

# Council on Inclusion and Diversity



**HARRIS BEACH** PLLC

ATTORNEYS AT LAW

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## 2020: ADVANCING OUR COMMITMENT

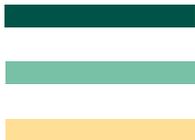




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**Pursuing inclusion and diversity, in society and the law, is an ongoing journey that requires contributions from all.**

We are grateful for the support of all the organizations who have worked with us as we learn and grow.



# Advancing our Commitment to Inclusion and Diversity in Challenging Times

The pandemic has changed everything, from how we shop and socialize to how we travel, work and play. For Harris Beach, one thing has not and will not change: our bedrock commitment to advance inclusion and diversity at Harris Beach and in the legal profession.

As a firm, we are committed to a continuous process of nurturing and enhancing our culture to reflect our strong belief that everyone has a right to be included, and that we are at our best collectively when everyone both is, and feels, valued and respected.

By embracing our differences, we create an environment that optimizes our talent and promotes fresh thinking to create innovative solutions that exceed client expectations. Sharing experiences from our diverse backgrounds increases the quality of everyone's contributions and enhances the services we provide.

Our goals, however, are not limited to inside our law firm. Harris Beach also embraces its responsibility as a leading regional law firm to support and provide opportunities for students of color and women in law schools throughout New York State.

People of color and women are historically underrepresented in our profession. To assist in changing the statistics and developing a pipeline of diverse legal talent, we must meet these students where they are, learn about their goals, aspirations and challenges, and then provide support on their journeys to become members of the Bar and successful practicing attorneys.

In this yearbook, you will meet two of the students we have helped along the way, and who have a bright legal future. In their words, you can hear their energy and ambition. It has been a pleasure getting to know them, supporting their aspirations and providing them with the tools to be successful in our profession.

In this yearbook you will also:

- Learn about how we are shaping our culture to embrace and nurture equal opportunity, fairness and justice. In 2020 we developed and rolled out a special training program designed to understand and address unconscious bias in the workplace.
- Review our efforts as we were able to pivot during the pandemic to make sure we did not let troubled times deter us from our goals on inclusion and diversity.
- Meet the members of our Council on Inclusion and Diversity, which is shaping the Firm's strategy and initiatives on inclusion and diversity.

As always, we know we cannot do this alone. We welcome your comments and suggestions and intend to continue collaborating with you and all of our partners to build a more inclusive legal profession and society.



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# FINDING A FAMILY OF MENTORS TO SEED A CAREER IN LAW

**T**en years ago, Santos Garcia Avelar was working as a farmer in El Salvador. “The last thing I knew about was law,” he says. “I have no lawyers in my family at all.”

But he did know that attending school would unlock opportunities. However, as a high school senior, he made the wrenching discovery that his undocumented status disqualified him from financial aid to attend college. “This experience almost discouraged me from attending college at all.”

Santos, though, would not be denied. With his savings diverted to legal fees during his application for permanent residency, Santos doubled down on his commitment to continue his education through grit and hard work. At John Jay College of Criminal Justice, he worked 70 hours a week in a restaurant while maintaining his status as a full-time Honors Program student, double-majoring in Latin American and Latinx Studies and Political Science. “I always understood that education was my escape from a low-socioeconomic status,” he says.

Santos is now a law student at the University of Washington School of Law, where he received the Gates Public Service Law Scholarship, founded in 2005 by a gift from the Bill & Melinda Gates Foundation in honor of UW Law alumnus and public service advocate William H. Gates. The scholarship advances the skills of students interested in public service law.

Santos was propelled into law school following his participation in the Harris Beach “Summer Series at the Beach,” a virtual set of programs for law students organized in the wake of the pandemic. Santos and other students received a thorough grounding in various aspects of law firm life—which he describes as

“great background and a great bridge to law school.”

## Stepping stones

To further his chances of attending law school and becoming a lawyer, Santos spent three undergraduate summers attending the Ronald H. Brown Law School Prep Program for College Students through the St. John’s University College of Law. This program aims to increase the number of disadvantaged students in law schools across the country by identifying promising college students and graduates and advancing them in the study and practice of law. Participants have been accepted to more than 50 top law schools.

“The Ron Brown program was crucial in preparing me for law school,” says Santos. It was also where Santos first interacted with Harris Beach, a long-time supporter of the program.

Through the Ron Brown program, Santos took part in a Harris Beach summer program organized as a lecture series titled “The Business of Law: What they don’t teach you in law school.” Held virtually due to COVID-19, this series featured Harris Beach attorneys and executives sharing insight on topics such as associate performance, the structure of law firms, law firm operations, inclusion and diversity, preparing for the bar exam (presented by retired partner Victoria Graffeo, former judge on the New York State Court of Appeals) and cybersecurity controls and response.

“This (program) broadened and deepened my perspectives of the legal



field,” Santos says. “It was a wonderful experience to have before starting law school. As one example, Honorable Victoria Graffeo discussed strategies of taking core courses in law school in anticipation of the Bar exam; and some methods to be prepared after law school, such as taking advantage of legal research and writing programs.”

Even though the experience was virtual, he says, it was collegial and inviting.

“I want to highlight that Harris Beach has truly become my ‘family of guides’ to the legal profession,” he says. “They have welcomed me in every sense of the word.”

Santos will be working in the public sector for several years after law school graduation, but he hopes to continue his career in the private sector down the road.

“I came to this country as an immigrant with a passion to learn,” he says, “and Harris Beach gave me the chance to enhance my understanding of the legal profession. Mentors at Harris Beach such as Omar Nasar, Kimberly Swetland, Justina Rivera and Andrew Orenstein, made my dream of becoming an attorney possible, when my life circumstances dictated that it was impossible.”

“I believe that law firms, partnering with law school pipeline programs, have a crucial role in helping the legal profession become as diverse and inclusive as our society,” he explains. “I am testament to that.”

# RYAN IGLESIAS IS FOLLOWING A PATH WELL CHOSEN

**A**s a boy, Ryan Iglesias listened closely when his parents urged him to pursue a career in a profession such as law or medicine. Now, that advice has paid off.

The 26-year-old from central New Jersey will graduate later this year from St. John's University School of Law, after which he takes the Bar Exam. If all goes well, he will soon be able to call himself an attorney.

"It's what I was raised on, almost like a subliminal thing," Ryan recalls of his parents' encouragement. "That ultimately shaped my feelings toward education and how I weighed my studies. A lot of kids don't know what they want to do, and that's OK. But for me, at a young age, I knew I wanted to become a lawyer."

With that mindset, he made a plan, carefully charting a path through subjects that would prepare him for law school and the legal profession. He steered away from math and science, and, knowing what he enjoyed doing, leaned into classes that highlighted his skills in communication. Ryan graduated from Rutgers University with a double major in political science and history, then spent a year as a paralegal at a New York law firm, which led to his enrollment at St. John's Law.

## Summer as a 1L

It was during law school, while working as a summer paralegal and intern, that Ryan began noticing the name of Harris Beach in cases he was addressing. In a bit of a coincidence, later that year, a St. John's administrator called and suggested that Ryan attend a meeting for law students of color with practicing attorneys at a Wall Street firm to discuss professional opportunities. That firm: Harris Beach.

The meeting enabled Ryan to form a crucial set of supportive relationships that have allowed him to advance his professional development. The connections he formed led to Ryan being hired as a Harris Beach summer associate for the summer of 2020.

Of course, the global pandemic made that impossible, but the Harris Beach team was determined not to lose connection with the young prospective lawyers. Instead, the firm offered the associates a series of virtual classes known as the "Summer Series at the Beach." The series included everything from practical advice on matters such as resume writing and interviewing to the business aspects of private practice, to more detailed discussion on the law.

As that series ended, Harris Beach and the participants agreed to keep in touch. Before long, Kim Swetland, Chief Administrative Officer and Co-Chair of the Council on Inclusion and Diversity, shared an opportunity for a Harris Beach summer clerk position being that was being offered in connection with a commitment to partner with the Long Island Hispanic Bar Association. Ryan interviewed and received an offer for a position as a law clerk for Harris Beach in its Long Island office.

## Adapting to COVID

Ryan says the opportunities provided by the clerkship have been extremely valuable. Given the need to social distance, many firms could have decided to keep clerks and young associates at a distance. Harris Beach committed to making sure Ryan could get into the office for a full day at least once a week, in addition to working on matters and



with attorneys remotely. He credits the commitment to a day in the office as genuinely enhancing the experience, by giving him the opportunity to learn directly from practicing attorneys and get a sense for the rhythms of a law firm.

"The opportunity to put on a suit, sit across from a partner and have a discussion on something like civil liability, just to have the ability to feel like a lawyer for a day has been invaluable to me," Ryan says, "Interacting with partners was the most beneficial part."

As a clerk, Ryan has worked most closely with the Harris Beach litigation team, obtaining experience on tactical items such as legal filings and also participating in discussions on litigation strategy. The assignments he has received have been extensive and impactful. Ryan knows he has been lucky, as other members of his law school class were idled by the pandemic over the summer or worked exclusively on a virtual basis.

## A Committed Firm

Ryan credits the firm also for making a commitment to keeping in touch with students, especially students of color. Just the act of having Kim call repeatedly, with encouragement and other ideas, he said, is a significant signal that the firm values diversity and is making a commitment to creating real opportunities. It's not just lip service – he believes the team is sincere in recognizing that disparities exist and it shows Harris Beach is taking steps to make a difference for individuals. “I

think that's rare and special and I am very grateful. They are helping level the playing field.”

Ryan sees his future in litigation. Because of his interest and passions in writing, “that's the most natural path for me,” he said. He has a particular interest in areas such as medical malpractice and commercial litigation.

One thing Ryan knows for sure: Though he will be the first in the family

to go to law school, he will not be the last. Ryan's older brother, Raymond, is one year behind him at St. John's. Ryan is happy he's be able to smooth Raymond's path via his personal experience. “I took away some of the shock value of law school,” he jokes.

Harris Beach is honored to be a part of Ryan's journey and is looking forward to welcoming him into the practice of law.

# PIVOTING DURING THE PANDEMIC TO KEEP FOCUS ON INCLUSION AND DIVERSITY

**The early days of the pandemic were frightening, not only because of the devastation of the illness, but because we all faced an uncertain future as businesses closed and events and activities were cancelled indefinitely.**

Harris Beach was determined to make inclusion and diversity a priority, despite the hardships of the pandemic. Because of the excellent relationships we maintain with law schools across New York, we were able to keep the lines of communication open to share our experiences and offer our support in working through the many challenges that the students and our profession were facing.

Students at these schools told us that they needed help pivoting their educational and career development efforts. How could they continue to network, showcase their interests and abilities, learn, interview and pursue jobs – much less survive the Bar Exam?

We explored ways to keep the support and dialogue going even in the virtual environment. We hosted the “Summer Series at the Beach” and several panel discussions in the fall, including “Enhancing Your Future Job

Search During Challenging Times” that was presented to dozens of diverse law students throughout the state. The model we hit on has been a success, continuing into 2021 in a way that encourages collaboration between the schools and our firm.



Harris Beach pivoted in the virtual environment in other ways as well. Our Summer Series at the Beach focused on providing a group of promising law students with professional and career development sessions, networking opportunities, as well as educational programs. Hit programs included an overview of the business side of a law firm, an overview of law firm operations, tips for preparing for the Bar Exam, and leveraging professional social media to network.

## The Continuous Evolution of the Harris Beach Culture

We also continued to make progress in evolving our culture to encompass a

more diverse profession and inclusive world. We rolled out unconscious bias training for attorneys that has been expanded to include professional staff. We engaged in book discussions, including “Crucial Conversations” to improve our communication skills at the office and at home.

To demonstrate support of communities of color and our commitment to move the discussion forward and seek equal justice for all, in the wake of the killing of George Floyd, we issued a public statement committing ourselves to the cause: “We can and must do more to end racial injustice.” As a firm we participated in the 21-Day Equity Challenge in conjunction with the United Way of Greater Rochester, an effort that challenged individuals and organizations to open their minds and learn about, understand and respect the perceptions of others. Our commitment remains as strong as ever to seek ways to further the dialogue on equity and inclusion.

While the pandemic has challenged us in many ways, it has also provided opportunities to expand our efforts in making Harris Beach, and the legal profession, more diverse and inclusive.

# RECOGNITION AND COMMUNITY SERVICE

**W**e are proud of the contributions of our attorneys and professional staff in working toward inclusion, diversity and equality in all arenas, including the legal profession. This has resulted in wonderful recognition from outside parties. Other accomplishments were reflected through positions of responsibility in service to the firm or other partner organizations. Here's a sampling:



- Rochester Partner **H. Todd Bullard** was named by City & State NY to its Responsible 100 List of the state's most outstanding corporate citizens. The recognition honors executives, thought leaders, visionaries and influencers who set an example in improving their communities and sparking transformative change.



- Partner **Kevin Overton** was named a member of the Harris Beach PLLC Management Committee, which oversees the firm's strategic focus and direction. Kevin focuses his practice on commercial real estate.



- **Tom Garry**, managing partner, Harris Beach Long Island, continues his service on the Franklin H. Williams Judicial Commission. The commission educates and advises decision makers in the New York court system on issues affecting both employees and litigants of color.



- Harris Beach Chief Executive Officer **Christopher D. Jagel** was named to the 2020 Power List by Lawyers of Color, a national non-profit organization that promotes diversity in the legal profession. The annual LoC Power List honors the most influential minority attorneys and their allies across the country. The list includes general counsel from Fortune 1000 companies, law school deans, legal media and leaders of non-profit organizations.



- New York City Partner **Abbie Eliasberg Fuchs** has received one of the legal profession's most significant honors: She's a member of the BTI Consulting Group's 2020 Client Service All-Star Team. The Client Service All-Stars are a select group of attorneys who are singled out in interviews by corporate counsel as providing the absolute best client service.



- **Justina K. Rivera**, formerly of our New York City office and now a member of the New York City Corporation Counsel's office, has served two consecutive terms as the Vice President of Membership for the Metropolitan Black Bar Association.



- Capital Region Partner **Mathew Barry** serves on the Diversity Committee of the Albany County Bar Association, and is currently president-elect.



- Attorney **Danielle Rizzo** volunteered at the AILA Upstate New York Chapter's inaugural "Citizenship Day Workshop" and helped attendees file naturalization applications.



- **Will Wolfe** (on the left in photo), a former Harris Beach 3L law clerk and now an associate in our Syracuse office, was a fierce competitor and recognized at the North East Region BLSA's Constance Baker-Motley Mock Trial Competition for his prosecution counsel.
- Three student groups — the Asian-Pacific Law Students Association, Black Law Students Association and Latin-American Law Students Association at the University of Buffalo School of Law — honored Harris Beach for its outstanding support of minority law students.
- Harris Beach continues to elevate females to our partnership at a rate that exceeds the profession as a whole. Out of 15 attorneys elected partner at Harris Beach in 2020 and 2021, six are women.

# INCLUSION AND DIVERSITY: A YEAR-ROUND ACTIVITY

**H**arris Beach views inclusion and diversity as a continuous process, addressed in large and small ways. While the global pandemic caused the cancellation of several activities, we never lost sight of the importance of our commitment.

Our long-time sponsorship of the Ron Brown Program continued, providing financial scholarships for three students who participated in an LSAT preparation class.

- Anjali Deodat (George Washington University, BA in International Affairs & Economics '21)
- Demia Lee (St. John's University, MA in Criminology & Justice '20, BA in Psychology '19)
- Torryn Carter (Morehouse College, BA in Political Science '21)

Our Inclusion and Diversity Scholarship for Hofstra student(s) interested in Long Island's development was awarded to two deserving 2Ls: Ishanda Reid and Jonathan Egalite.

We funded a University of Buffalo law graduate and member of the school's BLSA organization to attend a bar exam preparation program and bar exam fees.

As a founding member and active supporter of the Monroe County Bar Association 1L Summer Program for diverse candidates, we welcomed University of Buffalo law student Alex Sanchez as an intern at our Rochester office.

By honoring these commitments, we were able to continue these vital programs at a time when students needed them the most.

**As the students we support pivoted, so did our Council on Inclusion and Diversity. Here's a rundown of our many activities, by category:**

## SUPPORTING STUDENTS

- Hired Santos Garcia, recipient of the Harris Beach Diversity Scholarship and participant in the Ronald H. Brown Law School Prep Program for College Students, to serve as a summer bridge intern.
- Hired Ryan Iglesias as a summer associate based upon our partnership with Long Island's Hispanic Bar Association and St. John's University.
- Hosted a virtual panel discussion on law careers and job seeking in a pandemic for diverse students at the Cornell University Law School.
- Hosted a resume writing workshop and discussion for 1Ls and "business of law" conversations for 3L members of the Black and Latino Law Students Association Professional Development Program.
- Hosted virtual panel discussions on networking in the age of COVID and other job search advice with BLSA and LALSA students at Syracuse University College of Law, Hofstra Law School, the University at Buffalo School of Law and Albany Law School.

## SKILL DEVELOPMENT

- Hosted education session on networking and dinner etiquette at the Cornell University Law School, and a speed mentoring and networking reception for Black and Latin American Law students at the University of Buffalo Law.
- Co-hosted mock interviews with the Long Island Hispanic Bar Association for summer internships.

## ENHANCING THE CULTURE

- Rolled out changes to performance self-appraisals for attorneys to include a description of personal efforts to foster a more inclusive environment and support the firm's diversity and inclusion goals.
- Introduced "Understanding Diversity & Eliminating Unconscious Bias in the Legal Profession: Creating an Inclusive Environment" Continuing Legal Education session for Harris Beach attorneys. This session challenges attorneys to consider and re-examine biases in thoughts and behavior.

- Celebrated International Women's Day throughout our offices.
- Sponsored the Rochester Museum and Science Center's Changemakers: Women Who Changed the World Exhibit, scheduled to run from November 2020 to May 2021. The Changemakers Exhibit will highlight 200 stories of women throughout history in Rochester that the museum has described as "visionaries, trailblazers, inventors, activists and entrepreneurs who changed Rochester and the world."
- Recognized important national events within our firm with education and awareness activities, including the significance of Juneteenth and Pride Month, as well as the World Day for Cultural Diversity Dialogue.
- Worked aggressively to help employer clients understand changes in the law and legal precedent that may impact their policies and practice.
- Attended and sponsored the Adirondack Women's Bar Association International Women's Day Celebration and Charitable Dinner.

# ADVANCING WOMEN IN LEADERSHIP AND LAW

**The Albany Law School launched an ambitious initiative last year focused on professional leadership development and networking for women. Harris Beach was honored to be invited to participate as a sponsor of the school's Women's Leadership Initiative.**

In addition to making a \$25,000 financial commitment, our firm is also supporting the initiative through programming, professional development, leadership training, mentorship and strategic guidance. John McManus, an Albany Law School alum and managing partner of our Capital Region offices, serves on the initiative's advisory committee.

The Women's Leadership Institute (WLI) was created by Trustee Kimberly C. (K.C.) Petillo-Décosard '05 and her husband, Sakis Décosard through a leadership gift to the school. With the support from Harris Beach, and trustee Timothy O'Hara '96 and his wife, Colleen O'Hara, the initiative continues to grow.

In its first months, the WLI hosted more than 250 participants for a Summer Series that included guest speakers sharing their real-world experiences in the legal profession. The WLI also organized a well-attended alumni trailblazers' panel during Reunion week. Since announcing our sponsorship, Harris Beach attorneys have participated in several programs in support of students and others at Albany Law.

"We thank Harris Beach for its generous contribution to the Women's Leadership Institute," said Albany Law School President and Dean Alicia Ouellette. "We believe the impacts of this partnership, and others like it, will be felt for years to come as our students and alumnae continue to develop into leaders in their workplaces."

"Meaningful commitments from partners such as Harris Beach will help us prepare women to drive change in their careers," said Petillo-Décosard. "Sakis and I are thrilled that the Women's Leadership Initiative is off to such a strong start. We're looking forward to watching its further growth—and the successes of its participants."



ALBANY LAW SCHOOL  
WOMEN'S LEADERSHIP INITIATIVE

WOMEN'S LEADERSHIP INITIATIVE  
**20 SUMMER**  
**20 SERIES**  
ALBANY LAW SCHOOL

# HONORING WENDY A. KINSELLA AND SAYING THANK YOU

**W**endy Kinsella has served as the chair and co-chair of the Harris Beach Council on Inclusion and Diversity since 2014. She transitioned to the exciting new position as a U.S. Bankruptcy Court Judge for the Northern District of New York, effective June 2021. In light of this transition, we wanted to take a moment to say thank you, and honor some of her inclusion and diversity leadership accomplishments.

In leading our Council, Wendy has developed and implemented strategies, programs and scholarships to advance diversity and inclusion at the firm and throughout the legal profession, with a particular focus on partnerships at law schools, bar associations and affinity groups across New York State.

All of these relationships are highly valued and will continue to be central to our work at Harris Beach in the years to come. To highlight a few examples:

- Providing scholarships opportunities that helped students, from throughout New York State from Buffalo to Long Island, defray the immense costs of law school and taking the bar exam.
- Supporting pipeline programs in partnership with the Ronald H. Brown Law School Prep program at St. John’s University, which helps prepare and develop promising students of color for success in law school.
- Continuing and ongoing engagements, both at a program event and one-to-one level, with student associations, law schools and bar associations representing the interests of BLSA, Latin-American, Asian-American, Outlaw and diverse law students at Albany Law School, University at Buffalo School of Law, Cornell Law School, the Maurice A. Deane School of Law at Hofstra and the Syracuse University College of Law.
- Championing inclusion and diversity and spearheading educational, mentoring and networking opportunities with local bar associations and diverse organizations such as the Caribbean Attorneys Network.

Within Harris Beach, Wendy advanced inclusivity in recruitment and retention, furthered cultural awareness, established ongoing diversity and inclusion CLE training programs, supported and promoted women’s initiatives, and advocated for diversity of teams and thoughts, among many other achievements.

We are grateful and thank Wendy for her dedication and leadership. She has made a lasting imprint in the hearts and careers of many. We wish Wendy all the best in her new role.

Harris Beach’s Council on Inclusion and Diversity under the leadership of Co-Chairs H. Todd Bullard, partner, and Kimberly Swetland, Chief Administrative Officer, will continue to forward and expand the many initiatives established by Wendy and the Council.



# Harris Beach

## Council on Inclusion and Diversity

Inclusion and diversity is a significant priority at Harris Beach. We would like to recognize the attorneys and professional staff who guided the firm in 2020 in making sure we lived up to our commitments and our values as part of our Council on Inclusion and Diversity.

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### CO-CHAIRS

**H. Todd Bullard**, Partner, Incoming Co-Chair

**Wendy Kinsella**, Partner

**Kim Swetland**, Chief Administrative Officer

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**Stacy Juhl Buchholz**, Office Manager

**Mario Domanti**, Chief Human Resources Officer

**Joanne L. Finnegan**, Office Manager

**Melissa A. Fletcher**, Administrative Assistant

**Hilary Guthrie**, Chief Business Development Officer

**Daniel E. Guzman**, Associate

**Christopher D. Jagel**, partner and Chief Executive Officer

**Barry Kozak**, Chief Operating Officer

**Yahaira Liriano**, Administrative Assistant

**Melanie C. Marotto**, Partner

**Dawn Morrison-Hicks**, Applications Analyst

**Omar Nasar**, Partner

**Jamie Page**, Director of Human Resources

**Markia Scott**, Administrative Professional

**Christine Vasconcellos**, Associate

**Sara E. Visingard**, Partner

### COUNCIL SPECIAL COLLABORATORS

**Winnie Feng**, CID Administrator and Business Office Administrator

**Courtney Lusk**, Assistant Manager of Programs and Sponsorships

**Cheryl Odorczyk**, Director of Marketing Operations

**Ben Rand**, Sr. Manager of Communications and Public Relations



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