



2014 Pro Bono Report

3M

Legal Affairs

3M Legal Affairs Pro Bono

3M Company recognizes the importance of good corporate citizenship and supporting the communities in which it does business. 3M Legal Affairs strongly supports pro bono service as a unique community service opportunity for legal professionals. Only legal professionals can address the unmet legal needs in the community, which continue to grow every year. By leveraging our legal skills and experience, 3M Legal Affairs can help bridge the gap and strengthen both the community and the justice system. In addition, engaging in pro bono service exposes legal professionals to new areas of the law and broadens perspectives while sharpening legal analysis and client communication skills. Pro bono services provide volunteers with a special level of personal fulfillment and the opportunity to engage with the community and new colleagues in a meaningful way. All of these benefits enhance 3M Legal Affairs, making it an attractive place to work and develop as legal professionals.

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Commitment

A Message from the General Counsel



To the 3M Legal Community–

It's my pleasure and privilege to introduce our 2014 Annual Pro Bono Report. I am so proud of the outstanding pro bono work performed and the level of commitment demonstrated by our legal department in 2014, and I hope you are similarly inspired by what you see in the pages of this report.

Whether it's the traditional pro bono work we have been doing with SMRLS or LegalCORPS, or the new programs we started last year with Animal Folks and the Iraqi Refugee Assistance Project, or our support of veterans' legal needs through the Minneso-

2014 Committee Members:

- Christi Bonjean
- Adam Bramwell
- Melissa L. Cairns
- Barbara K. Dolven
- Ivan Fong *Ex Officio*
- Lisa Fulton *Vice-Chair*
- Ann Kulprathipanja
Gallagher
- Carolyn R. Garber
- Maureen Harms *Chair*
- Meagan Hertzog
- Sheila L. Hillstrom
- Laura Johnson
- Amy E. Liewers
- Jean Lown
- Connie. Macheel
Pro Bono Coordinator
- Joe Otterstetter *Ex Officio*
- Jessica Sebeck Lugo
- Brett J. Strand *Vice Chair*
- Matt Stump
- Karen E. Wenzel
- Caryn Wermager

ta Assistance Council for Veterans and our Equal Justice Works Fellow Colleen Kelly, just to name a few examples, I believe we are making a tangible difference in the lives of many in our community who would otherwise not receive needed legal services.

Perhaps most notable, I want to highlight the fantastic energy and dedication of those who participated in our first Legal Affairs Day of Service last October. To have 145 participants that day, and to increase our total number of pro bono hours by 69% over last year and the total number of pro bono volunteers by 38% over last year, are truly remarkable achievements.

I am in the midst of reading two interesting books: *The Road to Character*, by David Brooks; and *Return on Character*, by Fred Kiel. Both authors explore the nature of character and what it means for leaders and others to have strong character, which they cor-

relate with traits such as having concern for others, including for the common good. As I reflect on the selfless work and amazing people who contributed to our 2014 pro bono program and who made this report possible, I have no doubt that our legal department is filled with those who exemplify, often quietly, that sort of strong character, every day. And for that I am profoundly grateful.

My thanks and appreciation to all of you. You have set a high bar in 2014, and may 2015 be an even stronger year of pro bono for all of us!



**3M Legal Affairs—
Committed to Pro
Bono for more
than 30 years...**

Justice

3M Pro Bono's Increasing Impact

3M Joins Fish & Richardson to Sponsor Equal Justice Works Fellow at MACV

3M and Fish & Richardson enhanced their respective Pro Bono programs with a commitment to sponsor Colleen Kelly, a University of Minnesota Law School 2014 Graduate, as a two-year **Equal Justice Works Fellow** with **MACV**. Shortly after joining **MACV**, Colleen conducted a training session on Veterans' issues for 3M and Fish & Richardson attorneys and legal staff. Many of the newly trained volunteers will participate in the free monthly

legal clinics offered at the Minneapolis VA Hospital. 3M Legal Counsel Matt Michael and 3M Paralegal Michael Larson are leading the Program for 3M Legal Affairs and are quickly becoming 3M's experts on pro bono service for veterans. Enthusiastic comments from clients at the January and February clinics confirm the value pro bono legal advice has for veterans.

MACV is dedicated to helping Minnesota veterans affected by homelessness or those in danger of becoming homeless. MACV strives to serve, inform, educate and set a national standard for respectfully meeting housing and supportive service needs.



EJW Fellow Colleen Kelly speaking at 3M about her military experience and her new position as a lawyer with the Minnesota Assistance Council for Veterans (MACV)



Two Advice-Only Clinics Launched with Volunteer Lawyers Network

3M Legal Affairs launched two advice-only clinics with VLN in 2014: the **Ramsey County Pro-Se Expungement Clinic** and the **Hennepin County Housing Clinic**. Through the Expungement clinic, 3M Legal Counsel Matt Stump, 3M Paralegal Christi Bonjean, and several of their new recruits including 3M retiree Dan Shapiro, and 3M General Counsel Ivan Fong, helped over 70 applicants prepare for their pro se Court appearances in 2014. Applicants often suffer “a second sentence” when they are denied housing and employment because of a criminal record. Volunteers help applicants demonstrate to the court that

they have earned a fresh start and deserve to have their criminal record expunged.

Through the Housing Clinic 3M Intellectual Property Counsel Adam Bramwell and ten 3M volunteer attorneys will help unrepresented tenants understand their rights in landlord-tenant disputes involving a variety of issues including emergency repairs, lock outs, and evictions. The clinics have attracted new volunteers who like being able to schedule pro bono time and know when and for how long their services are needed.



3M Intellectual Property Counsel, Ann Kulprathipanja Gallagher, combining her love of animals and the law to help prevent cruelty



3M Assistant Chief Intellectual Property Counsel Jim Voegeli and his pet “Maggie”, a registered therapy dog with Therapy Dogs International

A New Kind of Pro Bono Partner: Helping a Non-Profit Help Abused Animals

Showing compassion for animals and a passion for quality, Ann Kulprathipanja Gallagher, 3M Intellectual Property Counsel, approached 3M’s Pro Bono Committee with a unique opportunity. Could we consider within the realm of Pro Bono Legal Service helping an organization dedicated to protecting animals and preventing animal neglect and cruelty with legal research? The organization, Animal Folks, wants to help law enforcement better understand the case law on animal cruelty in order to improve enforcement activities. Animal Folks asked Ann if 3M could help them with legal research so that the organization could build a modern system of animal protection in Minnesota. Before answering Ann’s ques-

tion, 3M’s Pro Bono Committee reviewed the organization’s strong credentials and met with Animal Folks’ formidable Executive Director, Ann Olson. The Committee responded with a unanimous, “Yes.”

3M legal volunteers are helping Animal Folks collect and analyze data of animal cruelty cases in Minnesota, including complaints, charges, convictions, and sentencing orders. This data will be used for academic and functional purposes, including training for improved enforcement of animal protection laws.



New Partners

Fairness

Paralegals Assume Leading Roles

Iraqi Refugee Assistance Project IRAP—Representing former translators for the US Military

Former Afghan and Iraqi translators for US Military operations face persecution and death threats as a result of their work with the US military. Under US immigration law Special Immigrant Visas (SIVs) are available for qualified individuals. But navigating the visa process, especially for applicants living in these countries, is not easy. 3M Paralegals, Amy Lievers and Jessica Sebeck-Lugo wanted to find a way to help these applicants. Together with 3M Attorneys Maureen Harms and Brett Strand, Amy and Jessica worked with IRAP to create training materials and launch a new program for 3M Pro Bono volunteers.

IRAP provides legal representation and policy advocacy for refugees seeking resettlement, and has assisted in the resettlement of more than 2,500 refugees to 8 different

countries. In 2014 3M volunteers began work with two Afghan clients and have helped the clients prepare the necessary documentation and submit their applications. Although the SIV process is lengthy and complex, the volunteers find satisfaction knowing they are supporting those who assisted our country’s military forces.

What began as a pilot program in 2014, will be expanded in 2015 to include a new area of support: assisting individuals with refugee status determination cases before the United Nations High Commissioner for Refugees (UNHCR). These new cases will offer lawyers and legal staff from 3M’s International legal organization a novel way to participate in Pro Bono.

3M Senior Paralegals Amy Lievers and Jessica Sebeck-Lugo imagining the possibilities of a new program with IRAP





(Clockwise from left): General Counsel Ivan Fong, 3M Senior Paralegal Melissa Cairns, Briggs and Morgan Shareholder John Degnan, 3M Counsel Karen Wenzel and 3M Associate General Counsel Maureen Harms exchange learnings from a successful SSI case.



Developing a New Pro Bono Competence: SMRLS Social Security Disability Cases

3M's long-time Pro Bono partner, SMRLS, strives to serve as many low-income clients as possible and clients seeking Social Security Disability are no exception. SMRLS wanted to find a way to serve more SSI clients and believed Pro Bono lawyers and paralegals could help. In the fall of 2013, SMRLS SSI Attorney Laura Melnik provided training to lawyers and paralegals from 3M and Briggs & Morgan and in early 2014 the volunteers were assigned their first case. Melissa Cairns, 3M Paralegal, took the lead on the file, acting as the key contact and helping the team prepare and gather evidence for the client's case. Briggs Attorney John Degnan and 3M General Counsel Ivan Fong teamed up to work with Melissa to assess the facts, develop the case strategy and prepare court submissions. With strategic guidance from Laura Melnik the team persuaded the SSI judge to find that the client did in fact qualify for Social Security Disability and should be awarded her past benefits as

well as future disability payments.

Each of the legal team members agreed that the most impactful step in the process, and a key to demonstrating the client's disability for the judge, was meeting the client in person. She could not engage in many "typical" daily activities such as dressing, preparing food, and bathing, and seeing the client in person could convey the extent of her disability in a way her previous written SSI applications could not. This particular victory is not the end of the road for 3M and Briggs SSI volunteers. Melissa Cairns and Briggs Attorney Jim Long are collecting key documents from the case and preparing a template for future SSI work. The team hopes there will be many more opportunities to partner in achieving justice for individuals navigating the SSI system.

Fairness

Young Inventors and Long-Standing
3M-SMRLS Partnership Inspire Others

3M Team Helps 5th Graders File Patent Application

LegalCORPS, a Minnesota nonprofit dedicated to providing business law and intellectual property advice to low income entrepreneurs and non-profits, was approached by Mahtomedi Area Education Foundation about the possibility of drafting a patent application for a group of 5th graders. The students were from the ZeFires Lego League team and enjoyed inventing and solving problems. They invented an automatic fire-resistant shutter that might be used on a cabin in the northern woods of Minnesota. Adrian Pishko, 3M Patent Agent, and Jean Lown, 3M Intellectual Property Counsel volunteered to assist the students. They met with the team several times to discuss the invention, patent process and the closest prior art. Collectively, the decision was made to proceed with a patent application. Adrian drafted and filed the application, and now the young inventors, like 3M seasoned inventors, wait for word from the US Patent and Trademark office.



Zefires Lego League
5th Grade inventors



3M Austin Legal Team Continues Pro Bono Inventor Assistance in Texas

3M Austin-based Intellectual Property Attorneys, Gregg Rosenblatt and Kristofor Storvick captured the Pro Bono spirit in Austin and agreed to assist a solo inventor referred through the Texas C-Bar, an organization that

provides free legal assistance to Texas communities in need. In April, they filed a patent application for the Austin inventor directed to an ice chest with water recycling functionality.



Brett Strand, 3M Labor and Employment Counsel, and Jessie Nicholson, SMRLS Executive Director, describe the impact 3M and SMRLS make in the community as a result of the two organizations' close working relationship and shared commitment to serving low-income clients

2014 White House Forum on Increasing Access to Justice

In April 2014, 3M and SMRLS were invited to the White House to participate in a multi-day event in which leaders from government, the private sector, and the non-profit sector come together to advance the cause of legal aid to the poor. The Legal Services Corporation (“LSC”), as the federally-funded entity that provides the vast majority of grants to 134 state and local legal aid organizations, coordinated the forum. Among the approximately 200 members of the live audience were various members of Congress, key staffers,

state and federal judges, law school deans, legal aid leaders, and law firm leaders. Brett Strand and Jessie Nicholson (CEO of SMRLS) presented on a panel that was focused on the unique advantages to be gained through partnerships between private corporations and legal aid providers. Throughout the forum, 3M’s relationship with SMRLS was celebrated as a model for such partnership, and many of those in attendance sought guidance on ways in which it could be replicated.

3M International Legal Team takes Pro Bono Global

3M lawyers and legal staff in subsidiaries around the world are committed to serving the underprivileged in their communities. In 2014 3M’s International Legal organization began to explore Pro Bono options that would be consistent with local laws and practices. To enable this effort Associate General Counsel of 3M International Operations, Isabel Gomes, identified a lawyer in each region of the world with a passion for Pro Bono and formed a team to identify suitable service projects. Members

of the International Pro Bono Team include Avnee Thakrar, 3M UK, Daniela Falfan, 3M Mexico, Eleni Sideridis, 3M Australia, and Mariagrazia Perego, 3M Italy. The team has identified the key criteria for success, including the attributes of a good Pro Bono partner organization, and began screening opportunities in December. Their goal is to launch the first 3M International Pro Bono program in 2015.

New Ideas

Service

3M Volunteer Commitment Grows

SMRLS Senior Fair

A well-established and popular 3M volunteer program is the Free Will Clinic at the SMRLS Senior Fair. At this one day event, 3M lawyers and paralegals join lawyers from the Twin Cities legal community to draft wills, health care directives and powers of attorney at the popular clinic. In 2014, just over 500 seniors attended the 8th annual Fair. Nineteen com-

munity education sessions were offered, and 3 3M volunteer attorneys provided brief legal advice to participants. At the Wills clinic, 39 participants had their wills, powers of attorney and health care directives completed.



“This was my first time participating in the Senior Legal Fair and it was a wonderful experience. It is very well run and I enjoyed the opportunity to assist so many kind people.”

-Lynda Carlson, Senior Legal Analyst



SMRLS Immigration

In 2014, 3M attorneys and paralegals participated in multiple in-take sessions where they met with naturalization clients at SMRLS' offices and obtained background information needed for the N-400 Application for Naturalization. Ten of those clients were then represented by 3M attorneys during the year, with many of them ultimately receiving their US citizenship. The volunteers have helped English-speaking and non-English speaking

clients as they navigate through the process of becoming US citizens. Hearing their personal stories of heartache and intimidation prior to coming to the US gives the volunteers an emotional connection and sense of purpose.



3M Volunteers Continue Long-Standing Commitment to Youth

For the past 14 years, 3M Legal Affairs volunteers have helped Children's Law Center of Minnesota (CLC) provide abused and neglected youth with trustworthy, high quality legal representation, helping them navigate the child welfare and foster care systems. In 2014, a dedicated corps of 3M volunteer pro bono attorneys helped improve and stabilize the lives of five foster care youth through direct legal representation and advocacy. 3M volunteer attorneys not only helped to ensure that foster care youth had access to safe homes and effective services, they provided meaningful connections with trustworthy adults and a sense of empowerment. A former client of a 3M volunteer attorney spoke of the dedication of her attorney at CLC's Annual Celebration & Benefit. She said, "With my lawyer, I could speak and have my needs heard, to make a

situation better. Because my lawyer stuck around, I felt I could talk with her. I could tell her anything. She didn't judge me . . . With my lawyer checking in on me, it made me want to do better, to keep going to school, to keep coming home; it made me want to do better, because my lawyer cared."

In 2014, we also expanded our longstanding partnership with CLC to include volunteer activities beyond direct legal representation of foster care youth. 3M volunteers organized and scanned confidential client files, prepared client information sheets, drafted legal memoranda on topics concerning child welfare, and researched rights of native children under the Indian Child Welfare Act.



3M Senior Intellectual Property Counsel Pam Stewart sharing her passion for representing youth through the CLC



New Volunteers

Service

3M Legal Affairs Hosts First “Day of Service”

On October 23, 2014 3M Legal Affairs hosted its first “Day of Service”. Karen Wenzel, 3M Attorney was the driving force behind the event. “The idea behind the Day of Service was to provide a slate of educational and participatory opportunities for Legal Affairs personnel related to both community giving and Pro Bono. We wanted volunteers to feel comfortable trying something new in the context of a structured initial time commitment and with colleagues who were also first time Pro Bono volunteers. We achieved our goals,”

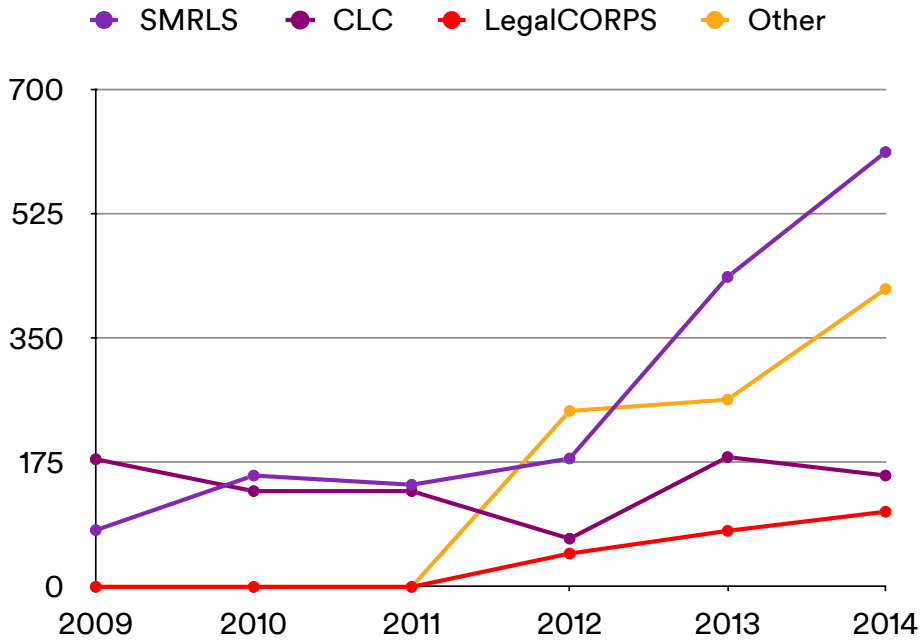
Karen acknowledged.

During the day 145 participants engaged in training and Pro Bono service with MN Children’s Law Center, VLN’s Housing Project, the Ramsey County Expungement Clinic and Animal Folks of Minnesota as well as community service projects with Second Harvest, Feed My Starving Children, Simpson Housing Services, Blair’s Tree of Hope, and the Mississippi River Fund. Of the 330 volunteer hours recorded, 106 involved pro bono-related activities!

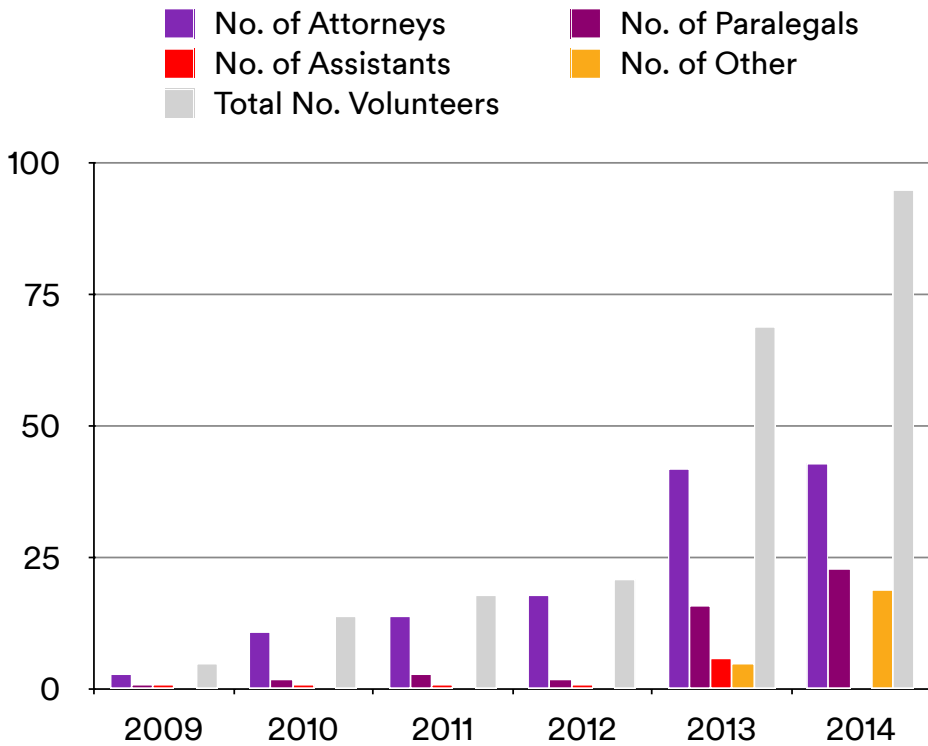
Some of the Activities offered during the Day of Service

- Chris Hanrahan, VLN Staff Attorney trained on housing law issues, preparing attorneys to advise clients regarding landlord-tenant issues. Volunteer opportunities with the Housing Law Project include shifts in a legal advice clinic at the Hennepin County Government Center, phone advice calls, and/or full representation of clients in landlord-tenant cases. The project is a joint effort of Hennepin County, the 4th District Housing Court, Mid-Minnesota Legal Aid, and the Volunteer Lawyers Network (VLN).
- Several attorneys and paralegals traveled to the Ramsey Court Courthouse to offer advice to applicants at the bi-weekly Pro Se Expungement Clinic.
- Attorneys, paralegals and other legal staff attended a training session from Animal Folks MN to learn about data collection which can lay the foundation for improved enforcement activities throughout the state. 3M volunteers will work with Animal Folks to collect and analyze data of animal cruelty cases in Minnesota, including complaints, charges, convictions, and sentencing orders. Animal Folks will use the information in training and outreach activities with various stakeholders including researchers and enforcement personnel. Participants in the training received a special visit from “Maggie,” a registered therapy dog with Therapy Dogs International, and her guide and owner, Jim Voegeli, 3M Trademark Attorney!

Pro Bono Hours 2009-2014



Total Pro Bono Volunteers



**New Opportunities
to Serve**

Leadership

Thinking Bigger

Twin Cities Pro Bono Community and Social Services Organizations Launch New Initiative

3M and Target’s Legal Departments, Mid-Minnesota Legal Aid, two prominent Twin Cities firms, and several community non-profit organization responded to a challenge from the Pro Bono Institute (PBI) early in 2014 to seize a complex social issue and identify how collaboration could deliver a comprehensive solution. PBI had witnessed other communities that made a measurable impact on a long standing social issue by leveraging disparate organizations to redraw traditional service boundaries and deliver a more holistic solution.

With PBI’s guidance the group, known as the Minnesota Collaborative Justice Project, considered several possibilities and identified “Reentry” – individuals returning to the community after release from prison – as an important, complex social issue in need of a

wide-ranging response. “Reentry presents a complex set of challenges for those who are released from prison as well as the families and communities to which they return. Often these are communities with limited resources, supportive services and employment opportunities, as well as other social and economic challenges. The needs and challenges for these individuals are many times overwhelming and include legal and social issues such as education, housing and employment,” observed Jim Volling, Faegre, Baker Daniels Partner and a driving force behind the Reentry Project. The Project reached out to several governmental and community organizations with expertise in the area and began work in late 2014 to scope out the project.

Why did PBI pick Minnesota for the Collaborative Justice Project?

“Minnesota is home to very strong and engaged legal and community services organizations. A number of successful collaborative projects already thrive, in particular, in the Twin Cities area. The Collaborative Justice Project looks to complement, leverage, and

grow what already exists in this community, and we believed Minnesota could serve as a model for other communities,” explained Eve Runyon, Director of Corporate Pro Bono at the Pro Bono Institute.



Partners with Pro Bono Institute in the Minnesota Collaborative Justice Project:

3M Company
Adult Correction Facility
Hennepin County
Amicus/Volunteers of America
Council on Crime and Justice
Dorsey & Whitney

Faegre Baker Daniels
Greater Twin Cities
United Way
Legal Rights Center
Mid-Minnesota
Legal Aid
Minnesota
Supreme Court

One Way Building
Services, Inc.
St. Stephen’s Human
Services
Target Corporation
U.S. Probation
and Pretrial Services



3M Senior Intellectual Property Counsel Lisa Fulton speaking with Children’s Law Center Managing Attorney Anne Gueinzus

Leading Minnesota Corporate Pro Bono Advocates Create New Council

In 2014, 3M became a founding member of the Minnesota Corporate Pro Bono Council. Lisa Fulton, 3M Intellectual Property Attorney and long-time Pro Bono attorney for Children’s Law Center, represents 3M on the Council and along with lawyers from Target, U.S. Bancorp, Medtronic, and other founding companies, helped charter the new organization. The main purpose of the Council is to increase

the level of legal pro bono work performed by members of the legal departments of Minnesota-based companies and by members of legal departments with a substantial Minnesota presence. In addition, the Council will endeavor to recruit additional members and adopt common and consistent methods for measuring the social and business impacts of legal pro bono work.

**Minnesota
Corporate
Pro Bono
Council Members:**

Best Buy
Cargill
General Mills
H.B. Fuller
Mayo Clinic
Medtronic

Piper Jaffray
Target
TCF Financial
United Health
Group
US Bancorp

Xcel Energy
3M

**New Community
Partnerships**

Leadership

Pro Bono: Thinking Bigger

3M Legal Affairs wishes to express its gratitude and respect to the attorneys and legal staff, nonprofit organizations, law firm partners, and 3M volunteers who deliver exceptional legal services to those in need. 3M Legal Affairs appreciates the commitment of its community partners, including several

leading law firms, who help fund legal service organizations in the Twin Cities and make outstanding legal representation accessible to low income clients in our community. Through our shared commitment to justice, fairness, service, and leadership we can provide “justice for all”.



2014 Volunteers

Ann Anaya	Isabel Gomes	Carol Peterson
Erin Anton	Alexandra Grand-Scrutton	Janell Peterson
Sharon Armstrong	Jill Hall	Adrian Pishko
Jim Baker	Ann Marie Hanrahan	Valentin Povarchuk
Steve Beilke	Maureen Harms	Kevin Rhodes
Gini Bergstrom	Carmen Harris	Ted Ringsred
Steve Bern	Lynda Harvin	Vickie Robinson
Gwen Bernardy-Bauer	Meagan Hertzog	Cheryl Robischon
Terry Beyl	Sheila Hillstrom	Gregg Rosenblatt
Christi Bonjean	Kelly Holmberg	Jessica Sebeck Lugo
Adam Bramwell	Diana Hovland	Eleni Sideridis
Lee Buzay	Christina Huang	Cindy Smith Driscoll
Melissa Cairns	Dan Iden	Philip Soo
Elizabeth Capan	Laura Johnson	Bob Sprague
Lynda Carlson	Mike Kauffman	Kristofer Storvick
Ann Clanton	Cheryl Kirkwood	John Stoxen
Teri Crook	Kacy Kleinhaus	Brett Strand
Michael Dai	Michael Larson	Matt Stump
Courtney DeCosta	Joyce Lasser	Heather Sumter
Craig Deutsch	Amy Lievers	Brenda Swearengen
Barb Dolven	Jean Lown	Carlos Tellez
Linda Engel	Dale Lutz	Avnee Thakrar
Emily Faber-Densley	Connie Macheel	Emily Van Vliet
Daniela Falfan	Aleksi Medved	Jim Voegeli
Chris Favo	Christoph Meyer-Grimberg	Kevin Weber
Jorge Fernandez-Gonzalez	Michelle Michel	Pam Wenner
Yen Florczak	Mike Nash	Karen Wenzel
Ivan Fong	Cecil North	Caryn Wermager
Brenda Frismanis	Karen O'Boyle	Michael Williams
Lisa Fulton	Dan O'Connor	Andrew Wilson
Ann Gallagher	Peter Olson	Brad Wright
Carrie Garber	Joe Otterstetter	
Michael Geise	Mariagrazia Perego	
Sara Glaser	Karna Peters	

Thanks to the 3M Pro Bono Committee and especially Derek Huber, 3M Corporate Communications, 3M Legal Affairs Research Specialist David Peterson, and 3M Pro Bono Coordinator Connie Macheel for the creativity and commitment that made this annual report possible.

Inspiring Other Legal Professionals to Serve