

SOCIAL IMPACT AND SUSTAINABILITY

United Nations Global Compact:
Communication on Progress 2022



CHAPMAN
Focused on Finance®



OUR COMMITMENT

As a law firm focused on finance, Chapman works with the most sophisticated financial companies and institutional investors in the world. We have industry-leading practices in multiple markets and stay on the cutting edge of legal services innovation. We routinely invest in and create new technologies for our firm and our clients that improve efficiency in client services and law firm management. We strive to do our part to ensure safe, healthy workplaces for our people and sustainable, ethical business practices for our clients and communities. We signed onto the United Nations Global Compact in 2020 as part of our commitment to expand the reach of our social impact and environmental sustainability efforts, and we formed a Social Impact and Sustainability Task Force to oversee and guide our practices and policies, promote opportunities to partner with our clients on community and sustainability initiatives, and hold the firm accountable to our UN Global Compact goals.



A Letter from Our Chief Executive Partner

Chapman is a law firm comprised of people who care deeply about their clients, communities, and each other—nearly half of our partners (47%) have spent their entire careers at the firm, and over half of our professional staff (55%) have worked at Chapman for more than 15 years. We believe what keeps so many people with us is our firmwide commitment to purpose: we strive to make a positive difference in every aspect of our business.

Chapman signed onto the UN Global Compact because the Ten Principles on Human Rights, Labour, Environment, and Anti-Corruption align with our purpose in a way that places our firm within a community of forward-thinking organizations. Many of our clients share these priorities, and we frequently partner with clients and nonprofit organizations on initiatives that improve access to representation for underserved communities, advance diversity and inclusion, mitigate climate change, and enhance ethics and equity in governmental systems. When we act together, we amplify our ability to make a difference.

Since Chapman's founding 109 years ago, our success has been premised on being a flexible and future-focused firm that moves proactively to adapt to the needs of the times—weathering global conflicts, financial system upheavals, pandemics, and societal changes. Looking to the future, we have aligned with the UN Global Compact's Sustainable Development Goals (SDGs) in the areas we think we can make the most significant difference:



We understand that our continued success as a firm does not take place in a vacuum—we depend on the stability and sustainability of the world around us. We help our clients identify risks and opportunities every day, and we know that planning for long-term sustainability is simply good business. To ensure the future for ourselves and our clients, we must all prioritize sustainability today.

I am very proud that our firm signed onto the UN Global Compact. I am pleased to confirm that Chapman and Cutler LLP reaffirms our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. We remain committed to making a difference, and I hope our efforts will inspire others to join us.

Greg Klamrzynski

Chief Executive Partner

HUMAN RIGHTS PRINCIPLES

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Chapman continually strives to operate in a way that affirms the dignity and rights of all people—in our work with clients, in our communities, and within the firm itself. We are proactive in seeking ways to help marginalized people through our charitable giving efforts, by working pro bono on behalf of people whose rights have been threatened or withheld, and by representing clients in transactions that help marginalized people. We also deploy our Chapman Practice Innovations team to create legal process technologies that enable more efficient ways of helping underserved people, greatly expanding our reach.



Supporting the Next Generation

Chapman and Cutler LLP Maynard H. Jackson, Jr. Scholarship. Equality before the law requires equal access to the legal profession. Chapman created a diversity scholarship in 2018 to alleviate some of the cost burden for second-year law students from traditionally underrepresented backgrounds, granting \$10,000 each year to an exceptional student who has faced adversity and/or worked to help others who have. Named in honor of the late Maynard H. Jackson, Jr., a former Chapman partner and the first African-American mayor of Atlanta, the scholarship has been awarded to: a transgender student leading LGBTQ+ rights initiatives at DePaul University College of Law; a first-generation Latina student creating academic mentorship programs at Northwestern Pritzker School of Law; a Black LGBTQ+ student at the Washington University School of Law engaging in human rights work; and an immigrant from Mexico at DePaul University College of Law working to help other immigrants, refugees, and asylum seekers. Chapman will award a fifth scholarship in 2023.

WITS Reading Program. One of the greatest barriers to human rights around the world is illiteracy. We frequently partner with a financial institution client and Working in the Schools (WITS) on programs that help young people learn to love reading. Together with our client, Chapman attorneys and professional staff volunteer to read to children weekly, and the firm provides additional financial and in-kind support.

Spark Chicago. To help students discover who they can be today and in the future, Chapman has increased our support to Spark Program Inc., a nonprofit organization dedicated to bridging the gap between what middle school students are learning in the classroom and what they dream of accomplishing later in life. In 2022, Chapman increased our long-term grant commitment to Spark, and our attorneys and professional staff volunteered in numerous events with the program.

Finance Law Development Program (FLDP). Chapman developed an innovative program to give college students and recent college graduates a chance to try out the finance law industry before deciding on law school. The FLDP is designed to provide students and recent graduates with real-world, hands-on law firm work experience before committing to the expense of a JD or other advanced degree. Many of our program participants have been first-generation students and/or members of underrepresented groups. Chapman's FLDP participants have gone on to law school, business school, and other professional opportunities. In 2022, Chapman will welcome an FDLP program participant as a first-year associate attorney.

Chicago Scholars. For more than a decade, Chapman has been a leading sponsor for Chicago Scholars, a college prep and mentoring program for first-generation high school students from underserved communities. While we typically host Chicago Scholars' annual interview night at our office, Chapman attorneys interviewed students virtually during the pandemic.

LegalTrek. Underscoring our commitment to diversifying the legal profession, Chapman's Pro Bono Counsel is also the Assistant Director of LegalTrek, an organization that encourages underrepresented college students to become lawyers, providing mentorship and financial support for those who attend law school.

Cristo Rey Corporate Work Study Program. Together with our clients, Chapman provides entry-level job opportunities for underprivileged high school students who participate in the Cristo Rey Corporate Work Study Program. Each year, we hire four Cristo Rey students to share a full-time, entry-level office job at the firm and they earn money toward tuition and gain experience working in a professional environment.



Helping Our Communities Access Justice

Pro Bono Clinics. We believe that we make a bigger difference in our communities when we work collaboratively, so we frequently invite clients to partner with us on pro bono co-working clinics. We host these sessions in our offices, bringing in legal aid organizations to train us on a specific area of need, and to help guide us while we work together in one sitting. This type of pro bono co-working allows us to do more with legal aid organizations than we otherwise could as individuals working alone. We frequently host clinics to complete Deferred Action for Childhood Arrivals (DACA) renewal paperwork for undocumented youth, applications for asylum seekers, criminal records expungement for low-income individuals, U-Visa applications for immigrants who are the victims of crimes committed in the United States, and estate planning documents for vulnerable seniors and first responders.

Afghan Pro Se+ Project (May 2022). The Afghan Pro Se+ Project is a partnership between the American Bar Association Commission on Immigration and HIAS, providing legal information and limited scope (Pro Se+) representation to people from Afghanistan seeking asylum. Together with attorneys from several client institutions, Chapman hosted a day-long virtual Afghan Pro Se+ Project clinic and helped ten Afghan families begin their asylum applications. After the clinic, Chapman attorneys are providing continuing representation to all ten families throughout their asylum process.

DACA Clinic (August 2021). In response to an urgent need from the National Immigrant Justice Center (NIJC), Chapman attorneys, together with attorneys from a financial institution client, worked to help ten people renew their Deferred Action for Childhood Arrivals (DACA) status—entirely remotely—before a ruling throwing the legal status of the DACA program into limbo could take effect.

Legal Prep Clinic (February 2022). Chapman attorneys volunteered at the joint annual Public Interest Law Initiative (PILI) / Chicago Volunteer Legal Service (CVLS) Legal Prep Clinic, helping with intake for legal aid clients who sought further representation. Chapman attorneys have subsequently taken on the full representation of clients who are seeking adult guardianships for their children with disabilities and one decedent estate case.

Latin American Coalition Citizen Workshop (February 2022). Chapman attorneys and staff volunteered to help eligible green card holders become US citizens. At the workshop, volunteers reviewed naturalization applications to US Citizenship and Immigration Services and assisted in document preparation, review, and translation.

Powers of Attorney and Living Wills Clinic (October 2021). Together with a financial institution client, Chapman attorneys volunteered with the Center for Disability and Elder Law (CDEL) on a remote pro bono clinic helping elderly and disabled people with simple power of attorney documents and living wills. Attorneys with CDEL trained volunteers on the software application Chapman's Practice Innovations (CPI) team built, teaching those with no previous estate planning experience how to quickly prepare the requisite documents, helping the clinic serve even more people.

Since January 2020, we have helped **25 clients** successfully renew their DACA status—a **100% grant rate**—in our clinics with the National Immigrant Justice Center (NIJC).



Asylee and Refugee Support. Global conflict creates a critical need for legal support. We work with the NIJC and HIAS on long-term asylum and refugee cases on a pro bono basis, helping people navigate the American immigration system. Chapman attorneys have won seven cases since our work began with NIJC in 2018—and over the past year, working with NIJC and HIAS, we have provided assistance on 20 more cases, many of which are still ongoing. We have also helped people obtain successful employment authorizations and green cards.

Asylum Protection. When thousands of Afghans were evacuated after the Taliban takeover in August 2021, many arrived in the US with no pathway to stay permanently. Chapman attorneys are currently assisting 15 evacuees with applications for asylum. Several of these clients worked as journalists, with the US Special Forces, and with the Afghan National Army, and many are also ethnic and religious minorities. All would be at risk if they stayed in Afghanistan. Together with corporate partners, we are working to prepare these cases for filing with the relevant asylum offices, giving these allies a chance to rebuild and live freely and safely.

Order of Parental Responsibilities. Together with NIJC, Chapman attorneys successfully helped a Salvadoran mother and her children obtain an Order of Parental Responsibilities, which allows the children to apply for Special Immigrant Juvenile Status, putting them on a path to US citizenship. Chapman attorneys are also assisting a stepmother from Gambia obtain a guardianship for her step-daughter that will allow the child a path to safety in the US.

Humanitarian Parole. Chapman covered the cost for a family of six to apply for humanitarian parole in the US. The family of ethnic Hazaras, a religious and ethnic minority long oppressed in Afghanistan, are targets of the Taliban.

Pro Bono Estate Planning and Guardianship. Chapman attorneys help protect vulnerable populations from exploitation by working with the Charlotte Center for Legal Advocacy, CDEL, and Wills for Heroes to prepare estate documents for elderly, disabled, and low-income people, as well as first responders. We also help families and individuals seeking guardianship for vulnerable people.

Adult Guardianship. Working with CVLS, Chapman attorneys successfully petitioned a court to name the parents of an adult man with developmental disabilities as his guardians, securing legal guardianship for his medical care and well-being. In a separate CVLS case, Chapman attorneys successfully helped a woman obtain guardianship of her elderly disabled uncle in order to care for him and provide him a safe living environment.

App Development. As a group of programmers and lawyers, our CPI team is uniquely positioned to support legal aid organizations by creating legal technology for them. Working with CDEL, our CPI team created a document automation app that streamlines the process of generating estate planning and court guardianship documents for low-income, disabled, and elderly clients, helping CDEL serve more clients and easily train volunteers.

LABOUR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

At Chapman, we firmly believe that bringing together people with different perspectives and experiences generates fresh, innovative ideas. Diversity strengthens us and makes our firm and our profession more inclusive. As a partnership, we work together to actively cultivate a culture of mutual respect. We want our attorneys and professional staff to feel empowered, safe, and fulfilled at work, and we support the health and well-being of our people with policies that respect their rights, treat people with dignity, and provide access to external services and experts.





Supporting Our People

Agile Workplace

As COVID-19 variants continued to peak and recede for a second year, the firm quickly pivoted, adjusting our plans for reopening offices and creating a new agile work policy to support our people while working from home. After making an overnight transition from office-bound to work from home in 2020, Chapman management acted proactively to adapt to the needs of the times, providing our people with enhanced family medical leave, more flexible working hours, reimbursement for home office expenses, and paid time off for vaccinations.

Mental Health Matters

As an American Bar Association Well-Being Pledge signatory, we take the mental health of our attorneys and professional staff seriously. Throughout the past year, Chapman's in-house "Learn More. Live Well." presentation series brought a variety of mental health and well-being experts to Chapman (both virtually and in person), providing interested attorneys and professional staff with access to resources on topics such as mindfulness and guided meditation, managing stress, and mental fitness. We also provided employees with access to the ComPsych World Mental Health Toolkit, which includes resources and on-demand training for mental health self-help, as well as guidance on how to support others through mental health crises.

Sharing Resources

As a firm, we have a lot to teach and to learn from each other, and we have found that sharing experiences helps our attorneys thrive. To that end, Chapman's sponsorship and mentoring programs and Business Resource Groups (BRGs) help our attorneys find peer support at the firm. Our sponsorship program pairs women, ethnically diverse, and LGBTQ+ associates with senior firm leaders for individualized professional development support and career advancement planning. Our Mentoring Circles provide guidance for attorneys on career topics such as client service, practice development, and leadership. Our BRGs provide supportive forums for attorneys to share experiences and find community with peers at the firm.



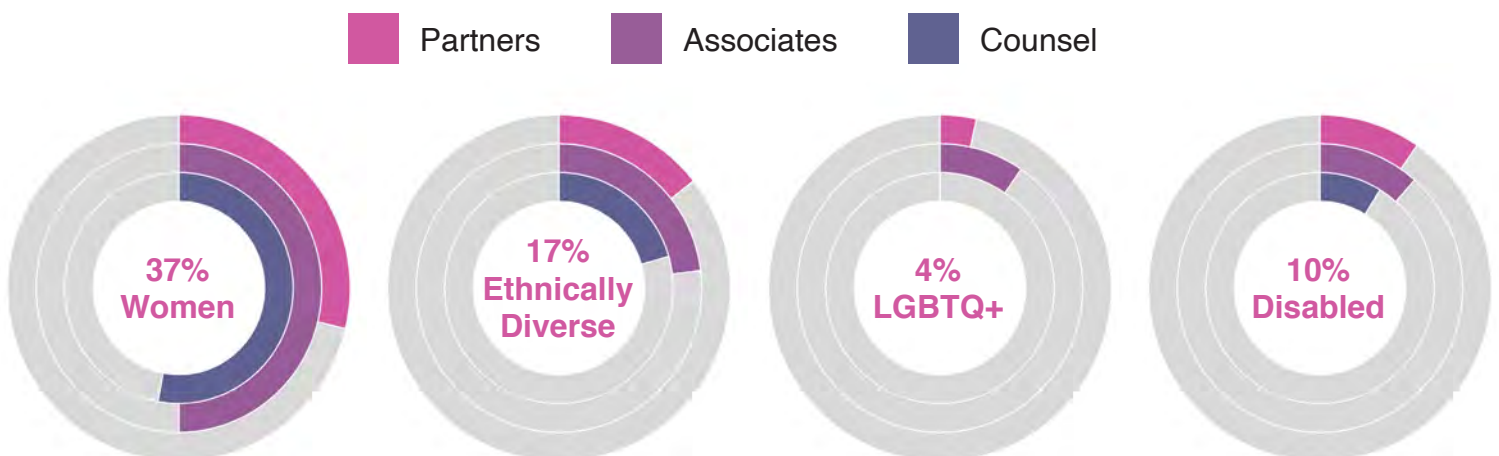
Advancing Diversity in the Legal Profession

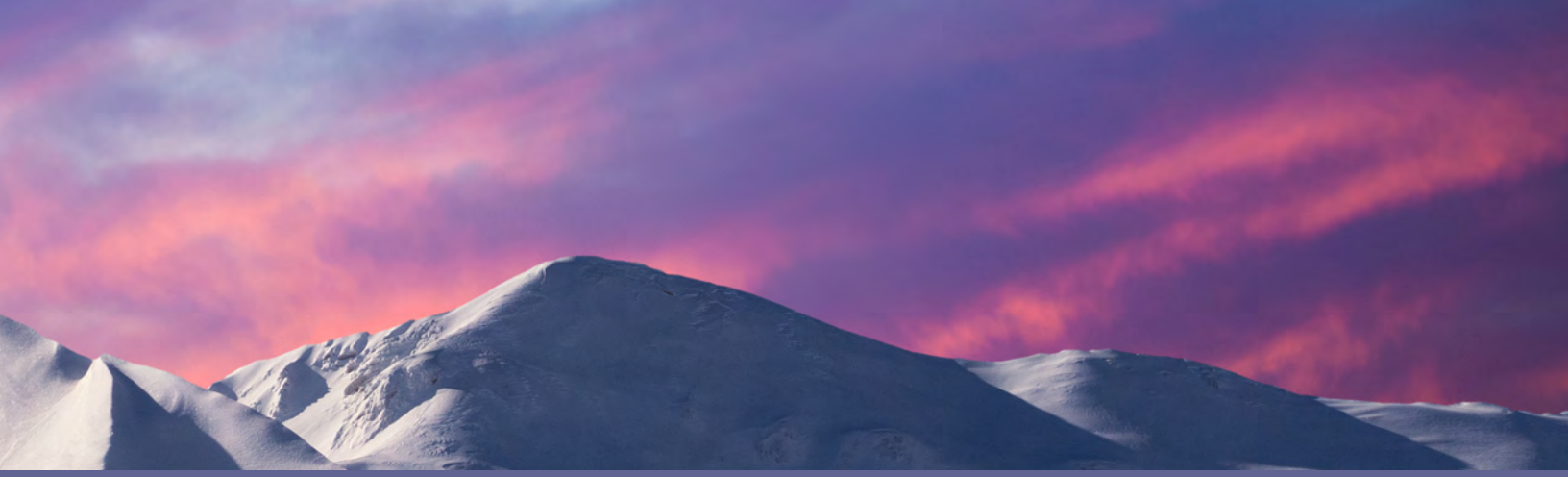
Our 360° Approach. We take a 360-degree approach to diversifying the legal profession: we support students from middle school to law school, we support our people from associate to firm leadership, and we support our communities with our purchasing power and pro bono work. We strive every day to make sure our profession reflects the rich diversity of our clients and our communities.

Sharing Perspectives. Each year, Chapman invites a variety of justice experts to share perspectives with us, providing a safe space for attorneys and professional staff to learn and share experiences on a wide range of topics. This past year, we provided discussion forums on economic empowerment in underrepresented communities, bystander intervention to stop racial and xenophobic harassment, breaking poverty barriers to equal justice, and voting rights.

Mansfield Certified Plus. In 2021, Chapman achieved the Diversity Lab’s Mansfield Rule 4.0 Certified Plus status. The Mansfield Rule measures whether law firms have affirmatively considered at least 30% women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. The Plus status recognizes that, in addition to meeting or exceeding baseline certification requirements, Chapman has now successfully reached our goal of having at least 30% of our firm leadership roles filled by lawyers from underrepresented groups.

Over the past five years, **65%** of our incoming associates and **50%** of our new partners have identified as women, ethnically diverse, LGBTQ+, and/or disabled.



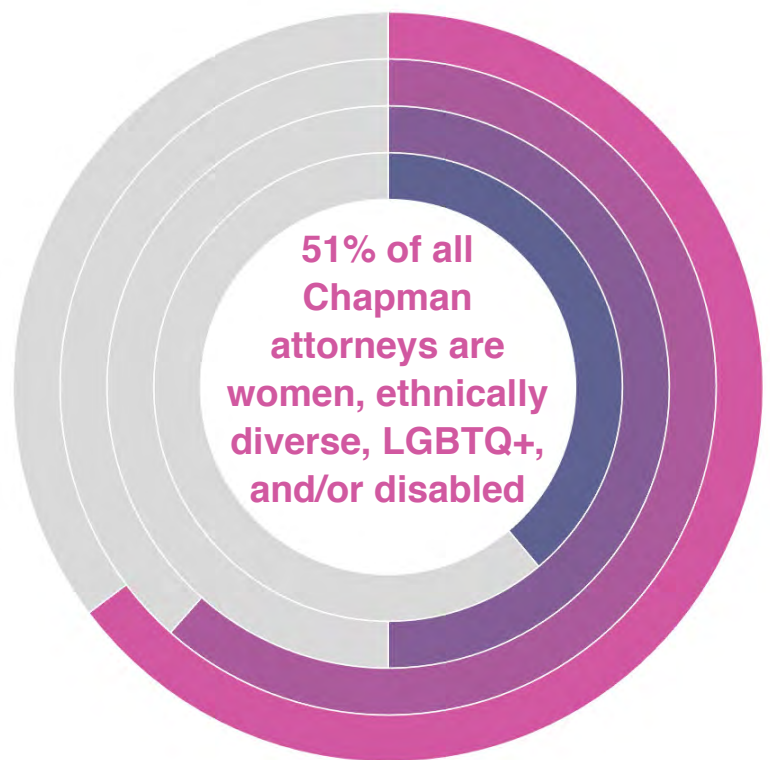


Best Law Firm for Women. Our efforts to retain women attorneys and support their careers continue to be recognized. Chapman was named to the Seramount (formerly Working Mother Media) Best Law Firms for Women list for the 14th year because of our focus on women’s success in our hiring, mentorship, and professional development practices. We also rated among the top 40 firms of our size in percentage of women attorneys and women equity partners in the most recent Law360 Glass Ceiling Report (2021).

Best Law Firm for LGBTQ+. We are proud of our efforts to cultivate an inclusive and welcoming culture through policies and practices that affirm and protect our people, and we are honored that Chapman has scored a perfect 100% on the Human Rights Campaign (HRC) Foundation’s Corporate Equality Index for 13 years. The HRC report evaluates internal policies and business practices, including nondiscrimination policies, equal domestic partner benefits, and transgender-inclusive health care benefits, cultivating an inclusive workplace atmosphere and publicly supporting the LGBTQ+ community. In all categories, Chapman consistently receives the highest rating possible.

Diversifying Our Supply Chain. To supply and service our offices across the country, we contract with an array of vendors and service providers. While meeting the needs of our business, we prioritize purchasing services and office supplies from outside contractors that share our commitments to diversity.

50% of our governing Policy Committee members identify as women, ethnically diverse, LGBTQ+, and/or disabled.

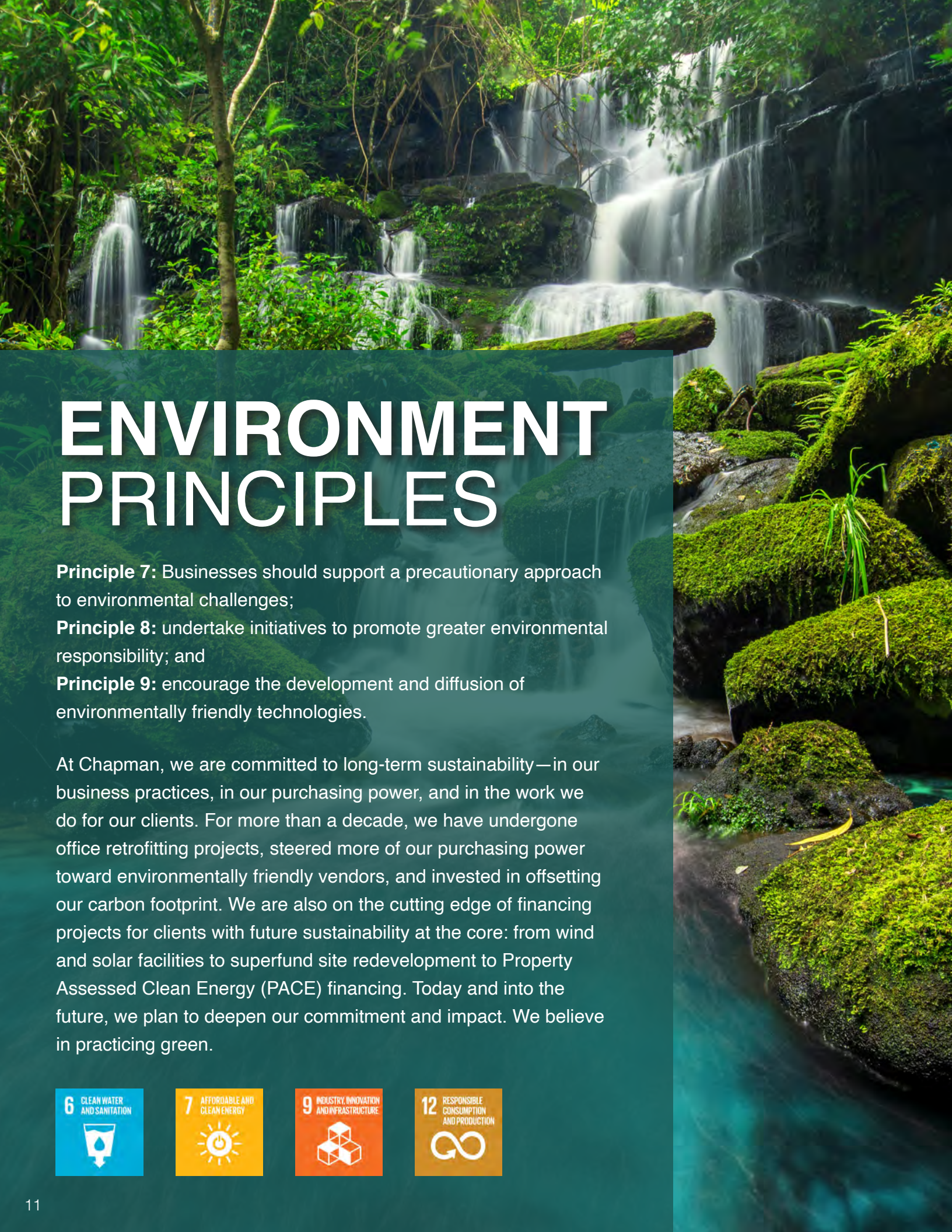


39% of our Equity Partners

50% of our Non-Equity Partners

62% of our Associates

65% of our Counsel



ENVIRONMENT PRINCIPLES

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

At Chapman, we are committed to long-term sustainability—in our business practices, in our purchasing power, and in the work we do for our clients. For more than a decade, we have undergone office retrofitting projects, steered more of our purchasing power toward environmentally friendly vendors, and invested in offsetting our carbon footprint. We are also on the cutting edge of financing projects for clients with future sustainability at the core: from wind and solar facilities to superfund site redevelopment to Property Assessed Clean Energy (PACE) financing. Today and into the future, we plan to deepen our commitment and impact. We believe in practicing green.



Offsetting Our Footprint

Workplace 2022. As the nature of work is changing, so is Chapman. In early 2022, we moved our Chicago office to a new state-of-the-art building designed to achieve WELL Building Platinum and LEED Gold standards. Our new office space is more efficient, healthier, and designed to accommodate an agile workforce. With large conference areas and an open floor plan, Chapman Chicago is a hub for the hybrid in-person and virtual working environment that defines our agile approach to office work—choices that further lower our carbon footprint by reducing the need for our people to commute daily. Our San Francisco and Salt Lake City offices also reduced Chapman’s overall footprint by relocating into more efficient office spaces in 2022. We expect to achieve significant decreases in our firmwide carbon footprint, water usage, and waste output with these office moves—metrics we plan to measure in 2022 and beyond.

Bike Commuter Challenges. Chapman participates in annual bike challenges across the US to highlight the role bike riding can play in reducing commuting emissions. To encourage participation and expand access, we offer all employees free passes to various bike shares across the country. Our people have participated in the Chicago Bike to Work Challenge for more than a decade—the firm took top honors in 2020 and second place in 2021.

Low Carbon IT. Chapman participates in the Energy Star Low Carbon IT Campaign, a government-sponsored, nationwide program to help organizations reduce the energy consumption of their IT equipment, such as computers, servers, audiovisual equipment, electronic displays, and other technology. Chapman is also committed to reducing e-waste by recycling and reusing old equipment when we no longer need it at the firm. In 2022, we donated our out-of-service laptops and other IT equipment to PCs for People, an organization that refurbishes and distributes office equipment to people and organizations in need.

Composting. In 2022, California became the first US state to mandate organic waste recycling by businesses and residences in a statewide effort to redirect food waste into compost, mulch, or bioenergy—something Chapman San Francisco has been doing since 2008. Chapman Chicago implemented a composting program in 2018, and our new state-of-the-art office space provides composting stations in each of the coffee centers—compost is collected daily and sent to an industrial composting facility designed for agricultural uses. Chapman New York is working with a vendor to implement a composting program in 2022.

Green Power. Chapman is a member of the Environmental Protection Agency (EPA) Green Power Partnership, which rates organizations across the US according to how much electricity they purchase from renewable sources. We are proud to be recognized by the EPA as a 100% Green Power Purchaser. Since 2012, Chapman has purchased Renewable Energy Certificates (RECs) to offset our carbon footprint across all offices. In 2021, we purchased RECs to offset 100% of our electricity use. In 2022, we moved into a new, more energy-efficient building housing our largest office, reducing our space by over 40%, and we also reduced our space in two other offices by an aggregate of more than 40%. Chapman remains committed to continuing to examine opportunities to further reduce our carbon footprint and intends to purchase carbon offsets to achieve 100% offset of our energy use firmwide.

Law Firm Sustainability Network. Chapman sits on the board of directors for the Law Firm Sustainability Network, a nonprofit organization made up of law firms and legal departments dedicated to environmental sustainability and corporate social responsibility. Chapman has been involved with the Network since 2014, helping to make recommendations and set best practices for other firms to follow.



Financing a Sustainable Future

Leaders in Green Finance. Chapman's green finance practice provides a wide spectrum of legal services to lenders, investors, developers, owners, contractors, equipment suppliers, and utilities. From structuring financings for alternative energy, green energy, and other ESG projects—to launching the first wind ETF—to introducing new social impact investing projects, we have helped our clients become early adopters and leaders in sustainable finance.

First Wind ETF. Chapman served as counsel on the launch of the first wind industry ETF, including its registration with the SEC. Tied to an index of carefully selected companies in the wind energy industry, the fund allows participants to invest in the performance of the industry as a whole rather than in the performance of a single company.

Solar Financing Innovation. Chapman served as underwriter's counsel in a commercial solar financing that included tax equity, debt, and a long-term electricity prepayment made by a municipal utility for a 400 MW solar facility in Los Angeles County.

First Rated Term Solar Securitization. We represented the trustee and back-up servicer in the first rated term solar energy securitization. Our attorneys continue to collaborate with several financial institutions to establish programs for financing loans made to promote energy efficiency.

Water Desalination Financing Innovation. We represented the note purchaser in a \$45 million private placement for a new water intake system at the Claude "Bud" Lewis Carlsbad Desalination Plant in California. The senior secured bank direct purchase that financed the first phase of the project is innovative, expediting access to construction capital.

Property Assessed Clean Energy (PACE) Programs. PACE programs are designed to give commercial, industrial, and nonprofit property owners access to low-cost, long-term financing for energy efficiency, water conservation, and renewable energy projects. Municipalities work with private capital providers to finance qualified projects. Drawing on our experience with public finance, asset securitization, commercial lending, and financial products, Chapman represents participants in PACE transactions throughout the US. Chapman served as special counsel to multiple Illinois counties in the development and implementation of the state's C-PACE financing program. Over the past year, we facilitated the first transactions under several of those programs, including:

Historical Theater Renovation. We served as bond counsel in the inaugural PACE transaction under the Cook County C-PACE Program. The \$7.4 million C-PACE financing will fund environmentally friendly energy improvements as part of a \$28 million restoration of Chicago's Ramova Theater. The project will transform the long-vacant historic theater, located in a diverse neighborhood, into a live entertainment space, restaurant, and brewery.

Mixed-Use Multifamily Housing. We served as bond counsel in the first C-PACE transaction in Winnebago County and the first new construction C-PACE project in Illinois—a four-story multifamily housing project with 3,200 square feet of commercial retail space in downtown Rockford.



Green and Healthy Homes Initiative.

Chapman represented a financial services company in an innovative “pay-for-success” financing of a new social impact project that aims to address the underlying causes of asthma among low-income people in New York. The project provides in-home asthma care and environmental interventions—such as air filtration improvements and appliance efficiency upgrades that reduce pollutants—to hundreds of people who otherwise cannot afford it. The project is the first of its kind to use private sector investment to fund preventative asthma care services.

Green CoCo Bonds. Chapman served as US counsel to Reznik Paz Nevo Trusts Ltd. in connection with the issuance by Bank Hapoalim of US\$1 billion of green CoCo bonds, the first international issuance of green contingent convertible (CoCo) notes by an Israeli bank in accordance with the Green Bond Principles published by the International Capital Market Association.

Financing with Climate Targets. We help our clients address climate change by helping them tie climate goals to the bottom line. Chapman represented a multinational commodity company in Switzerland in the issuance of \$203.5 million senior guaranteed sustainability-linked notes. Sustainability-linked loans, notes, and bonds are performance-based financial instruments that satisfy ESG credentials and appeal to a wide range of investors.

Affordable Housing and Sustainability. We represented the placement agent in a California housing project that makes sustainable multifamily living more affordable. A non-profit community development financial institution financed the equity contribution on the environmentally friendly rehabilitation of a 296-unit affordable housing project in Long Beach, designed to provide seniors and families of modest means with rental units that meet high standards of efficiency.



We use our **Practice Green** logo to raise awareness of firm practices that promote environmental sustainability.

ANTI-CORRUPTION PRINCIPLES

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

As lawyers, we understand that the rule of law is the foundation of a peaceful and prosperous society. To counsel our clients—from the most sophisticated multinational corporations, investment funds, and banks in the world to small businesses and startups to governmental entities—we rely on clear regulations and strong institutions that can hold corrupt market participants accountable. In fact, we actively advocate for fair, straightforward regulations and ethical business practices in the markets in which we do business. And in our communities, we provide pro bono and financial support to organizations working against corruption.





Financing That Has Impact

Innovations in Housing. Over the past year, Chapman served as counsel to the underwriters of multiple bond issuances by state housing finance agencies in Texas, providing funds for mortgages at below-market rates, as well as down payment and closing cost assistance for low- and moderate-income first-time homebuyers. These “social bonds” are designated as such because they meet certain social bond principles, including affordable housing, access to essential services, and socioeconomic advancement and empowerment.

Financing Expanded Economic Opportunities. Chapman served as counsel to Social Finance in the structuring of a new and innovative program designed to fuel economic success for individuals in underserved communities by expanding access to career training programs that will prepare individuals for good jobs in high-demand fields. The program, supported by the \$100 million Google Career Certificates Fund, will allow individuals to enroll in training programs with no upfront cost. Successful learners repay the cost of the program with no interest if they land a job earning at or above a minimum income threshold.

Social Impact Investing. As a law firm dedicated to making a positive difference, we often work with clients who want their investments to benefit society or the environment. Chapman is among a few law firms in the US working on social impact bond financings (also known as pay-for-success financings), a financial tool that enables governments to repay investors for programs that deliver specific results. We are innovators in social financing structures that target specific social and environmental problems, creating investment vehicles for our clients that help public budgets stretch further and use resources more efficiently while also improving the environment and providing services to underserved communities:

- ▶ **Helping Veterans with Post-Traumatic Stress Disorder (PTSD).** In the first multi-state project of its kind, Chapman represented three investors in the first US pay-for-success financing that supports unemployed or underemployed veterans with PTSD in attaining competitive and compatible employment. The \$5.1 million Veterans Coordinated Approach to Recovery and Employment (Veterans CARE) initiative is a partnership of Social Finance, the US Department of Veterans Affairs, local governments, and impact investors.
- ▶ **Financing Affordable Housing.** Chapman served as counsel to a social impact fund managed by Local Initiatives Support Corporation that provides project loans to acquire, preserve, and improve affordable housing in the Detroit metropolitan area. Chapman assisted in the formation of the fund, which involved raising capital through multiple credit facilities with local, regional, and national financial institutions.
- ▶ **First-of-Its-Kind Financing for Senior Living.** Chapman served as counsel to the underwriter in a \$297 million first-of-its-kind tax-exempt green bond financing of a senior living facility designed to achieve net zero energy status. In addition to market-rate independent living apartments, the community will incorporate low- and moderate-income housing, as well as assisted living and memory support units.



Supporting Equity in Justice

Law Firm Antiracism Alliance. We are active in the fight against racism because we believe that tackling inequalities in the justice system is fundamental to weeding out corruption. Together with more than 200 law firms across the US, Chapman joined the Law Firm Antiracism Alliance when it launched in 2020 to help overturn policies and laws that result in negative outcomes for people of color.

Transformative Justice Law Project. Chapman partnered with the Transformative Justice Law Project of Illinois in 2022 to assist trans and gender nonconforming clients in filing petitions to change their legal names. Chapman launched the project in collaboration with one of our large financial institution clients, hosting two trainings for attorneys on trans-affirming legal care and name changes.

Investing in Justice. We strive to ensure that everyone in the US has equal access to a fair and uncorrupt justice system, and we believe that legal aid organizations play a critical role in this mission. To raise funds for the legal aid organizations in our communities, we participate in two annual campaigns. We join together each year with our clients and peers in the Chicago legal community for the Chicago Bar Foundation's Investing in Justice campaign, raising funds for 30 local legal aid organizations that help people who cannot otherwise afford counsel. We also raise money for the Charlotte Center for Legal Advocacy through its Access to Justice campaign.

Nonprofit Partnerships. In the past year, Chapman has worked pro bono to help incorporate a number of nonprofit organizations and provide nonprofit governance advice to multiple organizations. We have also provided nonprofit organizations with educational programming around fiscal sponsorships, teaching them how to partner with other organizations in order to accept tax-deductible donations and amplify their impact. In early 2022, we provided corporate governance advice to a nonprofit organization that partners with businesses to find equitable and inclusive solutions for the recruitment, retention, and career advancement of Black and Latinx students in the financial services industry.

Responding to Current Events. The majority of our efforts to make a difference are future-focused, but we also believe in responding rapidly to fluid situations and current events as needed. As civil unrest and racial, xenophobic, and religious attacks continued to rise in the US throughout 2021, the firm enhanced our internal educational programming focused on fighting racism, discrimination, and hate. We also increased our charitable giving and pro bono work and continued our contributions to COVID-19 pandemic relief. In addition, the firm made a sizable contribution in 2022 to the UN Crisis Relief/Ukraine Humanitarian Fund to aid in the international effort to support the people of Ukraine by delivering food, water, shelter, health care, and other humanitarian assistance.



Pro Bono App Development. Chapman supports legal aid organizations by helping them scale with technology. Our CPI team of both attorneys and computer programmers creates apps that first translate complex legal issues into form-fillable questionnaires, then generate completed documents automatically. In 2020 we developed our first legal aid app for CDEL, which automates both court guardianship documents and estate planning documents for low-income, disabled, and/or elderly clients. We then developed an app for Legal Aid Chicago (LAC) in 2020, automating criminal records expungement and sealing documents—in one afternoon clinic, we completed 119 records expungement cases. The app was so successful in increasing the volume of cases LAC could handle that, in 2021, we worked with them to expand the expungement app to include juvenile cases, allowing LAC to provide holistic support and help even more clients with a fresh start.

The criminal records relief clinic has become one of LAC’s most popular clinics, and as a result of the success of the app Chapman developed, our CPI team is currently working with LAC to develop **a new application** that will automate domestic violence filings.

Protecting Democracy. Chapman attorneys and legal staff provide nonpartisan election protection support through a nonprofit coalition of organizations, including the Chicago Lawyers’ Committee for Civil Rights Under Law, to support free and fair elections in the US. Volunteers field voter rights calls to ensure that everyone has access to the ballot box.

Helping People Represent Themselves. In partnership with Legal Aid Chicago, Chapman attorneys volunteer regularly at the US District Court for the Northern District of Illinois Federal Court Help Desk through the William J. Hibbler Memorial Pro Se Assistance Program. The help desk provides individuals with valuable pro se advice on court procedures and legal requirements. Volunteer attorneys also provide referrals to other programs that help pro se litigants find limited-scope counsel to help settle their cases.



Chapman and Cutler LLP

Charlotte Chicago New York Salt Lake City San Francisco Washington, DC
chapman.com