

2018 / 2019 **Corporate Social Responsibility Report**



**Together  
We Can  
Do It!**



Quarles Cares



Leadership



Pro Bono



Sustainability



Diversity &  
Inclusion



Wellness



Professional  
Development

## Message from the Chair

At Quarles & Brady, we partner with our clients and invest in their success. Our clients-first philosophy has guided our firm for more than 125 years and goes beyond serving clients to include how we care for our colleagues, the communities where we live and work, and the world that sustains us.

We work hard to support our people, promote thriving communities, protect our planet and ensure a sustainable firm. With that in mind, I am pleased to share our **2018-2019 Quarles & Brady Corporate Social Responsibility Report.**

### LEARN ABOUT OUR:

- Partnerships with organizations that address hunger and education
- Pro bono services in support of our veterans and those facing eviction, deportation, custody, and domestic violence
- Professional development and wellness programs for our colleagues
- Opportunity for all to participate fully, each bringing varying experiences and perspectives
- Conservation and waste-reduction efforts

*“ I am proud of the difference our people make in the world and I thank the colleagues and community partners who embrace and encourage our efforts. I am certain that by working together we will continue building momentum. ” — Kim*

*Kimberly Leach Johnson  
Partner & Firm Chair*

Pride



## **Commitment to Corporate Social Responsibility**



Over the past several years, we have seen social responsibility standards take shape and evolve. We are as committed as ever to corporate social responsibility, because it's the right thing to do and our clients, colleagues and communities expect that we operate responsibly and sustainably.

We have worked hard for more than 125 years to establish our reputation as a firm people can trust to do the right thing. We hold ourselves to the highest legal and ethical standards and we act with integrity. We're committed to treating those we serve with care and respect.

Our commitment to action within our communities dates back to Founding Partner Louis Quarles who helped to establish the Medical College of Wisconsin. His brother Charles served for many years as president of the Legal Aid Society of Wisconsin. Their service continues through Quarles Cares, our signature outreach effort, now in its 13<sup>th</sup> year.

We're excited to share how we contribute to the success of our people, the communities where we live and work, and the planet we call home.

**“ We invite you to learn more about Quarles Cares, diversity and inclusion, pro bono, professional development, wellness, and sustainability. Our efforts influence our culture and we couldn't be more proud of the culture we have inspired. ” — Darlene & Ave**

**Darlene Austin**

*Director of Diversity, Employee Relations, & Corporate Social Responsibility*

**Ave Bie**

*Madison Office Managing Partner*

Commitment



# Community



**35,000**  
Volunteer  
**Hours**



**\$1 Million**  
Donated



**1,100 Community**  
**Organizations Supported**

*Q & B*

**Quarles Cares**, established in 2006, is our firmwide community outreach effort. With Quarles Cares, we act locally to address hunger, education and the needs of the communities we call home.

**Education:** Quarles Cares volunteers touch the lives of hundreds of students. They read to children, join in classroom activities, and deliver backpacks packed with school supplies.

**Hunger:** Volunteers fight food insecurity for thousands. They pack groceries at food banks, host food drives, and serve at area meal programs.

**Caring for Communities:** Quarles Cares volunteers host clothing drives, toy and gift collections, hand-knit hats and mittens, collect hygiene products, donate blankets, and so much more.



 **5,472**  
Volunteer  
Hours

 **100**  
Organizations  
Supported

 **13 Years**  
and Counting

*Quarles*  
*Cares*

Touching Lives

**MAKING A DIFFERENCE: Shepherd Community Center**

The partnership between Quarles & Brady and Shepherd Community Center began in 2014 when we opened our Indianapolis office and the relationship has grown. This year, after learning Shepherd needed classroom supplies,

bus passes, and summer food packs for children, our team recruited 17 clients and other building tenants to participate, collecting enough donations to feed all of the children at the community center for days.

**Shepherd Donations**



**Snapshot of Organizations**

- American Cancer Society  
*(Tampa)*
- American Heart Association  
*(National)*
- American Lung Association  
*(National)*
- Autism Speaks  
*(National)*
- Benjamin Franklin Elementary School  
*(Milwaukee)*
- Blessings in a Backpack  
*(Chicago)*
- Capital Area Food Bank  
*(Washington, D.C.)*

- Collier Child Care Resources  
*(Naples)*
- Capitol School  
*(Phoenix)*
- Carrillo Magnet School  
*(Tucson)*
- Community Food Bank of Southern Arizona  
*(Tucson)*
- End 68 Hours of Hunger  
*(Tampa)*
- Goodman Community Center  
*(Madison)*
- Memorial Middle School  
*(Tampa)*

- Night Ministry  
*(Chicago)*
- PACER Center  
*(National)*
- Second Harvest Food Bank  
*(Madison)*
- Shepherd Community Center  
*(Indianapolis)*
- Second Helpings  
*(Indianapolis)*
- St. Matthew's House  
*(Naples)*
- St. John's Open Door Café  
*(Milwaukee)*

- St. Mary's Child Center  
*(Indianapolis)*
- St. Mary's Food Bank  
*(Phoenix)*
- Susan G. Komen  
*(National)*
- United Way  
*(National)*



# Touching Lives / GALLERY



**Chicago:** Running Race Judicata to support Chicago Volunteer Legal Services



**Naples:** Community Team Works Beautification Project, Naples Child & Education Foundation's Child Development Center



**Madison:** Colleagues wear orange to fight hunger



**Washington, D.C.:** Capital Area Food Bank



**Minneapolis:** Back to School Supply Drive



**Tampa:** Making Strides Against Breast Cancer



### MAKING A DIFFERENCE: Nonprofit Board Service

Fred Gants, Partner, Madison, (right) was recognized for his leadership on the Literacy Network board of directors over the past five years. Fred's efforts have culminated in a successful \$3.1 million capital campaign to fund a new, larger facility and double the number of people served.

### Board & Community Service

Quarles & Brady attorneys give their time and experience to nearly 1,000 civic and community organizations. They serve on boards, raise funds, and share their knowledge, all in support of our communities.



**6,174**  
Hours Given



**1,000** Boards  
and Community  
Organizations Served

# Leadership



**Pro Bono**

Quarles & Brady attorneys committed 42,225 hours of their time and skill through 2018 and 2019. We focus on pro bono in the communities where we live and work. Our pro bono service includes eviction defense, domestic violence, immigration, and veteran issues.

This past year, we co-sponsored an Equal Justice Works fellow, Emma Shakeshaft, who is challenging modern-day “debtors’ prisons” in Wisconsin (pictured at right). Emma has done extensive research and is urging courts to pursue more equitable approaches to criminal justice debt.



(L-R) Brad Vynalek, Dawn Caldart, Emma Shakeshaft, Kim Johnson, Mike Levey

**PARTNERSHIPS**

- The Veterans Consortium
- Milwaukee Eviction Defense Project
- Innocence Network
- Equal Justice Works

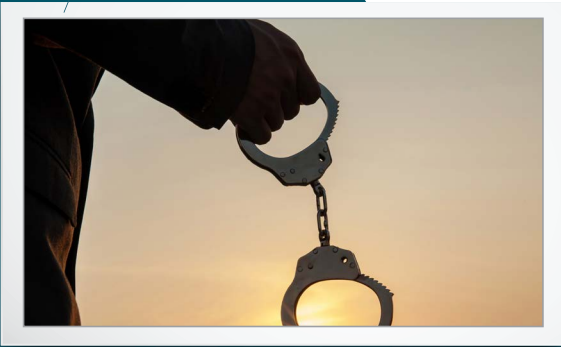
 **21,182**  
**Hours**  
**of Service**

 **1,443**  
**Clients**  
**Served**



(L-R) Mike Levey, Tom McDonell, Nikia Gray, Tiffany Li, Jon Labukas

  
Access Justice



### MAKING A DIFFERENCE: Community Immigration Law Center

Grant Sovern, Partner, Madison, serves as president of the board of the Community Immigration Law Center, providing due process for immigrants who face deportation in and around Madison, Wisconsin. Part of a nationwide effort to provide a publicly-funded public defender system for immigrants facing deportation, the organization is shining a light on the plight of immigrants and their families and giving them the opportunity to use existing U.S. laws to defend themselves against deportation.

### MAKING A DIFFERENCE: Sandy Hook Hoaxers

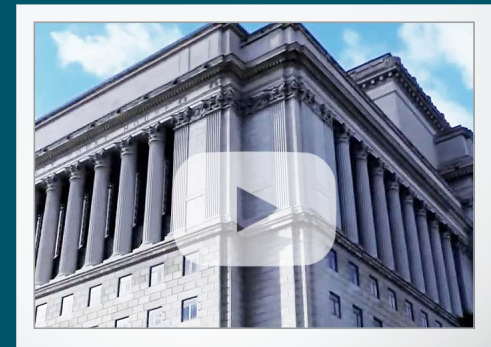
Emily Feinstein, Madison, and Emily Stedman, Milwaukee, helped represent Lenny Pozner, father of Noah, the youngest child killed during the December 2012 Sandy Hook Elementary School shooting. They represented him in a defamation suit against James Fetzer, Sandy Hook Hoaxer, who claimed no one died at the school and that Noah's death certificate was faked. Through the team's work, Pozner obtained a \$450,000 verdict against Fetzer and a court order prohibiting Fetzer from repeating the defamatory statements.

### MAKING A DIFFERENCE: Lincoln Hills School for Boys and Copper Lake School for Girls

Zach Eastburn, Averi Niemuth and Emily Stedman, Milwaukee, and Matt Splitek, Madison, along with ACLU co-counsel fought for and brought significant change to the conditions of confinement experienced by youth at Wisconsin's long-term juvenile correction facilities.

### MAKING A DIFFERENCE: Innocence Network

James Kaplan, King Poor, Tom McDonell, and John Aramanda, Chicago, won a unanimous 7-0 Illinois Supreme Court decision in the case of Beaman v. Freesmeyer et. al. In this current case, the Court reversed lower Court rulings that prevented Beaman from successfully recovering from the city's police in a malicious prosecution lawsuit following his exoneration. Beaman served 14 years in prison before the Illinois Supreme Court exonerated him. Our team supported Beaman's argument and submitted an amicus brief on behalf of the Innocence Network.



*Quarles & Brady works with the Milwaukee Justice Center, a collaborative partnership that helps Milwaukee community members in need successfully navigate the legal system.*



# Our People

 **500**  
**Attorneys**

 **500**  
**Staff**

 **100%**  
**Committed**

*Q & B*



## Wellness


The Quarles & Brady Wellness Program, in place for more than a decade, has reduced health risks and supported workplace productivity, employee recruitment, morale and retention. Participation in firm wellness activities has increased and the average number of health risks per employee has declined over the past 10 years.

### Wellness Activities

- Blood Donations
- First Aid Training
- Monthly Wellness Challenges
- Onsite Massage
- Flu Shots
- Health Screenings
- 5Ks

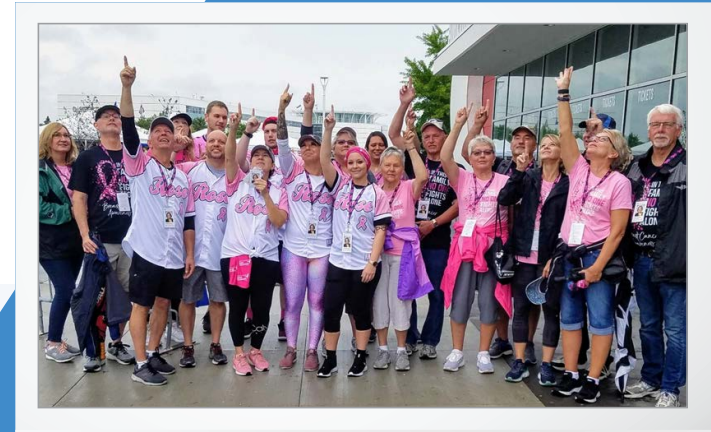


**79% of Population Low Risk**



**Reduction from 2.1 Health Risks per Person to 1.5**

Healthy & Happy



### MAKING A DIFFERENCE: ABA Well-Being Pledge

New this year, Quarles & Brady has taken the ABA Well-being Pledge, recognizing that there are significant substance abuse and mental health issues in the legal profession.

We are planning education around these issues, working to address the associated stigma, providing access to confidential support, and de-emphasizing alcohol at firm events.



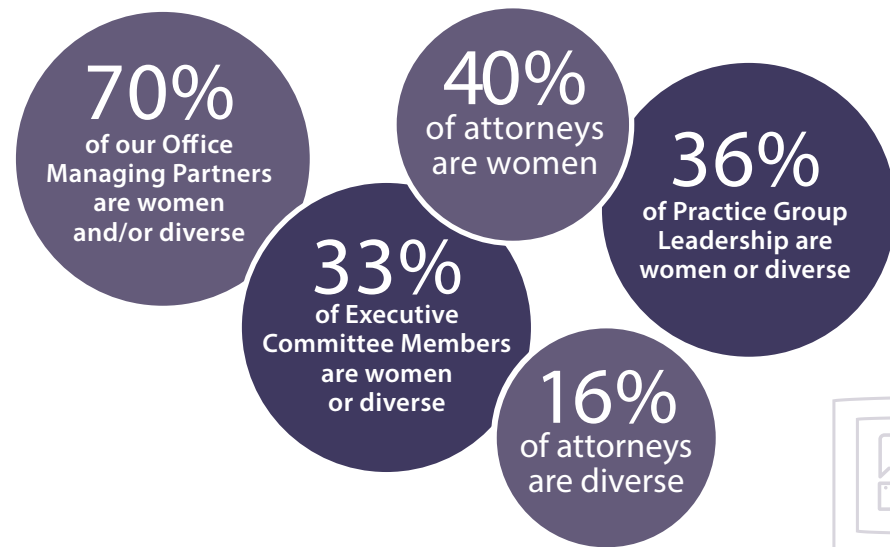
**Diversity & Inclusion**

At Quarles & Brady, we promote an environment where everyone can experience full participation, where diverse and women attorneys and staff are involved in significant matters and projects. Diversity of thought, experience and perspective results in better work product for our clients and better opportunity for all of our people.

**DIVERSITY PROGRAMS:**

- Firmwide Committee
- Office-Based Councils
- Diverse Mentor Program
- Diverse Attorney Business Resource Groups

**We recruit, support and include diverse and women attorneys**



**MAKING A DIFFERENCE: Diversity in Business Award**

George Marek, Partner, Milwaukee, received a Wisconsin Law Journal Diversity in Business Award. George, with the support of the Diversity & Inclusion Committee, introduced unconscious bias training to the firm in 2018. He has been a member of the committee for many years, and served as the national co-chair for the past five years.

**100%** RATING IN 2019 HUMAN RIGHTS CAMPAIGN'S ANNUAL CORPORATE EQUALITY INDEX

Every year since 2015



NAMED A **Best** BIGLAW FIRM (WITH 300-599 ATTORNEYS) FOR FEMALE ATTORNEYS BY **LAW360** Each year since 2016

NAMED A **60** BEST LAW FIRMS FOR WOMEN BY **WORKING MOTHER** IN COLLABORATION WITH THE **ABA JOURNAL**



NINE-TIME RECIPIENT OF GOLD STANDARD CERTIFICATION BY **WOMEN IN LAW EMPOWERMENT FORUM**

Potential

**Professional Development**

Professional development ensures our knowledge and skills are current and helps Quarles & Brady retain the best attorneys and staff.

**Leadership Development**

- Northwestern University Kellogg School of Management Leadership Program
- Harvard Law School Executive Education Leadership in Law Firms Program and Women’s Leadership Initiative
- Leadership Council on Legal Diversity Fellows Program and Pathfinders Program

**QBU University**

- For Juniors, Mid-Levels, Seniors and New Income Partners

**Coaching**

**Business Development and Client Service**



*Our 2018 Quarles & Brady Leadership Program at Northwestern University concluded with a drum circle encouraging collaboration and listening.*

**MAKING A DIFFERENCE: Associate Development**

New this year, first-year associates from across the firm came together at one office for team building and development. One of their projects was to work together to build a bicycle. Mission accomplished. All bikes were donated to COA Youth and Family Centers in Milwaukee.



**More than 448**  
Professional Development Training  
Participants in 2018/19

Forward

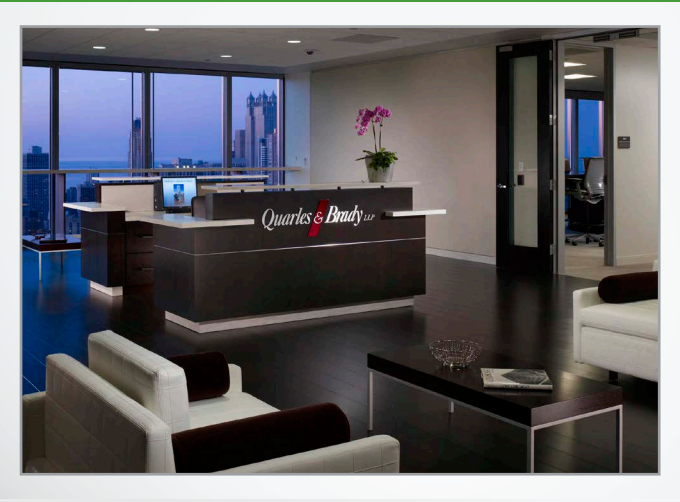
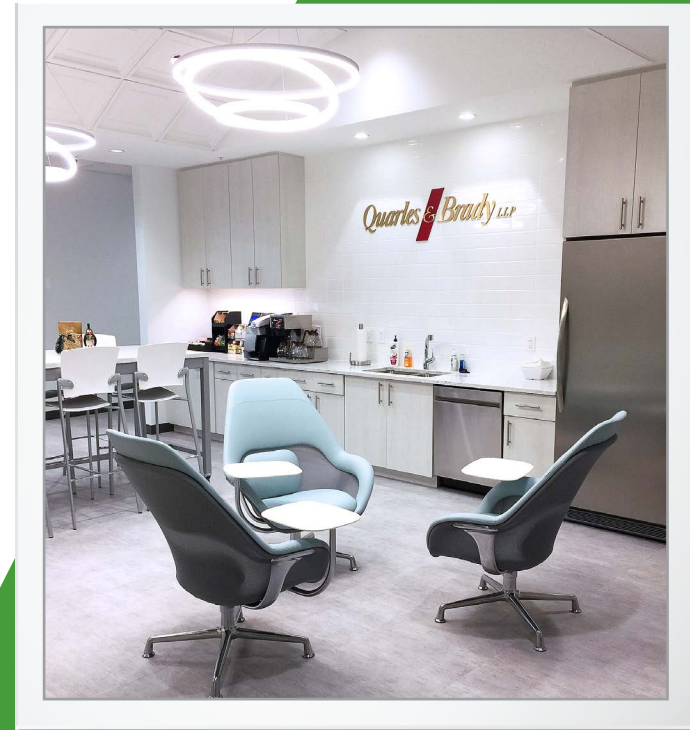
**Sustainable Environment**

We are stewards of our natural resources and consider the environmental and economic impact of our business practices.

**LEED Certified**

Our Chicago office is LEED® Gold Certified and located in a LEED Platinum Certified office tower. The building uses water from the adjacent Chicago River for its cooling and irrigation, and features a green roof and energy efficient glass and stainless steel façade in addition to low-flow water fixtures, motion-sensor lighting, recycling programs, and more.

50% of  
Offices  
LEED®  
Certified



**MAKING A DIFFERENCE: Naples Office Remodeled**

Earlier this year, Quarles & Brady remodeled its office in Naples. We installed LED lighting and motion sensors; used low VOC paint and adhesives; and reduced material usage and controlled costs by minimizing construction, and donating chairs, desks, credenzas, conference tables, and workstations that wouldn't be reused to several local charities.



Sustainable Environment

**For more information, please contact:**

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