



PHILADELPHIA VIP

2021

Annual Report

Forty Years of
Community Empowerment



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About VIP

Our Mission

Philadelphia VIP leverages the powerful resources of the community to provide quality volunteer legal services and ensure access to justice for low-income Philadelphians.

Philadelphia VIP recruits and supports volunteer attorneys to represent Philadelphians who face critical civil legal issues but cannot afford to hire a lawyer. VIP is the only organization that fully relies on volunteers from the private bar to deliver legal services to our Philadelphia neighbors.

Philadelphia is the poorest large city in America: one in four residents lives in poverty. Too often, a person's ability to resolve a legal matter depends not on the merits of their case, but on the depth of their pockets; as a result, countless Philadelphians seeking legal help face a civil justice gap that is impossible to traverse without help.

VIP EXISTS TO REMEDY THIS INJUSTICE.

Created within the Philadelphia Bar Association in 1981, VIP has earned a reputation as the city's hub of pro bono. Each year, VIP supports thousands of professionals who provide pro bono legal services to hundreds of low-income Philadelphians.

VIP volunteers represent our neighbors in civil legal matters in four priority areas: preventing homelessness, supporting family stability, preserving income, and promoting community economic development. Examples of each are highlighted in this report.

In the four decades since its founding, VIP has matched over 20,000 Philadelphia residents, small businesses, and nonprofits with a volunteer attorney. Please join us as we continue to empower our community by expanding access to justice.

Letter from Executive Director and Board President

Dear VIP Community:

We are happy to share with you Philadelphia VIP's 2021 Annual Report.

2021 was a year of canceled plans, new challenges, and continual adjustment. The initial impact from the COVID-19 pandemic gave way to lingering aftershocks that affected our clients, volunteers, and staff team. As these disruptions continue affecting our communities even in 2022, we remain committed to connecting our low-income neighbors to quality volunteer legal services.

As the success stories in these pages reveal, VIP's clients are Philadelphians living with the timeless realities of poverty who need a lawyer, but cannot afford one. Clients like Hayward McCain, who needed legal title to his family home to make accommodations for his disability, or Shandora Scruggs, who cared for her two grandsons after their mother died, could not have resolved their problems without the generosity of a pro bono volunteer.

The demand for pro bono legal services continues to grow, but at VIP and volunteer organizations nationwide, the supply is strained. Between billable requirements, heavy caseloads, and economic uncertainties, the Philadelphia lawyer has more reasons than ever to say "no" to VIP. Add to the equation a relatively small volunteer pool — surveys variously estimate that 50% to 75% of attorneys do no pro bono — and the result is a dip in client service. In 2021, VIP said "no" to 52% of eligible clients due to a lack of volunteers.

This report showcases the impact of those lawyers who said "yes." VIP volunteers reported an astounding 23,022 hours of free legal work in 2021, up from 14,960 hours in 2020. That figure represents the work of over 1,700 committed volunteers who gave of their time to serve their low-income neighbors. Had they not said "yes," our clients would still be burdened by the threat of homelessness, loss of income, or family instability.

The stories and data we proudly report here testify to the difference even a few hours of a lawyer's time can make. In 2021, forty years after a group of service-minded lawyers founded Philadelphia VIP, we achieved great things in spite of a host of challenges. Read on — we hope you'll be inspired to join us in expanding access to justice even more in the coming years.



Rida Haq
Executive Director



Lee S. Zimmerman
Board President

2021 at a Glance



BUFFETED BY ECONOMIC DOWNTURNS AND WAVES OF COVID-19 OUTBREAKS, VIP's clients, who live at or near the federally-defined poverty level, struggled through 2021. Philadelphia's legal community faced its own challenges, but through it all, VIP's volunteers continued showing up for their neighbors.

Our clients include Philadelphians facing legal threats to housing, income, and family stability, as well as nonprofits and small business owners seeking legal help. The difficulties of 2021 added to the ever-present realities of poverty that our clients face each year. They endured the end of Philadelphia's eviction moratorium, navigated changing Court procedures, and worked to keep their businesses afloat amid ever-changing public health circumstances.

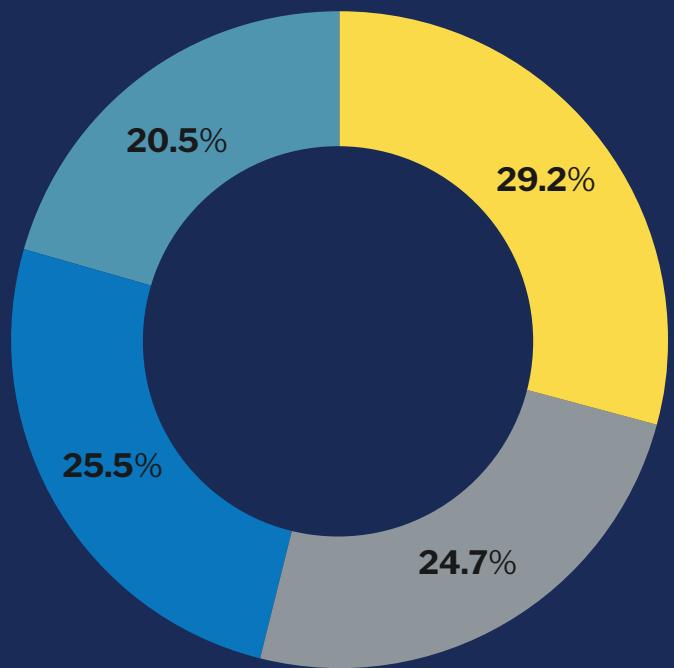
Our volunteers did not back down from the growing need for legal help. On the contrary, they reported a record 23,022 hours of pro bono service in 2021. As VIP celebrates forty years of community empowerment through pro bono, we remain inspired by this show of our volunteers' generosity and energized to address our clients' needs in the years to come.

Cases Handled by VIP Volunteers in 2021

n = 2,069

PRIORITY AREAS

- Preventing Homelessness
- Supporting Family Stability
- Preserving Income
- Promoting Community Economic Development



23,022 hours of volunteer legal work

1,721 volunteers

224 individual donors

79 organization donors





2021 Successes

During a difficult year for pro bono programs nationwide, VIP's dedicated volunteers continued to say "yes!" to their neighbors. Take a look at some of the highlights of their pro bono service in 2021.

Supporting Family Stability: Custody

A lack of affordable family law services means that each year, hundreds of Philadelphia custody litigants go it alone. Appearing pro se in matters that impact their most significant relationships, these Philadelphians must navigate custody statutes and court procedures without help.

In 2021, VIP leveraged the city's family law bar to serve 117 Philadelphians at all stages of their custody proceedings — a number that exceeded pre-pandemic referrals. Attorneys provided guidance and advice to parents who had not yet filed for custody or who did not qualify for aid due to conflicts of interest, and dozens of other clients benefited from a volunteer lawyer's help on the day of their hearing.





Preserving Income: Estate Planning

VIP has long relied on volunteers to combat the city's tangled title epidemic through probate and real estate litigation.

With support from the Division of Housing and Community Development (DHCD), VIP now takes a two-pronged approach and prevents tangled titles from occurring through estate planning.

In 2021, VIP volunteers represented 111 Philadelphians who needed wills, living wills, and powers of attorney. These clients' wishes for the future are secure, and their homes will pass to the people they've chosen.



Recognizing Excellence



While you're giving us an award, I want to thank you VIP for making it very easy to help our community.

Wilmington Trust

Volunteers of the Month (VOM)

January

Julie Foster, Tired Hands Brewing Company



February

Karen Aloia, Troutman Pepper Hamilton Sanders LLP

Janette Chamberlin, Troutman Pepper Hamilton Sanders LLP



March

Leila Vaughan, Royer Cooper Cohen Braunfeld



April

Mijrane Belizaire, Belizaire Law Office



August

Leena Ketkar, Blank Rome LLP

September

Reuben Asia, Faegre Drinker Biddle and Reath

Adrian Ciacci, Faegre Drink Biddle and Reath

November

Jenny Wallner Saltzman, Schwartz Law Firm, LLC



VIP has been one of our strongest partners, and a reliable and loyal partner with our firm. Because they provide the type of support, the type of screening, the type of backup for some of our lawyers that are doing pro bono matters for the very first time.

Special shout out to the people at VIP, who are always there, picking up their phone to help lawyers with their case or update on progress.

Cozen O'Connor

Justice William J. Brennan, Jr. Award Finalists

Solo Practitioners

Theodore C. Forrence (W)

Olivia Gabriel

Kristine L. Calalang

Small Firms

Astor Weiss Kaplan & Mandel, LLP

Fleming Petenko Law

Gay & Chacker (W)

Large Firms

Cozen O'Connor (W)

DLA Piper

Saltz Mongeluzzi & Bendesky P.C.

Corporations

Accenture

University of Pennsylvania Carey Law School

Vanguard (W)

VIP's Choice Award Finalists

MVP of VIP Award

Lise Fisher

Walter L. McDonough

Diane Zilka (W)

Pro Bono Impact Award

Phylicia McFaddin (W)

Trailblazing Partner Award

Wilmington Trust/M&T Bank (W)

Amicus Award

Jonathan Pyle (W)

One of the best things that VIP does is to make sure I'm working with clients and the kinds of cases that will be meaningful to me and fit. Anything new can be daunting. I had all the training and I had all the great staff. But VIP helps me find the right cases, they help me find the right clients. There's nothing I can't do. There's nothing a lawyer can't do if you just put your mind to it.

Diane Zilka, 2021 MVP of VIP

It's an opportunity for all of us to stretch and grow.

As a non lawyer, how can I get involved? How could I do pro bono when the attorney has the background and education. But I could be there to lend a hand or support, or jump off and provide actual support to the client.

Vanguard



Preventing Homelessness

Everyone deserves a safe and stable place to call home, but each year, our low-income neighbors face legal challenges that imperil their housing. Defendants in eviction suits can rarely afford counsel, and homeowners dealing with tangled titles stand to lose their property and cannot enjoy the benefits of homeownership. In 2021, VIP volunteers stepped in to help.



10,000 Tangled Titles in Philadelphia

A 2021 report by the Pew Charitable Trusts concluded that at least 10,407 homes in Philadelphia — 2% of residential properties — are burdened by tangled title, which means the deeds to those homes bear the name of someone other than the apparent owner. A longtime focus of VIP's work, tangled titles:

- **Pose physical danger** because occupants without title cannot access grant and loan programs to make home repairs
- **Keep families in poverty** because homeowners cannot pass on their property to their descendants
- **Hit Black communities the hardest**, according to Pew's survey of affected Philadelphia neighborhoods

Pew found the average cost of resolving a tangled title was \$9,200. VIP volunteers and the VIP-administered Tangled Title Fund level this cost for our low-income clients and resolve tangled titles through probates, deed transfers, and quiet title actions.

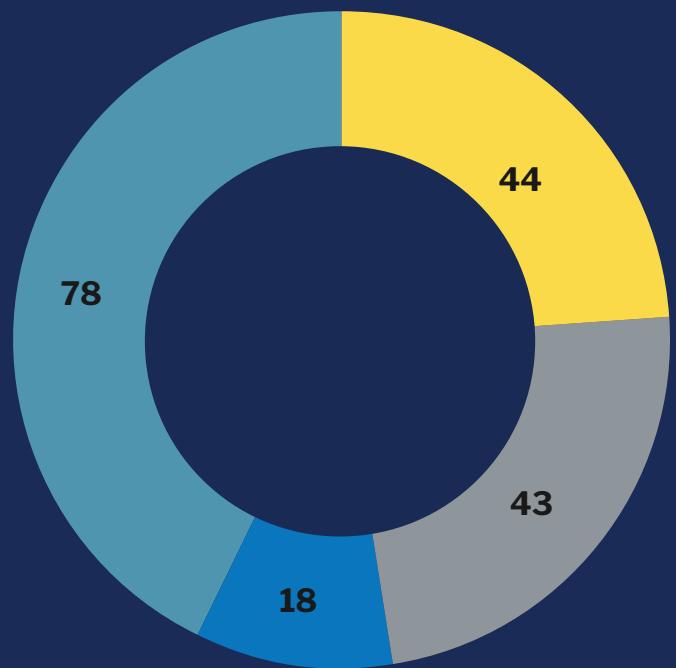
Eviction Defense in 2021

The national and local landlord/tenant landscapes underwent significant changes in 2021. Pandemic-related court orders at the state and local level, the CDC's eviction moratorium and its subsequent termination, and Philadelphia's successful Eviction Diversion Program all impacted our operations.

VIP's staff spent the year keeping volunteers and clients informed of these changes and adapting to support them as new developments arose. All told, we placed 78 eviction defense cases with volunteers.

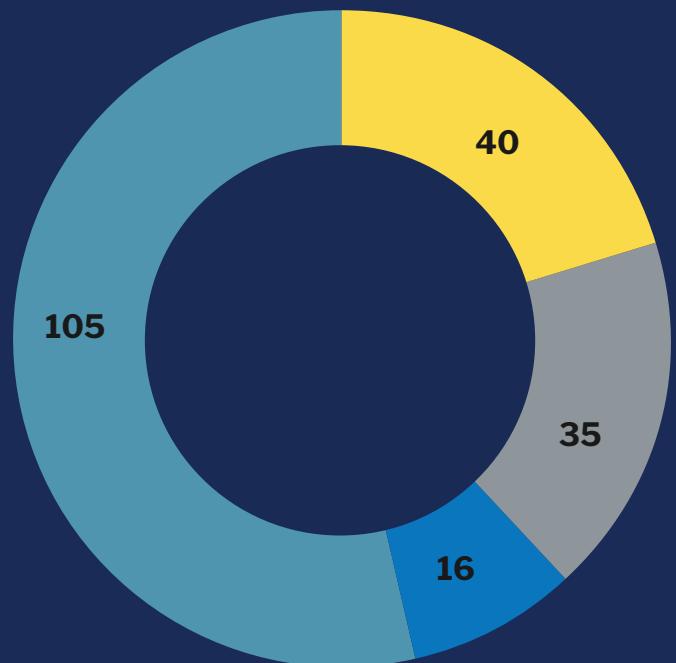
Cases Placed with a Volunteer in 2021

- Deed Transfers: 44
- Probate: 43
- Quiet Title: 18
- Eviction Defense: 78



Cases Completed by a Volunteer in 2021

- Deed Transfers: 40
- Probate: 35
- Quiet Title: 16
- Eviction Defense: 105



Hayward

Born and raised in Northwest Philly, Hayward lived in Center City as an adult. When his mother passed away in 2014, he took responsibility for his childhood home. But Hayward is blind, and the home needed fundamental repairs to allow him to live there comfortably. To obtain assistance with making these essential repairs, Hayward needed legal title.

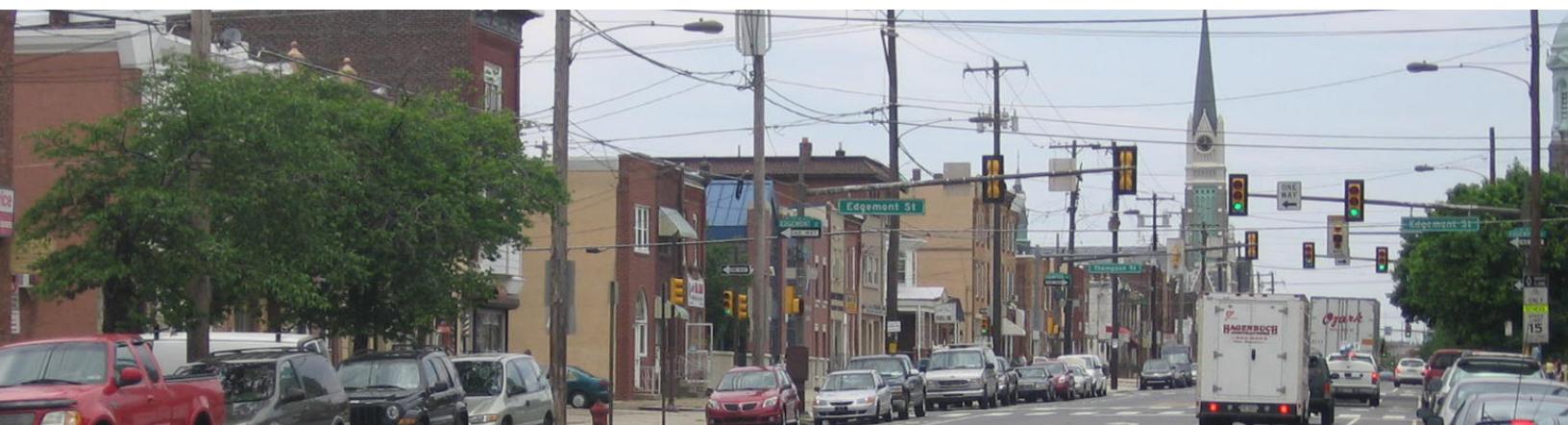


After talking with his neighbor about ways to get help, Hayward contacted VIP and was quickly placed with volunteer attorney Anthony Quinn.

Together, Anthony and Hayward were able to work through the documents needed. They successfully worked through the probate process together, and Hayward received help from the Tangled Title Fund. Thanks to VIP, **Hayward now owns his family home.**

“Without the help of Philadelphia VIP, I would have been faced with these complicated letters to sort through by myself. With Anthony guiding me, I now understand all of the complicated legal matters that go into putting the title in my own name. And now I have access to necessary resources as a disabled person.”

Hayward



“Working with Anthony was amazing. Not only did he help me understand each step of the legal process, but he treated me well. As a blind person, people usually don’t know how to work with me. But Anthony treated me normally while accommodating my disability, something that doesn’t happen often,” Hayward said. “Even when I came in with a pile of letters that I couldn’t read, he didn’t bat an eye, just found those that helped with the case and got it done.”

Hayward



Supporting Family Stability

VIP's family law cases — domestic relations, guardianships, name changes for minors — are those that impact a client's most intimate personal relationships.

Our low-income neighbors find themselves at a disadvantage in these matters because they cannot afford counsel. Without an attorney's help, a person trying to escape an abusive marriage, reach a productive custody arrangement, or become a loved one's legal guardian may not prevail.

VIP's volunteers in 2021 stepped up to provide these much-needed family law services in engagements ranging from half-hour consultations to high-stakes custody hearings.

Guardianship

When someone becomes incapacitated due to dementia or a catastrophic injury, or when a disabled child turns eighteen, their family member may wish to step in and manage their legal and financial affairs. This is accomplished by seeking legal guardianship, a process that involves obtaining testimony from a physician and petitioning the Court. For a full-time caregiver of limited means, this is too much to handle alone. VIP volunteers are there to help: in 2021, VIP secured attorneys for 17 families seeking guardianship.

Custody Representation and Advice

Most custody litigants in Philadelphia's Family Court proceed without an attorney. Navigating the child custody process without counsel puts a parent at risk of an unfavorable decision, so VIP volunteers serve low-income custody litigants at every step of the way:

PRE-FILING CONSULTATIONS:

Parents interested in filing custody get advice from attorneys on how to proceed.

33 cases

referred in 2021

CUSTODY ADVICE

PROGRAM: Custody litigants get free half-hour advice and counsel sessions from volunteers before their hearings.

42 cases

referred in 2021

FULL REPRESENTATION:

Volunteer attorneys represent VIP custody clients at a hearing before a judge or hearing officer.

42 cases

referred in 2021

Shandora

It's news that no parent ever wants to hear: "Your daughter has small tissue sarcoma." When Shandora Scruggs heard this, she moved her daughter and grandsons into her house so she could take care of them. Shandora and her daughter discussed what would happen to the boys if the cancer worsened. With neither boy's father in the picture, Shandora set out to legally secure their future.

Shandora needed standby guardianship of her grandsons, but on her fixed income, hiring an attorney was out of the question. Fortunately, she qualified for free assistance from the Family Law Litigation Clinic at Temple University. With the help of clinic director Sarah Katz, Shandora became her grandsons' standby guardian shortly before her daughter died.



After caring for the boys for three years as their legal guardian, Shandora decided to take it a step further. She knew guardianship provided only so much security: if something happened to her, or if the absentee father decided to file for custody, her grandsons could again find themselves in legal jeopardy. She wanted to adopt the boys, and she reached out to VIP for help.

VIP re-connected Shandora and her family with Sarah Katz, this time in her capacity as a VIP volunteer.

In the face of one final hurdle — how to deal with the absentee father, who still lived in Philadelphia

"During the guardianship process, Sarah went out of her way to help me... She even visited my daughter while she was sick in the hospital to move the process forward."

Shandora

and might contest the process — Sarah and Shandora prevailed. They compiled ample documentation, including missed court dates and child support payments, that convinced the court to allow Shandora to adopt her grandsons. Despite her limited resources, with VIP and Temple's help, Shandora navigated the complex and costly processes required to secure her family's future. "The legal system was on my side during this time," she said. "I hope more people understand that free legal services will help them, and take advantage of these resources."

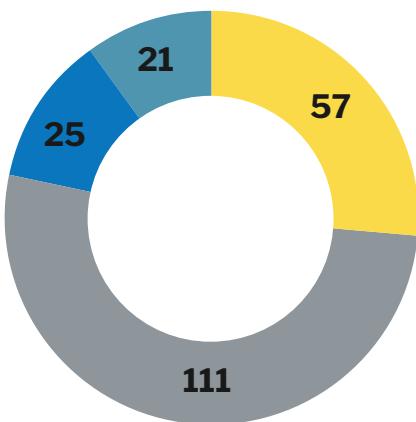
Preserving Income

Loss of income or family wealth always stings. For VIP's clients, who live on incomes close to the federally-defined poverty line, a lawsuit threatening the little money they have can be devastating. In 2021, VIP volunteer attorneys were at the ready to represent our clients in debt collection suits, slip-and-falls and auto accident cases, challenges to government benefits due to incorrect birth records, and other cases where their income was on the line.

Estate Planning to Preserve Family Wealth

VIP's Preserving Income priority area encompasses lawsuit defense as well as proactive estate planning services whereby clients can ensure their most valuable assets pass to the people they care about most.

In 2021, with support from Philadelphia's Division of Housing and Community Development (DHCD), VIP ramped up community outreach to low-income homeowners in need of estate planning documents. Our staff hosted virtual and in-person information sessions, crafted an easy-to-use online application, and conducted extensive intake with potential clients.



Cases Placed with a Volunteer in 2021

- Debt Collection Defense: 57
- Estate Planning: 111
- Tort and Auto Accident Defense: 25
- Name Change: 21



Sandra

Sandra Cooper was in the midst of fighting for her life when a debt collector knocked on her door, asking for \$20,000. At the time, Sandra was living on just \$335 a month and had to pick and choose which bills she could afford to pay. Her expenses kept piling up, especially after she had major back surgery and continual medical interventions.

Sandra tried to reach out to the debt collector and find a suitable payment plan that fit her budget, but the company would not budge. When they tried to take her to court, she physically could not due to her disabilities. With no one else to turn to, Sandra reached out to Philadelphia VIP.

Once Sandra was connected with VIP, she was quickly placed with her volunteer, Michael A. Budner from Saltz Mongeluzzi & Bendesky PC. Michael took over the case, working diligently to reach the best outcome for Sandra.

“I didn’t know what I would do if I didn’t have help,” Sandra said.

Two months after VIP placed her case, Michael reached out again, informing Sandra that of the \$20,000 debt, she only owed \$400. The rest was dropped, and Sandra felt the weight of the debt lift from her shoulders. “It’s a big relief that they can’t come and take my house,” she said. “I can never say how thankful I am for my attorneys and VIP, helping low- or no-income individuals who have nowhere else to turn.”

“I was scared the debt collector would come to my house. My home is a safe space for all my kids and grandkids to come to when they need space and peace, and I’ve owned it for over 30 years. It’s the only thing in my name, and the debt collector would have taken it from me.”

Sandra

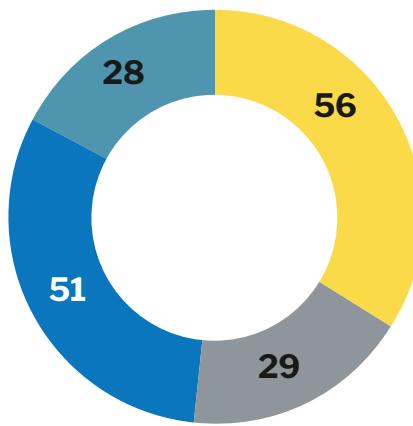
Supporting Community Economic Development

VIP's Community Economic Development Initiative provides legal assistance to Philadelphia small businesses and nonprofits to promote the expansion of opportunity, financial empowerment, and community sustainability.

VIP volunteer attorneys deliver critical transactional legal services to these clients on issues ranging from incorporation to contract review to commercial lease negotiation. By relying on quality volunteer legal services, small business owners can operate with legal security without needing to hire an attorney using their limited resources.

Virtual Consultations

The Virtual Consultation program for small businesses and nonprofits was launched in 2020 to stand in for VIP's in-person legal assessment clinics. Clients in this program receive free, one-hour issue-spotting and advice sessions from attorneys with relevant expertise. The program's success continued in 2021: we referred 57 such clients to volunteers.



Cases Placed with a Volunteer in 2021

SMALL BUSINESS

- Full Representation: 56
- Virtual Consultation: 29

NONPROFIT

- Full Representation: 51
- Virtual Consultation: 28

Rebel Arts

Rebel Arts Movement Center is a Black-owned business that empowers youth and adults through instruction in acrobatics, tumbling, and aerial arts. The owner, Alyssa Bigbee, had been leading classes for several years without a permanent space. In 2020, she decided to give Rebel Arts a home. With 15 years of tumbling under her belt and a passion for creating a movement center that is accessible for people no matter their background, Alyssa began searching for a studio where the business could grow.

“When VIP found us a volunteer lawyer, it was a blessing... Our volunteer solved the issue immediately. Now we’re moving in and moving forward.”

Alyssa



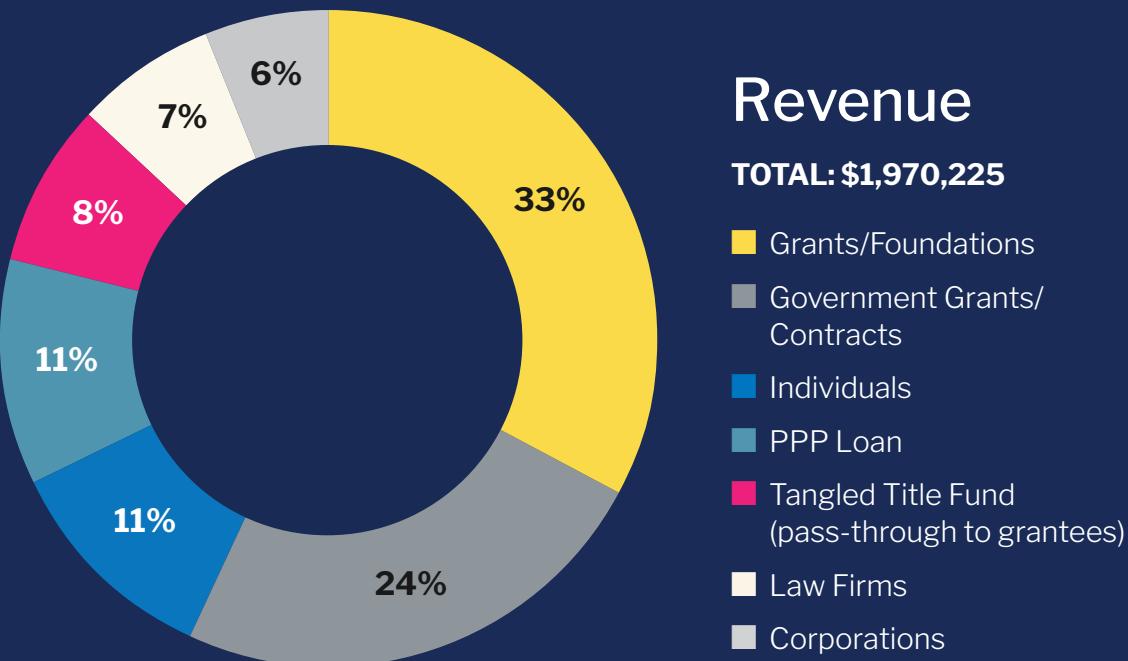
Alyssa found the perfect space in Kensington: a converted warehouse in an underserved neighborhood where Rebel Arts could meet students who would otherwise not be reached. “There were lots of places I could have moved, but I wanted to go to Kensington, where I could work with kids who looked like me,” Alyssa said. She signed a commercial lease, but before she could move in, a zoning issue reared its head.

After signing her lease, Alyssa learned the property was not zoned properly for Rebel Arts to operate. When her change of use request was

denied, she knew she needed an attorney’s help. “I never could have fixed it on my own,” she said. Alyssa applied for VIP’s services and met Cozen O’Connor attorney Robert Careless.

During their one-hour consultation, Robert discovered Rebel Arts’s request had been denied in error. Using his zoning know-how and familiarity with the city’s processes, he convinced the Department of Licenses & Inspections to reverse the refusal. Thanks to his work, Rebel Arts avoided a lengthy appeal process and began operating.

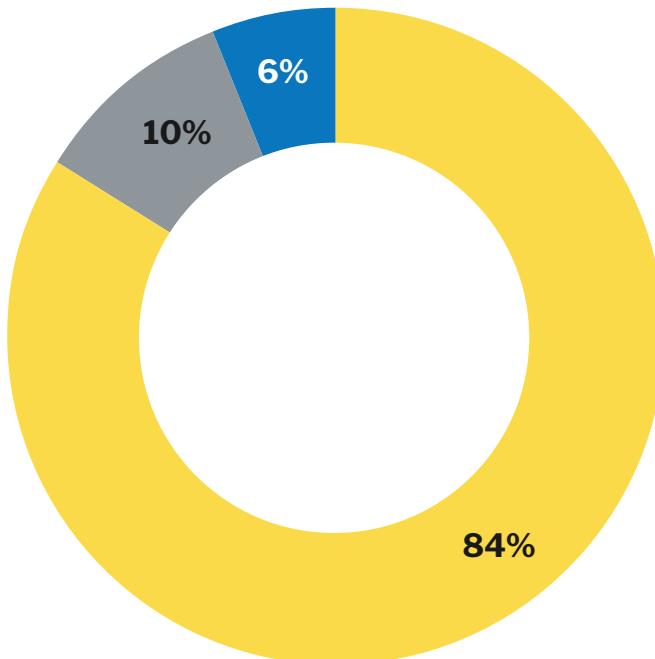
Financial Overview



Revenue

TOTAL: \$1,970,225

- Grants/Foundations
- Government Grants/Contracts
- Individuals
- PPP Loan
- Tangled Title Fund (pass-through to grantees)
- Law Firms
- Corporations



Expenses

TOTAL: \$1,634,563

- Program Services
- Management and General
- Fundraising



Staff

Board of Directors

AmeriCorps VISTA Fellows

Eman Abuawadeh
Ruth Ann Diamond
Gregory Ely*
Elizabeth Glenski*
Keren Kabambi*

Case Management Administrator

Taylor Strub

Communications & Development Associate

Amy Young

Development Specialist

Megan Shaeffer

Data & Analytics Manager

Michael Schwemmer

Director of Operations

Karna Laubenstein

Executive Director

Rida Haq

Legal Support Coordinator

Elias Pardo

Managing Attorney

Kelly J. Gastley

Nonprofit & Small Business Coordinator

Ivelisse Cruz

Pro Bono Case Managers

Taylor De La Peña
Cintya Gonzalez*
Monica Guest
Nural Hasan

Program Assistant

Donna Hendrickson

Program Manager

Joe B. Durkin

Staff Attorneys

P. Michael Jones
Todd Nothstein*
Vijaya Singh

Supervising Attorneys

Denise Lynch
Lindsay Schoonmaker

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Kim Takacs
Amy Tarr
Robert S. Tintner
Kate Van Scov
Stephanie S. Vogel
Eli Wolfe*
Hon. Sheila A. Woods-Skipper

*VIP alumni

Volunteers

Obinna I. Abara	Brian M. Balduzzi	Jeffrey P. Bodle	Evan B. Caplan	Joseph Connor	Christine Deutsch
Arwa Abdelmoula	Michael G. Balent	David Bogdan	Zachary Caplan	Lorraine Consorte	Bernard C. Devieux
Lawrence W. Abel	Esha Bansal	Nate Bohlander	Dylan Caplan	John Coogan	Patrick Devine
David F. Abernethy	Sarah Elizabeth Baranik	Dolores Bojazi	Dominick Capozzola	Jay M. Coogan, Jr.	Francis P. Devine III
Eman Abouelseoud	de Alarcon	Antonio G. Bonanni	John Cappel	Frank Cooper	Stephanie Nolan
Brandon Abrams	Anthony J. Baratta	Andrew J. Bond	Katharine Carden	Amy P. Corenswet	Deviney
Marisel Acosta	Christine Barba	Kelly Bonner	Robert Careless	Michael A. Corgan	Daniel J. Devlin
Olutola Adelugba	Vincent Barbera	Daniel Booze	Nicholas Raymond	Maria Corpora	Colin J. Devlin
Elisa Advani	Coryell Barlow	Krystal R. Bordoni-Cowley	Carroll	Andrea Cortland	Harley Diamond
Janice Sued Agresti	Gwenney Barney	Elora V. Borkowski	Melanie S. Carter	Brian Corvo	Stephen DiBonaventura
Erkang Ai, PhD	Andrew J. Barron	Laura Bottaro Galier	Samuel Morris Carter	James F. Cosgrove	Donald P. DiCarlo, Jr.
Jane Albrecht	Alexander Barth	Sarah E. Bouchard	Erin M. Carter	Cody Cowper	Ruth Ann DiDonato
Travis Aldous	Paul Bartolacci	Sarah Boutros	Amani Carter	Bradford Craig	Diana Diecedue
Kevin Aldridge	Linda Ann Bartosch	Louise Bowes Marenck	Santo R. Caruso	Ave O. Craig	Robert W. Diehl
Richard Aldridge	Julieanne Bateman	Theresa Boyce	Helen Casale	Patricia Cramer	Ryan Dieter
Jenimae Almquist	Alexander V. Batoff	Brian J. Boyle	Verónica Patricia Casel-las Santana	Kathryn Crary	Ashley B. DiLiberto
Karen Aloia	Janet E. Bauman	Alex F. Braden	Starr Marshall Cash	Heidi Grace Crikelair	Argia DiMarco
Sami Alsawaf	Cynthia Bausano	Jenna Braham	Susan Caskey	Jackie Crismond	Rudolph J. DiMassa Jr.
Matthew Altomare	Jared Bayer	Andrew H. Braid	Maureen Cassidy	Michaela Cronin	Frank N. Dimeo, Jr.
Laura P. Amato	Renee Bayron	Jill Mrazik Branin	Idna Castellon	Joanna Crosby	Gianni V. DiMezza
Clementa Amazon	Jennifer A. Bazydlo	Rachel E. Branson	Bruce Lee Castor, Jr.	Nicole E. Crossey	Eric J. DiMuzio
Philip Amoa	Lawrence J. Beaser	James K. Brengle	Raphael F. Castro	Edward Crow	Bernadette DiPasquale
Jessica Amoroso	Noah Shaw Becker	Shamus Brennan	Danielle Catalan	Dawn D. Crowder	Daniel Joseph DiRenzo
Timothy B. Anderson	Bradley Beckman	Meredith Brennan	Sean Nevin Rempel	Roxane L. Crowley	E. Douglas DiSandro, Jr.
Logan N. Anderson	Bradley J. Begelman	Katherine Morgan	Caulfield	Francis Crowley	Terence A. Dixon
Maureen Anderson	Edward F. Behm, Jr.	Breslin	Daniel Ceisler	Nina Crump	Vishal Dobraia
Timothy Anderson	George Belfield	Dobson Broderson	Edmund Celiesius	William R. Cruse	Laura Dobson
Victoria L. Andrews	Mijrane Belizaire	Elizabeth Kathryn	Nicholas M. Centrella, Jr.	Mauricio Cuellar	William L. Doerler
Elizabeth Andrews	Judah Bellin	Dobson Brogan	Robert J. Cervone	Deborah Culhane	Brian Doerner
Licia M. Ano Marrone	Robert Bembry	Steven Brogan	Brian S. Chacker	Patrick Cummings	Ian Doherty
Angela Antheil	Sheldon Bender	Thomas Brooke	Edward F. Chacker	Kevin R. Cunningham	Kimberly M. Dolan
William Antheil	Gino Benedetti	David M. Brown	Alyssa Chai	Caroline Curley	Kyle Dolinsky
Angela M. Antonini	Ed Benevides	Thomas N. Brown	Janette M. Chamberlin	Mary Cushing Doherty	Yvette Donaldson
Giuliano J. Apadula	Bridgitt Bennett	Valentine A. Brown	Lawrence Chane	Matthew J. Cyr	Michael E. Donnini, Jr.
Mason N. Apostol	Paul Bennett IV	Geneva C. Brown	Alexander F. Chasan	Harris Dainoff	Anthony J. Donofrio
Sierra S. Applegate	Samuel Ben-Samuel	Eric R. Brown	Khai Vinh Chau	Lauren A. D'Alessandro	Nadine Doolittle
Francine Appleton	William J. Benz	Lauren Brown	Aurelia Chaudhury	Jane Dalton	Pamela Eve Dorian
Christine Arasin	James Berardinelli	Adam Brown	Stephen Chawaga	Elizabeth Dalton	Christlynn Dornevil
Kelly Arbaugh	David Bercovitch	Audrey Brown	Tran Che	Joshua Damm	Beth Dougherty
Jacob P. Archer	Brian A. Berkley	Emmanuel Brown	Anthony Check	Natalie D'Amora	Jessica Downes
Alexis Arena	Judy Berkman	Jessica Brown	Adam J. Chelminiak	Anthony P. D'Angelo	Brian Drach
Brittany C. Armour	Joni J. Berner	Jacob M. Brownstein	Vadim Cherkasov	Nathalie Danier	Judith Drasin
Joan Arnold	Adam S. Bernick	Ross Bruch	Caitlin B. Cherkin	Frank Dante	Morgan O. Dudkewitz
Samar Aryani-Sabet	Leonard Bernstein	Theresa Brunson	Emily Cherniack	Catherine David	Erin Duffy
Robert W. Ashbrook, Jr.	Kristopher Berr	John Bryck	Mary Chicomelli	Arik Davidson	Daniel J. Dugan
Kristen Ashe	Elvira Berry	Jeffrey M. Buchakjian	Anissa Chitour	Dominique Lamea	Mark Dugan
Alexa Asher	David Bertone	Sariyah S. Buchanan	Justin Chivinski	Davidson Dove	Jennifer Dumin
Roger Ashodian	Brian Betley	Jay Buchman	Louis L. Chodoff	Jeniece Davis	Janine Dunlap Kiah
Reuben Asia	Kristina Bevenour	Nathan Buchter	Daniel Christenbury	Kenneth Davis	Martin Durkin, Jr.
Stanley Askin, MD	Patrick Bianchi	Alexandra M. Buckingham	Anthony Chwastyk	Lauren Davis	Evan Dyer
Isabelle Aubrun	Chelsea Blemiller	Lindsey E. Buckley	Adrian E. Ciacci	Timothy Davis	Lisa Dykstra
Julie A. Auerbach	David K. Bifulco	Michael A. Budner	Thomas Cialino	Kristen Davis	Janine R. Ebersole
David Augustin	Michelle Bigony	Elizabeth R. Burkhard	Jenn Cilingin	Cary Davis-Leizerowski	Michael Eckhardt
Mark Aurand	Thomas Biron	Tara K. Burns	Eugene Cipriani	Dishon Dawson	Jeffrey Edwards
David J. Averett	Eve Biskind Klothen	Tighe Burns	Antonio Clavijo	Marisa De Feo	Margaret M. Egler
Ronald Omar Avila	Albert Bixler	Michael L. Burns IV	Robert Claypole	Taylor De La Peña	Lyn Egli Eisner
Bailey Axe	Christina M. Black	Robert S. Burstein	Richard Coble	Dominic J. De Simone	Sarah Egoville
Sarah Bachner	Virginia Blake	William J. Burton	Alexis G. Cocco	Mark Deal	William Ehrich
Reckenson Badet	Kevin Blanton	Evan W. Busteed	Joshua C. Cohan	David Dearden	Rita Marie Kotler Eichman
Benjamin James Baer	Melissa S. Blanton	Sokhona Buth	Fara Ashley Cohen	Christine DeChurch	Michael L. Eidel
Alyson M. Bagley	Dina Bleckman	Kevin M. Butterly	Joshua D. Cohen	Elizabeth I. Deegan	Zachary Einsig
Ahmed Bahgat	Wendy F. Bleczinski	Justina L. Byers	Michele F. Cohen	Kristan Deeney	Stewart J. Eisenberg
Michael T. Bailey	Courtney Bledsoe	Sharon Caffrey	Michael Adam Cohen	George Deeney	Jillian A. Eisner
Elizabeth A. Bailey	Grant P. Bloomdahl	Stephen F. Caggiano	Jesse Cohen	Francis E. Dehel	Stephen Y. Ekema-Agbaw
Joseph Bailey	Dana A. Blue	Kristine Calalang	Brian Colandreo	Maria Del Pilar Castillo	Stefan Ellis
Brian Baillie	Edward Blumstein	Elizabeth Clara Caldwell	Heidi M. Coleman	Shannon Delaney	Nicole Ellis
Irina Balashova	Andrew W. Boczkowski	Brian Calistri	Chinita L. Coleman	William J. Delany	Kathleen Ellison
		Sean Ross Callaghan	Alexandra Coleman	James E. Delbello	Brian Ellixon
		Michael J. Campbell	Nastassja Markham	Daniel Deliberty	Allan Ells
		Michael Timothy Campbell	Coletta	Emily Della Fera	Anna E. Els
		Christiane Campbell	Lori B. Colflesh	Alexandra Dellarco	Lee L. Elsey III
		Patrick Campbell, Jr.	Jamey B. Collidge	Germain DeMartinis	Yune D. Emeritz
		Ping Cao	Bess Collier	Jessica Varzaly	Alessandra Emini
		Antonio Capistrano	Anthony J. Comerota, Jr.	Dempsey	Ryan M. Emmett
			Matthew Comisky	Dana Derham-Aoyama	
			Nadja Conner	Adam DeSipio	

Volunteers

Katherine Enright
 Joan Entenman
 Alan Epstein
 June J. Essis
 Icée Nichole Etheridge
 Scott J. Etish
 Lynne Evans
 Carol Facenda
 Alexandra Fahringer
 Bernard Faigenbaum
 Turner N. Falk
 Michael Falk
 Debra Falk
 Tristram Fall III
 Daniel C. Fanaselle
 Jana Farabelli
 Eleanor R. Farrell
 George Farrell
 Maureen Farrell
 Michael P. Farrington
 Nathan Farris
 Sarah Bryan Fask
 James Faunes
 Kevin W. Fay
 William H. Fedullo
 Maria Feeley
 Elizabeth J. Feeney
 MK Feeney
 Gilbert S. Feinberg
 Neil Feinstein
 Paul Feldman
 Alan Feldman
 Adolph F. Fellmeth
 Scott Fellmeth
 Jennifer M. Fernandez
 Mariana Fernández
 Kimberly T. Ferrari
 Adiah Ferron Reid
 Walter Ferst
 Jacklyn Fetbroyt
 Susan Fetterman
 Mark Fidanza
 Thomas Fiddler
 Paola F. Figueiroa
 Emanueli
 Stacy Filopoulos
 Richard A. Fineman
 Michael Fingerman
 Blake D. Fink
 Blair Fink
 Christopher Finney
 Ellen S. Fischer
 Lise Fisher
 Matthew K. Fissel
 Robert J. Fitzgerald
 Daniel Fitzpatrick
 Samantha Fitzpatrick
 A. Klair Fitzpatrick
 Kevin Flannery
 Fern Fleischer-Daves
 Kenneth Fleisher
 Noel A. Fleming
 Susan B. Flohr
 Barron Flood
 Jonathan Flora
 Theodore Flowers
 Christine Flynn

Brittany Flynn
 Karen Flynn
 Colleen Flynn
 Stephen A. Fogdall
 Ethan Fogel
 Nancy Foley
 Richard W. Foltz
 J. Anthony Foltz
 Matthew Fontana
 Theodore C. Forrence, Jr.
 Julie Foster
 Elaina Foster-Allen
 Constantine T. Fournaris
 Christina Mesires Fournaris
 Aaron Fox
 Stephen M. Foxman
 Roderick J. Foxworth
 Christina Frangiosa
 Karen S. Frankel
 Michael Frankel
 Jill Frankel
 Samuel M. Franklin
 Nancy Sabol Frantz
 Ashley Freeby
 Eric Freedman
 David M. Freeman
 Melissa Boyd Freeman
 Jordan J. Freeman
 Fanta Freeman
 David Freese
 Kimberly Freimuth
 Hope Freiwald
 Eboni Frempong
 Timothy A. French
 Alexis L. Frese
 Michelle Frey
 Robert A. Friedel
 Andrew Friedlander
 Richard Friedman
 Jodi B. Friend
 Crystal M. Fritsch
 Tara Anastasia Frohner
 Michele Frost
 Hilary A. Fuelleborn
 Ann Funge
 Jean Gabat
 Olivia Gabriel
 Ryan Gager
 Leigh Gagliardi
 Amy E. Galer
 David Gallagher
 Denisse Garcia
 Dori Gardiner
 Crystal D. Gardner
 Amanda Garger
 Keith Garland
 James Garrett
 Ryan Gatto
 Jonathan Gaynor
 Meaghan V. Geatens
 Charmaine Gee
 Anahita George
 Frederick Gerhart
 Kathy German

Fatema Ghasletwala
 Sheri A. Ghatak
 Matthew Giacobbe
 Thomas J. Giardina
 Kristen Gibbons Feden
 Megann E. Gibson
 Robert Gidding
 Allison Z. Gifford
 Carmine Giganti
 Brian Gilboy
 Kevin Gilboy
 Patrick Gillard
 Jonathan Gilman
 Elaine Gilmore
 Gregory Gilston
 Alexander J. Ginsburg
 David Glad
 Alyssa Glass
 Ronald B. Glazer
 Craig Godshall
 Jessica Chong Goebele
 Matthew A. Goldberg
 Kevin C. Golden
 Gary Goldenberg
 Steven A. Goldfield
 Jeffrey J. Goldin
 Julia Goldsmith-Pinkham
 Andrew C. Goldstein
 Julie Goldstein
 Elsa Gonzalez
 Stephanie A. Gonzalez
 Ferrandez
 Natasha Gonzalez-Rojas
 Serena Gopal
 Benjamin E. Gordon
 Rachael J. Gordon
 HB Gordon
 Gennady A. Gorel
 Theodore Gorka
 Craig R. Gottlieb
 William Gramlich
 Joseph G. Grasso
 Kyle Gray
 Madison Gray
 Joseph C. Greco
 Sarah D. Green
 Casey B. Green
 John S. Green
 Ann Green
 Kathleen Greenbaum
 Josh Greenbaum
 Susanna Greenberg
 Lynn Greenholtz
 Sarah Gremminger
 Joseph J. Gribbin
 Kimberly Grimes
 Lynndon Groff
 Dana S. Gross
 Jeffrey D. Grossman
 Matt Grubman
 David I. Grunfeld
 Kenneth J. Grunfeld
 Ricky M. Guerra
 Benjamin Guez
 Michael Gumbel
 Glenn Gunderson
 Jeremy Gunn
 Almitra Gupta
 Sipi Gupta
 David Gutin
 Licardo E. Gwira
 Andrew J. Haas
 Stephanie L. Haas
 Harrison Haas

Olivia Haber-Greenwood
 Kenneth Hackman
 Dacia Haddad
 Tracey McDevitt Hagan
 Matthew S. Hagarty
 F. John Hagele
 Barbara Hager
 Michael Hahn
 Clifford Haines
 Deeya Haldar
 Matthew A. Hall
 Janet V. Hallahan
 Samuel A. Halterman
 Matthew Hamermesh
 Virginia Hansen
 Lisa A. Hanssen
 David Harbaugh
 Jan Hardy
 Alexandra M. Harris
 Daniel S. Harris
 Katrina J. Harrison
 Adrienne Hart
 Ian Hartman
 Brian Hartshorn
 Edmund Harvey, Jr.
 Tracy L. Haslett
 Dylan T. Hastings
 Maryam Hatcher
 Gregory Hauck, Jr.
 David A. Haworth
 Kelly C. Hayes
 Michael B. Hayes
 Azeez Hayne
 Dawn G. Hearne
 Sui L. Heaven
 Stephen B. Heimann
 Stephanie K. Heimann
 Elizabeth Hein
 Keith Andrew Heinold
 Catherine B. Heitzner-rater
 Jean Hemphill
 Kristofor T. Henning
 Patricia M. Henrich
 Meghan F. Henry
 Terry M. Henry
 Lynda Henry
 Jessica Henschel
 Andrew I. Herman
 David A. Herman
 Melissa Herrin
 Sean Herron
 Roy Hibberd
 Katie Hickey
 Kathryn Hiester
 Pauline Higgin
 Stephen Hildebrand
 Dorothy A. Hill
 Barbara Hill
 Jarret P. Hitchings
 Tim Hoban
 Anna Marie Hoelscher
 George Hoez, Jr.
 Melanie Hofbauer
 David A. Hoffman
 Veronica R. Hogan
 Nicole M. Holden
 Meghan E. Holjes
 David Scott Hollander
 Tiffany M. Holland-McAnany
 Timothy J. Holman
 James J. Holman
 Robin Holts
 Ernest Holtzheimer
 Matthew A. Homyk

Yvonne A. Honig
 Megan Horwitz
 Christopher Hosein
 Akbar Hossain
 Michael Edward Houghton
 Sandra Hourahan
 Kia House
 Catherine S. Houseman
 Yalonda E. Houston
 Patrick M. Hromisin
 Natalie F. Hrubos
 Nicholas J. Hubner
 Nathan Huddell
 Richard Hudock
 Laurence Hughes
 Kevin Hughes
 John Huh
 Tucker R. Hull
 Amorie Hummel
 Maria Hunter
 Laura Hutchinson
 Todd N. Hutchison
 Liz Hyams
 Francesca A. Iacovangelo
 Michael Iannucci
 Peter Ibe
 Frank Innes
 Jennifer Insley-Pruitt
 Tatiana Irani
 Thomas Ivory
 Hari Iyer
 Khadijeh Jaber
 Hara K. Jacobs
 Lisa R. Jacobs
 Cheryl Jacobs
 Joshua Jacobs
 Roberta Jacobs-Meadway
 Miriam Jacobson
 Carol Jacoby
 Erica A. Jaffe
 Dana J. Janquitto
 Matthew Janus
 Peter Jaslow
 Daniel Jeck
 Jill Palsky Jenkins
 Franny E. Jerez Moralez
 Charles Jesuit
 Vera Jiang
 Spencer C. Joffrion
 Kenneth Johnson
 Jenneyd Johnson
 Jimmie D. Johnson, Jr.
 Steven Johnston
 William Johnston
 Richard Jones
 Christopher Jones
 G'Nece Jones
 P. Michael Jones
 David Jones
 Shonterra Jordan
 Alexander F. Joseph
 Francis O'Neill Jr.
 James Malone Jr.
 Jim Beasley, Jr. Jr.
 Mike Juliano
 Jeanne Kabulis
 Edward J. Kaier
 Sarah E. Kalman
 Tianna Kalogerakis
 Naina Kamath
 Aaron L. Kamsler
 Krystal Kane
 Esther Kang
 Adam Kanji

Stephanie Gantman
 Kaplan
 Marcia Kaplin
 Samantha Kapnek
 Drew Kapur
 Raquel Karp
 Matt Kaslow
 Ronald A. Katcher
 Arielle E. Katz
 Sarah Katz
 Lauren Katz Smith
 Warren J. Kauffman
 Derick Kauffman
 Brian Kearney
 Jeffrie Keenan
 William Keffer
 Monica R. Keitt
 Eve Keller
 Ryan N. Kelley
 Steven Kellner
 Thomas H. Kelly
 Sandra L. Kelly
 James Kelly
 Matthew Kelly
 Reid Kemeny
 Holly L. Kendorski
 John F. Kennedy
 William Kennedy
 Maxwell Kennerly
 Joseph Kernen
 Leena Ketkar
 Michael Kichline
 Callie Marie Kim
 Richard Kim
 Yunhee Kim
 John D. Kimball
 Alycia Kinchloe
 Jonathan R. King
 Henry King
 Amy M. Kirby
 William C. Kirby
 Mark Kirby
 Paul Kirk
 Kathleen Kirkpatrick
 Brian Kisielewski
 Jessica Kitain
 Jay Kivitz
 Elizabeth S. Klaproth
 Heather S. Klein
 Lanni S. Klein
 Joseph Klein
 Wendy F. Klein Keane
 Tracey Kline
 Emily Klinicki
 Patricia Knese
 Kelsey Knish
 Dana M. Kolesar
 David Koller
 Rebecca Kolsky
 Frank Konczakowski
 Nate Koonce
 Robert Koons III
 Charles Kopel
 Marian A. Kornilowicz
 Kevin Koscil
 Judith Kotch-Curtis
 Eric J. Kotloff
 Ronald A. Kovler
 Emily Kowey Roth
 Richard Kraemer, Jr.
 Theresa W. Krause
 Laurie A. Krepto
 Evan Krick
 Basil S. Krikilis
 Dean V. Krishna
 George J. Kroculick

Sarah Kulik	Nancy Lewis	Sean P. Mays	Danielle Moseley	Dan O'Neil	Willie Pollins
Sima Kulkarni	Jonathan G. Lichtenstein	Melissa C. Mazur	Daniel S. Mozes	Kathy O'Neill	Andrew Pomager
Nanda P. B. A. Kumar, PhD	Robert J. Lichtenstein	Ralph Mazzeo	Leonard Mucci III	Stephanie Oppenheim	Nora Pomerantz
Shelly J. Kunkel	Christina Lidondici	John McAleese	Samuel Mukibi	Craig Oppenheimer	Jennifer Porter
Amanda Kuntzman	Alan Lieblich	Michael McAndrew	Daniel Muklewicz	Whitney Patience	Rachel L. Possinger
Stephen Kurens	Robert Limbacher	Dennis McAndrews	James F. Mulcahy	O'Reilly	Timothy J. Potero
Greg Kuroda	Lisa Marie Lint	Katherine McBeth	Elanor Mulhern	John Orlando	Evan F. Poulein
Jason Kurtyka	Dean Lintzeris	Mike McBrien	Mary J. Mullany	Sharon O'Rourke	Juliet P. Powell
Kelly Kuschel	Mark G. Lionetti	Christopher I. McCabe	W. Mark Mullineaux	Megan O'Rourke	Caroline Power
Frank La Fontaine	David Lipner	Jane O. McCahill	Courtney A. Munnings	Jenna O'Rourke	Robert Powers
Luke T. La Rocca	Annita Lise	Ryan McCarthy	Lauren Murdza	Paul Ort	Phyllis Powers
Anthony Lacatena	Leanne Litwin	James McClammer	Melissa Fundora	Brian Ortelere	Erin Powrie
Rebecca Lacher	Gloria Liu	Sara McCormick	Murphy	Erik Orvik	Shaila Prabhakar
Andrew Lacy, Jr.	Ian Livaich	Michelle McCurdy	Eileen G. Murphy	Priscilla G. Osei-Bonsu	Michael Prasad
Lisa Laffend	Delisa Martinez Lizardo	Peter M. McDaniels	Michael Thomas	Pamela Ozga	Stephen R. Pratt
Helen Lafferty	Kimberly Lloyd	Walter L. McDonough	Murphy	Joseph T. Pace	Courtney Presswood
Timothy B. Laffey	Andrea Lloyd	Catelyn McDonough	Megan C. Murphy	Rosetta Packer	Kathleen M. Princivalle
Danielle E. LaGuerre	Rebecca Lock	William McDonough	John Frank Murphy	Mark Paladino	Anthonie Peter Prinsen
David M. Laigae	Thomas Loder	Rebecca E. McDougall	Stephen Murphy	Tracie Palmer	Jennifer Prisco
Roger LaLonde	Jessica Loesing	Margaret M. McDowell	Timothy J. Muyano	Joseph J. Pangaro	Suzanne Pritchard
Erin Lamb	Andrew M. Logan	James J. McElwain III	David Nagdeman	Elias Pardo	Jesse Proctor
Jesse Lambert	Adrienne Logan	Phylicia McFaddin	Derek B. Nagel	Steve T. Park	Craig Provorn
Linda Lammendola	Lauren Long	Katharyn I. Christian	Christopher C. Nana-Sinkam	Gene K. Park	Suzanne A. Prybella
Brian Lands	Rachel Lopez	McGee	Erica M. Nantais	Amey Park	David B. Pudlin
Marie Laney	Robert Lucas	Jordan McGee	Henry Nassau	Joseph Park	Nicole Pursley
Howard I. Langer	Tammy Loughery	Brian McGinnis	Brian J. Nath	Kyoung-Hi Park Williams	Christopher Pushaw
Theresa A. Langschultz	Pamela Loughman	Kelly McGlynn	LaRae' Celeste Neal	Donald F. Parman	Jonathan Quach
Carrie L. Lanouette	Irene Lu	Lauren McGovern	Bernard J. Nearey	John Parsons	Eileen B. Quigley
Michael M. Larkey	Frank Luchak	Christine C. McGuigan	Luz Denise Negron-Bennett	Forrest T. Passerini	James Quinlan
Robert J. LaRocca	Robert J. Luciani	Brendan T. McGuigan	Ronald M. Neifeld	Vikram A. Patel	Anthony Quinn
John LaRocca	Patricia L. Luczak	Linda McGuinness	Regina M. Nelson	Dimple C. Patel	Sandra Quinn
Erin Larrea	Erin Lund	Michael P. McIlhinney	Kerry Nelson	Monique Pattillo	Pablo A. Quintanilla, Jr.
Dale Larrimore	Joseph E. Lundy	William R. McLaughlin	Rachel Neufeld	Christine M. Paul	Aaron Rabinowitz
Eduardo Lastra	Jiazhong Luo	Arianna McLaughlin	Daniel C. Neustadt	Samuel Paul	Mark Rachlin
Lisa Lattanzi	Margaret S. Lurio	Coleen M. Meehan	Oliver J. Newman	Jonathan D. Pavlovack	Wasim Rahman
Andy Joseph Lau	Meredith Lyndon	Lesley M. Mehalick	Bradley Newman	Briana Lynn Pearson	Raja G. Rajan
Frederick M. LaValley	Lussier	Sarah Mehra	Peter Newman	Clark W. Pease	Juan Martin Ramirez
Mary Erin Lavelle	C.J. Lyford	Barbara Murphy Melby	David Newmann	Joseph A. Pecora	Spencer Rand
Danielle Pinol Lavery	John M. Lyons	Jocelyn Mendez	Michelle Ngo	Joshua Peles	Louis Rappaport
P. Thao Le	Arnold Machles	Stephanie Mensing	Susan Wysor Nguema	John Pelet	Mary-Noelle Rasi
James Lebovitz	John Macoretta	Kathryn Mercogliano	Brian Nichilo	Barry F. Penn	William Rathbone
Andrew W. LeDonne	Carolyn Maddaloni	Melissa A. Merk	Lynn Nichols	David Pennant	Alfred Rauch
Young Eun Lee	Alfonso Madrid	Samantha Merkowsky	Tiffany Nicholson	Frank Perch	Amanda Rauer
Matthew D. Lee	Joseph J. Mahady	Margo E. Meta	Skye Nickalls	Alec Pereira	Douglas Raymond III
Connie Lee	Tina Makoulian	Daniel Metroka	Susan K. Nieto	Maria Perez	Cameron Redfern
Sophia Lee	Rebecca Malcolm	Jeffrey Meyers	Bethany R. Nikitenko	Cecilia Perez	Michael Reed
Han Gil Lee	Garima Malhotra	Stephanie Mignogna	Jami Nimeroff	Geovanni Perez	Myra Reed
Myong-Ha Lee	Rachel Mall	Chanda A. Miller	Julia Nolan	Katherine L. Perkins	Michael T. Regan
Bomi Lee	Zainab Manasawala	Gary A. Miller	Nicole E. Norcross	Michele Perlstein	Adam D. Reid
Katie Leesman	Frank P. Maneri	Corey M. Miller	Melinda Norcross	Jason Perri	Michael F. Reilly
Hope C. Lefever	James Mangiaracina	Marc Miller	Ellen Noteware	W. Stanley Perry, Jr.	M. Fannie Reilly
Geoffrey LeGrand	James Mannion	Michael S. Miller, Jr.	Todd W. Nothstein	Elliot Pershes	Luke Reilly
Cara Leheny	Anna Manogue	Jenna R. Millman	Flora Sclafani Novick	Kayci Danielle Petenko	Thomas Reilly
Bridgette C. Lehman	Renee Manson	Steven Millman	Nicolas A. Novy	Michael Peters	Karen Reilly
Michael Anthony Lehmann	Leah Mantel	Scott A. Milner	Remy Nshimiyimana	Reginald Keith Petersen	Emily Reineberg
Jerry Lehocky	Ashley Alexandra Mapp	Kenneth L. Mirsky	Monica T. Nugent	David Petkun	Daniel Reinganum
Chloe K. Leigh	David J. Margules	Jeremy Mishkin	Mercedes Nunez-Salgado	Elaine Petrossian	Jason E Reisman
Robert Leite-Young	Tammi Markowitz	James F. Mogan III	Christopher D. Molony	Karissa Phelps	Daniel Reisman
Stephen M. Leitzell	Lynn A. Marks	Brandon D. Mogyoros	Natalie Molz	Kristine Phillips	Rebecca J. Reist
Olufunke Leroy	Andrew J. Marrinucci	Fatima Mohammed	Mark A. Momjian	Joanne Phillips	Maury B. Reiter
Caroline Lesce	Damali K. Martin	Christopher D. Molony	Christine Mon	Brad Phipps	Charles Reitmeyer
Jeffrey Lesovitz	William Martin	Natalie Molz	Robert Mongeluzzi	Josephine Elizabeth	Brian Remondino
Ruth A. Lesser	Maria E. Martinelli	Genesis Marie Monserate	Genesis Marie Monserate	Piccolo	Shawn P. Rexroad
Scott Leventhal	John J. Martucci, Jr.	Katharine Mooney	Adrian B. Oei	Brian C. Pickard	Roger Reyes
Warren Levicoff	Richard C. Mason	Jaimee L. Moore	Robert Mongeluzzi	Emily B. Pickering	Phil Reytan
Michael Levin	Cassandra L. Matos	John S. Morabito	John S. Morabito	Jennifer Pike	Daniel Rhynhart
Nelson Levin	Brandon Matsnev	Michael Morabito	Yemisi Ogunro	Matthew M. Pilcher	Fahd Riaz
Jan P. Levine	Keri Matthews	John P. Moran	Yoon Ah E. Oh	William Pillsbury	Anthony Richardson
Jonah Levinson	Katariina Mattila	Matthew Morley	Davina Okonkwo	Brian M. Pinheiro	Mark Richardson
Matthew Levitsky	Nicholas Maxymuk	Suzanne Mayes	Matthew S. Olesh	Jacqueline Pinkas	Paul Riermaier
Christa Levko	Whitney Mayer	Dana J. Maykish	Christopher Olley	Michelle Piscopo	Leonard Rieser
Alexa L. Levy	Suzanne Mayes	Shari Maynard	Seth Oltman	Monica C. Platt	Brandon Riley
Mark C. Levy	Katelyn L. Mays	Katelyn L. Mays	Matthew D. O'Mara	Igor Pleskov	Joshua T. Ripley
Kevin M. Levy			Amy C. Ondreyka	Emily Plowcha	Nina Rivera
			Alison Morrissey	Christopher Polisano	Marloise Roach
			Brian P. O'Neil		Jacqueline Alexandra

Volunteers

Robbins
Matthew Robbins
Lanique Roberts
Drèdeir Roberts
Michael Robinson
Samantha Rocchino
Andrew Rocco
James Rocco III
Heather Ritch Rocks
Erica Rodarte
Christopher Rodrigues
Cary Rodriguez
Maria Rodriguez
Gabriela Rodriguez
Alisha Rodriguez
Craig Alston Rogers
Elizabeth Roggio
Kassandra Rogers
Katelyn A. Romeo
Saverio S. Romeo
David E. Romine
Dina Ronsayro
Suzanne Root
Mary Catherine Roper
Julie Rose
Dayna Rose-Benn
Adam Roseman
Sandra Rosenberg
Mandy C. Rosenblum
Jeffrey M. Rosenfeld
Phil Rosenfeldt
Matthew L. Rosin
Christopher Rossi
Laura Rossi
Scott Rothman
Daniel B. Rotko
Jason W. Rubin
Neil T. Rubin
Lawrence S. Rubin
Eric B. Rubin
Chad J. Rubin
Randi Rubin
Kimberly Ruch-Alegant
Jay S. Ruder
Michael Ruggetta
Yvonne Ruiz
Louis S. Rulli
Derek Runyan
Colleen Rush
Marian Ryan
Anne B. Ryan
Michael S. Ryan
Emily Ryan-Fiore
Kimberly L. Sachs
Robert Sachs, Jr.
Rodlena Sales
Francesco Salpietro
Nicholas S. Salter
Andrew Salvucci
Joseph Samuel
Gabriela Sanchez
Jacob A. Sand
Frederick Gus Sandstrom
Jennifer Santangelo
Patricia B. Santelle
Gus Sara
Christian Saucedo
Mary Gay Scanlon
Connie Scarville
Veronica Schad
Magdalena Schardt
Gregory A. Schernecke
Diana C. Schimmel
Michael Schleigh
David Schlier
Coleen Schmidt
Billie Schnall
Kirsten L. Schneider
Todd A. Schoenhaus
Matthew Schofield
Lindsay Schoonmaker
Stephen Schrier
Lee A. Schwartz
Joshua B. Schwartz
Scott B. Schwartz
Morgan Schwartz
John Schwartz
Eric M. Schweiker
Andrew Schwerin
Brooke A. Scicchitano
Nigel S. Scott
Robert Scott
Brian Scott
Stephanie Searles
Vogel
Stuart I. Seiden
H. David Seidman
Stacy Seltzer
Squire J. Service
Sohana B. Sethi
David Shafie
Charles Shainberg
Gregory Shantz
David Shapiro
Lisa M. Shapson
Jason M. Shargel
Sonia S. Shariff
Carolyn Shea
Dylan J. Sheaffer
Alexandra Sheedy-Rodriguez
Carole Sheffield
Maryum Sherazi
Andrew J. Sherman
James Sherwood
Kelly Shinn
Gerald L. Shoemaker, Jr.
Steven A. Shoumer
Robert Shulman
Eric S. Siegel
Jane Elizabeth Rose Siegfried
Boram Y Siek
Michael D. Silberfarb
Jed Silversmith
Francis X. Simpson
Cassius K. Sims
James R. Sims III
Vijaya Singh
Jeffrey S. Sion
Diana Sisum
Lian Skaf
Neil Sklaroff

Ari Sliffman	Mark Suter	Mark Vacha	Mark Whittenberger
Jared Slipman	Doria Sutton	Matthew Ian Vahey	Jennifer A. Wieclaw
Brian P. Slough	Amber Sved	Mark M. Vakil	Kahn R. Wiedis
Erika L. Smith	Shailynne Swain	Michael T. van der Veen	Mark Wilhelm
Erin E. Smith	Julia Swain	Kathryn Van Scoy	Anna Will Kentz
Mackenzie W. Smith	Lisa Swaminathan	Shohin Vance	Bradie R. Williams
Mark J. Smith	Amanda Elizabeth	Karolien Vandenberghe	Madeleine W Williams
Dara Smith	Swarbrick	Raymond Vanderhyden	Michael S. Williams
Claudine Smith	John Sweeney	James Vandermark	Charles T. Williams
Colby Smith	Diana Salgado Swidler	Richard Vanderslice	Raymond Williams
Elaine Smith	Teresa White Swoope	Carol A. Vanderwoude	Angelina Williams
Maggie Soboleski	Michael Sean Swoyer	Leila Vaughan	James Williams
Javier Soler	Phillip Sylvester	J. Peter Veloski	Erik Williams
Elaine D. Solomon	Edyta Sypien	Emily Vener-Giszter	Greg Williams
Matthew Solomon	Lisa A. Szymanski	Scott M. Vernick	Cheri R. Williams
Lawrence Solomon	Alexander J. Tablin-Wolf	Mary Vidas	Johnson
Marcie Solomon	Kimberly L. Takacs	Erik N. Videcock	Meg Willoughby
Breeana J. Somers	Kathleen Tana	M. Howard Vigderman	Benjamin Wills
Eileen Somers	Dawn M. Tancredi	Joseph R. Viola	Sharon Wilson
Justin Soulen	Vicki Tankle	Frank Vito	Adama Wiltshire
Andrew J. Soven	Francis Tarlecki	Greg Vizza	Kristen N. Winsko
Lisa Casey Spaniel	Elizabeth Tarloski	Mark T. Vogelbacker	Maura Winters
Jennifer L. Spata	Hon. A. Nicole Tate-Phillips	Mark A. Wachlin	Christopher Wisniewski
Jeremy Spiegel	Jessica J. Taticchi	Ross Peter Wagner	David Wisniewski
Joann Spina	Franca Tavella	Thomas P. Wagner	Carl S. Witkin
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In 40 years since, VIP has worked closely with our partners at the Bar Association to expand access to justice in Philadelphia. VIP's Staff Team and Board of Directors are proud to help advance the Bar Association's mission of 'promoting justice, professional excellence and respect for the rule of law' and, by doing so, "fostering understanding of, involvement in and access to the justice system."

We salute the Bar Association on its significant accomplishments in 2021, including:

- Quickly pivoting to offering all programming online during the pandemic;
- Providing crucial support as the courts and law firms continued to adapt to Covid-19 guidelines; and
- Supporting the city's eviction diversion programs to help tenants stay in their homes.

We thank the Bar Association for its strong partnership and invaluable support, and look forward to ongoing collaboration in the years to come.



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