

MOORE & VAN ALLEN PLLC

MAIN US OFFICE LOCATION:

100 N. Tryon Street
Charlotte, NC 28202
www.mvalaw.com
(704) 331-1000

THE STATS

No. of Attorneys: 280
No. of Offices: 3
Managing Partner: Ernie Reigel

WHO'S WHO

How many pro bono coordinators and/or partners does the firm have?

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Please provide the primary pro bono contact(s)'s information below.

Brian Heslin
Member, Litigation, and Chair of the MVA Public Service Committee
(704) 331-1000
brianheslin@mvalaw.com

Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 15%

Stephanie Gryder
Manager of Diversity and Community Initiatives
(704) 331-1000
stephaniegryder@mvalaw.com
Approximate percentage of his/her time spent on pro bono work/administering pro bono program: 50%

Does the firm have a pro bono committee?

Yes

If so, how often does the committee meet?

Monthly

Please describe the composition of the committee:

Founded in 2001, the Moore & Van Allen Public Service Committee is an action-oriented group that seeks to identify, coordinate and facilitate public service and pro bono opportunities for our attorneys and staff.

The Public Service Committee supports the firm's facilitation of and participation in pro bono work in an effort to augment legal services provided to low-income individuals. To better

focus its efforts, the committee manages a series of internal public service and pro bono projects.

THE SCOOP

Does the firm have a written pro bono policy?

Yes

Can associates bring pro bono matters of interest to the firm?

Yes

How does the firm decide whether to take on a pro bono matter?

The firm has several partnerships with local nonprofit legal entities. These entities refer cases to our respective attorney pro bono project leaders who place the case with volunteers within the firm. Each matter is screened by our conflicts department to ensure the firm can adequately acquire the case.

Has the firm signed on to the law firm pro bono challenge?

No

What are some of the areas of law in which your firm has performed pro bono legal work since 2014?

Asylum; Bankruptcy; Community economic development; Consumer law and small claims court; Disability benefits; Domestic violence; Elder law; Environment; Fair housing/tenants' rights; Family law; Human trafficking; Immigration; Nonprofit corporate law; Nonprofit incorporation/tax exemptions; Nonprofit intellectual property; Veterans' benefits/appeals

Are there areas of law in which, as a matter of policy or practice, your firm does not perform pro bono work? If so, please indicate the specific areas below. If not, please select "none."

None

List up to 10 of your firm's pro bono clients or partners since 2014, including legal service providers or clearinghouses.

- Legal Service of Southern Piedmont
- Legal Aid of North Carolina
- Safe Alliance Legal Representation Project
- NC LEAP
- NC Lawyer on the Line
- Hope House
- Lily Pad Haven
- Queen City Forward
- Charlotte Housing Authority
- Council for Children's Rights

BY THE NUMBERS

What is the total number of hours that lawyers at your US office(s) spent performing pro bono legal services, as defined by the law firm pro bono challenge, in 2014 and 2015? Do not include summer associate or non-lawyer pro bono hours in your answers.

2014: 4,024

2015: 4,083

What was the attorney headcount in your firm's US office(s)?

As of December 31, 2014: 281

As of December 31, 2015: 291

Using the number of attorneys listed above, what is the average number of pro bono hours per attorney in your firm's US office(s) during the following years?

2014: 14

2015: 14

What percentage of attorneys employed in 2014 and 2015 in your firm's US office(s) did at least 20 hours of pro bono work during that calendar year?

2014: 47%

2015: 48%

SUPERVISION AND EVALUATIONS

Is there partner supervision on all pro bono matters?

Yes

Do partner supervisors or, if applicable, senior associates provide written evaluations of associates' work on pro bono matters?

Yes

If so, are those evaluations taken into account in determining salary or bonuses?

Yes, they are taken into account in determining bonuses

Are those evaluations taken into account in determining advancement within the firm?

Yes

Is there a pro bono requirement at your firm?

No

Does the firm give billable hour credit for pro bono work?

Yes

Does the firm have a maximum number of pro bono hours that can be applied toward the billable hour target?

Yes

If so, what is the maximum number of pro bono hours that can be applied toward the billable hour target?

50

Does the firm consider pro bono hours when determining bonuses?

Yes

PRO BONO POINTS

What training opportunities are open to associates working on pro bono matters?

The firm's nonprofit legal partners offer a variety of pro bono training opportunities in the form of CLEs. Often the firm hosts these opportunities in-house. The pro bono project leader publicizes these opportunities and the firm covers the cost. Opportunities commonly offered include trainings to serve victims of domestic violence and human trafficking, landlord tenant matters, low income tax clients and will for the elderly.

Does the firm offer the use of support staff in handling pro bono matters?

Yes

Please indicate how many total hours and average hours per person your summer associates spent performing pro bono work in 2014 and 2015. Please round to the nearest hour and include numbers only: do not use commas, decimal points or labels.

Total hours summer associates spent on pro bono work:

2014: 218

2015: 42

Average hours per summer associate spent on pro bono work:

2014: 18

2015: 4

Percentage of summer associates in your firm's U.S. office(s) engaged in pro bono work:

2014: 73%

2015: 28%

Please provide any additional information about pro bono opportunities available to summer associates.

Summer association may participate in any open pro bono matter during their summer. The pro bono coordinator works with the firm's nonprofit legal partners to find short-term pro bono cases such as landlord-tenant and domestic violence cases that the summer associate can complete during his/her stay with the firm. Pro bono mentors are provided to each summer associate to ensure he/she has access to adequate resources and guidance while managing the matter.

Does the firm have established programs, such as externships, that enable its associates to work in a public interest setting? If so, please describe the established program(s) and their duration, if applicable.

Moore & Van Allen, in conjunction with the Mecklenburg County District Attorney's Office, recently established a secondment opportunity through the firm's litigation team. The six-month placement invites an MVA litigation associate to work on a daily basis within the DA's office. The associate lends support to the office's vast case load, while gaining incredible courtroom experience. The secondment is designed to deliver additional assistance to the clients served through the DA office, while providing the MVA associate a valuable professional experience to sharpen essential court room and case management skill-sets.

What other law-related public interest and community service programs (that are not "pro bono" as defined by the law firm pro bono challenge) do you offer and manage? For example, list any law school collaborations and public interest scholarships, auctions at law schools, monetary support, or fellowships applicable.

Moore & Van Allen continues to participate in the Mecklenburg County Bar's Charlotte Legal Diversity Clerkship program. Founded in part by MVA Financial Services partner, Amy Johnson, the CLDC invites diverse first year law students to Charlotte for twelve weeks. During their stay, students are invited to spend six weeks with a local law firm and six weeks with a legal department. The CLDC clerks participate in a variety of activities that expose him/her to working and living in Charlotte.

What non-law related volunteer opportunities does your firm offer? For example, list any work with high school students and non-legal volunteerism for organizations like Habitat for Humanity.

Citizen Schools Mock Trial Program; Safe Alliance Domestic Violence Shelter - lunch service; Adoption of Devonshire Elementary third grade class (reading program, backpack program, box top and coke rewards program); Habitat for Humanity home build; Founder of the North Carolina Legal Food Fight (now known as Legal Food Frenzy); Bright Blessings backpack stuffing project (serving student homeless population).

Please list special recognition or awards your firm has won in the last three years for its pro bono work.

- 2016 Large Law Firm Pro Bono Award - Legal Aid of North Carolina
- 2015 Large Law Firm Pro Bono Award - Legal Aid of North Carolina
- The Junior League of Charlotte honored MVA with the 2015 Outstanding Community Partner Award
- Moore & Van Allen earned the title of Large Firm division winner for the third year in a row for the 2015 Legal Feeding Frenzy, hosted by the North Carolina State Bar

Please add any additional information about your firm's pro bono program. You might want to touch on some of the following issues: firm's pro bono philosophy; procedures for undertaking pro bono; assignments; staffing of pro bono cases; general volunteering opportunities (outside of legal services); salary structure as it relates to pro bono work and billable hours or bonuses; international pro bono; opportunities; pro bono hours by office or region, including overseas.

- Moore & Van Allen is committed to charitable, bar, civic and pro bono service. Our attorneys shall endeavor, and shall encourage others, to advance this commitment by volunteering time to beneficial projects of their choosing. All resources and staff which are available for clients also support these activities. Interested staff members are welcome to participate in these efforts. The MVA Public Service Committee endorses rule 6.1 of the North Carolina Rules of Professional Conduct which encourages each attorney to render at least 50 hours of pro bono legal services per year.
- The MVA Public Service Committee, in an effort to increase access to pro bono opportunities, has established six pro bono project areas through partnerships with local service providers. For more information on these projects please contact with Stephanie Marella Gryder (stephaniegryder@mvalaw.com) to discuss MVA's focus areas.