

Brownstein

2023

All in, together.

COMMUNITY IMPACT REPORT



Table of Contents

3 INTRODUCTION ➤

*Letter from Our Managing Partner
2023 Impact by the Numbers*

5 SPREADING GOOD KARMA ➤

Karma Bucks Program and Participants

10 FEATURING PRO BONO ➤

*Committee and Retreat
Committee Members
Partnerships
Lifetime Achievement Award*

15 PARTNERING WITH COMMUNITY ➤

*Arts and Educational Equity
Community Wellbeing and Support
Animal Welfare
Conservation and Sustainability
Immigration and Refugee Aid*

21 COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION ➤

*DEI Summary
Supporting the LGBTQIA+ Community*





A MESSAGE FROM

Rich Benenson

I am deeply grateful for your continued partnership as we work to make a difference in our communities.

As I reflect on 2023, I'm proud of our remarkable team of action-takers across the firm. Over the past year, we've worked on a thoughtful approach to strengthen the connection between our Pro Bono and Community Relations programs—ensuring these partnerships are consistent with our culture and impactful for our communities.

In 2023, our firm donated almost \$2 million to 329 nonprofits and provided over 13,000 hours of pro bono support firmwide. We were active in the community, completing almost 100 local Karma events including monthly lunch-packing events in our Denver office for those in need, beach cleanups in our California offices and school and family adoptions for the winter holidays across the country.

Seventy-six percent of our attorneys serve on boards in their communities, supporting efforts like Big Brothers Big Sisters and Habitat for Humanity.

Our work and impact would not be possible without the leadership of Emily Ellis and Jayme Ritchie—and your support. Within the pages of this report, you'll read how *we did more with more* through accounts of our team's volunteerism, charitable contributions and pro bono endeavors. Each of these actions served as catalysts for meaningful change.

Thank you to our colleagues and partners for being part of this positive impact. I look forward to seeing even more good work in 2024.

RICH BENENSON
Managing Partner

Impact by the Numbers



513

TOTAL VOLUNTEERS



84%

ATTORNEYS PARTICIPATING
IN PRO BONO



\$32M

TOTAL ALL-TIME CONTRIBUTIONS

5,978

TOTAL VOLUNTEER HOURS

95

KARMA PROJECTS



13,246

TOTAL PRO BONO HOURS



76%

ATTORNEYS SERVING ON BOARDS



323

EMPLOYEES
PARTICIPATING
IN KARMA
PROJECTS

\$6,210,080

PRO BONO
CASH VALUE

Brownstein

2023

Spreading Good Karma



PROGRAM AND PARTICIPANTS

Karma Bucks

Brownstein's Karma Bucks program started two years ago to recognize employees who exemplify the firm's core value of Giving Back. This year, 149 Brownstein employees earned Karma Bucks, an 18% increase from 2022.



INCREASE OF
18%
PARTICIPATION FROM 2022



That's the third year in a row of growing the number of Brownstein employees who have earned Karma Bucks by participating in four or more Karma volunteer projects during the year. Now, that's good Karma.

CONGRATULATIONS AND THANK YOU TO THIS YEAR'S PARTICIPANTS AND PARTNER ORGANIZATIONS:



Monica Able

Brent's Place

Peter Ajemian

Nevada School of the Arts

Jan Alabart

Pepper's Senior Dog Sanctuary

Jonnica Alabart

Colorado Village Collaborative

Jill Alger

Sierra Nevada Journeys

Michael Alires

Serving our Kids Foundation

Zoe Almy

The Children's Hemiplegia & Stroke Association

Nicole Ament

Parkinson Association of the Rockies

Angel Anderson

Techbridge Girls

Alana Anderson

Dumb Friends League

Rudy Aragon

Birds of Prey Foundation

Robert Bacaj

Bike MS

Elaine Bailey

Colorado Saint Bernard Rescues

Georgianne Bates

WeeCycle

Melody Bates

March of Dimes

Rosa Baum

Newcomers Fund

Rich Benenson

Global Livingston Institute

Renee Blango-Michie

Susan G. Komen Foundation

Dan Bontempo

The Gift of Music Foundation

Ivy Capili

National Alliance on Mental Illness

Nikki Caravantes

Friendship Center Adult Day Care Services

Samantha Carl-Yoder

Juvenile Diabetes Research Foundation

Kimberly Casario

Planned Parenthood

Christy Chambers

More Better Bikes

KARMA BUCKS (continued)



Jamie Clark
Denver Dachshund Rescue & Transport

Beth Collins
Pawsitive Outcomes Dog Rescue

Patricia Cormier Herron
Children International

Lara Day
Denver Fire Department Foundation

Hilary Dominguez
Tourette Association of America

Michaun Donner
My Second Home Rescue

Nicole Doty
Freedom Service Dogs

Cindy Dreibelbis
KNPR—Nevada Public Radio

Amanda Duda
Dumb Friends League

Katie Duncan
Korey Wise Innocence Project

Abby Dvorkin
Denver Language School

Matthew Elisha
Secular Hub

Emily Ellis
Cystic Fibrosis Foundation

Susan Erlenborn
Moms Demand Action

Max Fetaz
Sunrise Children's Foundation

Laurie Fildey
Catholic Charities of Los Angeles

Jami Fleming
National Eating Disorders Association

Barbara Fuller
Foothills Animal Shelter

Emily Garnett
WeeCycle

Sophia Garufo
Rocky Mountain Children's Health Foundation

Bonnie Goergen
Freedom Service Dogs

Sheila Grisham
GRASP (Gang Rescue and Support Project)

Chris Guillen
Explore Ecology

Paige Hardle
Colorado Business Committee for the Arts

Lori Harju
Kaleva Historical Society

Alicia Harrison
Santa Barbara Wildlife Care Network

Claire Hellweg
Soul Dog Rescue

Brad Herrema
Celiac Disease Foundation

Tracy Herrera
Now I Lay Me Down to Sleep

Dominique Hoskins
Shooting Stars Foundation

John Huber
Denver Zoo

Angela Hygh
Range of Motion Project

Chris Jaret
Navy Seal Foundation

Carrie Johnson
EarthLinks

Tamala Jonas
Dumb Friends League

Rami Jordan
Metro Caring

Paula Kay
The Shade Tree

Colleen Kelly
*American Society for the Prevention
of Cruelty to Animals*

Mike King
Bike MS

Haley Kolosieke
Junior League of Santa Barbara

Bernadette Kovacevich
Vista Grande Foundation

Brandon La Tulippe
Project Helping

Doug Landin
Tunnel to Towers

Erik Larsen
Friendship Center Adult Day Care Services

Ambria Lawson
Surfrider Foundation

Darcy Levy
Now I Lay Me Down to Sleep

Kaitlin Longfield
Jailbreak Husky Rescue

Janae Magee
Peruvian Hearts

Alyssa Marrocco
Juvenile Diabetes Research Foundation

Michelle Marsh
Arrupe Jesuit High School

Geordie McEachern
My Fairy Dawg Mother

KARMA BUCKS (continued)



Sarah Mercer
National Sports Center for the Disabled

Barb Mica
Girls on the Run of the Rockies

Maria Miller
Latino Community Foundation of Colorado

Jessica Molesworth
American Cancer Society

Lyn Moore
Direct Relief

Katie Moran
Hit Living Foundation

Jessica Mullinix
Santa Barbara Botanic Garden

Peter Nagle
ALS Association

Rae O'Dell
Share Village Las Vegas

Carrie Olgeirson
Bienvenidos Food Bank

Angela Otto
Castleman Disease Collaborative Network

Genie Passow
Dumb Friends League

Susan Petrovich
Santa Barbara Firefighters Alliance

Caitlin Quander
Historic Denver

Olga Rittershaus
ASAP Cats

Norma Rivera
Leukemia & Lymphoma Society

April Robitaille
Oceana

Rachel Rockwell
Cancer Research Institute

Andrew Rothberg
WeeCycle

Kati Rothgery
Highlight Catholic Ministries

Dana Rotter
Freedom Service Dogs

Paige Samblanet
Black in Marine Science

Jonathan Sandler
Palos Verdes Water Polo Club

Melissa Santiago
Brent's Place

Amalia Sax-Bolder
One Colorado Education Fund

Frank Schreck
The Animal Foundation

Ellen Schulhofer
World Central Kitchen

Laura Seidl
Primate Aflame Charities

Samantha Sewell
Dumb Friends League

Courtney Shephard
Giffords Law Center to Prevent Gun Violence

Sarah Sibert
Wounded Warrior Project

Melissa Silis
Reno Rodeo Foundation

Dean Simpson
Dumb Friends League

Mandie Sohn
Friends of Charlie's Place

Jeff Sowers
International Rescue Committee

Andi Stader
The Naloxone Project

Rene Starry
Boys & Girls Clubs of Metro Denver

Dana Rotter
Freedom Service Dogs

Sharon Strong
Make-A-Wish

Doris Sullivan
Brent's Place

Russ Sullivan
The Advocacy Council

Alison Sullivan
Denver Zoo

Cecily Sweet
Youth on Record

Wendy Taylor
Lucky Dog Rescue

Melanie Taylor
Michael J. Fox Foundation

Darris Taylor
American Cancer Society

Jeff Tillison
Nevada Humane Society

Margaux Trammell
Dumb Friends League

Becca Tucker
Moms Demand Action

Cindy Turner
Dumb Friends League

Scott Walker
Food Bank of Northern Nevada

Laura Waters
Black and Missing Foundation

KARMA BUCKS (continued)



95
KARMA PROJECTS

149
EMPLOYEES EARNED
KARMA BUCKS

// It's been remarkable to see how the Karma Bucks program has grown over the last three years, and it's not only a great way to give back to the community, but a great way to come together as a team. I'm proud to be part of an organization that approaches giving back in a thoughtful and team-centered way."

Patricia Weant
Humane Society of the South Platte Valley

Kelsey Weaver
The Urban Farm

Carolynne White
Florence Crittenton Services

Patricia Williamson
Evergreen Christian Outreach

Diana Wilson
Planned Parenthood

Ashley Wingfield
The Brain Injury Association of Colorado

Erin York
Colorado Business Committee for the Arts

CINDY DREIBELBIS
Director of Client Development
and Community Impact
Brownstein, Las Vegas, NV

Brownstein

2023

Featuring Pro Bono



INTRODUCING THE BROWNSTEIN

Pro Bono Committee

Our Pro Bono Committee has the great responsibility of supporting the growth and success of our pro bono efforts. To discuss the strategic direction of our pro bono work, the Pro Bono Committee gathered for a productive retreat this year in Denver.



20

PRO BONO COMMITTEE
MEMBERS IN 2023

Committee members from eight offices came together to discuss participation in pro bono, build pathways to expand impact and throw some axes. Their leadership will ensure we are on target with our commitment for the year ahead.



// Being a member of a firm that champions community involvement is an incredibly rewarding aspect of practicing law. It serves as a reminder that perseverance pays off, even in the face of significant challenges, as **we strive to elevate opportunities for all and provide a voice for those in need.**

DIANE DE FELICE

Pro Bono Committee Member, Natural Resources
Brownstein, Los Angeles, CA

MEMBERS OF THE 2023

Pro Bono Committee

Thank you to the members of our Pro Bono Committee for your efforts this year.

 <p>Ed Barad Real Estate Denver, CO</p>	 <p>Eric Burris Litigation Albuquerque, NM</p>	 <p>Justin Cohen Litigation Denver, CO</p>	 <p>Diane De Felice Natural Resources Los Angeles, CA</p>	 <p>Emily Ellis Pro Bono Partner / Litigation Las Vegas, NV</p>	 <p>Matt Francis Intellectual Property Reno, NV</p>	 <p>Chris Guillen Natural Resources Santa Barbara, CA</p>
 <p>Greg Janssen Corporate Denver, CO</p>	 <p>Mike King Corporate Denver, CO</p>	 <p>Doug Maguire Government Relations Washington, D.C.</p>	 <p>Jonathan Marvisi Litigation Los Angeles, CA</p>	 <p>Jessica Molesworth Pro Bono and Community Impact Coordinator Denver, CO</p>	 <p>Susan Petrovich Real Estate Santa Barbara, CA</p>	 <p>David Reid Government Relations Washington, D.C.</p>
 <p>Julia Rhine Natural Resources Denver, CO</p>	 <p>Jayme B. Ritchie Pro Bono and Community Impact Director Denver, CO</p>	 <p>Mike Smith Natural Resources Denver, CO</p>	 <p>Margaux Trammell Chief Talent Officer Denver, CO</p>	 <p>Eric Walther Litigation Las Vegas, NV</p>	 <p>Ryan Waterman Natural Resources San Diego, CA</p>	

Pro Bono Partnerships

Nonprofit organizations fill essential service and support gaps in our communities. Brownstein shows our appreciation for this essential work by offering pro bono legal counsel and advice to local nonprofits. Our pro bono work contributes to the well-being of our communities and demonstrates our commitment to giving back.



LEGAL AID OF SOUTHERN NEVADA (NV)

Working with the Legal Aid Center of Southern NV, Brownstein attorneys devoted countless hours to advocating for children who have suffered abuse and neglect, victims of civil rights violations, members of the LGBTQ+ community, senior citizens affected by consumer fraud, individuals seeking refuge in the United States, and families facing the threat of eviction. This partnership resulted in Legal Aid Center of Southern NV awarding Brownstein with the 2023 Lied Award for Most Pro Bono Hours donated by a Law Firm.

COLORADO LEGAL SERVICES (CALL4ALL)

Coloradans in 39 counties live in legal deserts—making it difficult for them to access local legal expertise. Led by associates Brielle Rumsey, Aurora Marsh, Claire Hellweg, and Mitch Steeves, a team of 21 Brownstein attorneys provided Colorado Legal Services Call4All legal clinic with 221 hours of service on matters related to family law, landlord-tenant, debt collection and more. Since Call4All was created, Brownstein has provided 1,923 pro bono hours to 525 clients.

LAW FIRM ANTIRACISM ALLIANCE

Furthering our commitment to antiracism and diversity, equity and inclusion (DEI), Brownstein continued our partnership with the Law Firm Antiracism Alliance (LFAA). Through this partnership, Brownstein supported the amplification of voices of communities and individuals oppressed by racism. Alongside LFAA, we worked to build pathways to utilize the law more equitably and as a vehicle for change that benefits communities of color and to promote racial equity in the law.

With almost 20 different pro bono teams supporting organizations working in the arts, intellectual property, health care, and civil rights, our 2023 pro bono work consisted of:

Pro Bono hours: 13,246

Pro Bono cash value: \$6,210,080

Percentage of attorneys participating: 84%

// I really like doing pro bono work and am hoping to continue. Almost every employment-related agreement or policy I've done for a pro-bono client, I have then done something similar for a billable client. **It's been a nice way to learn while also getting to work with great organizations."**

NICOLE NUCARO
Corporate First Year Associate
Brownstein, Denver, CO

INTRODUCING THE BHFS

Pro Bono Lifetime Achievement Award



We are fortunate to have so many attorneys who are committed to pro bono work. This year, we presented the Brownstein Pro Bono Lifetime Achievement Award to honor the commitment of an attorney who has completed an extraordinary amount of pro bono service over the course of their career.

NEARLY
500
VOLUNTEER HOURS

// Greg's impact has been so instrumental. We could not have accomplished what we did without his review and legal advice. He truly has made a difference in our area, to this organization and to the people and community of Colorado."

JEANNE BEAUDRY
former Executive Director
MALT

Greg Vallin received the inaugural Pro Bono Lifetime Achievement Award for his 25-year partnership with Mountain Area Land Trust (MALT) in Jefferson County, Colorado.

Since 1998, Vallin has devoted nearly 500 hours of pro bono work to the organization, making a significant impact on conserving land in Colorado. He has worked on 47 conservation easements for MALT over 25 years, preserving 13,530 acres or 21.1 square miles. In addition to his pro bono work, Vallin formerly served as president of MALT's board of directors.



Brownstein

2023

Partnering with Community



Arts and Educational Equity



The Brownstein team consists of generous, hardworking and passionate community members. In 2023, employees from all offices took action to support their passions in the arts and educational equity through Karma events, volunteering, and pro bono work.

KARMA EVENTS HIGHLIGHTS

We host Karma events to embody the principle of cause and effect. These events highlight the positive impacts of our actions and reinforce our values of compassion and community engagement.

Investing in Education

Across the country, our offices hosted Back-to-School supply drives for local elementary schools. In the Denver office, we supported our pro bono client, Arrupe Jesuit High School, by facilitating mock interviews and paid internships for students. In Las Vegas, we hosted our annual holiday gift drive, distributing gifts to Halle Hewetson Elementary School, which the team has participated in for over a decade.

PRO BONO HIGHLIGHTS

All our firm's offices participated in pro bono support related to arts and educational equity.

Colorado Business Committee for the Arts—Denver, CO

Brownstein attorneys partnered with CBCA's Attorneys for the Arts program to support artists, musicians, authors, and small-business owners with issues ranging from copyright infringements, landlord tenant disputes, and corporate governance work. This partnership gives the opportunity to support and uplift Colorado's creative economy.

Generation Schools Network—Nationwide

Generation Schools Network (GSN) is a national organization that co-creates healthy school ecosystems by partnering with educators, students, families, and communities to elevate the education experience. Our teams across the country support Generation Schools Network through Claire Hellweg, an associate in our Denver office who was appointed to the organizations' board of directors this year. To support GSN's latest initiative, Justice Engaged Students, Brownstein employees across offices and departments worked on a national research project that will provide a "Bill of Rights" to guide students, families, communities, schools, and districts about rights that adjudicated students have when reentering the school system.

Community Well-Being and Support



Communities are stronger when we come together to support each other. This year, we supported community wellbeing through volunteering, supporting public safety officials, and providing support through pro bono projects in all our offices.

KARMA EVENTS HIGHLIGHTS

Supporting our communities takes on many different forms in our offices across the country.

At our 2023 retreat, shareholders from all of our offices created dignity kits for Family Assistance Ministries, an organization in Orange County that supports women experiencing domestic violence. Offices in Denver, Washington, D.C., and Las Vegas supported organizations combating hunger and food insecurity by working with Capitol Hill United Ministries, Rise Against Hunger, and Three Square. The team in Denver also demonstrated its appreciation of local law enforcement and firefighters by painting a fire station and providing letters of gratitude and snacks to officers. In Los Angeles, team members provided holiday gifts to support Sycamores, a nonprofit that serves nearly 17,000 Californians annually by providing hope and resilience to enrich the well-being of children.

PRO BONO HIGHLIGHTS

In 2023, Brownstein supported food access by offering pro bono legal support to Food Bank of the Rockies. Brownstein's Washington, D.C. and Albuquerque offices supported food access through a collaboration with Columbia Community Care, an organization that combats local food insecurity. Learn more about how the Denver office partnered with a local nonprofit to increase housing affordability for families.

Family Tree—Denver, CO

The Denver office partnered with a local nonprofit, Family Tree, to increase housing affordability for families. Since November 2022, members of Brownstein's Real Estate and Corporate departments have assisted Family Tree with the development of the Marshall Street Landing project, a housing development in Arvada, Colorado that will offer 85 units of trauma-informed affordable multifamily housing to residents. Brownstein's Real Estate team supported Family Tree through the navigation of various Planning Commission and City Council hearings, in the review of the ground lease and acquisition of loan documents. The corporate team advised Family Tree on the project's organizational structure and protected Family Tree's 501(c)(3) status as it entered this joint venture with outside investors. The difficult work culminated in Family Tree and the investors closing on the joint venture in February 2024. A groundbreaking ceremony was hosted in March 2024.

Animal Welfare

In 2023, we rolled up our sleeves to help out at animal rescues and offered our legal expertise to a search and rescue-dog agency. It's all part of our commitment to making sure animals get the love and protection they deserve.



KARMA EVENTS HIGHLIGHTS

To show support for our furry friends, our teammates in Denver volunteered with the Dumb Friends League. Our Washington, D.C. office volunteered their time to support the Lucky Dog Animal Rescue.

PRO BONO HIGHLIGHTS

National Disaster Search Dog Foundation— San Diego, CA

Josh Rabinowitz, Sydne Rennie, Christine Samsel and David Spaulding from our Corporate and Business and Real Estate departments recently provided pro bono representation to the National Disaster Search Dog Foundation. They supported the organization by updating employee agreements and discussing the tax implications of employee housing agreements to ensure more dogs can support disaster response.



Conservation and Sustainability

Whether it's our new, LEED Gold certified headquarters in Denver, Colorado, or our team's beach cleanup in California, sustainability and environmental stewardship are always at the forefront of our minds. Our offices are in unique communities and environments across the country, and we're proud of the many ways our teams came together to protect and preserve nature where we live and work.

KARMA EVENTS HIGHLIGHTS

Our team members are passionate about preserving the outdoor environments where we live, work, and play.

To support the health of our environment, Brownstein's Los Angeles office hosted a beach cleanup in Santa Barbara. In Reno, the Brownstein team spent Earth Day cleaning Anderson Trail. In Denver and Cheyenne, Brownstein teams partnered with Denver Urban Gardens and Cheyenne Botanic Gardens to cleanup local community gardens to get them ready for spring planting.



// ...helping others should always be a priority, and our firm's culture of giving back began the day we opened our doors in 1968."

NORM BROWNSTEIN
Founder and Chairman
Brownstein

Immigration and Refugee Aid

Across the United States, communities have been facing the challenges of how to support newcomers, immigrants and refugees who are arriving in the United States. Our attorneys and employees have partnered with leading organizations to support these new neighbors through pro bono projects, giving back and volunteerism.

KARMA EVENTS HIGHLIGHTS

When our Karma events and Pro Bono projects overlap, it gives our employees an opportunity to maximize how they give back.

In honor of World Refugee Day, our Las Vegas office hosted our first pro bono clinic with a nonprofit organization called Welcome.US. This clinic trained attorneys on how to assist Afghan refugees as they prepare for asylum-seeking interviews. Currently, Brownstein employees are working with refugees to make sure they are comfortable and prepared for their interviews, helping them on their path to secure a permanent future in the United States.

PRO BONO HIGHLIGHTS

American Bar Association Commission on Immigration Pro Se Asylum Module Series—*Nationwide (virtual)*

Over eight weeks, Brownstein summer associates, ABA COI staff, and Afghan asylum seekers connected on Zoom for weekly group lectures discussing different aspects of the asylum application. This program provided individualized assistance to help pro se asylum seekers build comprehensive applications including the Form I-589 application for asylum, detailed declarations, and supporting evidence. Leveraging our expertise through pro bono work means that more individuals and organizations have access to the knowledge they need and legal counsel they may otherwise not have access to.

// Through this process, you get the opportunity to assist those who need it the most. I loved being able to help our client. Hearing his stories was very powerful...**I will remember the impact of this experience for a very long time."**

RYAN TSENG
Summer Associate
Brownstein

Brownstein

Diversity, Equity and Inclusion



Diversity, Equity and Inclusion Summary



Fostering a more diverse, inclusive, and equitable workforce creates stronger teams and exceptional outcomes for our clients. In 2023, we continued to advance our Diversity, Equity, and Inclusion (DEI) initiatives. Our efforts were recognized with several prestigious awards, including being named a 2023 Diversity & Flexibility Alliance Tipping the Scales Firm for achieving gender parity in our new partner class. Additionally, we were honored as a finalist for the 2023 Thomas L. Sager Award by the Minority Corporate Counsel Association, highlighting our dedication to building a more diverse and inclusive legal industry.

Supporting the LGBTQIA+ Community



This year, Brownstein attorneys, led by Amalia Sax-Bolder, Craig Finger, and David Reid, provided pro bono support to ensure the rights of the LGBTQIA+ community are preserved within the justice system.

In two cases in particular, Brownstein attorneys filed amicus briefs to showcase the importance of these rights and cases. At the Colorado Supreme Court in *Masterpiece Cakeshop v. Scardina*, Craig Finger, Amalia Sax-Bolder, and Lance Collins led the team to submit an amicus brief on behalf of the Colorado LGBTQ Chamber of Commerce urging the Colorado Supreme Court to affirm the Colorado Court of Appeals' 2023 decision that *Masterpiece Cakeshop* unlawfully discriminated against a transgender woman. Craig Finger and Amalia Sax-Bolder also filed an amicus brief on behalf of *One Colorado* in support of Colorado's conversion therapy ban.

On a federal level, a team led by Amalia Sax-Bolder, Craig Finger, and Denver Donchez drafted an amicus brief for the Fifth Circuit Court of Appeals in *The Woodlands Pride, Inc. et al v. Paxton et al* on behalf of Fair and Just Prosecution in a case seeking to overturn the Texas law banning drag performances.

David Reid and Pratik Rungta from the Washington, D.C. office partnered with Equality California on a legislative tracker to build a robust understanding of implications of laws on the LGBTQIA+ community, and in Las Vegas, Albuquerque, and Denver, attorneys took on pro bono cases related to navigating the process of legal name changes.

Additionally, Brownstein collaborated on Karma Projects for The Center on Colfax in Denver and once again hosted a team at their Pride 5K to support The Center's mission as a safe and welcoming place for Colorado's proud, diverse LGBTQ community to be affirmed and accepted.

Brownstein

2023

All in, together.

FOR MORE INFORMATION, PLEASE CONTACT:

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