



Vedder Community

Pro Bono Year In Review 2023

VedderPrice

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A Message from Our Co-Chairs

Pro bono work brings many benefits: to indigent clients, to not-for-profit organizations and charities, and to our own people volunteering. In many instances, our Associates and Shareholders gain valuable (and inspiring) exposure to legal challenges outside their day-to-day areas of expertise.

Vedder Price partners with organizations specializing in issues to improve the lives of — to cite only a few examples — military veterans, immigrants and foster children. Our team approach calls for a Shareholder to supervise each project, which may involve one or more Associates, frequently working over multiple years.

A cornerstone of our program has been to encourage our attorneys to seek pro bono work they are passionate about. These efforts have yielded important wins in 2023. We helped refugees from El Salvador, Honduras and Afghanistan gain asylum in the United States. Vedder Price is also representing migrants trafficked to the United States from Mexico, seeking compensation for forced labor. In addition, our firm represents inmates “buried alive” by life

sentences for non-violent crimes, which has resulted in reduced sentences and early release in several cases.

Refugees and victims of human traffickers provide heart-rending stories, but there is a great deal of smaller, quieter, ongoing pro bono work our dedicated people do. In the United Kingdom, for example, our London office helps small not-for-profit organizations with corporate and human-resources issues. This kind of support is essential to help small organizations avoid legal minefields and build strong foundations to pursue their charitable missions and grow. Our San Francisco office, to cite another example, provides legal advice to a relatively young organization that helps Black communities address long-term inequities.

At Vedder Price, our pro bono clients receive the same level of dedication and support as our paying clients. We are honored to support the communities we serve with pro bono legal services, and our additional donations of volunteer time and financial resources also illustrate how Vedder Cares.



Michelle T. Olson
Shareholder and Co-Chair, Pro Bono Committee



Patrick W. Spangler
Shareholder and Co-Chair, Pro Bono Committee

Core Programs



Advocating for criminal justice reform

Our attorneys regularly partner with the Buried Alive Project, a nonprofit organization focused on freeing individuals serving draconian sentences under outdated federal drug laws. Many individuals are serving life sentences without the possibility of parole due to drug offenses, sometimes even first-time offenses, and our attorneys assist with re-sentencing, compassionate release motions, or any other avenues of release under the First Step Act.



Eradicating human trafficking

Victims of human trafficking are often left in economic and social distress after they escape their horrific conditions. Vedder Price continues to stand up for these survivors by initiating groundbreaking civil litigation against their former captors. These high-profile cases range from suing foreign diplomats who abuse their power to filing civil lawsuits against international cartels running trafficking rings in the United States. Through Vedder Price's representation, these individuals regain their voice, dignity and lives.



Supporting a path towards citizenship

Vedder Price attorneys provide pro bono services for families who are fleeing devastating circumstances in their home countries and seeking legal asylum in the United States by partnering with the National Immigrant Justice Center and Kids in Need of Defense.



Helping veterans get back on their feet

Soldiers with traumatic brain injuries or post-traumatic stress disorder face serious challenges. Receiving a less than honorable discharge adds insult to injury and can mean denial of much-needed military benefits and difficulties finding employment. Our attorneys work with the Center for Veterans' Advancement sponsored by the nonprofit Public Counsel to help veterans get their lives back on track.

2023

Pro Bono: By the Numbers

\$6+ million



Estimated value of pro bono services provided by Vedder Price in 2023, reflecting our dedication to serving those in need.

9,800+ Hours



Time donated by our attorneys, demonstrating our commitment to making a difference.

55%



Percentage of lawyers who participated in pro bono work, highlighting our firm's collective dedication.

32%



Percentage of associates who donated at least 30 pro bono hours, showcasing widespread engagement.



Helping Asylum Seekers in South America

From El Salvador, Honduras and Afghanistan

People fleeing mayhem in their home countries face numerous challenges, including language barriers, bureaucracy and frequent delays in legal hearings. The complexities frustrate even highly intelligent and patient people, which explains why most asylum applications are turned away.

The odds of being granted asylum, however, are greatly improved when the National Immigrant Justice Center (NIJC) becomes involved. This not-for-profit takes on scores of cases each year, extending their organizational power by asking attorneys nationwide to represent applicants pro bono.

Vedder Price has been a strong supporter of the NIJC, and Joshua Dunn, a litigator and Shareholder, was one of the presenters of the center's Asylum Training for Pro Bono Attorneys, held in October 2023.

Here are brief descriptions of some of the wins Vedder Price achieved in 2023 for asylum-seekers, starting with a case overseen by Josh.

El Salvador

Josh's client was a family that fled El Salvador in 2018 due to gang-based persecution after refusing to cooperate with the Mara Salvatrucha, or MS-13, gang. Gang members hounded him and his family, including several instances of physical assault and repeated threats of death, dismemberment and beheading.

Fleeing their home country, family members became separated on the journey north but eventually made it to the United States and applied for asylum. "For the mother, the hardest part was the delays," Josh recalls. "The family was in the country more than two years before the date of their initial hearing was set."

In addition to delays in backlogged immigration courts, language barriers meant Josh and Vedder associates needed to work harder to gain the trust of their clients. In addition, factual affidavits needed to be gathered from officials and family members to build a highly persuasive case.

"We finally got our client's day in court in March (2023)," Josh said. An interpreter translated the mother's Spanish, and it was gut-wrenching testimony, deemed very credible. After a four-year wait, our clients were granted asylum.

For the family, the result was life-changing. "You can see the relief when you look into their eyes and talk to them," Josh

said. "The children are able to share their dreams, knowing they are safe and no longer have to worry about deportation and threats from MS-13 gang members."

Honduras

Vedder Price attorneys took on the case of a woman with a horrific history of repeated physical and sexual abuse by multiple male abusers over a period of many years, including being kidnapped and assaulted by an adult male while in her teen years. Her grandmother came to the rescue by mortgaging her house and offering the proceeds so her granddaughter could cross the border—to seek asylum.

After reaching the United States, she sought legal assistance but was taken advantage of by the first law firm she hired. Eventually she found her way to an NIJC office, which assigned the case to Vedder Price attorneys.

"Our client had not previously spoken much about her past abuse," Taylor McCann, a Vedder Price Associate, said. "The process was emotional and very difficult for her."

Another challenge in preparing for the hearing was the lack of assault reports, which government attorneys frequently cite as a reason to deny asylum. But, in Honduras, many criminal activities go unreported due to high crime rates and police corruption. Reporting incidents is often pointless given the high rates of sexual and physical violence against women in Honduras as well as El Salvador.

Over multiple years, several Vedder Price attorneys, including Taylor, Shareholder David Kane and Associate Sandy Chen, helped build a persuasive case for this refugee.

Although she was very worried about being deported, the Vedder Price team was ultimately successful in obtaining permanent asylum for her following a Merits Hearing. "We are overjoyed with the outcome and feel extremely privileged to have helped her," Taylor said. We are pleased to report the client is doing well living in the United States.

Afghanistan

The Female Tactical Platoon was a little-known corps of Afghan women who worked with U.S. Special Operations during the war in Afghanistan. After the chaotic fall of Kabul in 2021, these soldiers and their close family members were airlifted out and resettled in various U.S. locations. They obtained temporary work authorizations yet lacked a pathway to citizenship.

Amal Rafiq, an Associate, volunteered to take on one case in 2022 but was persuaded to take on another five closely related cases. More than a dozen Vedder Price attorneys

pitched in to help pro bono on the six cases; they had a mere two months to collect information on each applicant, surmount language barriers, and submit documentation of the risks facing the applicants if they were forced to return to Afghanistan.

Despite the soldiers' sacrifices and collaboration with US military objectives, the review of the applications by the US Citizenship and Immigration Services proceeded at a glacial pace. Only one of six cases was granted asylum by the end of 2022.

Fortunately, the pace of the process picked up steam and brought several wins in 2023. In April, the US granted asylum to a combat veteran residing in Virginia. The Vedder Price team on this case included Shareholder Amy Bess and Associate Tamara Droubi. "Our client is greatly relieved with the outcome," Tamara said. "She endured huge risks and exhibited enormous bravery. We are honored to have represented her."

In September 2023, Shareholder Arianna Goodman received news that asylum was granted for her client, her husband and a newborn.

Two additional clients were granted asylum in 2023 and, as of our publication date, only one of the six cases remains in limbo. "I have no idea when we will hear back on that one," Amal says.

More than two years after applications were filed, the scheduling process seems almost random. All six of the cases Vedder Price filed had similar arguments for granting asylum, all were filed around the same time, and all petitions represented members of the same platoon.

Amal stays in contact with the veterans even after their asylum cases were successfully concluded. She plans to assist them with green card applications, which need to be filed within a year of their asylum being granted.

She is also assisting the asylees' family members remaining in Afghanistan to join their loved ones in the United States. The process is complex due to the closure of the US embassy in Kabul, another illustration of how difficult it is for vulnerable people to gain access legally to the United States.





Fighting for Compassionate Release of Inmates Serving Life Sentences

Buried Alive Project

Nearly 4,000 people were sentenced to life without parole for federal drug offenses in the 30-year period from 1988 to 2018, at which time the First Step Act was signed into law.

The Buried Alive Project, a not-for-profit organization, offers legal representation for non-violent offenders serving excessive sentences, usually for drug-related offenses. On its website, the organization notes that people of color account for 80 percent of offenders burdened with interminable sentences.

Arianna Goodman, a Shareholder in our Dallas office, has worked pro bono cases for several years with the Buried Alive Project. Before relocating to Dallas, she offered her volunteer legal services to juveniles serving life sentences in Pennsylvania.

“After moving to Dallas, I made it known I wanted to stay involved with sentencing reform,” she said. “Once you get one person out of prison who was serving a life sentence, not only does it change that individual’s life—it also changes yours. Hearing that one of my clients who was serving a life sentence was being released in 60 days was one of the best days of my career.”

The First Step Act was signed into law in 2018, and the revised regulations are designed to promote rehabilitation, reduce recidivism and combat excessive sentences. Amendments made to the Federal Sentencing Guidelines in November 2023 provide additional grounds for compassionate release.

Motions can be filed for inmates for a number of reasons, including for individuals who have reached an advanced age, have already served a substantial portion of their sentences, or have health concerns that cannot be appropriately managed by penitentiary staff.

In June 2023, Arianna accepted three Buried Alive Project cases, with all three clients having been sentenced to life decades ago. “We are filing compassionate-release motions for all three, asking courts (or the warden) to re-sentence our clients to something less than life in prison, including time-served,” she said.

One case, filed with the Southern District of Texas, involves a Colombian, a first-time drug offender, who has served more than 20 years of his life sentence. He has strong support from his family and, if released, will likely to be deported to Colombia.

A second case was filed in the Eastern District of Pennsylvania, where the client has served 22 years of his

life sentence, also for non-violent drug offenses.

The third case, filed in the Eastern District of Louisiana, is more complicated. The offence, a bank robbery in the 1970s, occurred a decade before passage of the Sentencing Reform Act. “The First Step Act, the avenue in which individuals are seeking reduced sentences, only applies to cases after the Sentencing Reform Act was enacted,” she explained. “This particular client’s offense was committed in the 1970s, before the SRA, so we don’t have the legal avenue to ask the Court to reduce his sentence. Instead, we have to make our request to the warden and try to convince the prison warden to support a motion for compassionate release.”

The client in this case is 72 and has spent 52 years incarcerated: 49 years in a state penitentiary in Louisiana before being moved to a federal prison in Indiana, where he continues to serve a life sentence.

The entire process typically takes about a year to achieve results. Arianna hopes to hear good news for one or more of these clients in 2024.





Seeking Financial Justice for Virtually Enslaved Farmworkers

Human Trafficking

“Operation Blooming Onion” uncovered a huge human smuggling and labor trafficking ring that lured scores of Mexican and Central American workers into brutal conditions at farms in the United States. At least two migrant laborers died due to horrific working conditions, according to information from the US Attorney’s Office, Southern District of Georgia.

The traffickers conspired to fraudulently obtain H-2A visas (intended for temporary agricultural laborers), thereby enabling transport of migrants to US Southeastern states.

The laborers were trapped in dangerous working conditions and received no or little pay (e.g. 20 cents for a bucket of onions harvested painstakingly by hand). Identification documents were withheld, housing conditions were squalid, and laborers were threatened with physical violence and deportation.

Multiple federal agencies collaborated on the multi-year, transnational “Operation Blooming Onion” investigation, culminating in the indictment of two dozen defendants. Two men pled guilty and were sent to prison in 2023. Another defendant was dropped from the indictment after being found beheaded in Mexico. Several additional defendants were expected to plead guilty.

Anand Ramana, Vedder Price Shareholder, said, “Our firm is fighting for the migrant workers to recover their wages and substantial damages. The traffickers and others involved in the conspiracy must be held accountable for their heinous and illegal mistreatment of these honest, hardworking migrants looking to help their families at home.” A team of 10 Vedder Price attorneys have been working pro bono on multiple cases related to the federal indictment. Civil cases have been filed against three different groups of alleged traffickers; two of the three cases remain on hold due to parallel proceedings in criminal courts.

In the active case of *Hernandez v. Patricio et al.*, filed in April 2023, Vedder Price is representing three lead plaintiffs, all from Mexico, as well as more than a hundred other holders of H-2A visas. The three plaintiffs have filed suit against Maria Leticia Patricio, Enrique Duque Tovar, Jose Carmen Duque Tovar and MBR Farms, Inc.

Charlie Wang, an Associate, working significantly on these cases, said Vedder Price became involved after the Georgia Legal Services Program, a nonprofit law firm, asked us for assistance filing civil actions. Vedder Price has teamed up with local counsel, Daniel Werner, of Radford Scott LLP, a renowned expert in trafficking litigation. Charlie stated, “Migrants should be able to come to the U.S. to earn a living without being

exploited by nefarious individuals. Our laws guaranteed them that protection, and our work hopefully is a step towards effecting that guarantee.”

Violations cited in the civil complaint relate to the Trafficking Victims Protection Act, the Fair Labor Standards Act, the federal Racketeer Influenced and Corrupt Organizations Act, as well as multiple Georgia statutory and common laws.

The alleged ringleader is Patricio, more than 70 years old and a resident of Georgia. She continues to fight the criminal charges against her. Investigators from Homeland Security, the US Department of Labor, the FBI, and other federal agencies have been investigating her organization since 2018, a few years after the trafficking is believed to have begun.¹

The scheme is believed to have extended to public officials and commercial businesses. Investigative reports by *USA Today*, *The Augusta Chronicle*, and *The Savannah Morning News* have alleged bribery of state labor officials in Georgia. In addition, a senator/farmer was publicly cited for using contractors implicated in Operation Blooming Onion, although he was not criminally charged. In addition, unlawful profits from the operation were allegedly laundered through the Seminole Hard Rock Hotel and Casino and possibly additional entities.²

Anand continues to supervise efforts firmwide on this case, with pre-trial motions and discovery continuing in 2024. On the behalf of the migrant farmworkers, Vedder Price is seeking liquidated damages, trebled damages, general and special damages, punitive damages, emotional-distress damages, damages arising from the traffickers’ breach of contract, disgorgement of ill-gotten gains, as well as pre- and post-judgment interest, costs and reasonable attorneys’ fees.

This case and the two other related civil cases on hold have benefited from the pro bono efforts of Associates Eleanor Callaway, Francisco Ishina and Amal Rafiq, all from the DC office; Charlie Wang and Ari Winger of Los Angeles; and Dana Mehlman, and Alison Czerniak, all from the Chicago office.

1. Press release: “Human smuggling, forced labor among allegations in South Georgia federal indictment,” Monday, Nov. 22, 2021. <https://www.justice.gov/usao-sdga/pr/human-smuggling-forced-labor-among-allegations-south-georgia-federal-indictment>

2. “Eight of 24 defendants in Georgia’s largest human trafficking case plan to plead guilty,” by Drew Favakeh, *Savannah Morning News*, Feb. 20, 2024. <https://www.savannahnow.com/story/news/2024/02/20/defendants-in-operation-blooming-onion-case-plead-guilty/72627981007/>



Making a Difference in Los Angeles

Paving the Way for an Early Christmas Miracle

A few days before Christmas, Shareholder Eric McDonough drove more than an hour north of Vedder Price's offices to a largely forgotten part of Los Angeles County. He needed to check on a piece of real estate for one client and decided to swing by to meet the executive director of a potential new client: Paving the Way Foundation. Prior to the meeting he had emailed an engagement agreement for the Executive Director, Janie Hodge, to review and DocuSign.

"I drove up and saw a tiny little office," he recalls. "Inside were five or six people working on computers, and a wall with a Jobs Board."

Standard legal fees could be crushing for such a small organization. This one helps homeless people and the formerly incarcerated get back on their feet with jobs, housing assistance, classes and therapy.

Introducing himself to Ms. Hodge, he said, "First and foremost, I want you to know we're going to do this pro bono. Her eyes started to tear up. She stood up and gave me a hug. I'd known for her only a minute and she exclaimed, 'it's a Christmas miracle!'"

The work Eric agreed to take on involved real estate in Lancaster that the foundation wanted to acquire and transform into a Wellness Center. "From my perspective it was a complicated real estate transaction," he said. "I called Sam Korshak, Vedder Price Shareholder, and asked for his help with the ins and outs of the deal. He did a phenomenal job."

Eric and Sam completed their work in March 2023, enabling development of the Wellness Center, which opened in Lancaster in April 2024. Eric now serves on the Board of Directors and continues to provide legal guidance to the Foundation.

ACEing Autism

Many nonprofits have a great need for "bread and butter" guidance to avoid legal pitfalls that can distract them from achieving their charitable missions. For ACEing Autism, Vedder Price in 2023 provided advice and counsel on several employment issues, and assisted with employee handbook updates.

The organization serves more than 3,400 children on the spectrum at 126 locations across the United States. "We have a great relationship," Eric says, "and our folks enjoy working with ACEing Autism." Eric has been involved with the organization for a decade. Additional Vedder Price attorneys helping ACEing Autism include Associates Lauren Wertheimer, Ashley Stein, Gaby Mercurio and Shareholder Sheryl Skibbe.

Connecting Compton

This suburb south of Los Angeles has a gritty urban reputation. Connecting Compton, founded in 2019, is a not-for-profit that is providing safe open space where people of all ages and cultures come together with a sense of unity, belonging and pride.

Connecting Compton currently organizes activities, camps and community events in a space that harkens back to the region's agrarian past. The organization's leaders are now aiming higher to create a Compton Multi-Cultural Equestrian Center. Therapeutic horseback riding and other equine-assisted activities have been known to help children, adults and veterans with cognitive, physical and emotional disabilities.

Eric and Lauren are assisting Connecting Compton by providing legal advice and counsel specifically with respect to leadership issues, board organization, procedures and protocols. Foundational issues such as these are essential for nascent nonprofits as they pursue growth and financial support, as well as enhanced credibility and backing from community leaders and elected officials.





Supporting an Educational Nonprofit Organization's Mission to Address Inequalities

San Francisco

Vedder Price is excited to support a local educational nonprofit organization's mission to explore the impact of anti-Black racism on health and wellness. Our San Francisco office offers its legal knowledge pro bono to help this relatively young nonprofit organization develop strong policies and build a solid foundation for growth.

The organization offers classes, trainings and workshops, and its mission is aligned with San Francisco Mayor London Breed's roadmap for addressing structural inequities. It focuses on educating and training members of the San Francisco Black community in conducting research and developing storytelling skills — part of a creative and engaging approach for addressing inequality's long-term effects.

Shareholder Michael Wahlander, along with Associates Sai Paspulati and Peter Walrod, are drawing on their backgrounds in labor and employment law to help the organization develop employment policies and procedures, which are essential for organizations, particularly a relatively new one that strives to strengthen its reputation, fulfill its mission and grow.

Vedder Price's pro bono work has entailed an extensive review of the organization's current employment practices, along with planning for policies and procedures essential for growth. Our attorneys are working with the organization's leadership to identify its needs and to create a handbook to support the organization through its journey.



Pro Bono and 'Low Bono' in London

Extending Peter Pan's Magical Gifts

Great Ormond Street Hospital (GOSH) has long depended on charitable support to care for seriously ill children in the UK and from overseas. GOSH is known as one of the world's leading children's hospitals, providing specialist care to the hundreds of families who visit the hospital every day.

By GOSH, what does Peter Pan have to do with this hospital?

Peter Pan's author, J.M. Barrie, has been GOSH's most enduring benefactor. Almost a century ago, he donated the copyright to his classic story to the hospital.

Hasn't that copyright expired by now?

Unlike with Mickey Mouse (the US copyright which expired in January 2024), the UK amended the Copyright, Designs and Patents Act 1988 to give Great Ormond Street Hospital Children's Charity (GOSH Charity) the unique right to royalties, in perpetuity, from any public performance, commercial publication, or communication to the public of the whole or any substantial part of the play *'Peter Pan'* or any adaptation of it.

So, while Peter Pan first flew into the public imagination in 1902, through J.M. Barrie's gift he continues to provide an important legacy to GOSH that amounts to much more than fairy dust.

What is Vedder's role in all of this?

Intellectual property needs to be protected, and Vedder Price in 2023 helped GOSH Charity with the review of a Publishing and Licensing Agreement concerning copyright of the play and recent stage adaptations. Associate Daniel Stander, who provides employment law support to GOSH Charity and acts as the client relationship contact, collaborated on this work with his US colleagues, Michael Turgeon, Shareholder, and Theodore Gelderman, Associate.

What is meant by “low bono”?

Vedder Price offers pro bono (no cost) services and provides help at reduced cost (“low bono”) to larger, more established organizations such as GOSH Charity and Travalyst.

Travalyst is a not-for-profit organization that seeks to catalyze sustainability in tourism. Founded in 2019 by Prince Harry, the Duke of Sussex, the growing global coalition of Travalyst includes brands such as Amadeus, Booking.com, Expedia, Google, Mastercard, Sabre, Skyscanner, Travelport, Trip.com, Tripadvisor and Visa.

For Travalyst, the London office has provided a broad range of assistance including negotiating Partnership Agreements, advising on upcoming regulatory requirements and providing employment law advice. Vedder Price has also helped Travalyst with corporate work and reviewing the organization’s constitutional documents. The London attorneys have also collaborated with US Shareholders Brian McCalmon, in relation to antitrust issues, and Dan Shulman in respect of IP and licensing queries.

What kind of pro bono work has the London office done?

Jonathan Edgelow, Counsel, has been deeply involved in helping small charities and fledgling not-for-profit organizations surmount a variety of challenges. He has often begun his pro bono work by accepting an assignment from LawWorks, a clearinghouse that gathers applications in need and then presents the requests for help to law firms.

The requests are typically packaged into discrete tasks that may take a solicitor a couple of weeks to a few months to complete. “I’ve never quite treated it in that way,” Jonathan says. “I like building long-term relationships with people, and I have continued on with these pro bono clients beyond completion of the original task.”

One of those clients Vedder Price has been helping pro bono is Bethlem Gallery, a visual arts organisation attached to a well-known mental health hospital in London. In particular, Associate Rachel Easton has been significantly involved in providing day-to-day employment law support to the charity.

Additional smaller, ongoing pro bono clients include With Music In Mind, a Welsh not-for-profit that provides classes and activities to combat loneliness and dementia among the elderly; and Inspiration for All, which connects business leaders with educators.

Inspiration for All works exclusively with schools with a high proportion of children from low-income families. Mentors from the business world are matched with school leaders with the aim of inspiring new approaches to improving the outcomes for under-served young people.



Pro Bono Awards: Congratulations!

In each calendar year, Vedder Price allows associates to receive up to 100 hours of chargeable credit, and shareholders up to 75 hours, for pro bono work. Vedder Price tracks the hours our people spend on pro bono service and congratulates the office and individuals devoting the most time to pro bono.

Top Firmwide Winners

- **Shareholder – Amy L. Bess, Washington, DC**
- **Paralegal – Gilda Avila, Chicago**
- **Associates – Eleanor C. Callaway, Washington, DC and Henrietta Worthington, London**
- **Office – Los Angeles**

Top Office Winners

Chicago

- Shareholder – Bryan K. Clark
- Associate – Sudip K. Mitra

Dallas

- Shareholder – Arianna Goodman
- Associate – Kelly L. Miller

London

- Shareholder – Trevor H. Wood
- Associate – Rachel Easton

Los Angeles

- Shareholder – Eric R. McDonough
- Associate – Charlie Y. Wang

New York

- Shareholder – Joshua A. Dunn
- Associate – Taylor A. McCann

San Francisco

- Associate – Peter D. Walrod

Washington, DC

- Shareholder – Anand V. Ramana
- Associate – Sandy W. Chen



Pro Bono Spirit Award – Rachel Easton, London Associate

Of all Vedder Price offices, the Washington, DC office had the highest percentage of attorneys who completed 30 or more hours of pro bono work in 2023.

Thanks to Our Partner Organizations

Vedder Price's pro bono efforts are strengthened through partnerships with not-for-profit organizations responding to a diverse range of needs. Our pro bono partners provide critical services to communities with diverse ethnic roots and levels of income.

Our Pro Bono Committee selects pro bono service partners based on attorney interest and community need.

In the United Kingdom, Vedder Price frequently works with LawWorks, a charity in England and Wales that connects people in need with volunteer lawyers and not-for-profit organizations. In the United States, Public Counsel is the

nation's largest pro bono firm and is another organization with which Vedder Price collaborates.

Vedder Price uses the Paladin online platform to connect attorneys with pro bono opportunities. Paladin enables law firms, companies and law schools to source projects, manage pro bono work, and streamline tracking and outcome reporting.

In addition to the organizations mentioned above, Vedder Price provides pro bono services to many other organizations, including but not limited to those below.



VedderCares

Charitable Competitions

Blending lighthearted competitions with charitable causes is a great way to have fun while raising money for nonprofit organizations. Below are a few highlights from our 2023 endeavors:

Ping-Pong for a Purpose – The annual contest in Chicago was won by Phil McDougal, the Information Security Architect. The firm donated to the Cystic Fibrosis Foundation on the winner's behalf.

Chicago Cornhole Tournament – Risk Advisor Stefanos Karavolos won the VedderCares Cornhole Tournament, resulting in a donation to the Epilepsy Foundation of Greater Chicago.

Cutest Pet Competition – Our 2023 competition was won by Counsel, Ayn Moldave's dog Karpe III, with a donation made to the Bernese Mountain Dog Charitable Foundation.

London Legal Walk – Our London team members participated in the annual London Legal Walk, an organization that aims to provide accessible pro bono legal services to individuals in London, and throughout England and Wales.

Additional Donations in 2023

Firmwide Food Drive – Each of our offices collected non-perishable goods and donations to provide meals and necessities for underserved individuals within their respective communities.

Community Service Days – Vedder Price hosted Rise Against Hunger in our Chicago, Los Angeles, Dallas, New York and Washington, DC offices, packaging thousands of free meals. The Miami and San Francisco offices made donations to Project Helping, an organization dedicated to improving mental health through volunteering. At the global level, the Singapore office donated to The FoodBank Singapore, while the London office made a donation to the Bow FoodBank.

School Supply Drives – US offices participated to benefit local schools and organizations: Chicago (Cradles to Crayons), Dallas (Community Partners of Dallas), Los Angeles (McKinley Elementary), New York (Archer Elementary School in the Bronx), Miami (Broward Education Foundation), San Francisco (Bayside Elementary School) and Washington, DC (Thomson Elementary).

Soldiers' Angels – US offices made and collected blankets for Veterans Administration hospitals and to deployed service members.

Spreading Holiday Cheer – US and global offices participated in gift drives benefitting local charities within their community.



Members of Our Pro Bono Committee

The Vedder Price Pro Bono Committee, which meets bimonthly, oversees the firm's activities, and works to develop relationships with pro bono agencies throughout the world. Michelle Olson and Patrick Spangler co-chair our committee, which includes the following:



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