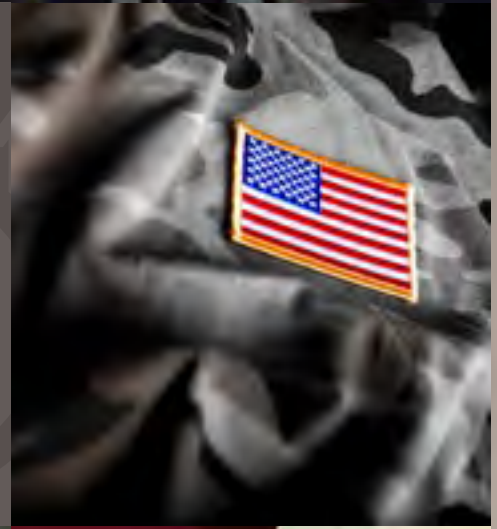


Pro Bono Report

Skadden



2023



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We wish we could highlight all of our team members' efforts. Here are just a few.



Over the past 15 years, I have appreciated this annual opportunity to thank colleagues across the firm for their extraordinary *pro bono* efforts. Each year, I am awed by our team's accomplishments and dedication.

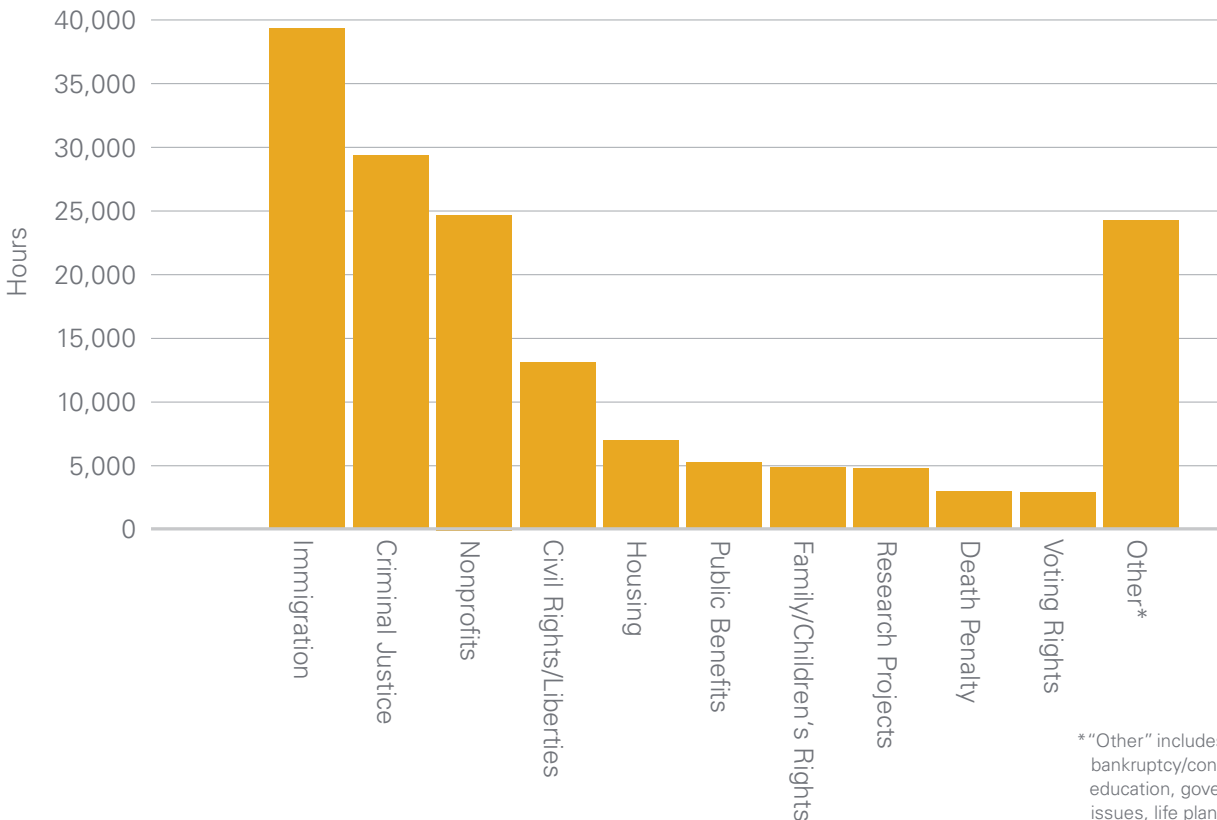
This spring, Jeremy London will become Skadden's fourth-ever executive partner. Since joining the firm as a summer associate in 1996, Jeremy has embodied our values and culture, especially our

commitment to *pro bono* service. I am confident that Skadden's devotion to giving back, which dates to our founding 75 years ago, will continue to deepen under his leadership.

Thank you, again, to everyone who helps us make a difference.

Best,

Last year, Skadden attorneys contributed approximately 160,000 hours of *pro bono* service. Here's how that time was spent.



*"Other" includes *amicus* briefs, appeals, bankruptcy/consumer, domestic violence, education, government, IP, LGBTQ+ issues, life planning, LLCs, mental health, microentrepreneurs, tax and veterans.

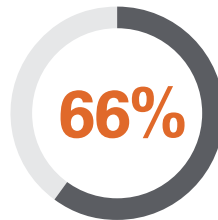
By the Numbers

In 2022, Skadden once again ranked among the leading providers of *pro bono* service.



185,000+ hours of *pro bono* service

by attorneys, summer associates and professional staff



of U.S. attorneys performed **20 or more hours** of *pro bono* work.



100+

legal services organizations partnered with Skadden on *pro bono* matters.

120+ matters

in support of active duty military and veterans

Awards and Recognition

***Pro Bono* Innovator**

Bloomberg Law (inaugural class)

Safe Haven Award

Immigration Equality

***Pro Bono* Champion Award**

Pro Bono Partnership

Top Firm for *Pro Bono* in the U.K.

Law.com International

Firm of the Year

Tahirih Justice Center

Human Rights Corporate Award

National Immigrant Justice Center

***Pro Bono* Law Firm Silver Award**

Law Society of Hong Kong

***Pro Bono* Partner of the Year**

Swords to Plowshares



Tabak's Top 10

In each edition of the *Pro Bono Report*, we team up with special counsel **Ron Tabak** — who led Skadden's *pro bono* practice for three decades — to highlight 10 notable matters from the previous year.

"What stands out in this year's list is our continuing work with nonprofits and the diversity of clients," Ron says. "We helped foster children, veterans, women seeking abortions, people impacted by the pandemic, and immigrants and refugees, among many others."



01 Volunteers from the firm's L.A. office participated in a National Adoption Day partnership with Alliance for Children's Rights. **Eighteen volunteers assisted seven families with adopting children out of the L.A. foster care system by completing the necessary paperwork.** Attorneys formalized the adoptions by representing the families at in-person hearings on National Adoption Day or by remote finalization processes. The office's efforts were organized and coordinated by staff attorney **Robin Stone** and former associate Lenard Gorokhov. Volunteers included former associate Megan Smit and associate **Cara Sims** (above, from left).

02 A Washington, D.C. team secured the release of Markelle Seth from the U.S. Bureau of Prisons seven years after his arrest on serious felony charges at age 18. In 2015, Mr. Seth was found not competent to stand trial on those charges by a D.C. court, as a result of his intellectual disability. The government then filed a petition seeking Mr. Seth's indefinite federal civil commitment, claiming he posed a danger if released to the community, and a North Carolina federal court committed him indefinitely, ordering that he remain in the BOP medical facilities until either the District of Columbia agreed to accept responsibility for him or he no longer posed a danger. The Skadden team negotiated a settlement with the BOP, which included Mr. Seth's conditional release to the program the government had approved six years earlier. Mr. Seth remains in the community, living in his own apartment, in a highly structured program that provides comprehensive services for his unique needs. The team included then-partner **Gary DiBianco**, counsel **Don Salzman**, associates **Pamela Amaechi** and **Rebecca Murday**, and staff attorney **Leila Naghibi**.

03 Skadden London attorneys provided nearly 800 hours of assistance with applications for British citizenship in 2022 to children and young people who have no recourse to legal aid and cannot afford legal services. Children with unresolved immigration status are vulnerable to poverty, homelessness and exploitation. When they turn 18, they may lose access to education and adequate health care, and they face potential removal to a country where, in many cases, they have never lived. The Skadden team, in collaboration with Coram Children's Legal Centre, sought to reduce the barriers these children face in exercising their rights, by preparing the applications to the U.K. Home Office on their behalf.

04 Our Palo Alto and Los Angeles offices, together with five in-house attorneys from PayPal and the Justice & Diversity Center of the Bar Association of San Francisco, hosted a virtual clinic on reporting and filing compliance for California nonprofit organizations. Washington, D.C. counsel **Jared Binstock**, L.A. counsel **Nicole Howell** and Palo Alto associate **Lydia Austin** trained attorney volunteers on relevant tax, charitable registration and corporate governance matters, with support from Palo Alto associate **Ginetta Sagan**. Teams of attorney volunteers identified and recommended key areas for six participating Bay Area organizations to address and seek further advice from legal counsel. Last year, Skadden attorneys dedicated nearly 25,000 hours to assisting nonprofits with incorporation, tax exemption, intellectual property, employment, real estate and disputes, among other issues.

05 A Washington, D.C. team successfully represented a Marine Corps veteran in obtaining a discharge upgrade from the Board for Correction of Naval Records. While serving in the Marines in the 1980s, the client was subjected to numerous instances of hazing and abuse, including a "blanket party," in which the victim is restrained with a blanket and beaten. Despite a previously clean record, our client was dishonorably discharged after several behavioral incidents during his last six months in service. The Skadden team argued that the client's behavioral issues met the diagnostic criteria for, and were the manifestation of, PTSD. The board acknowledged the incidents were in-service evidence of PTSD and approved the discharge upgrade. As a result, the client may now seek the benefits he had been denied for 35 years, including treatment for his PTSD and other medical issues dating back to his service. The team included counsel **Rob Warnement**, associate **John Endresen** and legal assistant **Angela Owens**. Associate **Jim Perry** provided valuable advice in addressing an unfavorable psychiatrist's advisory opinion.



06

A Skadden team secured a win that relieved their client of roughly \$2 million in sales tax liabilities owed by his former employer.

The client was the front-end manager of two Mexican restaurants on Long Island. The state seized both restaurants because of the owner's failure to pay sales taxes, and a few days later, the owner committed suicide. The client soon learned he was being wrongfully held liable for the unpaid sales taxes due to a mistake on tax forms he had never seen. The state pursued him for approximately \$2 million in unpaid taxes, interest and penalties. Over the course of four years, a Skadden team fought these liabilities on a number of fronts, including an administrative hearing, mediation, and direct petitions to the N.Y. Department of Taxation and Finance. Finally, in September 2022, the team obtained the final cancellation of all liabilities against the client. The team included then-partner **Sally Thurston**, counsel **Michael Cardella**, associates **Vinnie Chiappini**, **Stephen Gretz** and **Andrew Sabintsev**, and legal assistant **Callum Slater**.



07

Five attorneys and six summer associates from our L.A. and Palo Alto offices participated in a remote legal clinic in collaboration with the Lawyers' Committee for Civil Rights of the San Francisco Bay Area's Legal Services for Entrepreneurs program.

The volunteers conducted Zoom consultations to assist six low-income individuals who wanted to start or develop businesses. The teams advised them regarding issues such as organization structure, contracts and incorporation. The volunteers included associates **Robert Chou**, **Karli Dugan**, **Gene Kim**, **Cynthia Lam** and **Daniel Weiss**.

08

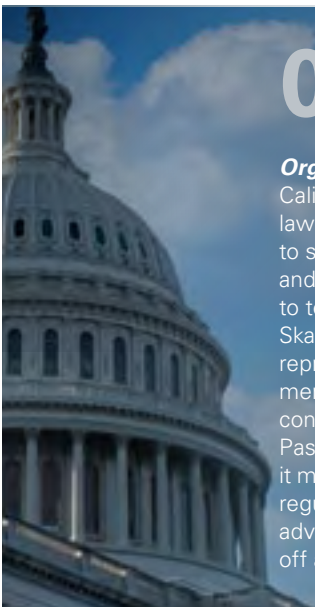
In response to the COVID-19 pandemic, Skadden partnered with Legal Services NYC to pilot a series of public benefits clinics.

LSNYC developed the remote clinics to assist New Yorkers struggling to afford food, cleaning supplies, rent and medical care. Since May 2020, we have hosted more than 40 such clinics, with more than 90 attorneys and 20 professional staff members assisting over 300 clients. Volunteers have helped tenants apply for emergency grants to avoid eviction, seniors and people with disabilities apply for exemptions to keep their rent affordable, and clients apply for SNAP benefits, cash assistance and Medicaid. Participants included counsel **Nazmiye Gokcebay** and summer associate **Kij Baeg**, who assisted a client at a June 2022 clinic, and associates **Aliza Rana** and **Alexander Saenz**, who assisted a client in April 2022, with both teams securing nearly \$8,000 in back rent for their clients.

09

Personnel throughout the firm redoubled their support for access to abortion following the Supreme Court's decision in *Dobbs v. Jackson Women's Health*

Organization. In California, attorneys worked with California Abortion Alliance to provide a webinar to lawyers, abortion providers and researchers on changes to state laws relating to abortion and reproductive health, and developed fact sheets addressing concerns related to telehealth regulation, parental consent and extradition. Skadden attorneys tackled issues at the intersection of reproductive and racial justice by developing research memos for the Law Firm Antiracism Alliance. Volunteers conducted research to help Planned Parenthood of Pasadena and San Gabriel Valley better understand how it may be impacted by laws in other states purporting to regulate out-of-state abortion providers. And volunteers advised organizers interested in creating a fund for laid-off abortion providers and clinic staff.



10

Two pro bono teams from our Washington, D.C. office successfully represented a mother and grandfather in two unrelated cases before the District of Columbia Court of Appeals.

Both cases raised issues of first impression related to child custody laws in Washington, D.C. — third-party standing and the custody rights of domestic violence survivors. The teams worked on an extremely expedited schedule to file appellate briefs to the court and, in one case, to prepare and present oral argument. The court was persuaded by the teams' arguments, and remanded the cases and issued opinions that adopted the briefs' framings of the issues. Critically, the court's opinions establish solid precedent to safeguard the rights of lifelong caretakers and domestic violence survivors. The appellate teams were led by litigation associates **Shirley Diaz** and **Massiel Leiva**, with support from legal assistant **Stacy McIlhenny** and supervision by partner **Jessie Liu** and pro bono counsel **Don Salzman**.

Professional Staff Spotlight

Skadden's dedication to *pro bono* service extends throughout our firm. The *Pro Bono Report* spoke to three members of our professional staff about how they leverage their experience and skills to contribute to these efforts.

Arelis Batista

Conference Services & Events Manager / New York

I'm proud to work with the Law Firm Antiracism Alliance, a collaboration by more than 300 law firms to fight systemic racism in the law. I operate behind the scenes, managing virtual event platforms for the organization's annual summits and for programming for the member firms' summer associates — I'm the audio/visual support ensuring things run smoothly. It's always exciting because as many as 1,000 people attend, and I handle everything from creating the stage for the web conference to conducting tech run-throughs to taking care of computer crashes or video, microphone and screen-sharing issues for attendees. The longer sessions have breaks, and I select and play music relevant to the conversation. The playlist features Alicia Keys, "Hallelujah" and selections from the "Selma" soundtrack. People often ask me for a link!



David Hill

Knowledge Systems Senior Technology Manager / White Plains

I'm part of the knowledge management team. One of our key responsibilities is managing the firm's intranet site, theSlate. I also write targeted applications for departments and practice groups seeking to improve their administrative processes. Initially, the *pro bono* team reached out for help with a survey — they needed a more efficient process for reaching out to summer associates involved in various *pro bono* matters. It quickly became clear that they had several other administrative issues that I could help address through programming and databases.

For the summer associate survey, I worked with the *pro bono* team to figure out what might be most useful to them. That close collaboration enabled me to develop tools to regularly check in with more than 100 summer associates to assess the progress of their *pro bono* efforts. The success of that project led to us working together on several others, including ones that enable them to generate reports and track *pro bono* matters in all offices.

As a developer, I enjoy coding. The real satisfaction, however, comes when people use what I create. It's especially satisfying to develop a tool that supports the *pro bono* department and its efforts.

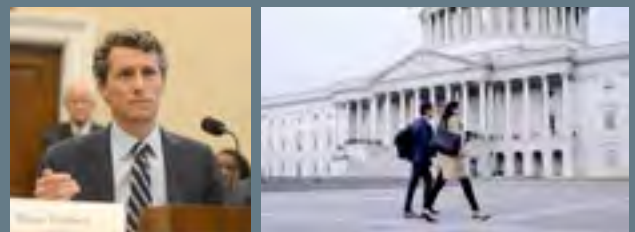




Colleen Strasser
Public Relations and Communications Senior Manager / Chicago

Since joining the firm nearly 10 years ago, I've had — and taken! — many opportunities to volunteer, from helping out at an immigration clinic for unaccompanied minors entering the country to providing media training for legal services organizations that partner with the firm.

Most notably, about six years ago I volunteered to take on the *pro bono* team's PR and communications needs. It's given me the chance to work on a variety of rewarding projects. For instance, when Skadden helped launch the LFAA, I worked with our *pro bono* chief to develop a communications strategy designed to establish an inclusive environment in which law firms of any type and size are welcome. I hope my efforts contributed to our ability to bring on more than 300 firms as partners on this project! I also feel incredibly fortunate to help with I AM ALS, a *pro bono* client of the firm co-founded by ALS patient and Skadden associate **Brian Wallach** and his wife, Sandra Abrevaya. We are trying to raise awareness about ALS and the nonprofit's efforts, in order to get legislation passed and funding to help find a cure. Most recently, I AM ALS secured \$100 million from Congress for a commitment of five years — that's \$500 million on top of the more than \$20 million already raised. Every time there's a new development, I design a media approach and share it with our press contacts who have come to know Brian's incredible story.



Brian Wallach and his wife, Sandra Abrevaya, protesting and lobbying for ALS research and funding.

Pride Month *YEAR*

Skadden personnel worked on more than **100 matters relating to LGBTQ+ rights** in 2022, in areas ranging from immigration to housing to the right to gender-affirming care.



Our Palo Alto and Los Angeles LGBTQ+ Affinity Network held a virtual *pro bono* legal clinic to assist transgender clients with name change and gender marker processes. The remote clinic was hosted in collaboration with Bet Tzedek, a Los Angeles-based nonprofit providing free legal services to low-income communities. More than 20 West Coast attorneys attended a pre-clinic training and subsequently helped clients complete the legal paperwork necessary to apply for legal name and gender marker changes.

We assisted nearly 70 LGBTQ+ individuals with their asylum cases and hosted three clinics last year to provide assistance at the intersection of supporting LGBTQ+ rights and immigrant/low-income individuals. Skadden attorneys and professional staff members from five Skadden offices, along with volunteers from corporate partners, participated in the clinics, which were held in partnership with Legal Services NYC. The volunteers have continued to work with their clients in the months since to complete asylum application forms, prepare client affidavits, and gather relevant documents and declarations, and then represent their clients at their asylum interview.

The firm also:



Provided guidance on LGBTQ+ restrictions in schools for the nonprofit World Savvy.



Advised on pending cases concerning LGBTQ+ rights for our Hong Kong LGBT+ Attorneys Network.



Prepared a COVID-19 health attestation form for scholarship fund Point Foundation, which provides financial aid for LGBTQ+ college-bound students.



Aided low-income transgender and gender-nonconforming clients in updating core identification documents.



Assisted clients with name change matters alongside the Transgender Legal Defense & Education Fund.



UPDATE: Arkansas Court Sides With *Amicus* in Transgender Health Care Case

In June 2023, a federal court in Arkansas blocked the state's law that sought to prohibit gender-affirming care for young people. U.S. District Court for the Eastern District of Arkansas Judge Jay Moody ruled that the prohibition violated the due process and equal protection rights of transgender youth and families, and violated the First Amendment rights of medical providers. A New York-based team, which was led by **Boris Bershteyn** and included **William O'Brien** and **AJ Schrag**, submitted an *amicus* brief to support the plaintiffs in the action on behalf of Arkansas businesses. Arkansas' attorney general is appealing the decision.

Immigration Impact Project Update

In 2017, Skadden launched the Immigration Impact Project (IIP), which utilizes a traditional practice group model to streamline our efforts to provide legal services to low-income immigrants. IIP has enabled us to dramatically increase both the number and types of immigration matters our volunteers handle. As of September 2023, more than **900 attorneys** and **380 professional staff** firmwide have worked together on **1,600 immigration matters**, including assisting Afghans seeking immigration relief, helping LGBTQ+ immigrants apply for asylum and assisting young people at risk of deportation from the U.S., the U.K. and France.

Last year:



600+ attorneys
firmwide worked on
immigration matters.



We handled
800+ individual
immigration cases.

The firm organized **10+ immigration clinics** on asylum, TPS, VAWA, permanent resident status and naturalization.

We supported **16 children** with their U.K. citizenship applications.

Our attorneys dedicated **6,000+ hours** in support of Afghans and Ukrainians.



Skadden volunteers continued to staff an immigration hotline.

We ran a three-part trauma-informed casework and interviewing series.



IIP highlights include:

Skadden Attorneys Assist Refugees Fleeing the Taliban

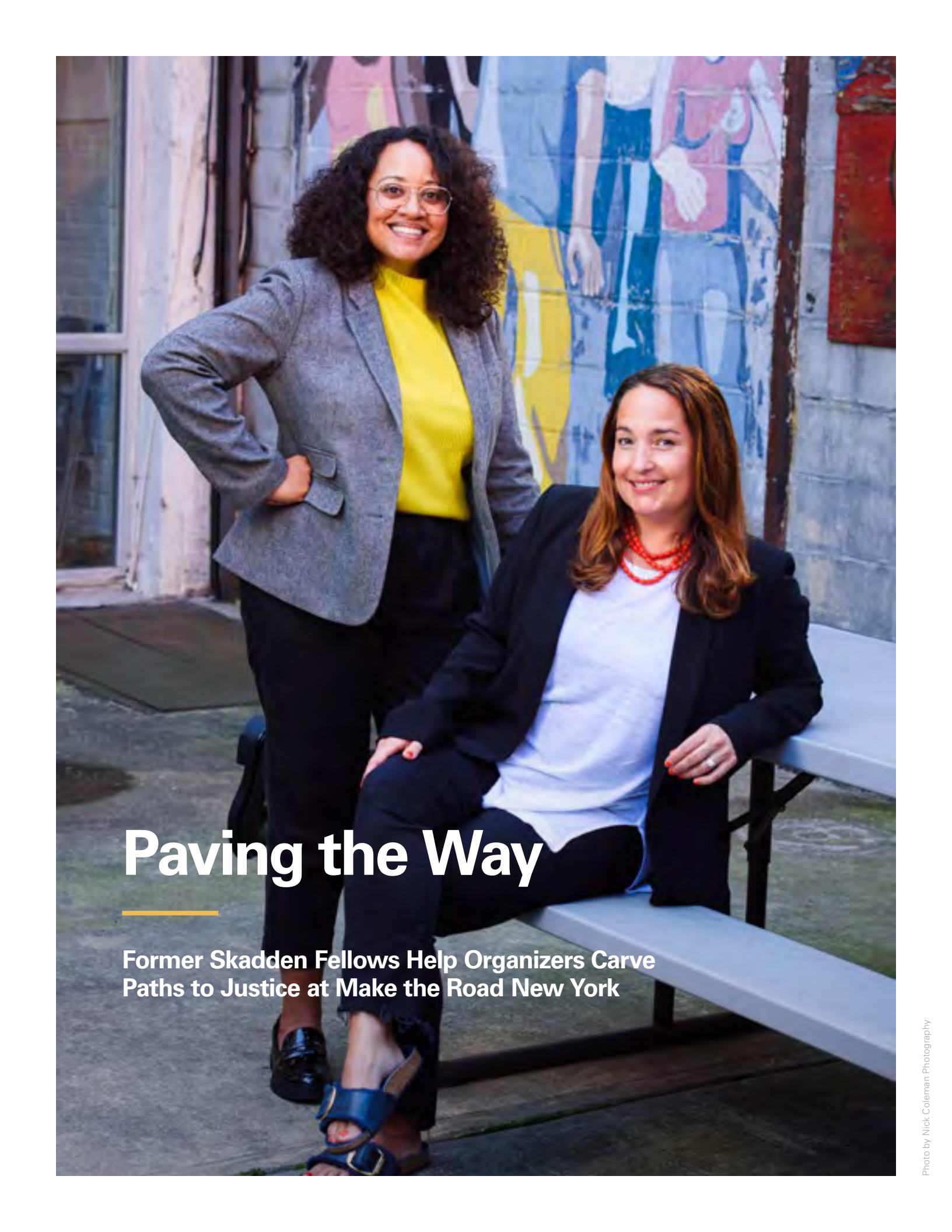
Since the Taliban takeover of the Afghan government in 2021, Skadden attorneys across the firm have helped Afghan allies start new lives in the United States. Initially, Skadden attorneys provided full representations on asylum, employment authorization, humanitarian parole, and/or special immigrant visa applications and petitions for dozens of Afghans. The volunteers then provided extra protection by advising eligible clients on temporary protected status applications.

However, with nearly 100,000 Afghan evacuees in need of assistance, traditional models of direct representation by legal services organizations and their *pro bono* partners were proving insufficient. Therefore, in early June 2022, in partnership with the National Immigrant Justice Center, attorneys and summer associates from Skadden’s Chicago office attended a Muslim Women’s Resource Center workshop, where they helped nearly two dozen Afghans and their family members prepare *pro se* asylum applications. Skadden Chicago then hosted a larger event where attorneys from Skadden and other local law firms assisted approximately 75 Afghans and their families. Lessons learned from these *pro se* models have helped to inform Skadden and its legal services partners to meet new challenges, such as assisting migrants bused to cities like New York, Chicago and Washington, D.C.

Firm Secures Approval of Groundbreaking Settlement for Unlawful Workplace Raid

Following four years of litigation and negotiations, Skadden secured federal district court approval of a settlement that provides more than \$1 million and potential immigration relief for approximately 100 Latino workers arrested during an immigration raid at a meat processing plant in East Tennessee. The unlawful and excessively forceful raid took place in 2018, when federal and state agents detained approximately 100 Latino workers based simply on their ethnicity. The raid was under cover of an IRS search warrant for the plant owner’s business records. ICE became involved, and the raid was planned and executed with the purpose of detaining all Latino workers — even sweeping up workers with legal immigration status — without any individualized probable cause.

The workplace raid was the largest in nearly a decade and had a dramatic impact on the community. Six hundred children were absent from school the following day, some because their parents had disappeared, others fearing arrest. The Skadden team helped obtain class certification and denials of motions to dismiss. The team deposed IRS and DHS agents and spent hundreds of hours reviewing documents and videotapes produced by defendants. Experts believe this agreement is the first class settlement over an immigration enforcement operation at a worksite. More than 70 attorneys from across our eight domestic offices have worked on the matter, in partnership with the Southern Poverty Law Center, the National Immigration Law Center and the Nashville-based law firms Sherrard Roe Voigt & Harbison and Sperling & Slater.

A photograph of two women in professional attire. One woman is standing on the left, wearing a grey blazer, a yellow turtleneck, and black pants, with her hand on her hip. The other woman is sitting on a grey bench on the right, wearing a black blazer, a white t-shirt, and black pants, with a red necklace. They are both smiling. The background features a colorful mural on a wall.

Paving the Way

Former Skadden Fellows Help Organizers Carve Paths to Justice at Make the Road New York

Sienna Fontaine ('07) and Elizabeth Joynes Jordan ('10) have fought for justice on behalf of low-income New Yorkers their entire legal careers.

Both started out as Skadden Fellows and, at the end of their Fellowships, transitioned to permanent positions at their sponsoring organizations — Sienna at Legal Services NYC, addressing underserved families' needs in the Bronx, and Elizabeth at LatinoJustice PRLDEF, representing low-wage immigrant workers subjected to exploitative labor conditions on Long Island. Their trails eventually converged at Make the Road New York (MRNY), the largest immigrant-led grassroots organization in New York state, which Sienna joined in 2015 and Elizabeth in 2014. They now serve as the nonprofit's general counsel and co-legal director, respectively.

Co-founded by former Skadden Fellow **Andrew Friedman** ('98) in 2007 (by merging the nonprofits Make the Road by Walking and the Latin American Integration Center), MRNY serves as a community hub that seeks to secure justice for its immigrant and working class members by providing legal and survival services to tackle discrimination, abuse and poverty; supporting community organizing; offering educational opportunities; and developing new policies to address unjust laws. Sienna and Elizabeth liken MRNY's five community centers — in Brooklyn, Long Island, Queens, Staten Island and Westchester County — to holistic one-stop shops where members can get legal advice, hold meetings, take English classes, participate in youth programs or enjoy a free meal.

Sienna and Elizabeth provide MRNY members with legal advice on a wide range of employment, immigration law, housing and benefits, and transgender, gender-nonconforming, intersex and queer rights matters. Those conversations inform their advocacy, legislative and community-organizing efforts. “By

working closely with our community members, we have a pulse on what's happening on the ground,” Elizabeth explains. “We see changes in how the law is being applied or how policies are affecting our membership and are able to respond quickly.”

For example, MRNY's legal team has represented individual workers experiencing wage theft, which led to the organization's successful advocacy for increased protections in New York City. Similarly, the legal team's advice to tenants experiencing egregious harassment by their landlords influenced MRNY's advocacy for increased tenant protections at both the city and state level.

Sienna and Elizabeth stress that building trust with MRNY members and organizers is essential to their work. The members, as part of organizing committees, collectively steer the organization and its goals, as well as inform its legal work and priorities, and regularly seek the legal team's perspectives on ideas for potential legislation. “It's invigorating to see everyone have a seat at the table,” Sienna says. “The organizers are leading the discussions — they are the experts.”

One of the toughest aspects of Sienna's and Elizabeth's roles is assisting community members during moments of crisis. During the COVID-19 pandemic, most of MRNY's community centers were located in areas hit hardest by the virus and its aftershocks — many members were let go from their jobs and, as undocumented immigrants, excluded from federal relief. MRNY connected members with food donations and fought for New York state to adopt the Excluded Workers Fund, a billion-dollar program offering one-time payments to undocumented immigrants who lost their

jobs. After helping secure support for the fund — one of the largest in the country involving excluded workers — Sienna, Elizabeth and their legal team provided recommendations to the state's Department of Labor for implementing a program to reach workers. “While handling crises is one of the hardest parts of the job, MRNY's rapid action and responses are some of the best parts,” Elizabeth says.

Since its inception, MRNY has regularly partnered with Skadden's *pro bono* program. The firm is currently supporting MRNY's efforts to ensure that state and local agencies are aware of a deferred action program for workers involved in labor investigations. The program seeks to address workers' concerns regarding retaliation for reporting labor violations. Skadden attorneys also participated in MRNY's car wash campaign, which sought to improve conditions for workers at New York City's nearly 200 car washes by increasing city and state oversight. In addition, MRNY has twice sponsored Skadden Fellows — **Gabriela Siegel** ('19) and **Stephan Cha-Kim** ('11).

“By working closely with our community members, we have a pulse on what's happening on the ground.”

This year marks MRNY's 25th anniversary, and there's a lot to celebrate. Construction on the organization's new 24,000-square-foot Queens facility is expected to be completed soon. MRNY also will begin administering its collective bargaining agreement with its newly unionized staff. “We currently are setting the organization's vision for the next five years and exploring ideas with members and staff to decide on our path forward,” Sienna explains. “It continues to be exciting, which is why I have stayed all these years.”

Skadden Introduces Trauma-Informed Care Initiative



TICI Encourages Firm Personnel To Bring Awareness and Compassion to *Pro Bono* Clients, and to Themselves

Helping a *pro bono* client apply for asylum or a domestic violence restraining order often requires discussing the most personal, and most distressing, details of their lives. Such work can expose our team members to burnout, compassion fatigue and vicarious trauma. In November 2020, Skadden’s Immigration Impact Project (IIP) and Well-Being Department launched the Trauma-Informed Care Initiative (TICI) to provide clients with legal representation that feels as safe, trusting and collaborative as possible. The initiative equips Skadden attorneys and professional staff with (i) the skills necessary to deliver trauma-informed support to *pro bono* clients and (ii) self-care tools for understanding and managing burnout, compassion fatigue and vicarious trauma.

“TICI seeks to teach our colleagues how to look after other people and ourselves,” London *pro bono* senior coordinator/attorney **Olivia Wilson-Bushell** explains. “I often refer to this analogy when considering self-care: If you’re on a plane, you have to put on your own oxygen mask before attempting to help those around you.”

TICI took root in conversations among IIP’s leaders, who regularly represent clients who have endured harrowing journeys, persecution or violence. Since TICI’s inception, the IIP team has worked closely with assistant director of well-being **Deborah Ndao** and global well-being manager **Claudia Layer** to develop and support the initiative. Together,

IIP volunteers and the Well-Being Department connect with experts to provide training and programs relating to trauma-informed care.

“Lawyers who implement trauma-informed care into their practice help clients foster trust, build relationships and feel safe,” Deb says. “We are coaching our attorneys and professional staff on how to minimize client retraumatization and reduce unintended stress, while also employing techniques to prevent their own secondary trauma.”

In 2022, for example, more than 100 attendees participated in a three-part webinar training series delivered by two clinical psychologists specializing in trauma and PTSD about how to put TICI into practice. Skadden also has led small-group workshops focused on recognizing and developing resilience strategies for burnout, compassion fatigue and vicarious trauma. In addition, the firm has provided access to one-on-one sessions with clinical psychologists. In November, Skadden hosted a firmwide training about dealing with adverse outcomes in casework, as well as the importance of taking a process-focused, rather than a goals-focused, approach to helping *pro bono* clients. The program will be delivered by a former family lawyer who now runs an award-winning therapy and coaching company.

The Skadden team members are already being recognized as a leaders in this nascent field. Olivia has twice visited Prague to teach trauma-informed skills to Ukrainian law

“TICI seeks to teach our colleagues how to look after other people and ourselves.”

students as part of the Central and Eastern European Law Initiative Institute’s “Legal Skills in a Time of War” program.

Since the initiative’s launch, Olivia and Chicago *pro bono* immigration attorney **Peter Cheun**, who leads IIP, have incorporated the more reflective practices that TICI endorses into their casework. “Before a client meeting, I try to construct a physically safe space and identify potential discussion triggers. Afterwards, I evaluate what I could have done differently,” Olivia explains. “I’ve learned it’s important to be intentional in the way we think about how a client’s vulnerability can affect the meeting.”

Both Olivia and Peter have detected differences in how their colleagues think and talk about their *pro bono* work. “I’m seeing colleagues open up about when they’re feeling burnout on a case and when they would benefit from support,” Olivia says.

Peter adds, “TICI’s resources, trainings and procedures have been indispensable when providing our staff with the tools to best represent their *pro bono* clients. They help both sides of the coin.”

Around the Firm



Skadden Team Secures Supreme Court Win in Capital Case

In April, a Skadden team secured a U.S. Supreme Court victory on behalf of Rodney Reed, a Texas death-row inmate who has long claimed his innocence. At issue was whether the statute of limitations for a 42 U.S.C. § 1983 claim seeking DNA testing of crime-scene evidence begins to run at the end of state-court litigation denying DNA testing, including any appeals, or the moment the state trial court denies DNA testing, despite any subsequent appeal. Led by counsel **Parker Rider-Longmaid**, who presented oral argument before the Court, partner **Cliff Gardner** and associate **Michelle Davis**, the Skadden team argued that the statute begins to run at the end of state-court litigation. The Supreme Court agreed, by a 6-3 margin. The team also included partner **Shay Dvoretzky** and associates **Kyser Blakely**, **Peyton Carper**, **Hanaa Khan** and **Greg Ranzini**.

The Court's ruling is a significant victory in Mr. Reed's two-decades-long fight to prove his innocence, as well as for other incarcerated people with innocence claims hinging on DNA-testing access. Since 2012, 137 Skadden attorneys have spent more than 18,500 hours in support of Mr. Reed.

Trial Team Secures Favorable Settlement for Section 1983 Client

A New York team successfully represented a previously *pro se* litigant asserting excessive force claims against correctional officers at Sing Sing Correctional Facility. After the team successfully moved to compel the defendants to supplement their discovery productions and filed a proposed pre-trial order, they negotiated a settlement in March 2023 that secured meaningful compensation for the client. The team included associates **Sarah Adams**, **Christopher Fredmonski** and **Christopher Guerriero**, with invaluable support from legal assistant **Eddy Rivas** and supervision from partners **Boris Bershteyn** and **Lara Flath**.

Skadden Team Secures Victory in Eighth Circuit *Pro Bono* Appeal

In June 2023, the U.S. Court of Appeals for the Eighth Circuit ruled in favor of death-row inmate Stacey Johnson on two jurisdictional questions, clearing the way for him to argue that Arkansas' DNA-testing law violates due process. The Eighth Circuit agreed with Skadden's argument that Mr. Johnson has Article III standing because he suffered an injury — the deprivation of his state-created liberty interest in using DNA testing to prove his innocence — and met his relatively modest burden of showing causation and redressability at the pleading stage. The court also agreed that Mr. Johnson can sue the state officials

under *Ex parte Young*. Washington, D.C. associate **Kyser Blakely** briefed and argued the appeal, with help from partner **Shay Dvoretzky** and New York associates **Travis Bragg**, **Christina Lee** and **Peter Varlan**.

New York and DC Team Secures Posthumous Upgrade of Discharge Status

A team from Skadden and co-counsel Legal Aid at Work successfully represented the son of a Black veteran who, along with 14 other Black sailors on the U.S.S. Philadelphia, protested racist Navy conditions in 1940 and received an undesirable discharge in retaliation. Although the Navy has since taken steps to recognize the

Partnering With Clients

We partnered with 14 corporate clients on *pro bono* projects last year, leveraging our respective resources to better serve those in need:

160+

volunteers from 14 clients/
corporate partners
participated in a corporate
pro bono joint project.

100+

clients were assisted through
corporate partnering *pro bono*
projects.

10

legal services organizations
and nonprofits joined our
corporate-partnering efforts.

harm from its racist actions, none of the undesirable discharges had been upgraded. The family member in this litigation filed a petition with the Naval Discharge Review Board to posthumously upgrade his father's military record to an honorable discharge. The NDRB initially denied the petition and subsequently closed the matter. After partner **Lara Flath** and associates **Stephen Floyd**, **Stephanie Guzman**, **Taji Hutchins** and **Shawn Li** joined

the case as *pro bono* counsel, the assistant secretary of the Navy agreed to reverse the denial and approved the discharge upgrade. The Navy also issued a formal apology to the family. The team also included legal practice assistants **Anna Brier** and **Vikram Mahadevan**.

London Office Launches Weekly Housing Clinic

In November 2022, the Skadden London office launched a weekly housing law clinic in collaboration with Community Links and housing lawyers at Mary Ward Legal Centre, led by partners **John Adebiyi** and **Rob Chaplin**. Since then, lawyers have spent more than 1,400 hours assisting 25 individuals at risk of homelessness in East London with handling Section 21 eviction notices, contesting rent increases, and seeking resolutions to housing disrepair.

Wilmington Associates Obtain Protection From Abuse Consent Order

Wilmington litigation associates **Claire Atwood** and **Peyton Carper** obtained a protection from abuse consent order on behalf of a *pro bono* client in Delaware Family Court. After their soon-to-be client filed a *pro se* petition alleging abuse by her husband, Delaware Volunteer Legal Services connected her with Skadden. Peyton and Claire negotiated with the respondent to obtain all relief sought by their client, including child support, and appeared before a Delaware Family Court commissioner who ordered the requested relief.

New York Attorneys Team Up With Société Générale To Assist Elderly

In March 2023, five attorneys from Skadden's New York office and five in-house lawyers from Société Générale partnered to assist five elderly New Yorkers who have limited resources. The clinic was held in partnership with Volunteers of Legal Service. The attorneys drafted and executed last wills and testaments, power of attorney forms, health care proxies, living wills and other documents for their clients.

Professional Staff Assist Covenant House NY With Translations

Professional staff members from our New York office assisted Covenant House New York (CHNY) with translating into Spanish nearly 60 pages of documents regarding programs provided to homeless youth in the city. These translations will enable CHNY to provide youth with Spanish-language versions of important forms and flyers, helping the organization carry out its mission of helping every young person find safety and refuge from the dangers of living on the streets. The volunteers included executive assistants **Carmen Rivera** and **Maria Vales** and senior legal assistant **Veronica Garcia** and supervised by Operations Group senior manager **Matt Murphy**.

Firm Supports Innocence Project's Intake Process

Skadden has teamed up with Weil to help the Innocence Project with its intake process since 2015. The Innocence Project provides volunteer attorneys with intake forms that have been completed by incarcerated individuals around the country, and the attorneys evaluate the involvement of DNA, which can exonerate the wrongly convicted. This evaluation, plus any additional materials utilized, is sent back to the Innocence Project, which decides how to proceed. The Skadden team currently comprises more than 200 attorneys worldwide. Our attorneys have completed nearly 4,000 evaluations since the inception of the partnership and completed over 300 evaluations in 2022. Partner **Vered Rabia** leads our efforts.

London Attorneys Help Clients Secure Disability Benefits

In 2022, attorneys in our London office assisted 21 low-income individuals living in East London in bringing appeals before the First Tier Tribunal Social Entitlement Chamber for disability benefits to help cover the added costs of living with a long-term disability. The attorneys, led by partner **Alex Jupp**, collectively secured thousands of pounds in financial awards for their clients, with a 92% success rate. In one particular highlight, associate

Molly Brien and trainee **Will Adams** obtained Disability Living Allowance for a child who suffers from significant physical disabilities.

DC Attorneys Secure Dismissal of Eviction Proceeding

Washington, D.C. associate **Shirley Diaz** and staff attorney **Marta Levytska** successfully represented *pro bono* client Ms. S. at an eviction hearing. Ms. S. had a nonpayment of rent case filed against her, owing her landlord nearly \$5,500 in back rent. Ms. S. ultimately was approved for Emergency Rental Assistance Program funding to alleviate the arrears, and the D.C. Superior Court dismissed her eviction case without prejudice.

Multi-Office Team Assists Analysis of Access to Medicaid Call Centers

In August 2023, attorneys from Chicago, Houston, Los Angeles, New York, Palo Alto and Washington, D.C. — including counsel **Hillary Hamilton** and associates **Brittney Brescia**, **Gregory Holler**, **Grace Mo**, **Lane Page**, **Cassie Routh** and **Peter Stanifer**, with supervision from partner **Lance Brasher** — provided the Center for Budget and Policy

Priorities with a detailed memo to help the CBPP monitor and identify disparities in access to Medicaid call centers in certain states. In mid-2023, many state and county Medicaid agencies were unwinding a COVID-19 provision that had kept most people enrolled in Medicaid over the previous three years. Reviewing the eligibility of more than 90 million enrollees was predicted to cause significant call center backlogs. The CBPP intended to create an automated tool to make calls to measure wait times and identify wait-time disparities depending on whether the caller selects English or Spanish. The Skadden team advised the CBPP on how certain state laws against recording phone calls without both parties' consent might impact this effort. The CBPP ultimately implemented the guidance in creating the automated feature, which allowed the CBPP to move forward with its analysis.

New York Team Helps Secure Favorable Consent Decree in Copyright Case

A team of Skadden New York intellectual property litigation attorneys successfully litigated and negotiated a highly favorable settlement in a copyright infringement dispute on behalf of Jewish Educational Media

(JEM), a nonprofit with a massive audio-visual archive of significant 20th century Jewish leaders. The team brought a federal action in 2021, alleging among other things that the defendants regularly engaged in infringement of JEM's copyrighted materials. After briefing the defendants' motion to dismiss and aggressively pursuing discovery, the Skadden team ultimately secured the settlement, which permanently enjoined all uses of JEM's copyrighted materials by the defendants and procured a consent decree ensuring the same. The team included partner **Doug Nemeč**, counsel **Jordan Feirman**, and associates **Ryan Bisailon**, **Eliza Edlich** and **David Lamb**.

Frankfurt Office Hosts Legal Workshop for Ukrainian Refugee Entrepreneurs

In cooperation with lawyers from J.P. Morgan's Frankfurt office and Social Impact Lab, counsel **Jörg Hanke** and **Ulrich Ziegler**, European counsel **Frank Schwarz** and associate **Iryna Burd** hosted an online workshop for Ukrainian refugees in May 2023 addressing the specific needs and challenges they faced as entrepreneurs establishing their businesses in Germany.



In 2023, Skadden celebrated our 75th anniversary. Since our founding in 1948, giving back to our communities has been a cornerstone of our culture. To honor our founders' dedication to public service, we launched "75 Acts of Service," in which we encouraged our attorneys to launch 75 new initiatives in partnership with clients and nonprofits. As of November, we have more than doubled that goal, with over 150 projects planned, ranging from assisting asylees applying for adjustment of status to advising micro-entrepreneurs seeking to launch new businesses to helping tenants initiate housing repair cases or secure protection against landlord harassment.



Skadden team members participated in the Houston Food Bank's Food From the Bar Campaign, in which law firms and legal departments compete to raise money and food donations, and commemorated the firm's anniversary with this "Can-struction."

