

Social Impact Report

2020

A person is holding a black face mask in front of their face. The mask has the words "WE NEED CHANGE" printed on it in white, bold, capital letters. The person's hands are visible, holding the ear loops of the mask. The background is dark, and the person's face is partially obscured by the mask.

WE NEED
CHANGE



MILES &
STOCKBRIDGE

Letter from the Leaders

Dear Reader,

2020 has been a year like no other any of us has experienced. On March 16, Miles & Stockbridge, like much of the state and country, closed its physical offices in the wake of COVID-19 and—overnight—became a fully virtual law firm. The challenges were staggering, but we as a firm were able to draw closer and dig in, overcoming sometimes rapidly evolving logistical hurdles to continue to provide seamless service to our clients and keep our business viable. Parallel to that, many of us were reinventing ourselves on the fly as teachers and caretakers while learning the ins and outs of virtual work-life.

And just as we were starting to find a rhythm, as the weather turned warmer and restrictions began to lift—we collectively bore witness to tragedies on our television and device screens, and the protests that took the country by storm in their aftermath. We saw our preconceptions of who we are as a nation collide and erupt in fire—and then we watched as those flames were fanned in all directions.

Miles & Stockbridge's *Social Impact Report* is traditionally an annual collection of some of the great efforts of our firm colleagues that impact our friends and neighbors—efforts that span pro bono, community service and diversity endeavors. It generally is published in the spring, though this year it was postponed as the firm addressed the challenges of the COVID-19 pandemic. Frankly, we intended to push it to next year whole-cloth. However, as the national conversation—sometimes difficult, sometimes disappointing—has continued, an idea began to take shape, and we pinpointed our focus this year on social justice, and how our colleagues have helped and are helping the underserved in ways big and small, obvious and subtle.

Nancy Greene, Principal



Joe Hovermill, Principal



As leaders of the firm, we have been able to bear witness to inspiring acts of selflessness—lawyers and administrators across the firm have stepped up in our communities to provide service, sacrifice and leadership. We have watched as seeds of new and inspiring ideas have taken root, and calls to action have been answered.

This year is more than a little different. We offer these stories not in the spring but at the end of a year of strife on many fronts—global health crises, racial tensions, a contentious election season and shaken faith in what even “reality” means anymore. We fervently hope you take some solace from these pages filled with snapshots of our colleagues’ efforts and their good stories. At the end of the day, these stories are authentically human—real people doing real things to make this firm, our communities and the world better, more inclusive places for all.

At Miles & Stockbridge, it is imperative to us that we walk the walk, rather than just talk the talk. We do, however, recognize the continued value of revealing this side of ourselves, to both educate our friends and peers regarding the opportunities that are available, while proudly honoring the positive impact that our team has had on some of our most vulnerable neighbors. We truly believe good works breed more good works, and part of our mission is to share our colleagues' stories in order to further promote such efforts.

I hope you enjoy this recalibrated Miles & Stockbridge 2020 *Social Impact Report*, and we hope you and yours remain safe and well in these complicated times.

Sincerely,

Nancy Greene

Chairman, Miles & Stockbridge

Joe Hovermill

President & CEO, Miles & Stockbridge

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The Other Side of the V

**Rosalyn Tang
Secures Retrial for
Pro Bono Defendant**

Back in the summer of 2015, Rockville Office Managing Principal **Rachel McGuckian** first approached **Rosalyn Tang** with an important request for assistance; McGuckian had been assigned to a pro bono case through the 100 Attorneys Pro Bono initiative and thought Tang had the background to further the effort. The case centered on a Baltimore City man who had been convicted

of second-degree murder and attempted second-degree murder in 2011, in addition to various weapon violations. The man was ultimately sentenced to 65 years in prison, and was seeking Circuit Court review by way of a post-conviction proceeding, with the ultimate goal of having his convictions vacated and obtaining a new trial.

The pair got to work.

Along with her prior relevant experience as a prosecutor and handling post-conviction issues, Tang brought to the case a tenaciousness to drive it forward, as well as—in the early months, at least—a certain amount of doubt. “As a former prosecutor, I was skeptical that there were viable issues that would lead to a new trial. Many defendants often claim ineffective counsel as the main reason for a ‘do



over,’ and such requests are often denied,” according to Tang, noting the core pillar of the client’s case. “And in Baltimore City, particularly, the rumor was that it was nearly impossible to be granted post-conviction relief.”

Nevertheless, Tang worked the case as hard as she could, exploring all the potential and developing issues with the same vigor she had once employed when working as a prosecutor—but now on the other side of the v. in the case listing. As an advocate for the defense, she persisted through administrative and witness road blocks. “I did not back down if I hit an investigatory dead end.”

Tang and McGuckian’s efforts tracked two parallel paths: they worked to gather as much information as possible about the events of February 2010 that led to the client’s arrest, while at the same time investigating the quality of previous counsel’s representation at the trial. The former effort highlighted hitherto unknown nuance that, while not mitigating a tragic sequence of events, offered some context to them. The latter unearthed some very clear deficiencies that at least

produced significant doubt as to the fairness of the client’s 2011 trial. The trial counsel testified candidly about his efforts on behalf of the client, or lack thereof; he admitted that he only met with the client for about 30 minutes total over three separate visits, and did not explore relevant issues or other witnesses in his preparation. He also admitted to failing to prepare the client to testify on his own behalf. Ultimately, the Court found Tang and McGuckian’s arguments for relief compelling and ordered a new trial.

The Miles & Stockbridge team didn’t stop there, asking for and receiving permission to represent the client throughout the retrial

process. Tang was at first surprised by the connection she developed with the client, which continued to grow over time. From her place as a prosecutor, the man would have simply been the defendant; representing him, though, she found herself moved by his fraught upbringing and experience with pervasive gun violence. “I found myself developing empathy for someone accused of very serious offenses-. This journey has been eye-opening on both a professional and personal level,” observed Tang.

The team also knew there was a realistic ceiling to what could be accomplished—this was not going to be a Hollywood ending, where the



Rosalyn Tang, Principal



Rachel McGuckian, Principal

client would necessarily walk free into the sunset, at least not right away. Three men had still been shot. One had succumbed to his injuries. For Tang, the objective was clear: “Our goal was to provide the best representation possible, ensure that [the client’s] rights were being protected and seek a better result than what came down in 2011.” The team communicated with the client regularly, transparently apprised him of the status of the case and provided him with discovery, so that he could meaningfully participate in his own defense. Ultimately, Tang and McGuckian developed and fostered a trusting relationship with the client, which streamlined their myriad efforts—in the courtroom and beyond—made on his behalf.

Ultimately, the client accepted a plea deal on what would have been the first day of his new trial, effectively shaving his 65-year sentence down to 35 years. Allowing that the client is eligible for parole after serving half of that time, and factoring in nine years of time served and potential mitigation for good behavior, the hope is that he will be released before decade’s end.

McGuckian was impressed by the dedication with which Tang tackled the case. “Roz was instrumental in preparing a comprehensive post-conviction petition, interviewing witnesses, subpoenaing records, working with [the client] while he was

incarcerated in Cumberland, navigating emotional and legal issues with his family, working with expert witnesses and managing the overall preparation of a very difficult case.”

And on her end, Tang was gifted with the opportunity to see how the process often worked—and often didn’t—for those on the other side of the v.: the defendants. She saw firsthand the difference her efforts made in another person’s life, a person she otherwise may never have known, and the ramifications of that fortuitous intersection will ripple on through both in the weeks and months and years to come. ■



Bridging the Gap: Miles & Stockbridge Launches Black Business & Start-Up Initiative to Kick-Start Opportunities for Minority-Owned Businesses



Though the ultimate measure of change is yet to be determined, what cannot be denied is that the summer of 2020 will be written about in history books, one way or the other. With social tensions steadily rising in the preceding years, the one-two punch of a global pandemic that unmasked pervasive inequalities in real time

and the murder of George Floyd at the hands of Minnesota police sparked a hot season of unrest and protest, and the opening notes of a reckoning over racial disparities and hostilities.

In the taxing summer of 2020, people from all walks of life and across industries began to wonder, perhaps for the first time, not just

what those solutions might be, but what we as individuals and organizations might be able to do to effect solutions.

Venroy July, a principal in Miles & Stockbridge’s corporate practice, understood firsthand the struggles and challenges minorities faced in America. The protests and the national discussion that exploded



in their wake, however, served as a catalyst toward crystalizing ideas that had been ripening in his mind for some time.

“I had been listening to the people around me for a long time—bright, ambitious people looking for advice and help getting started,” July says. “After the events of the summer, I, like a lot of people—including colleagues from across offices and practices, as well as firm leadership—was

looking for a way to serve our community in way that made a tangible, positive impact.”

“I think sometimes the right answer is to meet the moment where you are, without reinventing the wheel,” he continues. “Miles & Stockbridge is a corporate law firm, a collection of gifted people with particular skill sets. If we are going to make a difference, I understood and understand it will be by doing what we know

we are good at.” Based on the conversations he was having in the community, July also understood that there is an inherently economic element to social justice—which was a place where the firm could certainly step in.

“First of all, minority businesses are woefully underfunded nationally. A pittance of venture capital in the United States goes to those companies.

So, inevitably, they are trying to scale and get off the ground as leanly and with as little front-end expenses as possible.” One real-world consequence of this is that new Black-owned businesses are often not getting good legal counsel at the critical time of launch—if they are getting any legal counsel at all. “It’s eye-opening,” July relates. “I’m seeing people who could be successful, but the cost of good legal counsel that could be the difference between success and failure is prohibitive for them. Not only that, they sometimes end up handicapping themselves by agreeing to bad contracts that take advantage of them, and make their situation even more dire. They’re not taking off—they’re digging out of a hole.”

With the deep resources of Miles & Stockbridge behind him, July saw a clear opportunity. “When I asked how we can be the most useful and effective to Black businesses, I saw the answer in bridging that gap between potential and economic viability.” Working with other leaders across the firm, including firm Chairman Nancy Greene, the idea of a bridge developed into the Black Business &

BBI Press Round-Up

Miles & Stockbridge Brings on Scores of New Minority Clients After Launching Diversity Initiative

BALTIMORE BUSINESS JOURNAL

Robert Wells, a principal in the firm's **Health Care Practice Group** and co-leader of the Miles Minority Network, discusses the Miles & Stockbridge **Black Business & Start-Up Initiative** in this *Baltimore Business Journal* story. Through the initiative, the law firm has brought on 43 minority-owned businesses as new clients and is providing introductory legal counsel at no cost or a reduced cost and helping to eliminate or temper some of the barriers uniquely experienced by Black entrepreneurs and businesses.

[Click here](#) to read the full article. Login may be required.

Miles & Stockbridge Vows to Help Black Businesses Pro Bono

LAW360

Venroy July was interviewed by *Law360* about the initiative.

[Click here](#) to read the full article published by *Law360*.

D.C.-Area Businesses Put Plans into Action on Racial Equity, Justice Initiatives

WASHINGTON BUSINESS JOURNAL

Chairman **Nancy Greene** discusses the Miles & Stockbridge Black Business & Start-Up Initiative in this *Washington Business Journal* story.

[Click here](#) to read the full article.

Firm Offers Pro Bono Services to Black Business Owners

VIRGINIA LAWYERS WEEKLY

Venroy July was interviewed by *Virginia Lawyers Weekly* about the Miles & Stockbridge Black Business & Start-Up Initiative that launched recently.

[Click here](#) to read the full article published by *Virginia Lawyers Weekly*. Login may be required.

Miles & Stockbridge Offering Free Legal Counsel to Boost Black-Owned Businesses

BALTIMORE BUSINESS JOURNAL

July also was interviewed by the *Baltimore Business Journal* about the Miles & Stockbridge Black Business & Start-Up Initiative.

[Click here](#) to read the full article published by the *Baltimore Business Journal*. Login may be required.

Start-Up Initiative, a cross-practice, cross-office program designed to temper or eliminate some of the barriers uniquely experienced by Black entrepreneurs—namely, lack of funding (particularly as it relates to legal expenses) and lack of access to a network experienced in the challenges confronting all businesses.

“We wanted to take the cost-prohibition out of the ‘sound legal counsel’ equation for folks trying to get their foot in the door,” July says. The Initiative focuses on companies that fall into certain criteria—participants are required to have less than five years of operating history, less than \$500,000 of annual revenues, and fewer than ten employees—to help ensure that the businesses with the most need and potential get the support. Inclusion in the initiative is determined on a case by-case basis.

Once a Black entrepreneur or business is enrolled in the program, Miles & Stockbridge counts up to 50 non-billable hours spent providing it legal advice toward a lawyer’s annual hours. These hours are in addition to the 50 non-billable hours for which the firm’s lawyers

can receive credit for performing traditional pro bono services.

The overwhelming response to the initiative has betrayed its critical need. In the first two months since its launch, over 100 new businesses applied to be included. Already, July estimates that 20 – 30 Miles & Stockbridge lawyers are working on active matters for enrollees at any given time. “We have folks doing general corporate work, intellectual property, entity structuring and tax, capital-raising, privacy, some labor and employment, a small litigation matter—it really runs the gamut.” And others in the industry are taking notice—

July and others across Miles & Stockbridge have fielded calls from other firms looking to replicate the program themselves.

The businesses served make up a broad spectrum—everything from a hedge fund to an artist co-op. Sometimes, their legal needs are simple—the metaphorical blocking and tackling, the fundamentals. “People sometimes just need opportunities to access good information. That’s where the gap often lies—that’s the socio-economic disconnect the Initiative is already helping to fix.”

July sees this as a first step.

And he is cognizant that some enrolled businesses will still not make it. But if more—and eventually, perhaps, all—are given a fair fighting chance, it raises everyone in the marketplace: competition grows stronger, efficiencies and good practices take root, and more jobs become available to people in often dismissed or ignored communities. It’s a long game, and the ultimate measure of change is yet to be determined, but the Initiative and July’s vision may prove to be among the opening notes of a new song, one that has been begging to be written for far too long. ■



Venroy July, Principal

A Call to Serve:

Counsel Sasha Hodge-Wren Captains Voting Rights Hotline during Pandemic

In this issue of the *Social Impact Report*, we have focused on the issue of social justice as viewed through the prism of several fronts where justice has sometimes proved, if not elusive, then at least contested. One front discussed was the criminal justice system itself. Then we examined social justice in terms of economic opportunity. Here, we consider a third battlefront: the voting booth.

Every election is important, and vigilance over the seemingly incontrovertible right to safely vote remains critical every single year—yet, somehow, these stakes seemed even higher in 2020. With protest in the air like wildfire—which was also in the air—a fractious citizenry held very divergent views on not only the country’s future, but the reality of its present and past. On top of that social tinderbox, a global virus

pandemic that had, by Election Day, killed well over 200,000 people in the United States alone produced logistical complications and concerns for a national election never before faced on such a scale.

Enter the Lawyers’ Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization whose mission is to secure equal justice for all through the rule of law,

targeting in particular the inequities confronting African Americans and other racial and ethnic minorities. Through its Election Protection coalition of more than 100 local, state and national partners, the organization works year-round to ensure that all voters have an equal opportunity to vote—and have that vote count—in large part through its management and administration of 866-OUR-VOTE, a national hotline

providing assistance to callers at all stages of voting and on matters related to registration, absentee and early voting, casting a vote at the polls, and overcoming obstacles to their participation.

Miles & Stockbridge Counsel **Sasha Hodge-Wren**, resident in the firm’s Washington, D.C. office and representing clients throughout the nation’s capital, Maryland and

Virginia, became affiliated with the hotline and its mission during the 2016 presidential election, when she served as a call volunteer. In 2020, she served as a volunteer Captain and eventually a Lead, taking on more responsibility in an even more challenging election cycle. “With all that has been going on this year particularly—I wanted to help where I could,” Hodge-Wren relates, “And, with a six-month-



Sasha E. Hodge-Wren, Counsel





old infant at home, this was a way that I could serve the community remotely and still manage the day-to-day.”

That service—as a hotline Captain—included four-hour shifts providing supervisory support to the approximately 40 volunteers working at her assigned call center at any one time. Beyond taking on the “tougher questions” that were funneled up to her from volunteers fielding them in real-time, Hodge-Wren also managed text message responses, delegated voicemail responses, coordinated solutions to tech issues and oversaw the

tracking of each call that came in—a critical component, she notes, in case follow-up outreach, up to and including litigation. Hodge-Wren also assisted with the Call Center’s quality control and refreshed volunteer knowledge and training when appropriate. She also served as a bridge and buffer between volunteers and the paid professional staff administering the hotline.

A lot of the questions handled this year, unsurprisingly, centered around absentee and mail-in ballots. “With our experience of technology, there’s so much that

can be taken for granted,” according to Hodge-Wren, describing the continued need for such a hotline. “We assume anyone can just look the answers up on the Internet, or go online to request a form or check their status. And we do—but not everybody can. Everybody doesn’t have the same access to the Internet, and without it, the process can become that much more daunting and often confusing.”

Volunteers often managed three-way calls with local election boards to help navigate any complexities or communication barriers. Hodge-Wren also points out

that—counter to our assumptions—a lot of assistance was needed by college students amid shifting logistics in the wake of COVID-19, virus spikes and lock-downs.

And there was broad concern about voter intimidation at the polls—“more than I have ever seen,” says Hodge-Wren. With conspiracies spreading virally across social media, and claims of hoaxes and radicalization across the political spectrum, potential voters—new and seasoned alike—were scared for their own safety. Add in the complications of COVID-19, and the very real health concerns of going to the polls and the hotline’s

significant value couldn’t be clearer. “It’s important to inform the electorate how they can safely vote,” Hodge-Wren affirms. “No one should feel fear or apprehension about the act of voting.”

“It’s a right,” she continues, “And as such, needs to be defended, through education at first and, when necessary, litigation.”

And, as word of Hodge-Wren’s participation extended across the firm, volunteers across the firm joined the effort. By Election Day, at least 17 Miles & Stockbridge lawyers from across myriad practices and local offices had donated time to

the initiative. Hodge-Wren was and is excited by the enthusiasm, and the way different colleagues from sometimes vastly different backgrounds came together to help shore up what is perhaps our most fundamental right, the one that protects all the others.

She also knows, though, that the need for such vigilance will probably not lessen in the next cycle. “This election is over,” She says, “but the battle for voting rights and safety at the polls isn’t. There is more work yet to be done.”

So when called again, Hodge-Wren will answer. ■



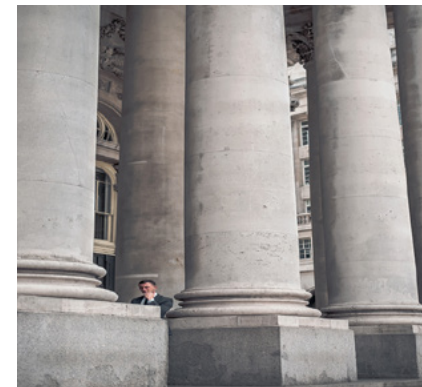
Community Service Round-Up

In this difficult time, pulling together as a community is as important as ever, and though many of the initiatives the firm usually supports (and tracks) have been paused or reconfigured, it has been inspiring to see folks pitch in as they can. Below is a small sampling of some of the stories our colleagues have shared over the course of the last few months.



Womxn Run the Vote

Susan DuMont captained a team of 20 women running a week-long, 680-mile “virtual relay” of the civil rights trail in the [Womxn Run the Vote](#) relay race in September to support Black Voters Matter.



Leadership Maryland Class of 2020

Luisella Perri, a principal and co-leader of Miles & Stockbridge’s [Public Finance](#) practice, has been selected for Leadership Maryland—a professional development program dedicated to building a better Maryland by harnessing the strength of its local business and community leaders. Perri and her cohorts will complete an eight-month, hands-on program focused on the state’s most vital social, economic and environmental issues.



Face Masks

Paralegal **Kate Ehrenberger** helped make 300 face masks for her church’s food pantry customers and other community members.



Since 2013, LPA **Kerry Mounts** and her family have participated in a yearly fundraising walk for the American Foundation for Suicide Prevention in memory of her nephew. Usually a few hundred people do the Montgomery County walk, but this year, because of COVID, there wasn’t an organized walk. However, Mounts and her family got together and did their own walk in September, sharing memories and enjoying peaceful family time walking. Since becoming involved in the fundraising, her team has raised over \$26,000 for AFSP. ■

Pro Bono News

FreeState Justice Honors Miles & Stockbridge as Pro Bono Law Firm of the Year for Work with LGBTQ Community



Miles & Stockbridge has been named *Pro Bono* Law Firm of the Year by FreeState Justice (FSJ), a statewide advocacy non-profit that seeks to improve the lives of lesbian, gay, bisexual, transgender and queer (LGBTQ) Marylanders. The firm received the honor during the nonprofit’s annual Jazz Brunch, held virtually this year on September 12.

Miles & Stockbridge established an FSJ team in 2018 to perform name changes and legal gender identity changes for low-income LGBTQ clients on a pro bono basis. Since that time, 15

Miles & Stockbridge lawyers have helped more than 20 FSJ clients.

“A relatively small commitment of time—5 to 10 hours on average per case—can lead to a life-changing result for a FreeState Justice client,” said **Jeff Renner**, who co-leads the firm’s FSJ team with fellow principal **Holly Drumheller Butler**. “And, through our team structure, we create an opportunity for our lawyers to collaborate in a meaningful way in the community across practice groups, offices and generations, bringing together those who may not ordinarily work together.” ■

Susan DuMont, Associate



Taylor McAuliffe, Associate



Miles & Stockbridge Honors Susan DuMont and Taylor McAuliffe with Pro Bono Advocate Award

In the beginning of 2020, **Susan DuMont** and **Taylor McAuliffe**, lawyers in the firm’s Products Liability & Mass Torts Practice Group, were awarded 2019 Miles & Stockbridge Pro Bono Advocate Award.

In 2019, Susan continued her work with our **FreeState Justice Team**, which works with the nonprofit to perform name changes and legal gender identity changes for LGBTQ clients on a pro bono basis. She

also helped three veterans through a **Wills for Heroes** clinic and is working with **TriEqual**, a nonprofit working toward achieving gender equality in the annual Ironman World Championship triathlon in Hawaii. This past summer, Susan was also selected to participate in the Maryland Pro Bono Resource Center’s [Professional Skills Academy Fellowship program](#).

Taylor has always enjoyed volunteering for nonprofits, so

pro bono work was a natural next step in her community outreach. Since joining Miles & Stockbridge in September 2018, Taylor has handled 14 expungement cases on a pro bono basis through Maryland Volunteer Lawyers Service and our firm’s **Expungement Team**. Taylor also handled a name change case for an LGBTQ client last year through **FreeState Justice** and our **firm’s team**. ■

Kelly Powers, Principal



ABA Program on Domestic Violence Resources Takes Top Billing

The American Bar Association International Law Section has chosen a program co-presented by **Kelly Powers**, a principal and co-leader of Miles & Stockbridge’s Commercial and Business Litigation Practice, for its 2020 Outstanding COVID Series Program Award. “Domestic Violence, Global Resources, and the Covid-19 Pandemic” was chosen as

the top program from dozens of free webinars presented by the Section and focused on issues related to COVID. The award was presented to Kelly and her three co-presenters—lawyers from Pakistan, India and France—during the Section’s virtual Leadership Retreat.

[Click here](#) to read more about the program.

Kelly Powers Joins Maryland Attorney General’s COVID-19 Access to Justice Task Force

Kelly has also been invited to serve on the Maryland Attorney General’s new COVID-19 Access to Justice Task Force and to support its mission to help keep Marylanders housed, safe and secure. The Task Force was launched in partnership with the Maryland Access to Justice Commission to address access

to justice challenges on a scale and magnitude not encountered before the ongoing pandemic. The Task Force aims to tackle conflicts that only the civil justice system can resolve, including missed rent payments leading to eviction notices, disputes over medical or consumer debt, or people being wrongfully denied public benefits

necessary to keep their families afloat, among many other critical and time-sensitive matters.

The Task Force brings together high-level and diverse leaders from different sectors, including health, disaster recovery, business, law, government and others. ■

Black Women Build – Baltimore Partnership



The firm has begun a partnership with Black Women Build – Baltimore, a nonprofit organization that buys vacant homes and then teaches Black women carpentry, electrical and plumbing skills in the course of renovating the houses, with the eventual goal of making these same Black women the homeowners. After reading an

article about how the lack of wills for Black landowners is one of the ways generational wealth is lost in Black communities, **Susan DuMont** reached out to the founder of Black Women Build – Baltimore and offered to help on this front. Teaming up with estate lawyer **Jeff Renner**, Susan will help provide wills for the women who participate in the program. ■

Stephen Cullen, Principal



Kelly Powers, Principal



Leah Hauser, Associate



Family Law Team Helps Return Daughter Home

In February, the Miles & Stockbridge Family Law team represented pro bono a Salvadoran father trying to reunite with his daughter. Some years earlier, she had been abducted to Montgomery County, Maryland, from El Salvador. The father had previously obtained an order from a court in El Salvador, granting him custody. Our team filed a request to register that order in Maryland to enforce the father’s custodial rights. After several years of searching for

the mother, and finally locating her and the daughter in Maryland, the case progressed to a contested trial. Based on the father’s remote testimony by video through an interpreter, as well as the testimony of a Salvadoran legal expert and a linguist to interpret disputed terms in the order, the Maryland court agreed with our lawyers and entered an order enforcing the Salvadoran order and returning our client’s daughter home to El Salvador. ■

Stephen Cullen and Kelly Powers, who lead the law firm’s Family Law & Private Clients Practice Group, earned the 2019 Federal Bench Exceptional Service Award for their work with children and parents. The federal judges of the United States District Court for the District of Maryland recognized Cullen and Powers for their dedication, experience and exceptional service to the Court in handling dozens of cases

under the 1980 Hague Abduction Convention.

Cullen and Powers have established a leading international family law practice. They represent families domestically and overseas in cases involving international parental abductions of children and have spearheaded the return of dozens of missing children. They also have extensive experience in high-conflict custody and family law appellate work. ■

Stephen Cullen and Kelly Powers Honored by Federal Bench

Diversity, Equity & Inclusion News



Meet José Bahamonde- González

A highly-regarded diversity and inclusion professional, José Bahamonde-González joined Miles & Stockbridge in 2019 as the law firm's first chief diversity, inclusion & professional development officer. With the hiring of Bahamonde-González, Miles & Stockbridge elevated this role from a director to a chief officer position and a member of the firm's executive team—a demonstration of the firm's commitment to driving its diversity and inclusion efforts to an even higher level. In addition to serving on Miles & Stockbridge's leadership team, he serves on the firm's pro bono committee.

Bahamonde-González previously spent 23 years at the University of Maryland Francis King Carey School of Law, serving as associate dean for professional education and in other related associate dean positions. He continues to provide the Professional Development Lecture Series to students in the master of science in law and master of laws programs, as well as promote pro bono opportunities to juris doctor students.

He has been an active member of the National Association for Law Placement (NALP) for over two decades and has served in various leadership roles, including NALP

Vice President and Chair of the NALP Leadership/Membership Diversity Task Force. He is a current member of the NALP Diversity, Equity and Inclusion Section and serves as Chair of the LGBTQ Work Group. He also serves as a member of the NALP Task Force for the Inclusion of Non-Binary Individuals in the Legal Profession. José is also a member of the Maryland Hispanic Bar Association (MHBA) and currently serves on its Judicial Appointments Review Committee. He received the 2018 MHBA Outstanding Achievement Award for his exemplary work providing professional development counseling to law students and lawyers. ■



Welcome: LGBTQ+ Alliance

Tom Petty, Principal

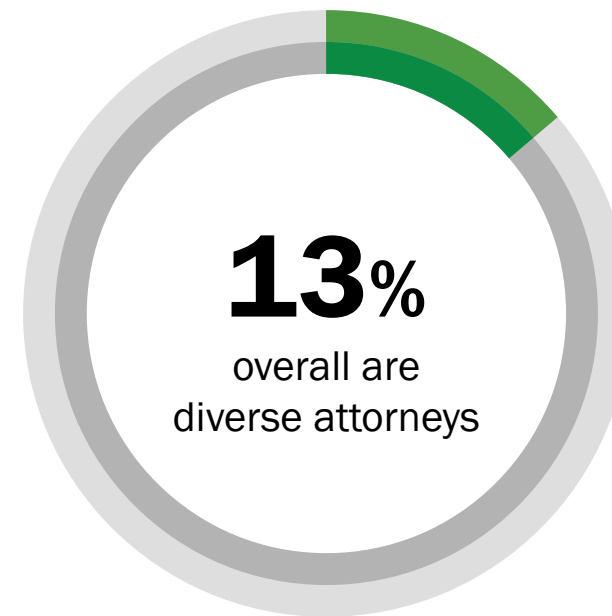


Meg Manchester, Principal



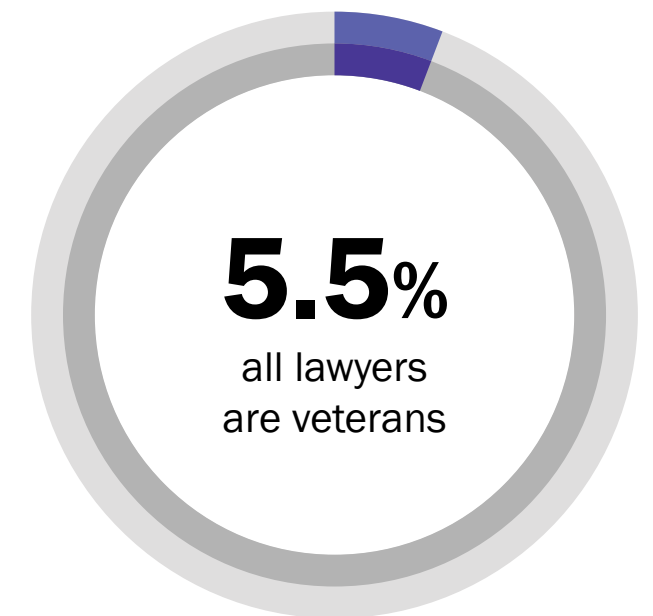
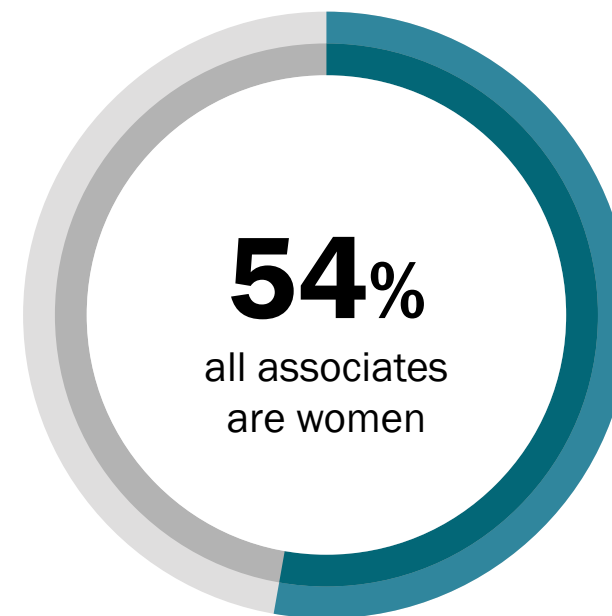
The Miles & Stockbridge LGBTQ+ Alliance, our fourth affinity group, was created to strengthen our inclusive culture with respect to sexual orientation and gender identity. All are welcome to join, regardless of how they identify.

The group is led by **Tom Petty**, a principal in our Real Estate & Transactional Finance Practice Group and **Meg Manchester**, a principal in our Corporate, Securities & Tax Practice Group. ■



Diversity: By the Numbers

as of 11/12/2020



“Our 2020 principals practice in various disciplines, but all share a commitment to professional excellence and to providing unrivaled service to our clients. It is a pleasure to see them advance in their legal careers and to welcome them as principals of our firm.”

— Nancy Greene, Chairman of Miles & Stockbridge

Demographics of New Principals

In 2020, five of the firm’s eight new principals—63% of the class—are women. This marks the third year that women lawyers have made up half or more of new principal elevations at Miles &

Stockbridge. In 2019, five of the 10 lawyers promoted to principal at the firm were women. Seven of the 11 lawyers elevated to principal at the firm in 2018 were women, representing 64% of that year’s class.

In November, the Diversity and Flexibility Alliance recognized Miles & Stockbridge among 51 law firms with at least 50% women in their 2019 U.S.-based new partner classes. ■



Casey L. Cirner Emily A. Higgs Stephen P. Ramaley Veronica D. Jackson Alexander P. Creticos Joshua F. Kahn Corenia Riley Burlingame Dawna J. Steelman

Miles & Stockbridge Recognized for Promoting Women

The Diversity and Flexibility Alliance has recognized Miles & Stockbridge among 51 law firms with at least 50% women in their 2019 U.S.-based new partner classes. Miles & Stockbridge and the other firms were highlighted for “Tipping the Scales” for women in the Alliance’s *New Partner Report* and during the organization’s annual conference this November in Washington, D.C. [Click here](#) to read more.

In 2019, five of the 10 lawyers promoted to principal at Miles & Stockbridge are women. In 2018, seven of the 11 lawyers promoted to principal at the firm are women. ■



Miles To-Go Podcast: Protecting Patients AND Employees from Discrimination in Health Care

with Kraig Long and Robert Wells

Principals **Kraig Long** and **Robert Wells** discuss the challenging task of protecting both patients AND employees from discrimination and abuse in health care settings. It is a complicated—and increasingly prevalent—issue involving scenarios and legal theory that can, and often do, take unexpected turns. ■



Nancy Greene, Principal



The *Baltimore Sun*'s Women to Watch 2020: Best in Business and Health

Nancy Greene, principal and Chairman of the firm, was named one of area's top women leaders in business and health for *The Baltimore Sun*'s 25 Women to Watch 2020 list. In her profile, she discusses balancing

her successful legal career with parenting and making a demanding profession more family-friendly.

[Click here](#) to read the full interview and view the other profiles. ■

José Bahamonde-González



Bahamonde-González Honored with Syracuse University College of Law 2020 LALSA Legacy Award

José Bahamonde-González, the law firm's chief diversity, inclusion & professional development officer, has been honored by his alma mater, Syracuse University College of Law, with the 2020 Latin American Law Students Association (LALSA) Legacy Award. Bahamonde-González founded the first Latino/a Law Student Association at Syracuse law school in 1990.

The LALSA Legacy Award recognizes Syracuse University College of Law alumni and alumnae who have made significant

contributions to the community and have achieved excellence and recognition in their fields. This award also celebrates and recognizes the dedicated efforts that members of the Latin American community and other members from these countries of origin have made in overcoming the underrepresentation of Latinx in the legal field.

“José's trailblazing diversity and inclusion efforts as a law student, associate law school dean and law firm professional serve as inspiration to the College of Law's

students, staff and faculty,” said Craig M. Boise, Dean of Syracuse University College of Law. “José's recognition by the Syracuse University Law Alumni Association's Inclusion Network is very well-deserved, and the College remains grateful for all he does in support of his alma mater and our students, and in support of inclusion and equity throughout the world.”

Bahamonde-González was recognized on September 26 during the virtual Syracuse Law Alumni Weekend's Alumni of Color Awards ceremony. ■

Vanessa Destime, Associate



Vanessa Destime Honored by National Bar Association

Vanessa Destime, an associate in the firm’s Commercial & Business Litigation Practice Group, has earned the Chairman’s Award for Leadership Excellence from the National Bar Association’s Young Lawyers Division (NBA YLD).

The award honors NBA YLD board members and professionals who exhibit incredible dedication

to their communities and who have also assisted the chairman and chief executive officer during the year. Destime served on the board as the director of communications for the 2019-20 year.

“We are so proud of Vanessa for her active involvement in the National Bar Association and her leadership in the Young Lawyers Division,” said Nancy

Greene, chairman of Miles & Stockbridge. “She is most deserving of this honor.”

A litigator in the firm’s Baltimore office, Destime represents clients in commercial litigation matters, including business and contract disputes, business tort claims, the defense of financial institutions, corporate and partnership break-ups, and breach of fiduciary duty. ■

Stephanie Baron, Principal



Stephanie Baron Profiled by The Associated

Stephanie Baron, a principal in the firm's Labor, Employment, Benefits & Immigration Practice Group, is featured in a Q&A on The Associated's online blog, where she talks about the importance of giving back to the community, the effect COVID-19 has on her legal practice and the founding of The Tribe@Miles.

Stephanie has held a variety of roles on various young leadership committees and currently serves as a member of The Associated's Lawyer's Committee.

[Click here](#) to read the full profile published by The Associated. ■

Brian Moffet, Principal



Brian Moffet Elected Chair of LifeBridge Health Board

Brian L. Moffet, a principal and co-leader of the firm’s Commercial & Business Litigation Practice Group, has been elected chair of the board of directors of LifeBridge Health, one of the largest, most comprehensive providers of health services in Maryland.

A dedicated leader, Moffet has served on the board of directors of LifeBridge Health since 2011. He served as vice chair of the LifeBridge Health board from 2017-2020 and chaired the Audit and Compliance Committee from 2008-2011 and then again from 2014-2017. He also served

on the board of directors of Sinai Hospital of Baltimore, Inc. from 2005 until this year, serving as chair of the board from 2011 to 2014, vice chair in 2010 and treasurer in 2009.

Moffet also shares his time and talents as co-leader of The Tribe@Miles, an internal network of Jewish lawyers and colleagues at the firm. The Alliance is dedicated to creating and strengthening personal and professional relationships while also developing and advancing outreach and educational initiatives within the firm, as well as externally to the greater Jewish business community at-large. ■

Yvette Pappoe, Associate



Miles & Stockbridge Associate Yvette Pappoe Featured in Way to Be Magazine

Yvette Pappoe, an associate in the firm’s **Products Liability & Mass Torts** practice group, was profiled in the “Meet the Pros!” section of *Way to Be* magazine. This publication is produced by the Maryland Business

Roundtable for Education with and distributed to more than 70,000 middle and high school students in all 24 Maryland school districts.

[Click here](#) to read the full interview ■

Elisabeth K. Hall Named To Daily Record VIP List

Elisabeth K. Hall, Associate



Elisabeth Koloup Hall, a labor and employment lawyer and litigator with the firm, has been named to *The Daily Record's* “VIP” List, which recognizes Maryland leaders 40 years of age and younger for their professional accomplishments, community service and commitment to inspiring change.

An associate in the Labor, Employment, Benefits & Immigration Practice Group of Miles & Stockbridge, Hall represents and counsels employers and businesses on all aspects of labor, employment and fair housing law, including wage and hour issues,

discrimination and harassment, reasonable accommodations, layoffs and furloughs, family medical leave and fair housing and public accommodation requirements. During the last several months, Hall has continued this work under the umbrella of COVID-19.

“Beth is known for her responsive and caring approach with clients—qualities that are always valued, but ones that take on new meaning right now,” said Nancy Greene, chairman of Miles & Stockbridge. “She has shifted gears to apply her knowledge, skills and practice experience as a labor and employment lawyer in the

circumstances of the pandemic to help her clients adapt to the new landscape and also plan for the return of employees to the workplace.”

Specifically, Hall advises clients on the ever-changing requirements for employers pursuant to federal, state and local COVID-19 legislation, and guidelines issued by the CDC, EEOC, OSHA and other public health entities governing, among other topics, reasonable accommodations, employee health screenings, privacy concerns, social distancing and the use of personal protective equipment, administrative controls, and other workplace safety protocols.

Hall co-founded Rising Strength, an organization promoting health, safety and public service to empower women to find strength in adversity, with her longtime friend and club soccer teammate, Rachel Mangold, in 2014. In furtherance of its mission to promote self-defense and safety, Rising Strength offers free self-defense and situational awareness classes to businesses, schools, and interested individuals in Maryland and other states throughout the country.

Hall also volunteers for the Ronald McDonald House Charities of Maryland with her fellow practice group members, serves meals with Our Daily Bread’s hot meals program, volunteers at My Sister’s Place Women’s Center in Baltimore and has been involved in Junior Achievement events. Beth has also been very active in the Maryland State Bar Association.

VIP List winners were honored during a virtual event on September 17. ■

Miles To-Go: Equal Pay with Nicole Whitecar

Labor and employment associate **Nicole Whitecar** shares a few lessons learned about equal pay in higher education. Earlier in her career, she worked for an organization that offers innovative programs to improve outcomes for middle and high school students and was a teacher with Teach For America. ■





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