane Markert represented the Girl Scouts of Southern Nevada, with support from Bruce F. Johnson and Mo Tashakor.
Perspective

Pro Bono Work Makes Me a More Valuable Attorney

By Nahal Zarnighian

Being a millennial is hard. Society doesn’t exactly love us: we’re always complaining—“being a millennial is hard”—and asking for more than we deserve. For all of our alleged faults, I think our generation is acutely aware of one important aspect of life: finding fulfillment in what we do every day.

I have the good fortune to work on sophisticated transactions involving some of the most impressive pieces of real estate in the nation. Growing up in Los Angeles, I was always fascinated by the real estate in the city. The evolution of our downtown area perfectly exemplifies how a city can be transformed by tall buildings and gorgeous architecture.

Sometimes, however, I was blinded by those tall buildings and missed the tents that line skid row. I recently learned that Los Angeles has the second-largest population of people living in homelessness of any region in the United States. New York City has the largest. While 95 percent of people experiencing homelessness in New York are sheltered, only 25 percent in Los Angeles can say the same. The statistics blow my mind; people just like me are homeless in the same city I call home.

Homelessness is just one of the many issues that plague Los Angeles, and most people have probably turned a blind eye—especially those annoying millennials who grew up with cell phones in hand, the perfect distraction from reality. But being involved in these impressive real estate transactions also opened my eyes to the need for legal services in other arenas.

Every time I appear in court, I pass by unrepresented people who are facing circumstances no one wants to experience—eviction, guardianship, domestic abuse. I refuse to bury my face in my phone and ignore the reality anymore. I learned that in order to find fulfillment in what I do, I needed to use my legal education and experience not only for those beautiful, tall buildings, but also for the people who need the legal system to keep their homes or their families intact.

To become intimately involved with the community around me, I started volunteering with Bet Tzedek’s Conservatorship Clinic. When adults lack the capacity to make their own legal, financial, or medical decisions, courts can grant a family or community member the authority to provide care. Through Bet Tzedek and the Los Angeles Superior Court, I provided legal assistance to individuals who needed the authority to make important decisions for their loved ones. We sat side-by-side through the filing process, filling out court documents, and arranging for documentation at the hearing. Instead of facing uncertainty, they had someone with whom to navigate the otherwise daunting legal process.

We may be the generation that popularized ping pong tables and nap pods in the workplace, but our pursuit of fulfillment in our work makes us better professionals. Having the opportunity to work in a firm that not only supports but encourages pro bono work has allowed me to become a better attorney. Working on complex transactions and with sophisticated clients is incredible, and I recognize how fortunate I am. But, I would not be as valuable as I am today without my experience representing my whole community.

I think our generation is acutely aware of one important aspect of life... in what I do, I needed to use my legal education and experience not only for those beautiful, tall buildings, but also for the people who need the legal system to keep their homes or their families intact.

...finding fulfillment in what we do every day.
Recognition in 2018

Firm-wide Awards

Pro Bono Publico Award, American Bar Association
Firm of the Year, Georgia PATENTS
Pro Bono Law Firm of the Year, Maryland Legal Aid
Pro Bono Law Firm of the Year, Nevada Legal Services
Certificate of Pro Bono Achievement, The Supreme Court of the State of Colorado

Individual Awards and Recognitions

Ethan J. Birnberg, the Donald E. Cordova Distinguished Service award, awarded by the faculty of Federal Advocates in conjunction with Michael E. Romero, Chief Judge, U.S. Bankruptcy Court for the District of Colorado
Barbara A. Casey and Denise N. Keyser, Volunteers of the Year, Pro Bono Partnership
Christopher T. Cognato, Impact Award, Philadelphia VIP
Bill Curran, Citizen of the Month, Las Vegas City Council
Ashley C. Haun and Emily J. Vaias, the Laura Banks Reed Award for Community Service, DC Safe
Michael R. McDonald, Pro Bono Publico Award, Legal Aid Society, New York, NY
Kendis Key Muscheid, Heart of Justice Attorney of the Year, ALWAYS/Arizona Legal Women and Youth Services
Christine T. Snider, Individual of the Year Award, The Colorado Lawyers Committee
Honor Rolls

2018 Empire State Counsel Honor Roll
Justin W. Lamson
Bart I. Mellits
Marjorie J. Fuerst-Peerce

2018 Capital Pro Bono Honor Roll (Washington D.C. Bar)
Pavitra Bacon
Seth D. Berlin
Sharon M. Bertelsen
Chad R. Bowman
Jay Ward Brown
Molly R. Bryson
Keli Colby
Desmond D. Connall, Jr.
Bill Curran
Theodore R. Flo
Mara J. Gassmann
Tiffany B. Gelott
Amy M. Glassman
Dana R. Green
Ashley C. Haun
Courtney E. Hunter
Katayun I. Jaffari
Ying (Joanna) Jiang
Steven R. Johnson
Matthew E. Kelley
James Kim
Ashley J. Kissinger
Jon M. Laria
Lee J. Levine
Timothy F. McCormack
William A. McDaniel
Michelle M. McGeogh
Katherine M. Noonan
Olabisi Ladeji Okubadejo
Roshni J. Patel
Marjorie J. Peerce
Jennifer M. Roussil
Priya Roy
David R. Rudd
Linda B. Schakel
David A. Schulz
Charles D. Tobin
Daniel J. Tobin
Emily J. Vaias
Adam S. Wallwork
John C. Wheatley
Roger D. Winston

2018 First Judicial District Honor Roll
Kurt R. Anderson
Wendy Angus-Anderson
Robert J. Baron, Jr.
Barbara R. Beckman
Alicia H. Berenson
Michael Berry
T. Conrad Bower
Thomas F. Burke
Sade Calin
Juliana B. Carter
Douglas Y. Christian
Robert J. Clark
M. Elizabeth Cloues
Christopher T. Cognato
Kevin R. Cunningham
Meredith Swartz Dante
Dominic J. De Simone
Mark S. DePillis
Fred G. DeRitis
Brian D. Doerner
Lindsey Ermey
Michael D. M. Fabius
Daniel C. Fanselle
Shannon D. Farmer
Jennifer Feden
Carl H. Fridy
David S. Fryman
Jayne M. Hebron
Jean C. Hemphill
Shaina E. Hicks
Henry E. Hockeimer, Jr.
William B. Igoe
Katayun I. Jaffari
Leslie E. John
Christopher A. Jones
Geoffrey A. Kahn
Denise M. Keyser
Yunhee Kim
Philip B. Korb
Paul Lantieri, III
Jason A. Leckerman
Kimberly D. Magrini
Tina R. Makoulian
Matthew N. McClure
Sara A. McCormick
Elenor A. Mulhern
Rosetta B. Packer
Raymond A. Quaglia
Eileen Quigley
Burt M. Rublin
Lynn E. Rzonca
Clifford Sacalis
Paul J. Saffier
Marilyn C. Sanborne
Brian Slagle
Mark Stewart
Stephen R. Stigall
Anu Thomas
Mark K. Treanor
Matthew I. Vahey
Ronald M. Varnum
Jessica H. Watkins
Elizabeth Weissert
Matthew A. White
Kahlil C. Williams
Alexander I. Ziccardi

Christine Snider honored by the Colorado Lawyers Committee as Individual of the Year
## THE PRO BONO COMMITTEE

<table>
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<tr>
<th>Name</th>
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<tr>
<td>Lisa Swaminathan</td>
<td>Pro Bono Counsel</td>
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<td>Lisa Whiteley</td>
<td>Director of Practice Management, Pro Bono</td>
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<td>Cindy Anderson</td>
<td>Pro Bono Consultant</td>
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<td>Mayra Troendle</td>
<td>Senior Pro Bono Coordinator</td>
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<td>Celia Thomas</td>
<td>Pro Bono Coordinator</td>
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<tr>
<td>Lindsey Beideman</td>
<td>Pro Bono Coordinator</td>
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- **Atlanta**
  - Charley F. Brown
  - Jonathan M. Bye
  - Barbara A. Casey
  - Tyler M. Cobb
  - Bill Curran
  - Christopher A. Grgurich
  - Stephen J. Kastenberg
  - Anthony C. Kaye
  - James Kim
  - Elizabeth C. Koch
  - James A. Lodoen
  - Thomas G. Lovett, IV
  - Kimberly D. Magrini

- **Baltimore**
  - Timothy F. McCormack
  - Michelle M. McGeogh
  - Maxwell S. Mishkin
  - Jennifer Naegele
  - Katie M. Noonan
  - Ann Novacheck
  - Mary M. O’Brien
  - Constantinos G. Panagopoulos
  - Celeste Phillips
  - Patrick H. Pugh
  - Tesia N. Stanley
  - Glen P. Trudel
  - Sarah B. Wallace

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- **Los Angeles**
- **Minneapolis**
- **New Jersey**
- **New York**
- **Philadelphia**
- **Phoenix**
- **Salt Lake City**
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