



# WIGGIN OPPORTUNITY INITIATIVE

## FIRST YEAR UPDATE

SUMMER 2021



“ When the firm launched the Wiggin Opportunity Initiative (WOI) last summer, we set an ambitious goal of providing \$10 million in legal services over the next ten years to fuel the creation and success of minority-owned businesses. I am proud to announce that in our first year of

WOI, the firm has provided over **\$1 million** in legal services and has helped over **100 clients** achieve their business goals. I understand the time, effort, and energy it took to reach this milestone. On behalf of the firm and personally, I thank those who participated for your commitment to fostering a more inclusive, diverse, and equitable world.

WOI was born from a critical moment in our country, and is meant to have a long-lasting change in the communities in which we work. I look forward to seeing what we can accomplish over the next nine years and beyond. As I reflect on what we accomplished in the past year, I am once again reminded how proud I am to be part of this firm. Happy one year anniversary of WOI!



**PAUL HUGHES**  
Managing Partner

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## Client Success



### Courtroom5

"Wiggin Dana has been a gift for us at Courtroom5. They are a rare combination of trusted, authentic and available. They've become a go-to resource for legal matters we can't afford to get wrong."

– Sonja Ebron, Chief Executive Officer, Courtroom5



Courtroom5, founded by former college professors, Dr. Sonja Ebron and Dr. Debra Slone, is a start-up that provides pro se litigants with a toolbox so they can level the playing field and more effectively represent themselves in civil cases. Their services include providing document templates, tutorials, legal research, and docket management. Their litigation support tools have been described as "democratizing" litigation and our courts. Indeed, Courtroom5 increases equity in the justice system by empowering the millions of people who end up in court but cannot afford a lawyer.

As Courtroom5 began operations and started to grow, Wiggin and Dana has been by their side providing an array of pro bono legal services through the Wiggin Opportunity Initiative. These include drafting contact templates, terms of service, and privacy policies for their various services, assisting them with managing their capital structure, and helping resolve a thorny dispute with a key vendor.

"Wiggin Dana has been a gift for us at Courtroom5," said Sonja Ebron, Chief Executive Officer of Courtroom5. "They are a rare combination of trusted, authentic and available. They've become a go-to resource for legal matters we can't afford to get wrong."

Among the Wiggin and Dana attorneys on the Courtroom5 WOI Team are Evan Kipperman, Mike Kasdan, Jermaine Brookshire, Josh Kutticherry, Michael Rondon, Christine Wachter, and Kris Hanson.



## Client Success



### Unsiload

"Wiggin and Dana became my business ally. I felt I had someone who was looking after my best interest during a time when I really needed the support."

– Love Odih Kumuyi,  
Founder and Culture  
Engineering Officer,  
Unsiload



Unsiload, founded by Love Odih Kumuyi, is a leading independent consulting and advisory enterprise based in New York and engaging globally across industries to give organizations access to a collective of practitioners dedicated to diversity, equity and inclusion. The Unsiloed Method is grounded in transformative dialogue principles and founded on the core belief that solutions are more inclusive, sustainable and equitable when stakeholders are clear about the problems they seek to solve; aware of the diverse needs and interests of others; and decision making is participatory. Unsiloed designs equity, inclusion, and psychological safety solutions that promote a culture of belonging, where diverse people thrive. The mission is to help companies create workplaces where people feel like it's not too expensive to be themselves.

As Unsiloed experienced rapid growth, Wiggin and Dana stepped in to provide assistance with reviewing business contracts, such as privacy policies, and drafting consulting agreements needed for the increased hiring of consultants resulting from the growth of the business.

"Wiggin and Dana became my business ally," said Love Odih Kumuyi, Founder and Culture Engineering Officer. "I felt I had someone who was looking after my best interest during a time when I really needed the support. In addition to the many ways I've seen companies get creative about equity and economic justice for minority-owned businesses, the WOI program provided real tangible services that truly benefited me, my team, and growing organization."

Among the Wiggin and Dana attorneys on the Unsiloed WOI team were Michael Menapace and Michael Kasdan.

## WOI Awards

We are proud to congratulate  
the five inaugural recipients of the firm's WOI Awards.  
These individuals were selected based on their  
demonstrated commitment to WOI and WOI clients over the past year.  
Thank you to everyone for your dedication and work  
on behalf of our clients.



**Frank Duffin**  
Partner

"WOI enables the firm to provide best in class legal services that otherwise might not be available to individuals and organizations who, in turn, provide much-needed benefits to the communities in which they are located."

"I'd like to think that my having practiced trademark and copyright law for 30+ years enabled me to help our WOI clients navigate the complex landscape of choosing and protecting their brands, enabling them to confidently focus on developing their business and the goodwill in the brands they put forth."



**Anthony Sabatelli**  
Counsel

"There are so many individuals and small businesses that need a jump start or push to get their ventures off the ground and to keep them running."

"In my case I worked with four WOI clients, each facing a 'statutory bar,' to help them file a total of six US and international patent applications. Without the assistance of the WOI program these clients might never have had the opportunity to file their patent applications, and they would have foregone pursuing these important intellectual property assets – assets that could one day be crucial for the success of their businesses."

## WOI Awards



**Jermaine Brookshire, Jr.**  
Associate

"Many small businesses struggle with maintaining compliance with the laws and may even miss out on financing opportunities because they don't have the adequate paperwork in place when the opportunity finds them, despite experiencing some success with their business. WOI helps bridge the gap for small businesses and those equally capable entrepreneurs whose abilities are only limited due to being unable to afford competent legal assistance to help their business grow. WOI is an equity initiative: we are giving back in a way that helps individuals who are actively trying to build better life circumstances for their families and contribute to society themselves through their businesses. I'm grateful to be a part of this important commitment."



**Thomas Landman**  
Associate

"It is rewarding to have the opportunity to see the difference that my work makes and to receive direct feedback from the client. Each effort we make is a small but important step toward achieving equality in our communities."



**Kelsey Loomis**  
Associate

"I assisted a client with the basics by drafting agreement templates, reviewing existing agreements, drafting and reviewing website policies, initiating trademark applications, as well as providing other general corporate advice."

"WOI provided the opportunity to work with and be a resource for a wonderful client, who is truly passionate about her business. It is very rewarding to see and celebrate her successes."



## WOI Committee

Mark Kaduboski  
*Chair*  
Robyn Abbate  
*Main Contact*  
John Doroghazi  
*Main Contact*  
Laura Ann Froning  
Len Gray  
James Greifzu  
Michael Kasdan  
Mi-Hae Kim  
Caroline Park  
Michael DeLargy  
Jana Simon  
Shannon Merz



## Strategic Partners

In order to get the word out to more businesses, the firm identified and collaborated with many strategic partner organizations to help identify minority-owned businesses throughout the communities in which we operate that could benefit from the initiative.

The firm remains interested in identifying additional strategic partner organizations.

“When we learned about the Wiggin Opportunity Initiative, we knew our community could benefit from this counsel. We look forward to many more years of a strategic partnership in strengthening our One Million Jobs Campaign for the Formerly Incarcerated. This support has helped us to connect individuals who are in dire need of a second chance with jobs.”

SCOT ESDAILE, *President*  
CT NAACP

“WBDC clients have benefited immeasurably from this program. Access to quality legal advice can be prohibitively expensive for many small businesses and the WOI program has provided over 30 WBDC clients with the legal counsel they need to make the best decisions for their business. We look forward to continuing this partnership with Wiggin and Dana for the benefit of women-owned businesses and the great impact they continue to have on their families, communities and the state of CT.”

FRAN PASTORE, *Founder and CEO*  
Women's Business Development Council