



GIVING BACK

2019 Community Impact Report

**Brownstein Hyatt
Farber Schreck**



Pursuing Our Passion

Steve Farber pursued his passion. Of his numerous philanthropic achievements, one of his most noteworthy is the role that community involvement plays here at the firm. Not only did Steve lead by example dedicating his time and talents to a multitude of civic and nonprofit organizations, but Steve ensured that a commitment to giving back to these organizations where the firm operates and its employees live and work is deeply woven into the firm's culture.

And while it's heartbreaking to say farewell to someone as inspiring as Steve, I find solace in the fact that his legacy will live on as I watch our employees engaging with causes and issues they are passionate about. I've always known the importance of our giving back value to our culture, but it has been a privilege to see this value in action, especially now.

As Steve did more than 50 years ago, we continue to believe the unique backgrounds, life experiences and world views of our employees make us a better firm, and our ongoing work with our community partners reinforces that commitment through nearly 12,000 combined pro bono and karma volunteer hours firmwide.

A heartfelt thank you to everyone helping us carry on Steve's legacy of pursuing our passions.



A handwritten signature in white ink, appearing to be 'R Benenson', is written on a dark background.

Rich Benenson
Managing Partner

Karma Volunteer Program Stats

At Brownstein Hyatt Farber Schreck, community involvement is part of our culture. Karma projects are volunteer initiatives that engage our employees, clients, families and friends in giving back to their community through hands-on service.



70%
of our attorneys and policy professionals serve on nonprofit boards and committees

424
Total volunteers





70

Total projects

1,511

Total volunteer hours



More than

\$26M

contributed to nonprofit organizations to date



Pet Project

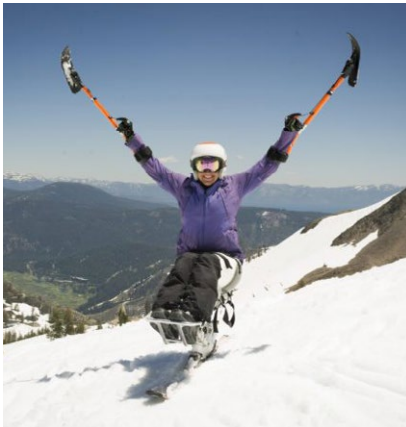
Community Partner: Freedom Service Dogs of America Office: Denver

Members of our Denver office unleashed their passion for helping the community—and their passion for pets—in their work for Freedom Service Dogs of America, which provides custom-trained assistance dogs for people in need. Team members made fleece blankets and dog toys, working alongside representatives of the organization ... and two service puppies. In addition to sponsoring the annual Diamonds in the Ruff gala, Denver attorneys have adopted dogs not suitable for service work.

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We have a duty to give back to our community. I've learned how gratifying and fulfilling it is to support people in need.

— Margaux Trammel, Shareholder



Sports Therapy

Community Partner: High Fives Foundation
Office: Reno

High Fives Foundation supports the dreams of outdoor action sports athletes by raising injury prevention awareness while providing resources and inspiration to those who suffer life-altering injuries. Shareholder Matt Francis serves on the board of directors for High Fives Foundation, and the firm provides pro bono legal representation on intellectual property, corporate, transactional and employment matters. The firm also sponsors the foundation's annual Silver Tie Gala, its primary fundraising event.

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Snow sports have been an integral part of my life since I was a young child. I value the time in the mountains and like to see people who have experienced life-altering injuries pursue their dreams and goals after those injuries.

— Matt Francis, Shareholder



Challenge Accepted

Community Partner: Legal Aid Center of Southern Nevada

The Associates Challenge is a monthlong competition among law firms to raise funds for the Legal Aid Center of Southern Nevada’s “Access to Justice Endowment” campaign. Associates at the participating firms challenge each other and their colleagues to support the center’s education classes, self-help centers, direct representation and access initiatives. For the inaugural year, every firm, including our Las Vegas office, had 100% participation by their associates!

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We imported this great program from our Denver office. In its first year in Las Vegas, it was a great success, raising \$40,000, including matching funds.

— Connor Shea and Mark Starr, Associates



Saluting Those Who Serve

Community Partner: Operation Gratitude
Office: Firmwide

Brownstein employees participated in a firmwide Karma project, collecting nearly 200 pounds of candy and more than 400 letters for Operation Gratitude, a nonprofit that supports the U.S. military and first responder communities and also provides opportunities for Americans to express their appreciation to those who serve. In addition to this year's collections, as a Committee on Diversity, Inclusion and Equity initiative, Michael Freimann and Mike Smith conducted a presentation on their military service and transition to the legal field and offered advice on how to be an inclusive and supportive colleague.

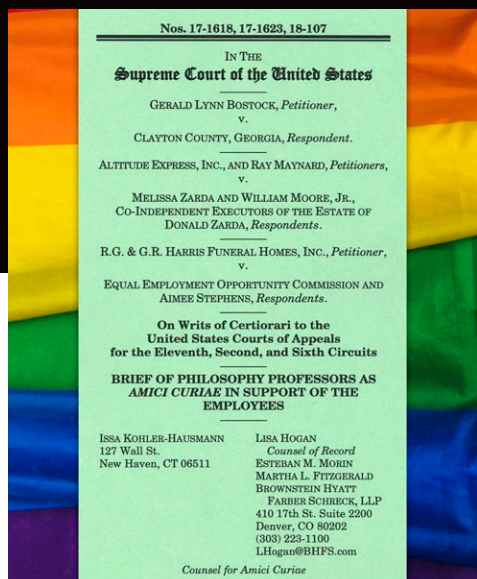
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Operation Gratitude is an extremely impactful program. For our deployed military members, who are away from their loved ones for an extended period of time, to receive support and acknowledgment that their sacrifices are appreciated, goes a long way.

— Michael Freimann, Shareholder/Colonel, United States Air Force

Pro Bono ... For the Public Good

Brownstein was built on a foundation of giving back. We expect that all attorneys and policy professionals who join our firm support this commitment to sharing our resources and talent to improve the community and lives of others.



\$4,163,606
Pro bono cash value for 2019

10,441 Total pro bono hours in 2019

72% of our attorneys participate

217
Total of participating members

- Administration: 11
- Associates: 83
- Counsel: 6
- Paralegals: 28
- Policy Professionals: 4
- Shareholders: 85



Supreme Effort

Pro Bono Client: Freedom for All Americans
Office: Denver

Freedom for All Americans is a bipartisan campaign that secures full nondiscrimination protections for LGBTQ people nationwide. A Brownstein team of summer associates, led by Lisa Hogan, submitted amica curiae to the Supreme Court of the United States arguing that discrimination on the basis of same-sex attraction or gender nonconformity is inherently “sex discrimination” and prohibited by Title VII of the Civil Rights Act.



This was an inspirational project that provided an opportunity for many of us who previously had not had the opportunity to work together to unite and bring our energy to something that we all found to be personally very motivating.

— Lisa Hogan, Shareholder

Farm Hands

Pro Bono Client: White Buffalo Land Trust
Office: Santa Barbara

White Buffalo Land Trust supports regenerative agriculture, which is a practice that increases biodiversity, enriches soil and improves watersheds. A Brownstein team, including Beth Collins, Chris Jacobs, Patsy Price and Mack Carlson, assisted with land use and real estate due diligence for the client’s potential acquisition of the 1,000-acre Jalama Cañon Ranch on the Gaviota Coast, which will serve as the trust’s primary office, flagship regenerative agriculture farm and training and research center. Following the acquisition, Brownstein will assist White Buffalo Land Trust with land use permitting for the property.



It’s a special opportunity to help a nonprofit focused on improving the world’s environment and agricultural practices. And it’s right in our backyard in Santa Barbara.

— Beth Collins, Shareholder

Our Sustainability Accomplishments



Firmwide Spotlight:

Launched the Sustainability Newsletter spotlighting Brownstein's sustainability initiatives, with links to relevant articles.

Denver Office Spotlight:

- Installed Bevi water machines in all eight kitchens saving over 120,000 plastic bottles (the equivalent of 570 tree seedlings, 22 tons of CO₂, 24.4 acres of U.S. forests), and dramatically reduced the use of bottled and canned water.
- Introduced reusable silverware in all kitchens.
- Implemented new compost, recycle and trash bins with updated signage in all conference rooms and kitchens.
- Celebrated Earth Day with The Park People, Denver Digs Trees and Lunch & Learn on recycling with Waste Management.

Las Vegas Office Spotlight:

- Office space is LEED Gold Certified and a certified Bicycle Friendly Business.
- Eliminated bottled water except for client meetings.
- Eliminated all disposable cups, lids and straws.
- Implemented recycling program for K-Cup Pods with local school for use in community garden.

Santa Barbara Office Spotlight:

- Printer defaults set to double-sided, reducing paper usage almost by half.
- Use of Forest Stewardship Council (FSC) certified paper.
- Provides organic whole milk from grass-fed cows and non-dairy options including oat and almond milk creamer to replace the use of individually packaged creamers.
- Introduced metal silverware and reusable dishware to reduce the use of disposable plates and cutlery.
- Eliminated all bottled water.

Our Commitment to Diversity and Inclusion



As a part of Brownstein’s commitment to diversity, equity and inclusion, we maintain a Committee on Diversity, Inclusion, and Equity (CODIE) and recruit personnel from varied backgrounds, races, genders, religions, sexual orientations and national origins, both as a matter of business and because we believe in advancing diversity and inclusiveness in the legal and policy communities. We believe the unique backgrounds, life experiences and world views of our attorneys and staff make us a better and more competitive firm in today’s evolving marketplace.

The committee works to ensure that diverse talent is developed, retained and promoted into leadership positions; coordinates the many firm initiatives and investments for celebrating and advancing our diversity firmwide; and strives to ensure that we have a full range of benefit programs and policies to support the personal and professional needs of our diverse workforce.



Women’s Leadership Initiative

Brownstein also promotes women’s leadership and collaboration by sponsoring a Women’s Leadership Initiative (WLI), a firmwide program that develops women attorneys and policy professionals within the firm by means of mentoring circles, presentations and the firm’s biennial Leadership Forum for Women.

Partnership with Arrupe

Arrupe Jesuit High School is a co-educational, college preparatory school serving economically disadvantaged students from Denver's inner-city neighborhoods. By enhancing the human, intellectual and spiritual capacities of students through a rigorous, innovative and affordable college preparatory education, they offer hope for a brighter future to some of Denver's underprivileged youth. Their goal is to empower graduates to continue their education and return as leaders in their communities.

Our impact

- Brownstein is one of Arrupe's 130 Corporate Work Study Partners
- Brownstein has employed Arrupe students for nine years
- 14 students were hired by Brownstein for their work study, for which several returned as repeat hires



Awards

Recognitions:

- Named 2019 Best Law Firm by *ColoradoBiz* magazine
- Included on *Denver Business Journal's* 2019 Best Places to Work List
- Advanced on The *American Lawyer's* National Pro Bono Rankings
- Ranked fifth on *The American Lawyer's* 2019 Female Equity Partner Scorecard
- Named one of *Working Mother's* 2019 Best Law Firms for Women
- Included in *WomenInc.* magazine's Top 100 Law Firms for Women
- Recognized at the Colorado Pledge to Diversity's 20th Anniversary Celebration as a Sustained Diversity Champion
- Recognized as one of the Civic 50 Most Community-Minded Companies in Colorado by CSR Solutions of Colorado and Points of Light, the world's largest organization dedicated to volunteer service
- Achieved Mansfield Certification in 2019 and signed on for Mansfield Rule 3.0

Internal Awards:

- Mark F. Leonard Award recipient: Nancy Crawford
- Brownstein's Mark. F. Leonard Scholarship Recipient: Joshua Lunsford (son of Rand Lunsford)
- Jeffrey S. Rugg Pro Bono Award: Ed Barad, Gina Tincher, Penny Lalonde

We completed more than 70 Karma projects this year in support of:

After Hours Denver	Food Bank of Northern Nevada	Nevada Reading Week
American Foundation for Suicide Prevention	Food Bank of the Rockies	One October Project
Brown Bag Lady	Freedom Service Dogs	Operation Gratitude
Capitol Hill Community Services	Halle Hewetson Elementary School	Ronald McDonald House
Children's Hospital Los Angeles	Hope for Prisoners	St. Vincent's Food Panty
Celiac Disease Foundation	Las Vegas Rescue Mission	Special Olympics
Denver Health-Newborns In Need	Lawyers Have Heart	Street's Hope
Direct Relief	Leukemia & Lymphoma Society	Teddy Bear Cancer Foundation
Donner Springs Elementary School	Marvin Moss Elementary	The Gathering Place
Downtown Cares	Midnight Mission	The Park People
Dress for Success	Miles for Moms	Three Square Food Bank
FEAT of Southern Nevada	Nevada PEP	Volunteers of America
		Volunteers of Colorado

We completed more than 50 hours for the following pro bono clients:

Americans for the Arts	DISCOVERY Children's Museum	MobilityNEXT
Anti-Defamation League	Equality California	OCCT Coalition
Auratone LLC	Federal Pro Se Clinic	Open Media Foundation
Boys & Girls Club of Southern	Freedom for All Americans	Our Lady of Visitation Church Community
Calvary Church	Green Our Planet	Rocky Mountain Immigrant Advocacy Network
Colorado Civil Justice League	Habitat for Humanity of Metro Denver	SeriesFest
Colorado Legal Services	Human Vaccines Project	Simon Wiesenthal Center
Colorado Poverty Law Project	Jewish Family Service of Colorado	Tennyson Center for Children
Colorado Outward Bound School	Legal Aid Center of Southern Nevada	The Food Bank of the Rockies, Inc.
Colorado Public Health Association	Legal Aid Foundation	White Buffalo Land Trust
Conference of Tribal Lending Commissioners	Lutheran Social Services of Nevada	
Denver Urban Scholars		

