



BOARD OF DIRECTORS

**RESOLUTION
On Clarifications to LSC Non-ERISA Benefits**

WHEREAS,

Legal Services Corporation (“LSC”) is a District of Columbia (DC) corporation and a DC employer that operates as a private non-profit; and

WHEREAS,

LSC periodically reviews the benefits that it offers to employees to ensure that such benefits are competitive with those offered in other private and governmental workplaces; and

WHEREAS,

LSC has recently conducted such a review of its employee benefits offerings and wishes to clarify certain of its employee benefits offerings; and

WHEREAS,

The Board of Directors has considered the support and analysis presented by LSC Management with respect to the requested clarifications in Non-ERISA LSC benefits offered to its employees, as set forth in this Resolution.

NOW, THEREFORE, BE IT RESOLVED THAT:


The Board of Directors authorizes LSC Management to take the following actions:

1. Make changes in the LSC Handbook as appropriate to reflect clarifications in Non-ERISA benefits approved by the LSC Board of Directors, effective July 31, 2010, in the following Sections to extend such benefits to same sex spouses and same sex and opposite sex domestic partners, and dependents thereof, consistent with the Religious Freedom and Civil Marriage Equality Amendment Act of 2009; the Health Benefits Expansion Act of 1992; and the D.C. Human Rights Act of 1977:

- 9.3 Sick Leave
 - 9.4 Shared Leave
 - 9.5 Other Paid Leave
 - B. Bereavement Leave
 - E. Parental Leave
 - 9.6 Unpaid Leave
 - A. Family and Medical Leave Under Law of the District of Columbia
 - B. Leave Without Pay
 - 9.10 Other Benefits Programs
 - B. Employee Assistance Program
2. Take any other actions that are appropriate to implement this Resolution.

Adopted by the Board of Directors

On July 31, 2010



John G. Levi
Chairman



Patricia D. Batie
Corporate Secretary