

# Juneteenth

**Benesch is proud to observe and celebrate the commemoration of the end of legal slavery in the United States. We believe that the history matters, and Benesch is committed to standing with our Black team members, clients, friends, and communities and working relentlessly toward racial equality.**

Benesch seeks out ways in which we can make a meaningful difference in our communities in the quest for racial equality. In mid-2020, our firm made a commitment to “Be Part of the Change.” As part of this commitment, Benesch implemented a donation matching gift program, agreeing to match up to \$2,500 per employee annually for donations made to approved 501(c)(3) organizations that promote racial justice, human rights, and equality and work to eradicate systemic racism, eliminate police brutality, and improve police-community relations. Since the inception of the program, we are pleased that \$55,432 has been donated to various organizations.

Similarly, recognizing that work related to racial equality and other diversity and inclusion initiatives within the firm is equally as important as externally, Benesch’s billable hour bonus policy has recently been revised to increase the maximum number of pro bono hours to be credited as billable from 50 to 100 hours annually, with the additional 50 hours of work aimed at achieving the goal of racial equality.