



BENDING THE ARC

2024 PRO BONO ANNUAL REPORT

HUNTON

By the Numbers

	HOURS	MATTERS
Racial Equity	12,941	244
Non-Profit Assistance	12,226	338
Survivors of Abuse	7,563	156
Children	6,676	179
Family Law	5,852	191
Immigration	5,720	184
Fellowships	5,126	132
Church Hill	4,763	207
Veterans	4,654	102
Housing	3,621	151
Prisoners	3,106	14
Disabilities	2,746	118
Women's Rights	1,384	44
Restoration of Rights	940	25
International Work	752	14
Small Business	706	24
Environmental	694	10
Elder Law	660	26
Animal Rights	395	9
LGBTQIA+ Advocacy	287	17

48,285
Total Hours

1,194
Total Matters

139
*Timekeepers With
More Than 100 Hours*

16
*Consecutive Years of
100% Participation*

32
*Years of Meeting
and Exceeding the
PBI Challenge*

Fellows

FEATURING

Lucía Falcón, Joseph Barron, David Tisel



Lucía Falcón

(New York) assists low-income clients with immigration matters, dividing

her time between clients at the Immigrant Youth Project of the **Legal Aid Society (LASNY)** and **Kids in Need of Defense (KIND)**. Lucía represents youth from different countries in Latin America and the Caribbean, like Mexico, Guatemala, Honduras, El Salvador and Jamaica. Some of her clients also come from African countries, like Guinea, Senegal and the Democratic Republic of Congo. Through our fellowship, Lucía continues to represent youth in their Special Immigrant Juvenile Status cases before Family Court, Immigration Court and the US Citizenship and Immigration Services (USCIS). She also assists clients with other types of immigration relief, like asylum or U Visas.

One of Lucía's clients first filed for asylum in 2015 with the assistance of LASNY. However, at the client's immigration merits hearing four years later, the judge denied her case based, among other things, on case law that has since been vacated. LASNY filed an appeal with the Board of Immigration Appeals (BIA) contesting the judge's decision. In 2023, the BIA remanded the case to the same immigration judge so that the client's case could be heard and

decided again in December 2024. In June 2024, Lucía was assigned to the case and began to update all the client's documents. Together with the client, Lucía was able to file all updated documents in a timely manner by the November deadline. In December, after waiting for almost 10 years, the client's asylum case was granted on the papers by the immigration judge. The client's adjustment of status application is now pending with USCIS.



Joseph Barron

(Houston) assists low-income clients on civil legal aid cases through

Houston Volunteer Lawyers, the pro bono arm of the **Houston Bar Association**. His practice focuses exclusively on pro bono civil matters, including housing, family law, criminal record expungement, guardianship and individual tax matters.

Joe appeared before US Tax Court to assist a pro se taxpayer. The taxpayer appeared for his hearing and admitted that he had received a Form 1099 from Uber reporting a high amount of income. While he did not dispute the existence of the form, he believed the full amount was not actual income. As the attorney managing the Low Income Taxpayer Clinic, Joe met with the individual and then spoke with

the IRS counsel, who shared the taxpayer's income transcripts and a corrected return reflecting the full Uber income. The result was a tax liability of approximately \$10,000. Joe then asked the taxpayer to show him his earnings on his Uber account which showed significant fees and expenses deducted from his gross earnings which the 1099 did not account for.

Joe explained this to the IRS counsel, who agreed that if the expenses were qualified business deductions, they should be considered and Joe informed her that the taxpayer was willing to file an amended return reflecting the deductions. When the judge recalled the case, the IRS counsel agreed to give the taxpayer a chance—on the condition that the amended return and supporting documentation were submitted by Tax Settlement Day. That weekend, Joe accompanied the taxpayer to Settlement Day. Together, they presented detailed financial records showing both the gross income and the fees withheld by Uber and also submitted an amended return using standard deductions—rather than itemized—which made the return straightforward and uncontested. The result was a significantly reduced tax liability, closer to \$0 than \$10,000. Because the final amount owed was so small, the IRS deemed it de minimis and waived the entire liability, closing the case.



David Tisel
(Richmond) assists
low-income clients
with a variety of civil
pro bono matters,

dividing his time between clients at the firm's Church Hill pro bono office and **Central Virginia Legal Aid Society**. David concentrates on housing cases in Richmond, Henrico and Chesterfield General District Courts. He defends tenants from eviction, assists them in wrongful evictions and tenant's assertions of poor conditions, and also handles family law and guardianship matters.

David represented a Church Hill client and mother of three, who has been active as a tenants' rights advocate at her HUD subsidized apartment complex, in her eviction claim. Management filed an eviction action against her, seeking possession of the apartment and over \$6,000 in alleged back rent and attorney's fees. The landlord claimed the client had been late in complying with the recertification process, and as a result, suspended her subsidy and began charging her market rent. She had missed the

recertification process by about six months; however, she had been hospitalized for a medical condition during a portion of the time she was late in recertifying. David found a requirement in the HUD regulations that, when a tenant is late in recertifying, the landlord must inquire of the tenant as to whether there were any extenuating circumstances that prevented timely recert. At trial, during David's cross examination of the landlord's witnesses, management acknowledged that they didn't inquire about extenuating circumstances. In closing, David argued that the landlord, in exchange for receiving money from HUD, agreed to comply with the HUD guidelines and the evidence was uncontroverted that the landlord had failed to do so. The judge ruled from the bench in the client's favor, denying the landlord's request for eviction and reducing the amount owed from \$6,000 to about \$600, with no attorney's fees being awarded. The client and her family were able to remain in the apartment.

35 Years of Church Hill

1990
Church Hill
Neighborhood
Office Opens

1992
Expanded Services to
Northside Residents

1993-1994
Expanded Services
to all of Richmond

1995
First Church Hill
Pro Bono
Fellowship Begins

2014
Church Hill Welcomes
its 10th Fellow

2021
Office Renamed
George H. Hettrick
Church Hill Pro Bono Office

2025
Church Hill
35th Anniversary



Church Hill History

Q&A with Sandy Reynolds

Sandy Reynolds has served as the firm's Senior Pro Bono Coordinator since the Church Hill doors opened 35 years ago

How has the Church Hill Pro Bono Office evolved since it first opened in 1990?

When the office first opened, we only provided services to individuals who lived or worked in the Church Hill neighborhood, which at the time was the most impoverished area of Richmond. Only associates who had been with the firm at least five years could volunteer. We started out with 10. Over time, we expanded our service area to include first the Northside area of the city and then to all city residents. By then, our volunteer attorney pool included both partners and associates (regardless of their length of time at the firm). Legal Aid had a moratorium on taking divorce cases. We agreed to take 250 of their cases a year. Before expanding to the surrounding counties, we created a partnership with the Henrico County Bar to represent Henrico County residents. As the number of those cases (and others in other surrounding counties) increased and our volunteer attorney pool expanded, we began providing routine legal assistance to Henrico, Chesterfield and Hanover. Depending on volunteer willingness, we will represent individuals in the Tri-Cities area, as well as Powhatan & Goochland.

Because of COVID-19, we have been able to expand our consultation services statewide providing phone consults. We have developed a partnership with a former firm attorney to enable us to provide guardianship representation across the state and have also partnered with two other legal aid organizations to provide divorce consultations and representation.

While the office has evolved, the only thing that has not is the flat \$50 legal fee we charge. That has been a mainstay.

What is your favorite Church Hill memory?

Our very first client was an elderly lady who wanted a divorce. She had been separated from her husband for 40 years. Mr. George Hettrick—the firm's first pro bono chair and founder of the neighborhood office—wondered out loud why she had waited so long to get a divorce and asked if she possibly was getting remarried. She said no, it was simply that she had never been able to afford getting one before. That has always stuck with me and reinforces the importance of why we're here and why we do what we do.

Why do you think the office remains an important part of the firm's pro bono work and/or our community?

Affordable legal services are slim to none. Legal Aid can only serve the most impoverished in our communities. The affluent can afford to pay for legal services. That leaves a gap, particularly for those who are classified as the working poor. The Church Hill office fills that gap not only in terms of representation but free legal consultations as well. Often, people just need to know and understand what their rights are. More importantly, they just want to be heard. We do that. And that is (and will continue to be) a significant benefit to our clients and the community at large.

Awards & Recognition

Hunton has been honored with a wide variety of awards and recognitions in FY25 for its commitment to pro bono:



American Bar Association Litigation Section
2025 John Minor Wisdom Award

American Bar Association Free Legal Answers
2024 Pro Bono Leader

Catholic Charities Immigration Legal Services
Outstanding Pro Bono Service Award

Dallas Volunteer Attorney Program
2024 Law Firm of the Year

Home Again
Community Partnership Award

Law360
Social Impact Leader

Legal Week
Pro Bono Innovator Finalist

National Legal Aid & Defender Association
Beacon of Justice Award

Fawaz Bham (Dallas)
American Bar Association
2024 Pro Bono Publico Award

Michael Reed (Houston), **Luke Sherley** (Houston)
and **Asa Winsauer** (Houston)
American Bar Association Free Legal Answers
2024 Pro Bono Leaders

Sona Rewari (Washington, DC)
Human Rights First
Pro Bono Star Award

Nick Stellakis (Boston)
Massachusetts Lawyer Weekly
Excellence in Pro Bono

Lucía Falcón (New York)
Legal Aid Society of New York
2024 Pro Bono Publico Award

Janet McCrae (New York)
New York Legal Assistance Group
Pro Bono Awards Honorable Mention

Leadership

Kim MacLeod
Firmwide Chair,
Richmond

Greta Griffith
Atlanta

Nick Stellakis
Boston

Jonathan Kim
Charlotte

Fawaz Bham
Dallas and Austin

Jared Grodin
Houston

Neil Kelly
Houston

Alex Young
Los Angeles

Jamie Isani
Miami

Rob Rich
New York

Maya Eckstein
Richmond

Mike Goldman
Richmond

Chip Nunley
Church Hill

Ian Band
Washington, DC

Kevin Hull
Washington, DC

Client Partnerships

Greater Richmond Bar Foundation and Atlantic Union Bank

For the second year, Hunton volunteered with lawyers from **Atlantic Union Bank** at a Wills Clinic that the firm sponsored through the **Greater Richmond Bar Foundation**.

Houston Volunteer Lawyers and bp

For several years, lawyers in the firm's Houston office have coordinated a virtual legal lines event with **bp** through **Houston Volunteer Lawyers**. Firm lawyers are partnered with lawyers from **bp** and are assigned two to three clients who need legal assistance. Several days prior to the clinic, the volunteers receive their client's questions and conduct legal research. On the day of the event, the volunteers call the clients to provide legal advice related to their questions.

Partnering with Koch

Mid-Atlantic Innocence Project

Hunton has a long standing relationship with the **Mid-Atlantic Innocence Project (MAIP)**. Volunteer lawyers assist with innocence claim matters, including screening files from prisoners who are seeking assistance. Over recent years, several of our corporate clients have partnered with Hunton lawyers on MAIP matters. **Reiko Koyama** (Washington, DC) currently serves on MAIP's Board of Directors.

Hunton paralegals continued to collaborate with legal professionals from **Koch** to review memos and "tag" evidence from old case files for the purposes of training a diagnostic AI tool.

Georgia Justice Project

For a second year, Hunton lawyers will partner with lawyers and legal professionals from Koch at an expungement clinic through **Georgia Justice Project**. After last year's clinic, teams agreed to continue to partner on direct representations in record sealing cases.

National Veterans Legal Services Program, Capital One & bp

The firm partners with the **National Veterans Legal Services Program (NVLSP)** by assisting veterans in a variety of matters, including corrections of military records, discharge upgrades, applications for service-connected disability benefits before the VA, combat-related special compensation (CRSC) and Servicemembers' Group Life Insurance Traumatic Injury Protection Program (TSGLI).

Hunton and **Capital One** partnered on full representation matters assisting veterans through NVLSP. In partnership with Capital One and NVLSP, the firm hosted a virtual pro bono training regarding the types of veterans pro bono matters offered by NVLSP in Spring 2025.

Outside the office, in December 2024, firm attorneys and staff partnered with Capital One for the second consecutive year to participate in the National Wreaths Across America Day by laying wreaths at the base of a veteran's headstone or columbarium at Alexandria National Cemetery.

Hunton also co-sponsored a clinic with **bp** on March 4 through our partnership with NVLSP to provide brief service and advice regarding TSGLI. This program provides short-term financial assistance to traumatically injured service members in the form of a one-time, lump sum payment ranging from \$25,000 to \$100,000. Hunton lawyers partnered with five lawyers from **bp** for one-hour client interviews.

Throughout FY25, attorneys firmwide worked on 87 individual matters for NVLSP clients, contributing over 3,300 hours. Hunton's pro bono veterans program is co-chaired by **Kevin Gaunt** (Washington, DC) and **Maeve Malik** (New York).

Highlights

Recognition of Vietnam Veterans

A team of firmwide Hunton attorneys and professional staff led by **Todd Mikolop** (Washington, DC) lobbied Congress to award a Congressional Gold Medal to a decorated group of Vietnam War veterans: the pilots, crew chiefs and medics of Operation Dustoff. During the war, members of this elite group flew medical evacuation helicopters into the jungle to rescue and transport mortally wounded military personnel from the battlefield to nearby hospitals. These missions are credited with saving approximately 900,000 lives over the course of the Vietnam War.

The Dustoff Crews of the Vietnam War Congressional Gold Medal Act (H.R. 1015) was introduced in the US House of Representatives on February 14, 2023, and in the US Senate (S. 2825) on September 14, 2023. These identical bills bestow the Congressional Gold Medal upon Dustoff veterans, and the medal itself will be displayed at the US Army Medical Department Museum in Fort Sam Houston, Texas. Two-thirds of each chamber of Congress was required to cosponsor this legislation in order for it to be enacted into law, and each bill exceeded that high threshold, securing 71 cosponsors in the US Senate and 332 cosponsors in the US House of Representatives. Dustoff Crews of the Vietnam War Congressional Gold Medal Act passed September 17, 2024, and was enacted into law the following week.

NVLSP Cases	87
CRSC	44
Discharge Upgrade	18
TSGLI	13

An Update on Project Afghan Legal Assistance

Over 1,300 hours were devoted to assisting Afghan refugees in FY25 through **Human Rights First** (HRF) to support Project Afghan Legal Assistance (PALA). The project was launched in response to the crisis in Afghanistan and to provide legal assistance to Afghan refugees who fled the country. Eleven of the firm's PALA clients, as well as their derivatives, have been granted asylum since the inception of the partnership and the attorneys continue to help the asylees obtain their green cards. The firm has taken 50 full-representation cases through this project since 2021.

Total Immigration Cases	191
SIJS Cases	58
Asylum Cases	49
Green Card Cases	30
Family Reunifications	11



Upholding Civil Rights

In October 2022, the **Lawyers Committee for Civil Rights Under Law** (LCCRUL) filed a lawsuit in federal court in Virginia against members of a white nationalist group formed after the Unite the Right rally in Charlottesville. Members of the group engaged in a campaign of vandalism in Battery Park, a public park located in a predominantly Black neighborhood in Richmond, Virginia, culminating in the destruction of a mural dedicated to Arthur Ashe, legendary tennis player and the first Black man to win the US Open. The lawsuit was filed on behalf of members of the community who were forced to limit their use and enjoyment of the park due to the white nationalists' acts of vandalism. A team of Hunton lawyers and staff acted as co-counsel to LCCRUL. The lawsuit included claims for conspiracy to violate civil rights under the Ku Klux Klan Act of 1871 and racially motivated intimidation under state law.

In July 2023, a group of defendants moved to dismiss the claims, and the district judge denied the motion in full following oral argument in March 2024. In November 2024, the parties agreed to settle the matter.

Firmwide Research-a-thon

Sixty-two lawyers from Hunton's Boston, Charlotte, Dallas, Houston, Los Angeles, Miami, New York, Richmond, San Francisco and Washington, DC offices volunteered at the **Florida Rights Restoration Coalition** Research-a-thon event on January 23. Participants researched two to three citizens each using state and local county clerk websites to determine their eligibility for restoration. In this one event, Hunton volunteers helped reverify more than 1,000 cases in approximately three hours.

283
Non-Profit
Clients

Types of Non-Profits

Access to Housing, Animal Rights, Arts Programs, Charitable Foundations, Disabilities Advocacy, Economic Development, Education, Legal Aid, LGBTQIA+, Medical Associations, Mental Health Awareness, Museums, Racial Equity, Religious Institutions, Survivors of Abuse, Veterans Support, Women's Rights

Insurance Success for Non-Profit

Hunton's insurance team obtained a favorable settlement for a New York based non-profit organization. After being sued for premises liability, the organization made a claim for coverage under its general liability insurance policy, but the insurer denied coverage and sued its insureds to confirm the coverage denial. The insureds could not afford to hire counsel and attempted to represent themselves. However, unable to represent the corporate entity, the insurer obtained a default judgment in its favor.

Hunton was assigned to the case by the Eastern District of New York's pro bono panel, after which the team promptly moved to vacate the default and assert a counterclaim alleging a breach of the insurer's duties of good faith and fair dealing, violation of New York's GBL 349 and attorneys' fees.

During discovery, the team learned that the insurer possessed a New York City Police Department report that directly refuted the basis for the insurer's coverage denial. After confronting the insurer with this information, which the insurer apparently did not know it possessed, the insurer reversed its coverage position and settled the underlying action. Hunton continued to litigate the bad faith claim until the insurer offered to compensate the non-profit for the harm caused by its improper coverage denial and mistreatment, settling the counterclaim and agreeing to pay attorney's fees to Hunton for work through the date of its coverage reversal.

39
Small Business
Clients

Types of Businesses

Artists, Beauty Industry, Entrepreneurs, Fashion Design, Food Service, Musicians, Scientific and Medical Inventions



Pro Bono at Hunton

At Hunton, the commitment to providing pro bono services has been a tradition since its founding in 1901 and remains a core value today. The pro bono projects tackled by the firm often involve cutting edge legal issues resulting in the creation of new policies and laws, and changes to individual lives. Whether it's maintaining a neighborhood office solely dedicated to pro bono work, supporting full-time pro bono fellowships for lawyers interested in seeking positions in public service, or providing free legal services to legal aid clients or immigrants seeking asylum from persecution, the firm has proven its dedication to pro bono service. For the past 16 consecutive years, 100 percent of full-time US lawyers have participated in pro bono projects.

For 32 consecutive years, the firm has met or exceeded the goals set by the Pro Bono Institute's Law Firm Pro Bono Challenge. As a charter signatory of the Challenge, Hunton has committed to annually contribute, at a minimum, an amount of time equal to three percent of the firm's total billable hours to pro bono work.







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Pro Bono at Hunton

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