

PRO BONO & COMMUNITY ENGAGEMENT

ANNUAL REPORT

RICHARDS
LAYTON &
FINGER

2025



WE EXTEND OUR GRATITUDE TO OUR
ENTIRE DELAWARE COMMUNITY AND
REMAIN COMMITTED TO SERVICE,
OPPORTUNITY, AND PARTNERSHIP IN EVERY
FACET OF OUR FIRM'S MISSION AND WORK.

A MESSAGE FROM OUR PRESIDENT

— *Paul N. Heath*



▶ Paul N. Heath,
President

It is a privilege to reflect on our firm's history and to continue building on its proud legacy of excellence, leadership, and service. For more than 125 years, Richards, Layton & Finger has played a defining role in shaping Delaware law and upholding the highest standards of the legal profession.

Equally important to who we are is our enduring commitment to our community. We value the deep connections we've built in Delaware—connections that go beyond our work in the courtroom and the boardroom. Our lawyers and staff members have long understood that true leadership includes giving back, and I greatly appreciate the time, care, and dedication they devote to helping those in need.

Through our pro bono efforts and support of Delaware's legal aid organizations, our involvement with countless non-profits, our time tutoring youth and feeding homeless and at-risk members of our community, and our various collections, fundraisers, and donations each year in support of our community partners, we continue to make a meaningful difference in the lives of others. I am proud of the compassion, generosity, and perseverance of those at our firm in deepening our community partnerships to create positive and lasting change.

Together, we will continue to honor our legacy and work together for the benefit of our community.

A MESSAGE FROM OUR PRO BONO & COMMUNITY SERVICE COMMITTEE CHAIR

— *Russell Silberglied*



► Russell Silberglied,
Chair of the Pro Bono & Community Service Committee

We can all be proud to be part of a firm that truly values pro bono service. And it's not just words: Richards Layton has developed a thriving pro bono program that allows attorneys to donate their talents to causes that are meaningful to them, credits pro bono work as billable hours, and features specialized pro bono teams to help attorneys readily take part in projects that offer valuable professional development opportunities while making a difference

Our six pro bono teams provide substantial assistance to those in need in our community and

beyond. Our work includes serving as child attorneys, representing victims of domestic violence, and assisting indigent seniors with end-of-life needs. We represent local and global non-profits, and we work on civil rights cases in the Delaware District Court. In addition to the efforts of our teams, we conduct a variety of important pro bono initiatives, helping to revitalize distressed areas of our community, championing underserved children, and working with Lex Mundi to advance non-profits around the world.

2,850 **HOURS IN** 2025

THE FIRM DEDICATED MORE THAN 2,850 HOURS TOWARDS
PRO BONO AND COMMUNITY SERVICE WORK IN 2025.

A MESSAGE FROM OUR DIVERSITY & INCLUSION COMMITTEE CHAIR

— *Doneene Keemer Damon*



▶ Doneene Keemer Damon,
Chair of the Diversity & Inclusion Committee

Diversity and inclusion are core commitments at Richards, Layton & Finger. These commitments have been there from the start: we were the first major Delaware law firm with a female partner, the first with an African American partner, the first with a South Asian partner, and one of the first with a Hispanic partner. I am proud to have served as the firm's first woman president and as the first African American to lead a major Delaware law firm.

Our firm remains focused on broadening and deepening our D&I strategy.

The strategy includes (1) ensuring we cast a wide net to increase our opportunity to recruit qualified law students; (2) creating a professional development plan to improve retention and upward mobility within the firm; (3) creating a pipeline of diverse talent throughout our firm; and (4) working with the broader legal community to increase expertise in the Delaware bar. But within all of this, we continue to prioritize the “I” in our D&I strategy.

The “I” in our D&I strategy is our driver and the metric we measure. Inclusion is foundational to an effective D&I strategy. At its core, inclusion is about removing barriers and giving equal access and opportunities to all. An inclusive workplace is one in which the working culture and environment recognizes, appreciates, and effectively utilizes the talents, skills, and perspectives of every employee

to achieve the organization's objectives and mission, and, in doing so, connects each employee to the organization. In essence, we prioritize a culture of belonging. We will continue to focus on and prioritize employee well-being, supporting each person to be the best versions of themselves. We will also continue to support and highlight the development and enhanced career achievements and progression of every member of the firm.

An effective D&I strategy requires a collective effort from us all. It will require us to trust one another, to be empathetic with one another, to learn from one another, and to grow with one another. I am excited about what the future holds for us as a firm and the role Richards, Layton & Finger will play to advance diversity and inclusion. Thank you for your partnership in this important work.

COMMUNITY LEGAL AID & ADVOCACY



PRO BONO TEAMS AND IMPACT

ATTORNEY AD LITEM TEAM

In 2022, at the request of **Chancellor Kathaleen McCormick**, the firm started an Attorney *ad Litem* pro bono team to serve in adult guardianship hearings in the Delaware Court of Chancery through **Delaware Volunteer Legal Services (DVLS)**. **Rob Burns** and **Chad Shandler** are co-chairs of this eleven-member team. **Rob Burns, Susan Hannigan Cohen, and Nicole Henry** have continually volunteered to represent clients in these matters in 2025, and many other RLF attorneys have completed the required training.

FEDERAL CIVIL PANEL TEAM

Led by **Kelly Farnan**, this team receives civil rights cases referred by the U.S. District Court for the District of Delaware and affords attorneys significant litigation experiences on behalf of indigent plaintiffs.

FAMILY COURT APPOINTMENTS

Richards Layton attorneys, including **Danielle Bell, Brock Czeschin, Zachary Greer, Greg Ladner, Alison Mitchell, Quamaine Montgomery, Kevin Rodriguez, and Kaitlyn Zavatsky**, among others, volunteered to handle Family Court appointments assigned to the firm in the past year, with **Brock Czeschin, Travis Hunter** and **Greg Ladner** serving as supervisors. In June, **Quamaine Montgomery** and **Greg Ladner**, among others, hosted a mediation at the firm and reached a settlement agreement on the custody issue in their matter.

WILLS TEAM

The firm's Wills Team, headed by **Monica Ayres** with thirty-two attorneys, volunteers through DVLS to draft wills, healthcare directives, powers of attorney, and other related documents on behalf of Delaware's indigent seniors. During National Pro Bono Week and the Delaware State Bar Association's (DSBA) Dr. Martin Luther King, Jr. Day of Service, firm attorneys offered estate planning assistance to indigent seniors participating in "Wills for Seniors" events at the Elsmere Fire Hall, Police Athletic League, and Delaware Law School. On October 26, **Andrew Jung, Quamaine Montgomery, and Andrew Rosen** volunteered with DVLS at the Wills for Seniors event at the Delaware Law School. **Danielle (Dani) Bell** and **Benjamin Allen** handled their first DVLS Wills matter in 2025 under the supervision of **W. Donald Sparks, II**.

PROTECTION FROM ABUSE (PFA) TEAM

This fourteen-attorney team assists DVLS in obtaining protection from abuse orders for victims of domestic violence and hosts specialized CLE trainings throughout the year. On October 9, **Jacki Chacona, Esq., Deputy Director of DVLS**, and **Giovanna Crozier-Fitzgerald, Esq., Holland Fellow at DVLS**, presented the CLE, *How to Handle a PFA Hearing*. **Huiqi (Vicky) Liu** and **Sandy Xu**, among others, have volunteered to handle Protection from Abuse matters in the past year, including ones that involved overcoming communication barriers with native-Mandarin-speaking victims.

CO-COUNSEL PROJECT

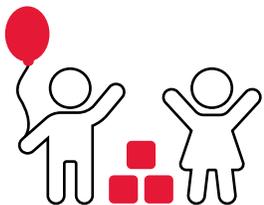
At the request of **former Chief Justice Strine** and the state's **former public defender, Brendan O'Neill**, firm attorneys supported Delaware's Public Defender's Office on serious felony cases while acting as second chairs responsible for motions and research.

NON-PROFIT TEAM

With thirty-four members and led by **Elisa Erlenbach Maas** and **John Mark Zeberkiewicz**, this team assists non-profit organizations with legal assistance and educational training opportunities for attorneys interested in serving on non-profit boards. **Michael Allen** and **David Milano** provided pro bono assistance to **Jewish Family Services** regarding its corporate structure. **Russell Silberglied** served as the supervising Director on this matter. **Ryan Brady**, among others, and under the supervision of **Nate Stuhlmiller**, provided corporate governance advice to the **National Association of Mental Illness (NAMI) - Delaware**.

UNACCOMPANIED MINORS

Led by **Marcos Ramos** and **Marisa Terranova Fissel**, this team assists minors in guardianship and immigration cases.



300

CHILDREN
BENEFITTED FROM

14,790

HOURS
OF SERVICE OVER THE
PAST 20 YEARS

OFFICE OF THE CHILD ADVOCATE TEAM

Jennifer Jauffret led a team of thirty-one RLF attorneys to represent children in Delaware's Family Court through the Office of the Child Advocate. In 2025, seven attorneys represented five children in abuse and neglect proceedings. In the twenty years our firm attorneys have participated, 300 children have benefited from more than 14,790 hours of pro bono representation. Awards were presented to RLF attorneys for their long-term service, including **Brock Czeschin** and **Gregory Ladner** (20 years), **Travis Hunter**, **Jennifer Jauffret**, **Cory Kandestin**, **Claire Love**, and **Amanda Steele** (10-20 years), **Nicole Henry** (5-10 years), **Mari Boyle**, **Bobby Kissel**, **Kinsey Lenahan**, and **Sandy Xu**, among others, (fewer than 5 years). **Mari Boyle**, **Kevin Gallagher**, **Nicole Henry**, **Travis Hunter**, and **Jennifer Jauffret** have volunteered to handle new OCA matters this year.



SIGNATURE NON-PROFIT INITIATIVES



CENTRAL BAPTIST COMMUNITY DEVELOPMENT CORPORATION (CBCDC) Chandler Elliott-Fehle, Andrea Finn, Jennifer Jauffret, Mark Kurtz, Alison Mitchell, Tony Roustopoulos, Susan Stewart, and Sara Wagner, among others, dedicated more than 120 hours over the past year to advising on agreements, contracts, leases, and more for the Eastside Rising revitalization project that champions housing improvement, workforce development, economic empowerment, and food security in Wilmington's Eastside community.



120+

HOURS OF SERVICE

LexMundi Pro Bono Foundation

LEX MUNDI PRO BONO FOUNDATION

RLF is the Delaware member firm of Lex Mundi, which is comprised of more than 150-member law firms spanning 100 countries across the globe. Through the **Lex Mundi Pro Bono Foundation**, and under the supervision of **Drew Sloan, Keegan Hicks** provided advice on Delaware law and reviewed the terms of an agreement on behalf of **People for Public Leadership**, a non-profit organization working to support and promote public and social leadership and eliminate educational and social inequity in India and South Asia.



DELAWARE ALLIANCE FOR NONPROFIT ADVANCEMENT (DANA)

The firm has a strong partnership with DANA and provides pro bono assistance throughout the year to its various non-profit members.



THE MINISTRY OF CARING INC



► From left to right: Melissa Lennon, Danielle Andrisani Nowaczyk, Lisa Schmidt, Liann Havis, R. Parker Havis, Br. Ronald Giannone, OFM Cap., Founder and Executive Director of the Ministry of Caring, and Sara Wagner at the Ministry of Caring's annual Recognition Dinner in May. Missing from the photo is Christine Dealy Haynes.

MINISTRY OF CARING, INC.

The firm supports the Ministry of Caring, Inc. through various ongoing pro bono and community service efforts to provide safe housing, programming, and basic human needs to homeless, at-risk, and low-income members of our community. In 2025, **Chandler Elliott-Fehle**, **Wendy Manthorpe**, **Phil Micha**, **Ellen Rosaio**, **Tony Roustopoulos**, **Susan Stewart**, and **Sara Wagner**, among others, contributed significant pro bono assistance to the Ministry of Caring.



MAJOR RESEARCH AND ADVOCACY PROJECTS

ACTION FOR DELAWARE'S CHILDREN

Madeleine Jolles and **Janice Matier**, under the supervision of **Beth Gansen Knight**, provided pro bono assistance to **Action for Delaware's Children**, an organization founded by **former Delaware Attorney General and Delaware Lieutenant Governor Matt Denn, Esq.**, who serves as Vice Chair of the organization's board. Created to be an advocacy organization, this not-for-profit's mission serves as a voice for Delaware's children, especially those living in poverty.



The organization believes that many Delawareans want to help these children fulfill their potential, and it seeks to educate the public about how the state can do so.



Innocence Project DELAWARE

- ▶ 1st row from left to right: Allison Jedrzejek, Mary Grace Northey-Primer, Jessica Auletta, Interim Executive Director of Innocence Project Delaware, Celia Woodruff, Sagan Schaffer, David Queroli
- ▶ 2nd row from left to right: Jeffrey Moyer, Dan Signs, Staff Attorney at Innocence Project Delaware, Sophia Block, Community Engagement Manager at Innocence Project Delaware, Alex Whitehead, Nicole Hamidi, Caroline Adams, Nicole Neri, Tag Weiss Missing from the picture: Sara Metzler, Quamaine Montgomery, Brendan Clark

INNOCENCE PROJECT DELAWARE

David Queroli and **Sara Metzler**, under the supervision of **Mark Collins** and **Chad Shandler**, each led a team of associates and summer associates in research projects on behalf of **Innocence Project Delaware**. Teammates **Caroline Adams, Brendan Clark, Nicole Hamidi, Allison Jedrzejek, Quamaine Montgomery, Nicole Neri, Mary Grace Northey-Primer, Sagan Schaffer, Taggart Weiss, Alex Whitehead, and Celia Woodruff** presented their legal findings at the firm on July 17 to **Jessica Auletta, then Interim Executive Director of Innocence Project Delaware, Dan Signs, Staff Attorney, and Sophia Block, Community Engagement Manager**. More than 350 hours were credited by RLF to this pro bono matter.

INTERNATIONAL FOXP1 FOUNDATION

Katharine Lester Mowery, a founding member of the International FoxP1 Foundation and Vice President of its board of directors, played an integral part in the organization's 2025 international conference in June in Ijmuiden, Netherlands. The International FOXP1 Foundation is committed to building a global community that empowers and supports families and individuals with FOXP1 syndrome by sharing knowledge, inspiring hope, encouraging research, and raising awareness. FOXP1 syndrome is a rare genetic disorder characterized by delays in early motor and language milestones, mild-to-severe intellectual deficits, speech and language impairment and behavioral abnormalities. **Stephanie Norman, Ryan Brady** and **Kevin Rodriguez** continue to assist the organization with its ongoing pro bono needs.



MARIANO RIVERA PUBLIC FOUNDATION

The firm has a long-term partnership with the **Mariano Rivera Public Foundation** through **Russell Silberglied's** service as **corporate counsel, Secretary of its board of directors**, and overseer of its pro bono needs. The Mariano Rivera Public Foundation's mission is to break the cycle of poverty. Through the 653 Mentorship Program, it provides underserved youth with life skills, coaching, industry certifications, and career pathways that transform their futures.

Under the supervision of **Russell Silberglied**, **Wilson Guarnera** drafted corporate amendments and reviewed and revised its liability release. On September 16, firm attorneys **John O'Toole** and **Wilson Guarnera** participated in the Mariano Rivera Foundation Golf Invitational.



► From left: Derek Distasio, John O'Toole, Mariano Rivera, Kevin Regan, and Wilson Guarnera at the Mariano Rivera Foundation's Golf Invitational in New York

JEWISH FEDERATION OF DELAWARE

In March-April 2025, **Russell Silberglied** and **Sara Wagner** assisted the **Jewish Federation of Delaware** in documenting a guaranty and a security agreement from the Auxiliary of the Milton and Hattie Kutz Home, Inc. of the secured promissory note of the Kutz Home, Inc. (which Sara assisted with in late 2023 and early 2024). This transaction allowed crucially needed liquidity for the Kutz Home, Inc. while continuing to protect Jewish Federation of Delaware's secured interest.



EDUCATION, MENTORSHIP & YOUTH EMPOWERMENT



SCHOOL PARTNERSHIPS AND TUTORING



SERVIAM GIRLS ACADEMY TUTORING

The firm's partnership with Serviam Girls Academy began in 2022, with the start of an on-site tutoring program. RLF's 2025 volunteer tutors, including **Danielle Bell, Grace Jennings, Kathryn Kane, Alison Mitchell, Danielle Andrisani Nowaczyk,** and **Melissa Walsh,** provided educational and mentoring support to students in grades 5-8 in spelling, reading, vocabulary, and math. Serviam Girls Academy (Serviam) is a private, tuition-free middle school for low-income girls in our community. Special thanks to program coordinator **Ashley Brown.**



NATIVITY PREPARATORY SCHOOL TUTORING

The firm's partnership with Nativity Prep School began in 2023, with the start of an on-site tutoring program. RLF's 2025 volunteer tutors have included **Randall Ainsworth, Danielle Bell, Peter Calder, Hap Conover, AJ Dillione, Wilson Guarnera, Keegan Hicks,** and **Danielle Andrisani Nowaczyk.** They have provided educational and mentoring support to grade 5-8 students at Nativity Preparatory School of Wilmington (Nativity Prep), a private, tuition-free middle school for low-income boys in our community. **Ashley Brown** coordinates this firm-wide program.



LEADING YOUTH THROUGH EMPOWERMENT (LYTE) AND DELAWARE LAW RELATED EDUCATION CENTER (DELREC) INTERNSHIPS

The firm sponsored high school students through LYTE and DELREC as they participated in an eight-week legal rotation with **ACLU of Delaware, Combined Campaign for Justice, Community Legal Aid Society, Inc., Delaware Bar Foundation, DELREC, Delaware Department of Justice, Delaware Volunteer Legal Services, Legal Services Corporation of Delaware, Inc., Office of Defense Services, and the Office of the Child Advocate.** The program culminated in a joint luncheon with Delaware's legal non-profit leaders.



In November 2025, **Catherine Dearlove** volunteered at the **LYTE Interview Practice Event**, where she met one-on-one with LYTE Scholars to prepare them for high school and college admissions interviews.

- ▶ 1st row from left to right: Lisa Schmidt, Samantha Kowalczyk, Danielle Andrisani Nowaczyk, Megan Greenberg, Kelly Ensslin, Betsy Renzo, Frances Gauthier, Jacki Chacona
- ▶ 2nd row from left to right: Matthew Criscimagna, Margareta Kroeger, Jeffrey Moyer, Paul Heath, Cindy DePue, Molly McPheeters, Olivia Terzian, and Sean Boyd



LCLD SUCCESS IN LAW SCHOOL MENTORING PROGRAM

Firm attorneys participate in the **Leadership Council on Legal Diversity (LCLD)**'s **Success in Law School Mentoring Program**, which matches them in a mentoring relationship with 1L students. The Mentoring Program provides guidance and support to law students during their first year of law school and beyond. The firm's past and current mentors include **Randall Ainsworth, Paul Altman, Peter Calder, Doneene Damon, Kevin Gross, Jonathan Kaplowitz, Melissa Lennon, Vicky Liu, Philip Micha, Gabriela Monasterio, Quamaine Montgomery, Katharine Lester Mowery, Danielle Andrisani Nowaczyk, Marcos Ramos, Kevin Rodriguez, Matthew Schwalm, Frank Sun, and Sara Wagner**, among others.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



LAW & CIVIC ENGAGEMENT

LAW DAY

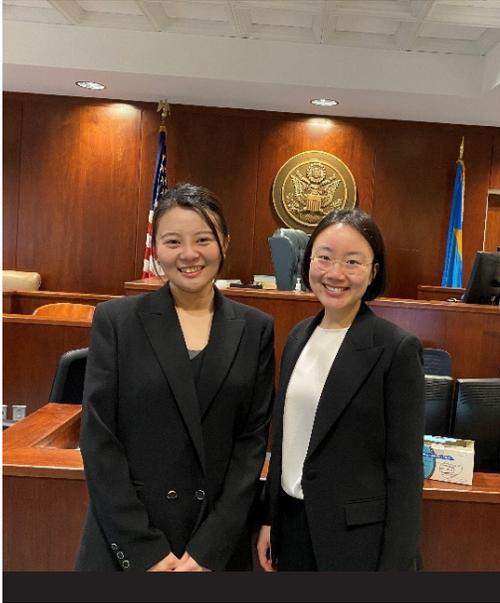
In January and December of 2025, RLF partnered with **U.S. District Court Judge Maryellen Noreika** and **U.S. Magistrate Judge Sherry Fallon** in hosting Law Day for the students at Serviam Girls Academy and Nativity Preparatory School to teach them about the legal profession. **Randall Ainsworth, Danielle Bell, Wilson Guarnera, Keegan Hicks, Vicky Liu, Kevin Rodriguez,** and **Sandy Xu**, among others, spoke to the students and answered their questions about why they chose to become attorneys.



► Featured from left to right: Maya Jackson and Kevin Rodriguez



► Featured from left to right: Wilson Guarnera and Danielle Bell



► Featured from left to right: Sandy Xu and Huiqi (Vicky) Liu

DELREC PARTNERSHIP

In 2025, the firm expanded its partnership with DELREC to include on-site legal workshops (“Argue Like a Lawyer,” “Know Your Rights,” and “Dignity Rights”) to students at Nativity Prep School and Serviam Girls Academy. Firm volunteers **Brendan Clark, Peter Calder, Wilson Guarnera, Keegan Hicks, Grant Knepper, Quamaine Montgomery, Danielle Andrisani Nowaczyk, and Brooke Sedita** have assisted with these programs in partnership with DELREC, as well as volunteer attorneys throughout the Delaware bench and bar and local law students.

COURT VISITS

In October and November of 2025, the firm partnered with DELREC to provide tours of Delaware’s Court of Chancery, Superior Court, Family Court, and JP Court for the fifth grade students at Nativity Prep School and the fifth and sixth grade students at Serviam Girls Academy.

CAREER EXPOSURE

In April of 2025, the firm hosted the eighth grade students of Nativity Prep School and Serviam Girls Academy for lunches and tours with the firm’s senior leadership team and its volunteers.

DELAWARE HIGH SCHOOL MOCK TRIAL COMPETITION

On April 28 and March 1, **Lee Kaufman** volunteered as a judge for the **2025 Delaware High School Mock Trial Competition** hosted by DELREC. Lee has served in this volunteer role for the past fifteen years.

DIAMOND CHALLENGE

Mark Kurtz volunteered to serve as a virtual judge for the Diamond Challenge, a global competition where high school students present innovative ventures tackling real-world problems. It is marked as the “Ultimate High School Entrepreneurship Challenge” and is hosted in partnership with University of Delaware’s Horn Entrepreneurship.



► Featured from left to right: Keegan Hicks and Randall Ainsworth

FOOD SECURITY, SHELTER, HEALTH & BASIC NEEDS



MEAL SERVICE & HOUSING

EMMANUEL DINING ROOM TEAMS

RLF lawyers and staff continue the firm's longstanding community outreach effort of serving lunches throughout the year to the homeless and working poor within our community at the **Ministry of Caring's Emmanuel Dining Room (EDR) West**. The firm's four EDR teams are led by **Albert Feeley, Jr., Kathy Howard, Melissa Lennon, and Brooke Sedita**. Our 2025 EDR volunteers included **Jennifer Veet Barrett, Ryan Brady, Hap Conover, Carolyn Corsey, Evelyn Costa, Brock Czeschin, Bryce DiPatre, Andrea Finn, Zachary Greer, Nicole Henry, Keegan Hicks, Jennifer Jauffret, Bernie Kelley, Zachary Lawlor, Kinsey Lenehan, Tim Mangan, Ismat Nawaz, Joshua Novak, Danielle Andrisani Nowaczyk, Alicia Nunez, Katie Reese, Laura Rossi, and Tesia Smith**.



► From left to right: Alison Mitchell, and Melissa Lennon

RONALD MCDONALD HOUSE

Our summer associates, associates, and members of the Women’s Initiative volunteered together in June and July to prepare and serve dinners at the **Ronald McDonald House of Delaware** through its “Spoonful of Hope” program. **Samantha Stern** organized these community partnership opportunities on behalf of the firm.



▶ From left: Elisa Maas, Samantha Jonjo, Nicole Neri, Sagan Schaffer, and Mary Grace Northey-Primer



▶ From left: Nicole Hamidi, Allison Jedrzejek, Alex Whitehead, and James Pierrelouis



▶ From left: Connor Maggio, Sam Whitthorne, Caroline Adams, and Cecilia Quirk



FOOD SECURITY

EISENBERG ELEMENTARY SCHOOL'S FOOD PANTRY

In 2025, the firm continued to regularly supply food and household donations to students and their families through Eisenberg Elementary School’s food pantry. Eisenberg Elementary School serves over 500 children, many of whom are ethnically diverse and homeless, living in poverty, or at risk.

EDR FOOD DONATIONS

In connection with the firm’s Dr. Martin Luther King Jr. Day of Service events, Richards Layton donated catered lunches to EDR East and West in partnership with Cosmos Restaurant and made and delivered 500 dinner-to-go bags for EDR’s patrons.



EDUCATIONAL NEEDS

ANNUAL BACKPACK DRIVE

In August, RLF's **Diversity & Inclusion Network (Network)** hosted its annual backpack drive in support of the **United Way of Delaware** and the underserved children it supports. Thanks to event organizer **Ashley Brown**, we purchased, filled, and donated 200 backpacks. United Way representatives **Kenyatta Livingston**, **Deborah Reeves**, and **Jeff Quiggle** joined us and spoke of the impact these donations will have on local children and families.



▶ From left to right: Katharine Lester Mowery and Jennifer Veet Barrett



▶ From left to right: Deborah Reeves, Senior Director, Community Engagement & Partnerships, Ashley Brown, Paige Diminick Benkovic, Danielle Andrisani Nowaczyk, Kenyatta Livingston, Senior Director, Student Success, Frank Sun, Katharine Lester Mowery, Jennifer Veet Barrett, and Brooke Sedita



▶ Featuring from left to right: Danielle Andrisani Nowaczyk, Kenyatta Livingston, Deborah Reeves, and Ashley Brown



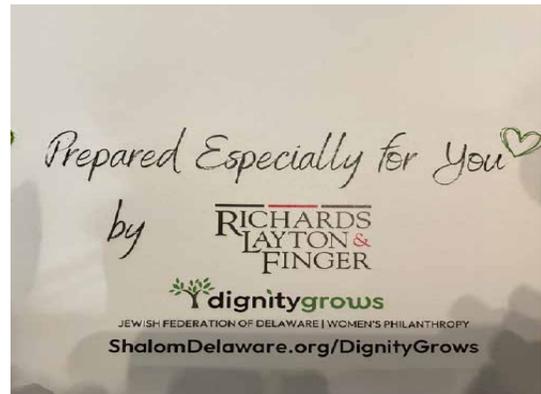
▶ Featuring from left to right: Frank Sun and Paige Diminick Benkovic



HEALTH & BASIC NEEDS

DIGNITY GROWS™ SERVICE PROJECT

On June 25, the Women's Initiative hosted a Dignity Grows™ service project aimed at alleviating “period poverty” by providing monthly tote bags of supplies to those who can't afford them. **Michelle Silberglied, Chair of the Jewish Federation of Delaware's Dignity Grows™ chapter**, led the Women's Initiative in this effort, along with volunteers **Eileen Sarter** and **Nancy Crain**. **Stacy Shamburger, LMSW, Director**, and **Stefanie Santiago, Program Manager, of West End Neighborhood House's Life Lines Program**, spoke of the impact the tote bags will have on the homeless youth in our community.



► From left: Sam Whitthorne, Danielle Andrisani Nowaczyk, Caroline Adams, Nancy Crain, Eileen Sarter, Paige Diminick Benkovic, Michelle Silberglied, Alexandra Ewing, Stacy Shamburger, Maddie Jollies, Stefanie Santiago, Celia Woodruff, Jennifer Veet Barrett, Doneene Keemer Damon, Christine Dealy Haynes, James Pierrelouis, Brigitte Fresco, Mary Grace Northey-Primer, Dean Saridakis, Allison Jedrzejek, Nicole Neri, Gabriela Monasterio, Christine Morabito, and Katharine Lester Mowery

SEASONAL GIVING, DRIVES & WELLNESS



HOLIDAY GIFT & FOOD DRIVES

The firm's Supporting Working Parents Group hosted its first Halloween Costume Swap, and all remaining costumes were donated to the **Ministry of Caring's Guardian Angel Child Care** for at-risk children.

The firm sponsored **Kingswood Community Center's Holiday Coat & Toy Drive** in support of children and families on Wilmington's eastside.



The 26-year tradition of supporting the **Ministry of Caring's Turkeython** led to a donation of \$11,240 for Thanksgiving dinners in 2025.

Over \$12,475 was donated to the **Ministry of Caring's Adopt-A-Child Program**

United Way Winter Wonderland Toy and Coat Giveaway participation (4 years in a row) provided 78 new coats and many gifts for Wilmington children during the holiday season. **Paige Diminick Benkovic** volunteered at the Winter Wonderland event at the Wilmington Library on December 13



Thanks to **Ashley Brown, Brigitte Fresco, and Brooke Sedita** for leading the TurkeyThon, Adopt-A-Child, and United Way collections on behalf of the firm.

Charity of the Month fundraisers supported the **American Red Cross (Los Angeles Region), Angel's Retreat Dog Rescue, Nemours Children's Health, Food Bank of Delaware, Waggies by Maggie & Friends, and the Ministry of Caring's TurkeyThon and Adopt-A-Child** fundraisers.



▶ From left: Semaj Ward, Jeff Quiggle (United Way), Deborah Reeves (United Way), Ashley Brown, and Will Dunn with the firm's United Way donations



▶ From left: Brigitte Fresco and Ashley Brown, who organized RLF's donations on behalf of United Way's 2025 Toy & Coat Drive



MINISTRY OF
CARING'S
ADOPT-A-CHILD
PROGRAM

216

CHILDREN RECEIVED
WISH LIST GIFTS

125

CHILDREN HELPED
IN 2025

2,398

CHILDREN HELPED
OVER 26 YEARS.



COMMUNITY VOLUNTEERING

NEW ASSOCIATE CLASS PRO BONO PROJECT

On June 26, the new associate class continued the firm’s tradition of partnering with a local non-profit organization in a community service project of their choosing. The 2024 associate class volunteered through **Delaware State Parks** in partnership with **Friends of Wilmington Parks**. Together with **Benjamin Allen**, the board member for the Friends of Wilmington Parks who led the effort, they weeded, mulched, and gardened along the Brandywine River. Associate volunteers included: **Benjamin Allen, Danielle Bell, Brendan Clark, Keegan Hicks, Quamaine Montgomery**, and **Kevin Rodriguez**, among others. **Brooke Sedita** helped coordinate this opportunity on behalf of the firm.



▶ From left: Dani Bell and Quamaine Montgomery weeding the Delaware State Park along the Brandywine River



▶ Benjamin Allen weeding along the Brandywine River



▶ From left: Brendan Clark, Quamaine Montgomery, and Keegan Hicks volunteering in partnership with the Friends of Wilmington Parks



▶ From left: Keegan Hicks, Hannah Ryan, Quamaine Montgomery, Kevin Rodriguez, Brendan Clark, and Benjamin Allen volunteering for the 2024 Associate Class Pro Bono Project



▶ From left: Hannah Ryan, Keegan Hicks, Dani Bell, Brendan Clark, Benjamin Allen, and Quamaine Montgomery volunteering along the Brandywine River



▶ From left: Keegan Hicks, Dani Bell, Hannah Ryan, Brendan Clark, and Benjamin Allen at the start of the New Associate Class Pro Bono Project

Melissa Robinson hosts monthly craft nights at the **Ronald McDonald House of Delaware** for the children and families residing there and serves as the volunteer photographer at its annual *Wine, Women, and Shoes* event.



Ronald McDonald House® of Delaware

Ashley Brown volunteered at the **Alpha Kappa Alpha (AKA) Sorority, Inc.® 5k** on April 27 and provided encouragement and support to all participants. The Zeta Omega Chapter of AKA Sorority, Inc. is committed to community service in Wilmington, Delaware and the surrounding areas, with its motto being, “Service to All Mankind.”



▶ Ashley Brown volunteering at the AKA Sorority, Inc.® 5k

Ceara Dougherty, Leslie Henderson, Michelle Peterson, and Melissa Robinson provided donations and created “**Blessings Bags,**” which Melissa Robinson then handed out to the homeless people she encountered during her daily travels this past winter.



HEALTH WALKS, RACES AND EVENTS

SPONSORED RACES

The firm sponsored walks and races to support **American Cancer Society® Child, Inc., Office of the Child Advocate, VetFest 2025, and Race Judicata.**



AMERICAN CANCER SOCIETY'S MAKING STRIDES AGAINST BREAST CANCER WALK

RLF's walk team was led by **Tina Innis** and included **Susan Carey, Evelyn Costa, Shelley Crudele, Bryce DiPatre, Stefanie Lam, Kylie Quigley, Melissa Walsh, and Christie Williams.** The annual event was held at Bellevue State Park in October.



▶ From left: Bryce DiPatre, Susan Carey, Shelly Crudele, Stephanie Lam, Tina Innis, Kylie Quigley, Evelyn Costa, Melissa Walsh
(Missing from photo: Christie Williams)



JPMORGAN CORPORATE CHALLENGE:

The firm's 2025 race team included **Ashley Brown**, **Hap Conover**, **Evelyn Costa**, **Shelley Crudele**, **Andrew Jung**, **Melissa Lennon**, **Matthew Mallon**, **Alexa Monro**, **Laura Rossi**, **Brooke Sedita**, **Carlos Terreforte**, and **Beth Velletri**. **Ashley Brown** served as team captain and organized this effort on behalf of the firm.



▶ From left: Carlos Terreforte, Ashley Brown, Hap Conover, Matthew Mallon, Alexa Monro at the JPMorgan Corporate Challenge in Philadelphia.



▶ From left: Andrew Jung, Brooke Sedita, Carlos Terreforte, Evelyn Costa, Alexa Monro, Ashley Brown, Laura Rossi, and Shelley Crudele following the JPMorgan Corporate Challenge 5k at the Philadelphia Art Museum in October. Missing from the team picture are Hap Conover, Melissa Lennon, Matthew Mallon, and Beth Velletri.

RACE JUDICATA

On November 9, RLF participated in the 20th Annual Art Connolly Race Judicata 5k benefitting the **Delaware Law Related Education Center, Inc.** Our team, led by **Ashley Brown**, included **Ashley Foreman**, **Christine Haynes**, **Andrew Jung**, and **Grant Knepper**, along with RLF friends and family members. The firm received the "largest team" award for the fourth year in a row. **Ashley Brown** and **Andrew Jung** placed first in their age groups and **Christine Haynes** placed second in her age group.



▶ From Left: Andrew Jung, Christine Haynes, Ashley Brown, Ashley Foreman, Michael Brown, Grant Knepper, Alisha Aktar



WELL-BEING AND MENTAL HEALTH



**American
Red Cross**

BLOOD DRIVE

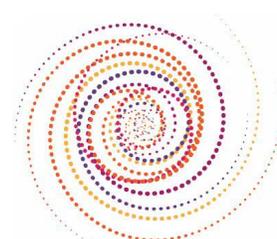
In February, **Gina Edwards** and **Kristen Cahill** hosted a firm-wide blood drive for the **American Red Cross** in honor of firm Director **Bob Whetzel**.

WELLNESS LUNCH & LEARNS

Throughout the year, RLF hosts staff lunch and learn events. Recent presentations included *Digital Detox* featuring **Lisa Sorantino**, **Wellness Today, Inc.**, and *A Firm Look at Stress During the Holidays*, featuring **Nicolle D. Surratte**, from **A Health Coach for Me**.

WELL-BEING WEEK IN LAW

Richards Layton is proud to participate in the annual Well-Being Week in Law to highlight the importance of each facet of one's life that contributes to an individual's health and wellness, and to recognize the need for the legal profession to place a greater emphasis on wellness and well-being. In honor of Well-Being Week in Law 2025, our firm hosted a variety of events aimed at prioritizing mental well-being and positive social engagement for our lawyers and staff. Specifically, the firm hosted the CLE presentation *Building Emotional Intelligence at Work and at Home*, featuring **Lori Mihalich-Levin, Esq., CEO & Founder, Mindful Return, LLC**. The firm also hosted a community fair to share and discuss firm-wide volunteer opportunities, including serving lunches at Emmanuel Dining Room, tutoring at Serviam Girls Academy and Nativity Preparatory School, participating in the American Cancer Society's Strides Against Breast Cancer Annual Walk, and hosting a firm-wide social event with healthy snacks and crafts led by staff members **Melissa Robinson** and **Christie Williams** in honor of Well-Being Week in Law.



Mindful Return



▶ RLF's firm-wide craft and social event in May in honor of Well-Being Week in Law 2025

WORLD MENTAL HEALTH DAY

Every October, the firm commemorates World Mental Health Day, emphasizing the importance of prioritizing one’s mental health and well-being. On October 9, the firm hosted the presentation, *Mental Health Literacy for Legal Professionals*, featuring **Annie Slease, M.Ed., Cofounder and CEO of the Mental Health Literacy Collaborative**. RLF continues to commemorate this day in recognition that we provide our best client service when we first take care of ourselves.



▶ From left: Jeffrey Moyer, Paul Heath, Annie Slease, Doneene Keemer Damon, and Matthew Criscimagna at the firm-wide World Mental Health Day event.

FIRM-WIDE MASTERCLASS

RLF hosted a firm-wide masterclass titled *The Power of Sleep* at the start of 2025, which was led by renowned sleep expert **Dr. Els van der Helm**.

MENTAL HEALTH FIRST AID

The firm hosted *Mental Health Essentials for Leaders* training programs for its Executive Committee members, practice group leaders, and managers. Featuring **Jessie Spressart, Founder and Managing Director of Optia Consulting**, this intensive program is designed to provide leaders with practical techniques for supporting individuals who may be experiencing a mental health or well-being challenge.

ABA WELL-BEING PLEDGE

Richards Layton has been a proud signatory of the ABA Well-Being Pledge since 2021. The ABA Well-Being Pledge & Campaign is designed to support well-being in the legal profession and address the profession’s troubling rates of alcohol and other substance-use disorders, as well as mental health issues. The campaign’s goals are to raise awareness, facilitate a reduction in the incidence of problematic substance use and mental health distress, and improve well-being in the law. From education to policies to culture, the seven-point pledge identified in the campaign reflects the core areas on which legal employers should focus and the concrete steps they should take as they seek to achieve those goals.



FIRM RENOVATIONS WITH A FOCUS ON WELL-BEING
The firm proudly unveiled its newly renovated offices —marking an exciting new chapter in our 125+ year journey of leadership in Delaware law and deep commitment to the Wilmington community. This renovation reflects more than just growth. It’s a reflection of our values: excellence, inclusion, innovation, and community.



3,000
SQ. FT. FITNESS CENTER

WELLNESS SUITES
ON EVERY FLOOR

THE ALL-NEW RLF CAFÉ
A SPACE TO GATHER, COLLABORATE, AND CONNECT

▶ From left: Brock Czeschin, Rep. Ray Seigfried, Sen. David Sokola, Rep. Krista Griffith, Sec. of State Charuni Patibanda-Sanchez, Mayor John Carney, Lt. Gov. Kyle Evans Gay, Doneene Damon, Lisa Schmidt, Rep. Frank Cooke, Jeff Moyer, John Ferko, State Auditor Lydia York, Insurance Commissioner Trinidad Navarro, NCC President Monique Williams-Johns, City Councilman James Spadola, Sara Wagner, Paul Heath, and Fred Cottrell

CHARITABLE LEADERSHIP, SPONSORSHIPS & RECOGNITION



SPONSORSHIPS AND PHILANTHROPY



LEADERSHIP

DELAWARE LGBTQ+ COMMISSION

In January, then **Governor Bethany Hall-Long** created the **Delaware LGBTQ+ Commission** and appointed **Mark Purpura** to serve on it. Mark's appointment has been reaffirmed by **Governor Matt Meyer**, who has now appointed the remaining members of the Commission. The nine-member commission will serve to strengthen ties between the government and LGBTQ+ organizations, help remove barriers to societal participation for LGBTQ+ people, and improve the delivery of services to the community in Delaware in areas such as employment, equality, education, mental health, social services, health, and housing.

We were proud to sponsor the **DELAWARE BARRISTERS ASSOCIATION'S LOUIS L. REDDING BENEFIT AND AWARDS GALA** in November of 2025. The gala honored the life and legacy of civil rights advocate Louis L. Redding, who was a prominent Delaware lawyer and the first African-American attorney to be admitted to the Delaware bar. **Danielle Bell, Matthew Criscimagna, Doneene Damon, John Ferko, Paul Heath, Jamila Jones, Jeff Moyer, and Danielle Andrisani Nowaczyk** attended the event from RLE, along with **Frances Gauthier, Litigation Director for Legal Services Corporation Delaware**, and alum **Samantha Jonjo**.



▶ From left: John Ferko, Danielle Andrisani Nowaczyk, Jamila Jones, Danielle Bell, Doneene Damon, Jeffrey Moyer, Matthew Criscimagna, and Paul Heath at the Louis L. Redding Benefit & Awards Gala on November 14

BAR ASSOCIATION EVENTS

Richards Layton sponsors various Bar Association events throughout the year, including platinum sponsor of the DSBA's MLK Day Breakfast & Day of Service, the DSBA's Women and the Law Section Retreat, and the Delaware Barristers Association's Louis L. Redding Benefit and Awards Gala, diamond sponsor of the DSBA's Multicultural Judges and Lawyers Section's (MJL) Haile L. Alford Memorial Breakfast, and gold sponsor of the DSBA's Christopher W. White Distinguished Access to Justice Awards Breakfast.



► From left: Danielle Andrisani Nowaczyk, Ally Ewing, Mari Boyle, and John Seraydarian at the Haile L. Alford Memorial Breakfast on May 8



► From left: Melissa Lennon, John Ferko, Brendan Clark, Paul Heath, Matthew Criscimagna, Danielle Andrisani Nowaczyk, and Josh Novak at the DSBA's Christopher W. White Distinguished Access to Justice Awards Breakfast on October 21

COMBINED CAMPAIGN FOR JUSTICE (CCJ) Annual support for the Combined Campaign for Justice is led by **Josh Novak, New Castle County Co-Chair**, with **\$185,000+** contributed in 2025.

Richards Layton attorneys **Alexandra (Ally) Ewing, Nicholas (Nick) Franchi, Wilson Guarnera, Keegan Hicks, Kevin Kidwell, Philip (Phil) Micha, John O'Toole, and Nate Stuhmiller** represented the firm at the Delaware Combined Campaign for Justice Annual Golf Outing at the DuPont Country Club. As a gold sponsor of the event, the firm was honored to support the Combined Campaign for Justice in its commitment to providing free legal services to Delaware's most vulnerable residents through Delaware's three non-profit legal aid organizations.



► From left to right: Wilson Guarnera, Nate Stuhmiller, Keegan Hicks, and Kevin Kidwell at the 2025 CCJ Golf Outing

► From left to right: Phil Micha, Ally Ewing, Nick Franchi, and John O'Toole at the 2025 CCJ Golf Outing





Delaware Bar Foundation

DELAWARE BAR FOUNDATION

Richards Layton provides ongoing support for justice, educational research, citizenship promotion, and law-related events through the Delaware Bar Foundation.



NATIONAL ASSOCIATION OF WOMEN LAWYERS (NAWL)

The firm was a 2025 Bronze sponsor of NAWL, and **Kinsey Lenehan** participated in NAWL's **2025 Leadership Program**. NAWL's mission is to provide leadership, a collective voice, and essential resources to advance women in the legal profession and advocate for the equality of women under the law.

DEBBIE EPSTEIN HENRY (DEH) SPEAKER SERIES

In 2025, the firm was a bronze sponsor for the series, which offered engaging professional development opportunities throughout the year.

NATIVITY PREPARATORY SCHOOL

Keegan Hicks attended the firm sponsored **"Ignite the Night"** event on April 5.

SERVIAM GIRLS ACADEMY

Ashley Brown and Danielle Andrisani Nowaczyk, among others, attended the firm sponsored **"Evening Under the Stars"** event on May 2.



► From left: Samantha Jonjo, Danielle Nowaczyk, and Ashley Brown

DIRECTWOMEN

The firm was a gold sponsor for DirectWomen's **Sandra Day O'Connor Board Excellence Award Luncheon** on October 10 in New York City. **Christine Chen, Alexandra (Ally) Ewing, Melissa Lennon, Katharine Lester Mowery, and Danielle Andrisani Nowaczyk** represented the firm at this event. DirectWomen works to increase the representation of women on corporate boards—a mission the firm supports through its sponsorship of the organization, as well as through **Mark Gentile's** service as treasurer of DirectWomen and as a member of its board of directors.



▶ From left: Danielle Andrisani Nowaczyk, Katharine Lester Mowery, Ally Ewing, and Melissa Lennon at the DirectWomen Sandra Day O'Connor Board Excellence Awards Luncheon



▶ From left: Ally Ewing, Kristin Fishburne, DirectWomen volunteer, Deneen Donnley, Senior Vice President and General Counsel at Con Edison, Melissa Lennon, Roberta (Bobbi) Liebenberg, Co-Founder of DirectWomen, Katharine Lester Mowery, Danielle Andrisani Nowaczyk, and Christine Chen at the DirectWomen luncheon in New York City



▶ From left: Danielle Andrisani Nowaczyk, Roberta (Bobbi) Liebenberg, Co-Founder of DirectWomen, and Melissa Lennon at the DirectWomen Sandra Day O'Connor Board Excellence Awards Luncheon at Cipriani's in NYC



BOARD AND ORGANIZATIONAL LEADERSHIP

- ▶ In 2025, firm professionals served as officers, board members, and volunteer leaders for 70+ local, national, and international non-profit organizations.
- ▶ The firm was recognized as an **LCLD Top Performer and Compass Award winner** for the fifth consecutive year.
- ▶ Richards Layton will be the first community partner to receive the “**CRISP Award for Benefactors**” at the Serviam Girls Academy’s “Evening Under the Stars” annual event in April 2026. The firm has established programs and workshops to enrich the educational experiences of the school’s young scholars, and this award is in recognition of our commitment to the school. Serviam Girls Academy recognizes its supporters for their advocacy of Serviam’s “CRISP” values (community, respect, responsibility, integrity, service, pride) and their steadfast commitment to its mission. **Doneene Damon, Past President and Director**, will accept the award on behalf of the firm.



▶ Some of RLF's Serviam Girls Academy tutors and volunteers from left (1st row): Huiqi (Vicky) Liu, Ashley Brown, Doneene Keemer Damon; From left (2nd row): Kevin Rodriguez, Samantha Jonjo, Brooke Sedita, Danielle Andrisani Nowaczyk, Peter Calder



INDIVIDUAL MILESTONES

- ▶ **Bob Whetzel** was recognized with the **2025 Chairperson's Excellence Award from the New Castle County Chamber of Commerce**. The award was presented in front of a crowd of more than 600 attendees during the Chamber's Annual Dinner on May 5 at the Chase Center.

For nearly four decades, Bob has been an integral part of our firm, bringing clarity and confidence to complex matters in commercial, intellectual property, and environmental law. As former chair of our Litigation Department, he's earned admiration for his thoughtful, effective approach. As Fred Cottrell noted, Bob is "one of the last great generalists," combining legal skill with the ability to work seamlessly with clients, officials, and community members—while maintaining a remarkable balance between work, family, and service. Beyond the firm, he serves as a registered lobbyist in Delaware and frequently testifies on environmental legislation, while also leading and contributing to local organizations, including his role as chair of the Delaware State Chamber of Commerce's Environmental Committee.



▶ From left to right: Katharine Lester Mowery, Phil Micha, Mark Kurtz, Tina Bouchard, Jeff Moyer, Bob Whetzel, Fred Cottrell, Travis Hunter, Paul Heath, Sara Wagner, Russ Silberglied, Lisa Schmidt, Srini Raju, and John Ferko



- ▶ **Kinsey Lenehan** was awarded the **Delaware Business Times 40 Under 40 Award** for her achievements across Delaware. Kinsey exemplifies professional leadership through her active mentorship of summer and junior associates, her role in the firm’s Women’s Initiative, and as the inaugural co-chair of the Supporting Working Parents group. She has been named multiple times to Delaware’s Office of the Child Advocate Honor Roll for her work representing abused and neglected children. Nationally, Kinsey completed the National Association of Women Lawyers’ 2025 Leadership Program, serves as incoming secretary of the Fund for Women Board of Trustees, and earned the Leadership Council on Legal Diversity’s 2023 Pathfinders Program Atlas Award for outstanding engagement.



- ▶ **Kinsey Lenehan** received the **DSBA’s Young Lawyer’s Distinguished Service Award** on December 2 in recognition of her deep commitment to pro bono and community service work, as well as her extensive leadership roles both within RLF and our community. **Greg Ladner** spoke to Kinsey’s accomplishments on behalf of the firm.



▶ From left: Paul Heath, Christine Morabito, Elisa Maas, Melissa Lennon, Paige Diminick Benkovic, Ivey Helmick, Director of Philanthropy for the Ronald McDonald House Charities of Greater Delaware, Pamela Cornforth, Executive Director for the Ronald McDonald House Charities of Greater Delaware, Kinsey Lenehan, Dave Lenehan, Leslie Hubbard, Executive Director for the Friends of Wilmington Parks, Greg Ladner, Lisa Schmidt, and Danielle Andrisani Nowaczyk at the DSBA’s Awards Luncheon. Missing from the photo is Ken Jackman.



- ▶ **Paul Heath, President**, was the honoree of the **Delaware Business Times 222 Award** on December 3 for being one of the most impactful leaders in Delaware.



▶ **Lisa Schmidt, Immediate Past President and Director**, received the “State Service Award” at the **New Castle County Chamber of Commerce’s 35th annual Women’s Leadership Conference** on November 20.

▶ From left: Yvonne Deadwyler, President & CEO, New Castle County Chamber of Commerce, awarding Lisa Schmidt, Immediate Past President and Director, the “State Service Award” at the Women’s Leadership Conference



▶ **Lisa Schmidt, Immediate Past President and Director**, was recognized by *Delaware Business Times* with its “**Woman of the Year**” award at its annual Women in Business Luncheon, held on December 10.



▶ From left: Danielle Nowaczyk, Susan Hannigan Cohen, Amanda Steele, Lisa Schmidt, Paul Heath, Matt Criscimagna, Jeff Moyer, Sara Wagner, and Alison Mitchell at the DBT’s Women in Business Luncheon



▶ From left: Rob Martinelli presenting Lisa Schmidt with the Delaware Business Time’s 2025 Women in Business Award

PROFESSIONAL DEVELOPMENT, NETWORKS & CAREER GROWTH



MENTORSHIP, DEVELOPMENT,
AND CLE EVENTS

D&I NETWORK

D&I Network programs included small group lunches for associates with directors, a Speed Networking Event, community service projects, educational programming, and social events. On February 18, the D&I Network hosted the CLE *The Art of Rainmaking: How to Develop New Business and Deepen Client Relationships*, featuring **Doneene Damon**, **Daniel DeFranceschi**, **Rudy Koch**, **Chad Shandler**, and **Sara Wagner** as panelists. **Fred Cottrell** served as the event moderator.



▶ From left: Doneene Damon, Rudy Koch, Fred Cottrell, Sara Wagner, Chad Shandler, and Dan DeFranceschi at an internal CLE for all associates.

- ▶ On April 3, the D&I Network hosted the CLE presentation *The Power of Personality: Leveraging Introversion and Extroversion for Personal Development and Career Success*, featuring **Aliah Berman, Esq., Global Chief Diversity Officer at TBWA Worldwide**.



▶ From left: Doneene Damon and Aliah Berman at the D&I Network presentation in April

- ▶ On July 8, the D&I Network hosted a Summer Social with the firm's Summer Associates at The Quoin.



- ▶ From left (first row): Dani Bell, Katie Zavatsky, Allison Jedrzejek, Sandy Xu, Mari Boyle, Frank Sun, Nicole Henry, Sagan Schaffer, Celia Woodruff, Mary Grace Northey-Primer, Gabriela Monasterio, Nicole Hamidi, and Cecilia Quirk
- ▶ From left (second row): Connor Maggio, Keegan Hicks, Benjamin Allen, Kevin Kidwell, Liz Freud, Alex Whitehead, Brendan Clark, Stanley Medlin, James Pierrelouis, Tag Weiss, and Sam Whitthorne

MENTORING AND NETWORKING

Richards Layton actively participates in LCLD's **Success in Law School Mentoring Program** and **LCLD Scholars, Fellows, and Pathfinder** initiatives.

THE WOMEN'S INITIATIVE hosted the presentation *Lessons in Leadership by Esteemed Women on the Delaware Bench*, featuring **The Honorable Abigail LeGrow, Supreme Court of the State of Delaware, The Honorable Morgan Zurn, Court of Chancery of the State of Delaware, The Honorable Meghan Adams, Superior Court of the State of Delaware, and The Honorable Monica Horton, Court of Common Pleas of the State of Delaware.** It was moderated by firm **Associate Mari Boyle.** In addition to regular social and internal networking events, and in honor of Women's History Month, there was a fireside chat featuring **Lisa Schmidt, then President,** which was moderated by firm **Associate Elizabeth Freud.** **Katharine Lester Mowery** leads the Women's Initiative while **Doneene Damon** oversees all three of the firm's affinity groups.

- ▶ On October 28, the Women's Initiative and D&I Network co-hosted a speed networking event for RLF's attorneys.



- ▶ From left: Sara Wagner, Katharine Lester Mowery, Amandy Steele, Doneene Damon, Stephanie Norman, Keegan Hicks, Ally Ewing, Jonathan Kaplowitz, Frank Sun, Jeffrey Moyer, Nicole Henry, Saralynn Davis, Elisa Maas, and Matthew Criscimagna (missing from picture are Paul Heath and Dani Bell)

SUPPORTING WORKING PARENTS GROUP

Bi-monthly meetings are held with attorneys in this group, along with internal and external mentoring opportunities. This group is co-led by **Kyle Lachmund** and **Kinsey Lenehan.** The firm continues to partner with **Mindful Return** and **Lori Mihalich-Levin, Esq., CEO & Founder,** on CLE programming and parental support services for the firm's attorney parents. In October, the Supporting Working Parents Group hosted an inaugural trick-or-treating event at the firm for all family members.

CONFERENCE PARTICIPATION

Firm members attended the LCLD Annual Meeting, LCLD Fellows Meetings, LCLD Pathfinders Meetings, LCLD Alumni Leadership Symposium, ChIPS Global Summit 2025, National Asian Pacific American Bar Association (NAPABA) Convention, Women, Influence & Power in Law Conference, and various retreats and meetings led by the DSBA, Lex Mundi, Structured Finance Association, USLFG, and other legal organizations.

- ▶ **Catherine Dearlove, Director**, was a featured panelist at the **Women, Influence & Power in Law 2025 conference** in Washington, D.C. on October 7 on the topic *Post-Merger Pitfalls: Crafting a Blueprint to Overcome Cultural Challenges & Legal Risks*.

SPEAKING



WOMEN, INFLUENCE & POWER IN LAW 2025

Post-Merger Pitfalls: Crafting a Blueprint to Overcome Cultural Challenges & Legal Risks

Catherine Dearlove

- ▶ In March, **Doneene Damon** served as a panelist at the **DSBA's Women and the Law Section Retreat** for the presentation *The Road to Partner: Do You Want to Go Down It?*



▶ From left: Mari Boyle, and Sandy Xu at the LCLD Fellows and Pathfinders Conferences in San Diego in March.



▶ From left: Sandy Xu, 2025 LCLD Pathfinder, Ally Ewing, 2025 LCLD Fellow, and Mari Boyle, 2025 LCLD Pathfinder, at the LCLD Fellows and Pathfinders Conferences in San Diego in March.



▶ Frank Sun at the National Asian Pacific American Bar Association (NAPABA) Convention (Denver, CO November 6-8, 2025)

CONFERENCE PARTICIPATION

- ▶ **LCLD Fellows Leadership Lunch:** Then President **Lisa Schmidt** co-hosted an LCLD Fellows Leadership Lunch in May with **Deneen Donnley, Senior Vice President and General Counsel of Con Edison**, at Con Edison in NYC. **Ally Ewing, 2025 Fellow, Nicole Henry, 2024 Fellow, and Danielle Andrisani Nowaczyk** attended this event.



- ▶ LCLD Fellows Leadership Lunch Co-Hosted by Lisa Schmidt, then President, (7th from the left) and Deneen Donnley, Senior Vice President and General Counsel of Con Edison, (9th from the left) at Con Edison in NYC. Alexandra (Ally) Ewing, RLF's 2025 Fellow, (11th from the left) and Nicole Henry, RLF's 2024 Fellow, (12th from the left).



▶ Alexandra Ewing at the LCLD's 2025 Fellows Conference



▶ From left: Katharine Lester Mowery and Christine Dealy Haynes in Washington D.C. for the ChIPS Global Summit 2025 in October



▶ Frank Sun, 2021 Pathfinder, attended the LCLD Alumni Leadership Symposium in June in Minneapolis.

COMMUNITY, CIVIC & BAR ENGAGEMENT



PARTNERSHIPS, AWARDS, AND COMMUNITY RECOGNITIONS

COMMUNITY PARTNERSHIPS

The firm sponsored the Office of the Child Advocate's 25th Anniversary Celebration, summer internships for LYTE and DELREC interns, events with the CCJ, DELREC, Serviam Girls Academy, Nativity Prep School, WRK Group partnerships, and events with the Delaware Hispanic Bar Association, the DSBA and its LGBTQ+, Multicultural Judges & Lawyers, Delaware Barristers Association, Women and the Law, and Young Lawyers Sections, and more.

- ▶ The **Delaware State Bar Association (DSBA)** held its traditional Law Day luncheon and roundtable discussion on May 19, which featured a distinguished panel of speakers, including our very own **Former Judge Kent Jordan, along with Lieutenant Governor Kyle Evans Gay, Justice N. Christopher Griffiths, and Mark Cutrona.** The event, which was moderated by **Professor Nicole M. Mozee**, reflected on the principles that guide and strengthen our profession.



- ▶ **Office of the Child Advocate's 25th Anniversary Celebration**



- ▶ From left: Tania Culley, Esq., then Child Advocate, Jennifer Jauffret, Chair of RLF's OCA Team, and Kelly Ennslin, then Chief of Legal Services for the Office of the Child Advocate and current Child Advocate, at the Office of Child Advocate's 25th Anniversary Celebration.

- ▶ **DELREC First Generation Happy Hour:** RLF sponsored DELREC’s First Generation Happy Hour in May in partnership with the DSBA’s Young Lawyers Section. This event was open to all Delaware attorneys, judges, summer associates, and law students.



▶ From left: Tanéa McDonald, Assistant Dean of Career Development, Widener University Delaware Law School, Danielle Andrisani Nowaczyk, Director of Attorney Development, Doneene Damon, Past President and Director, Keegan Hicks, Associate and Vice Chair of the DSBA’s Young Lawyers Section for New Castle County, The Honorable Collins J. Seitz, Jr., Chief Justice of the Supreme Court of the State of Delaware, and The Honorable James J. McGiffin, Family Court of the State of Delaware (Kent County) at DE.CO for the DELREC Happy Hour.

COMMUNITY MEMBERSHIPS

The firm is a member of the **Rotary Club of Wilmington**, and the **New Castle County Chamber of Commerce**, and Richards Layton attorneys regularly attend their events. On August 7, **Catherine Dearlove** presented “Delaware’s Corporate Franchise and SB21” to the Rotary Club of Wilmington, which she followed with a question-and-answer session.

PROFESSIONAL MEMBERSHIPS:

The firm supports memberships in a wide variety of local organizations, including the **DSBA’s DE&I Committee, Multicultural Judges & Lawyers Section, Women and the Law Section, LGBTQ+ Section, Delaware Barristers Association, Delaware Hispanic Bar Association, National Asian Pacific American Bar Association, and the South Asian Bar Association of Delaware.**

DSBA LEADERSHIP ROLES

Richards Layton attorneys serve in various leadership roles with the Delaware State Bar Association. In 2025, **Keegan Hicks** was elected to serve as **Vice-Chair of New Castle County for the Young Lawyers Section**, and **Quamaine Montgomery** was elected to serve as **Vice Chair of Law School Outreach for the Multicultural Judges & Lawyers (MJL) Section.**

SPEAKER OF THE WEEK

CATHERINE DEARLOVE
DIRECTOR
RICHARDS, LAYTON, & FINGER
DE CORP FRANCHISE & SB21

At the Hotel du Pont
42 W 11th St. Wilmington, DE

August 7, 2025

Multicultural Judges & Lawyers Section
Member of the Month

Quamaine Montgomery

Quamaine is an associate in the Alternative Entities and Structured Finance Group at Richards, Layton & Finger.

Quamaine earned his J.D. as a Dean’s Fellow at The Pennsylvania State University, Dickinson School of Law. Prior to joining Richards, Layton & Finger, Quamaine served as a Judicial Extern to the Honorable Vice Chancellor Sam Glasscock III in the Delaware Court of Chancery.

Quamaine is an active member of the Delaware Bar and currently serves as Vice Chair of Law School Outreach for the Multicultural Judges & Lawyers Section. In his free time, Quamaine enjoys weightlifting, watching anime, exploring Wilmington’s historic neighborhoods, and traveling with his family.

FIRM CULTURE & EMPLOYEE ENGAGEMENT



CELEBRATING SERVICE
AND INTERNAL CULTURE



▶ From left: Melissa Lennon, Stefanie Lam, Ryan Brady, Kevin Gallagher, Andrew Roedersheimer, Jake Crosetto, Peter Calder, Brooke Sedita, Van Sedita, Jeffrey Moyer, Maya Jackson, Emanuel Perris, Benjamin Allen, Grant Kulonda, Russell Silberglid, Lisa Schmidt, Tesia Smith, Christie Williams, John Mark Zeberkiewicz, Keegan Hicks, and Michael Collins at the firm's annual MLK Day of Service event.

DR. MARTIN LUTHER KING, JR. DAY

On Martin Luther King Jr. Day, fifty firm and family members united for a day of service to give back to our community. We prepared 500 “dinner-to-go bags” for the **Ministry of Caring’s Emmanuel Dining Rooms East and West**, as well as provided a catered hot lunch for the “all are welcome” mid-day meal offered to those experiencing food insecurity. Members of our firm attended the firm-sponsored **DSBA’s MLK Day Breakfast and Day of Service** at the Chase Center.



HERITAGE & AWARENESS MONTH CELEBRATIONS

RLF hosts firm-wide Heritage & Awareness Month Celebrations on a quarterly basis. **Gina Edwards** organized these firm events along with staff volunteers **Anne Cobourn, Ashley Brown, Melissa Robinson, and Brooke Sedita**.



▶ From left: Sarah Whalley, Andrew Roedersheimer, Madeleine Jolles, and Emily Malafronti



▶ From left: Jullia Jorett and Vanetta Lockman



▶ From left: Ashley Brown, Gina Edwards, Samantha Stern, and Danielle Andrisani Nowaczyk



▶ From left: Paul Heath and Gina Edwards



▶ From left: Will Carter, Bill Stephens, Randall Ainsworth



▶ From left: Michelle Peterson, Semaj Ward, and Tesia Smith



▶ From left: Sam Whitthorne, Mary Grace Northey-Primer, Sagan Schaffer, Allison Jedrzejek, Alex Whitehead, and Nicole Hamidi



▶ From left: Andrew Zebley, Erin Bifferato, David Sutton, Michelle Righos, Jana Gatyas, and Shelby Paproth



▶ From left: Regina Salerni, Miami Harris, and Alexis Kassner

ANNUAL PRO BONO CELEBRATION

The firm hosted its annual Pro Bono Celebration on May 21. **Lisa Schmidt, then President**, spoke of the firm's longstanding commitment to helping others. **Russell Silberglied, Director and Chair of the Pro Bono and Community Service Committee**, recognized staff member **Christina (Tina) Innis** for her outstanding community service work and associate **David (Dave) Queroli** for his significant pro bono work.

- ▶ Keynote speaker **Janine Howard-O'Rangers, Esq., executive director, Delaware Volunteer Legal Services (DVLS)**, highlighted and thanked the firm for its ongoing advocacy on behalf of Delaware's indigent population. Richard Layton's longstanding partnership with DVLS includes:

- RLF's Wills Team assists seniors with estate and end-of-life documents.
- RLF's PFA Team represents victims of domestic violence in PFA hearings in Family Court.
- RLF's Attorney ad Litem Team represents adults in guardianship hearings in Chancery Court.
- RLF attorneys volunteer at Expungement Fairs to assist those with minor criminal records to obtain employment.



▶ From left: Russell Silberglied, Janine Howard-O'Rangers, Lisa Schmidt, and Danielle Andrisani Nowaczyk at the firm's 2025 Pro Bono Celebration.

- ▶ **Tina Innis** has graciously led the firm's **American Cancer Society's Strides Against Breast Cancer Walk Team** for the past three years.



▶ From left: Russell Silberglied and Tina Innis at the firm's annual Pro Bono Celebration

- ▶ **David (Dave) Queroli** led teams of 2024 and 2025 Summer Associates on research assignments on behalf of **Innocence Project Delaware** and co-presented the findings to the organization's executive director and legal staff. Dave contributed a significant amount of time and dedication to these projects.



▶ From left: Russell Silberglied and Dave Queroli at RLF's Pro Bono Celebration

CHARITY AND WELL-BEING

Monthly nominated fundraisers connect colleagues to personal causes, reinforce community bonds, and foster a culture of giving and wellness.

EMPLOYEE TEAMS

Numerous volunteer opportunities include “Spoonful of Hope” volunteering at Ronald McDonald House; hands-on service for summer associate classes; new associate class pro bono projects; the annual Breast Cancer Walk team; Emmanuel Dining Room Teams; the Nativity Prep and Serviam Girls Academy Tutoring Teams, the JPMorgan Corporate Challenge and Race Judicata Teams; and board and committee service throughout the region.

Richards, Layton & Finger is proud to have members of the firm dedicating their time and talents to serving in leadership roles in the following charitable organizations:

ABC Parenting Institute,
Board of Directors,
Jason Rawnsley

American Red Cross of the Delmarva
Peninsula, Board of Directors,
Jake Crosetto

Boy Scouts of America, Del-Mar-Va Council,
Advisory Committee,
Fred Cottrell

Brandywine Conservancy,
Board of Directors, Secretary,
W. Donald Sparks, II

Brandywine Conservancy,
Board of Directors,
Srinivas Raju

Cameron Kravitt Foundation,
Board of Directors,
Doneene Keemer Damon

Cancer Support Community Delaware,
Board of Directors,
Mark Collins

Catholic Charities of the
Diocese of Wilmington,
Board of Directors,
Nicole Henry

Centreville Layton School,
Board of Directors, Anne Foster

Christina Cultural Arts Center,
Board of Directors, Executive Committee,
Alexandra Ewing

Cobbs Creek Golf Foundation,
Community Advisory Board,
Melissa Lennon

Combined Campaign for Justice,
New Castle County Co-Chair,
Joshua Novak

Cornerstone West Community
Development Corporation,
Board of Directors,
Joshua Novak

Delaware Behavioral Health Outreach,
Board of Directors, Secretary,
Grace Jennings

Delaware Community
Development Corporation,
Board of Directors,
Alison Mitchell

Delaware Greenways,
Board of Directors, Philip Micha

Delaware Historical Society,
Read House & Gardens, Advisory Board,
Brendan W. Clark

Delaware Nature Society,
Board of Directors,
Matthew Ady

Delaware Prosperity Partnership,
Board of Directors,
Lisa Schmidt

Delaware Volunteer Legal Services,
Board of Directors,
Treasurer,
W. Donald Sparks, II

DirectWomen,
Board of Directors,
Mark Gentile

Downtown Visions,
Board of Directors,
Danielle Andrisani Nowaczyk

Equality Delaware, Inc.,
Board of Directors,
Mark Purpura

Equality Delaware Foundation,
Board of Directors,
Mark Purpura

First State FinTech Lab,
Board of Directors,
Doneene Keemer Damon

Friends of Wilmington Parks,
Board of Stewards,
Benjamin Allen, Liz Freud, Kinsey
Lenehan, and Sandy Xu

Fund for Women,
Board of Trustees, Secretary,
Kinsey Lenehan

Hartford Ancient Burying Ground,
Board of Directors,
Brendan W. Clark

Interfaith Philadelphia,
Board of Directors,
Kent Jordan

International FOXP1 Foundation,
Board of Directors,
Founder and Vice President,
Katharine Lester Mowery

Jewish Federation of Delaware,
Board of Directors, Chair,
Russell Silberglied

Jewish National Fund, Delaware,
Board of Directors, President,
Russell Silberglied

John M. and Ellen B. Cleveland Foundation,
Board of Directors, Chair, Treasurer,
Brendan W. Clark

Kennett Education Foundation,
Board of Directors,
Grace Jennings

Kentmere Rehabilitation
and Skilled Nursing, Inc.,
Board of Directors,
Eric Mazie

Kind to Kids,
Board of Directors,
Laura Rossi

Las Americas Aspira Academy,
Board of Directors,
Marisa Terranova Fissel

Legal Services Corporation
of Delaware, Inc.,
Board of Directors, President,
Kevin Gross

Mariano Rivera Public Foundation,
Board of Directors, Corporate Counsel,
Secretary,
Russell Silberglied

Mary Campbell Center,
Board of Directors, Jennifer Jauffret
Mental Health Association in Delaware,
Board of Directors,
Emily Frauli

Ministry of Caring, Inc.,
Board of Directors, Vice President,
Kent Jordan

Ministry of Caring, Inc.,
Board of Directors, President,
Danielle Andrisani Nowaczyk

Music School of Delaware,
Board of Directors, Chair,
Richard Facciolo

Padua Academy,
Board of Trustees,
Michael Merchant

Rodney Inn of Court,
Executive Committee,
Katharine Lester Mowery

Rodney Inn of Court,
Treasurer,
Travis Hunter

Ronald McDonald House Charities® of
Greater Delaware,
Board of Directors,
Lisa Schmidt

Ronald McDonald House Charities® of
Greater Delaware,
Building and Grounds Committee,
Nicole Henry

Ronald McDonald House Charities®
of Greater Delaware,
Development Committee,
Christine Dealy Haynes
and Kinsey Lenehan

Ronald McDonald House Charities® of
Greater Delaware,
Strategic Planning Committee, Amanda
Steele

Sacred Heart Village, I,
Board of Directors, President,
Christine Dealy Haynes

Sacred Heart Village, II,
Board of Directors, Vice President,
Sara Wagner

Science, Technology and Research
Institute of Delaware (STRIDE),
Board of Directors,
Robert Whetzel

Selective Service System for Delaware,
Board,
Fred Cottrell

Society of Colonial Wars
in the State of Delaware, Governor,
Samuel Nolen

St. Edmond's Academy,
Corporate Board,
Fred Cottrell

St. Elizabeth's Church,
Finance Council,
Michael Collins

St. Joseph's University,
Board of Trustees,
Doneene Keemer Damon

St. Patrick's Center, St. Patrick's Day
Society Fundraising Committee,
Michael Collins

St. Thomas More Society,
Board of Directors, Executive Committee,
President, Michael Collins

Structured Finance Association,
Board of Directors, Chair,
Doneene Keemer Damon

Sycamore Hill Church, Hockessin,
Lead Trustee,
Rudolf Koch

Temple University Beasley School of Law,
Board of Visitors,
Doneene Keemer Damon

Temple University,
Fox School of Business,
Real Estate Advisory Board, Vice Chair,
Sara Wagner

The Forum of Executive Women,
Board of Directors, Chair,
Doneene Keemer Damon

The Grand Opera House,
Board of Directors,
Kelly Farnan

Ulster Project of Delaware,
Board of Directors,
John O'Toole

United Way of Delaware,
Human Resources Committee,
Gina Edwards

University of Delaware
College of Engineering,
Advisory Committee,
Robert Whetzel

Village of St. John,
Board of Directors,
Anne Foster

Waldron Mercy Academy,
Board of Trustees,
Melissa Lennon

Weinberg Center for Corporate Governance at the
University of Delaware,
Advisory Board,
Blake Rohrbacher

Westminster Presbyterian Church,
Board of Trustees,
Stanford L. Stevenson, III

William E. Proudford Sickle Cell Fund, Inc.,
Board of Directors,
John Mark Zeberkiewicz

William & Mary University Libraries,
Board of Directors,
Brendan W. Clark

Wilmington Economic Development Corporation,
Board of Directors,
Tony Roustopoulos

Wilmington Friends School,
Alumni Board of Directors,
Katharine Lester Mowery

Wilmington Institute,
Board of Managers,
Vice President,
Samuel Nolen

Wilmington University,
Human Resources Committee,
Gina Edwards

Wilmington University School of Law, Advisory
Board,
Kelly Farnan and Blake Rohrbacher

Working Group on Legal Opinions Foundation,
Board of Directors,
Treasurer,
William Yemc

RICHARDS
LAYTON &
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