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INSTITUTE

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LAW FIRM PRO BONO PROJECT

## Report on the 2011 Pro Bono Institute Law Firm Pro Bono Challenge® Statistics

July 2012



# PRO BONO INSTITUTE

The Pro Bono Institute, established in 1996, provides research, consultative services, analysis and assessment, publications, and training to a broad range of legal audiences.

## **Mission**

The Pro Bono Institute is mandated to explore and identify new approaches to and resources for the provision of legal services to the poor, disadvantaged, and other individuals or groups unable to secure legal assistance to address critical problems. We do so by supporting, enhancing, and transforming the pro bono efforts of major law firms, in-house corporate legal departments, and public interest organizations in the U.S. and around the world.

## **The Law Firm Pro Bono Project**

PBI's Law Firm Pro Bono Project is the only global effort designed to support and enhance the pro bono culture and performance of major law firms in the U.S. and around the world. The Project's goal is to fully integrate pro bono into the practice, philosophy, and culture of firms so that large law firms provide the institutional support, infrastructure, and encouragement essential to fostering a climate supportive of pro bono service and promoting attorney participation at all levels.

## **The Law Firm Pro Bono Challenge<sup>®</sup>**

PBI's Law Firm Pro Bono Challenge<sup>®</sup> launched in 1993 and implemented in 1995, is a unique, aspirational pro bono standard. Developed by law firm leaders and corporate general counsel, the Challenge articulates a voluntary, single standard for one key segment of the legal profession – major law firms. (A copy of the Challenge language and principles is attached.) Challenge Signatories publicly acknowledge their institutional, firm-wide commitment to provide pro bono legal services to low-income and disadvantaged individuals and families and nonprofit groups. The Challenge includes a narrow, but thoughtful definition of pro bono that has become the industry standard for large law firms, as well as an accountability mechanism and measurement tool through its performance benchmarks and an annual reporting requirement.

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## **Executive Summary**

The Report on the 2011 Pro Bono Institute Law Firm Pro Bono Challenge<sup>®</sup> statistics examines the pro bono performance of firms that are Signatories to the Law Firm Pro Bono Challenge<sup>®</sup> during the 2011 calendar year. The Challenge is the industry standard for pro bono participation in large law firms (those with 50 or more attorneys). Challenge Signatory firms have committed to contribute three or five percent (or 60 or 100 hours per attorney) of their annual billable hours to pro bono activities as defined by the Challenge and report their performance to PBI each year.

Pro bono performance remained steady in 2011, but faces some significant challenges moving forward. Below are several key performance measurements from Challenge Signatory firms:

### **Overall Challenge Performance**

One hundred thirty-four participating firms reported in 2011, performing an aggregated total of 4,476,866 hours of pro bono work. This represents the third highest year's total since 1995, the inception of the Challenge.

### **Service to Persons of Limited Means**

Service to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means decreased by 9.7% from 2010. Challenge firms donated 2,578,958 hours to these clients in 2011.

### **Participation**

Attorney pro bono participation at Challenge firms increased slightly in 2011, with a total of 50,795 attorneys participating in pro bono compared to a total of 50,730 attorneys who participated in pro bono in 2010.

### **Financial Donations**

Challenge firms increased the amount they donated to legal services organizations to \$28,654,304 – the largest amount of money given since 2007, and an increase of 12.7% over 2010.

A number of factors and concerns underscore the need for strengthening, rethinking, and revamping pro bono efforts at major law firms, including:

- changes in the economics of law practice;
- composition of law firms;
- changes in the policies and practices of large law firms; and
- deep cuts in funding, resources, and infrastructure at groups providing legal services to the poor.

# Report on the 2011 Pro Bono Institute Law Firm Pro Bono Challenge® Statistics

## Introduction

In 2011 Pro Bono Institute Law Firm Pro Bono Challenge® Signatory firms not only continued to contribute almost 4.5 million hours of pro bono service to those in need, they also substantially increased the funding they provide to those legal organizations – legal services programs, pro bono groups, and public interest nonprofits – that are the essential backbone of our nation’s system for the provision of legal assistance at no cost to the poor and disadvantaged.

## 2011 Challenge Performance Data

### *Highlights of Overall Pro Bono Performance*

The pro bono performance of Law Firm Pro Bono Challenge® Signatory firms showed little change from 2010 to 2011. Overall firm pro bono performance remained relatively steady at 4,476,866 in 2011, increasing from 2010 when firms reported 4,466,163 hours. Although there were five fewer firms reporting in 2011 (134 firms reported, six firms did not report, and one firm merged) than in 2010 (139 firms reported), that performance represents the third highest level of pro bono hours recorded since the Challenge began in 1995. Chart 1 shows the total pro bono hours provided by Challenge firms from 1995 to 2011. Table 1 provides the detailed figures for 2011 and 2010.

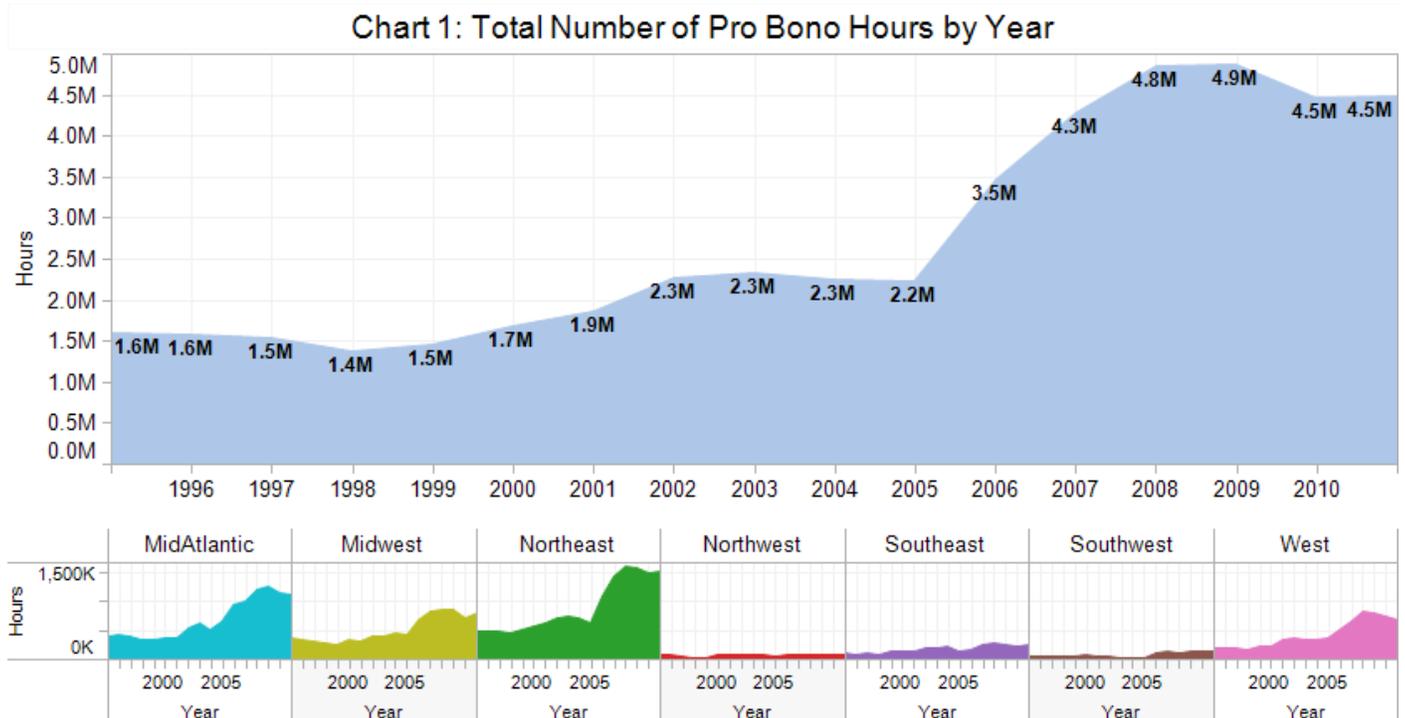


Chart 1 also shows the total number of pro bono hours by the seven geographic regions into which the firms are divided. Regionally, the Northeast, with 43 firms reporting, had the highest number of hours of pro bono, followed by the MidAtlantic with 30 firms reporting, the Midwest with 28 firms reporting, the West (15 firms), the Southeast (10 firms), the Southwest (4 firms), and the Northwest (4 firms). (States included in each region are delineated in the Methodology section.)

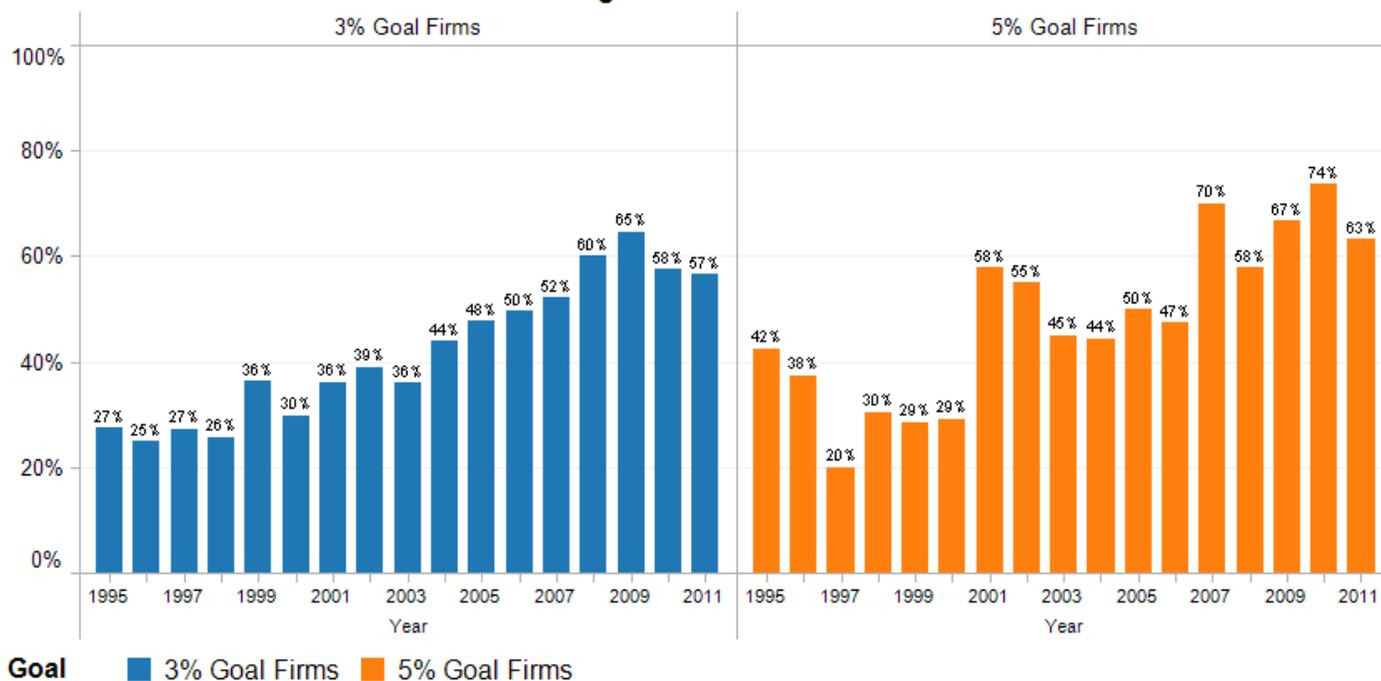
Table 1

Region	2011 # of Firms Reporting	2011 Pro Bono Hours	2010 # of Firms Reporting	2010 Pro Bono Hours	% Increase/Decrease
MidAtlantic	30	1,107,100	30	1,139,374	-2.8%
Midwest	28	772,077	30	702,138	10.0%
Northeast	43	1,490,927	42	1,476,254	1.0%
Northwest	4	70,867	4	71,750	-1.2%
Southeast	10	231,468	10	217,731	6.3%
Southwest	4	129,744	6	128,737	0.8%
West	15	674,684	17	730,179	-7.6%
<b>Totals</b>	<b>134</b>	<b>4,476,867</b>	<b>139</b>	<b>4,466,163</b>	<b>0.2%</b>

### Reaching the Challenge Goal

As seen in Chart 2 below, 57% of Challenge firms who articulated a 3%/60 hour/attorney goal met or exceeded that Challenge goal in 2011, while 63% of the Challenge firms who articulated a 5%/100 hour/attorney goal met or exceeded that goal in 2011. This represents 77 firms that met or exceeded their Challenge goal in 2011, as compared with 83 of the firms in 2010, a decrease of 7.2%.

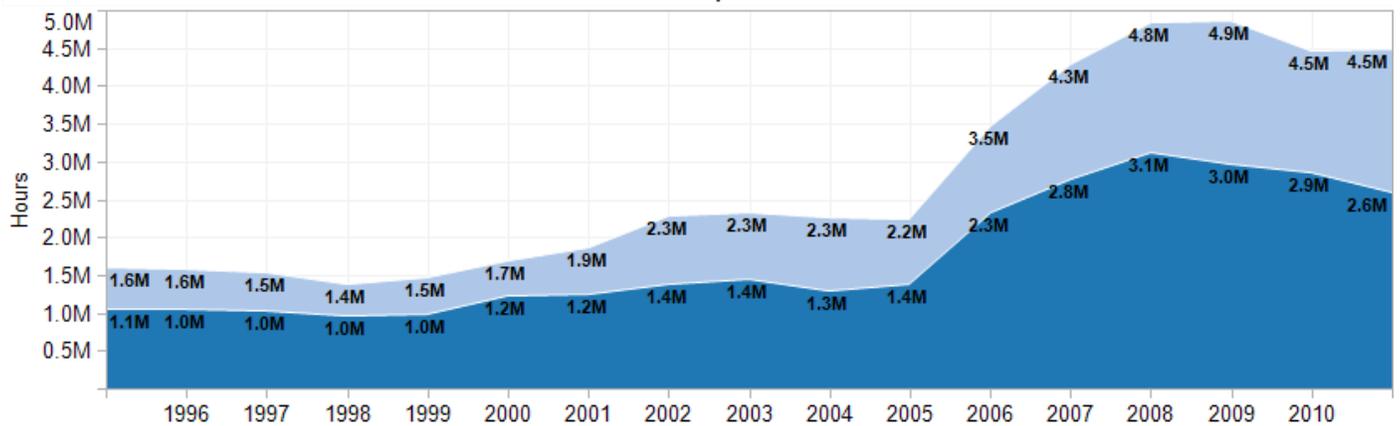
Chart 2: Percentage of Firms That Achieved Goal



## Service to Persons of Limited Means

In addition to establishing ambitious, progressive benchmarks – 3 or 5% of total billable hours – for overall pro bono participation, the Challenge asks firms to devote a majority of their pro bono time to persons of limited means or to “charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means.” Service to persons of limited means or organizations serving them dropped from 2,854,722 hours in 2010 to 2,578,958 in 2011, or a 9.7% decrease. This drop can be seen in Chart 3 and Table 2:

Chart 3: Total Number of Pro Bono Hours as Compared to Number of Pro Bono Hours to the Poor



Legend ■ Hours Allocated to the Poor ■ Total Pro Bono Hours

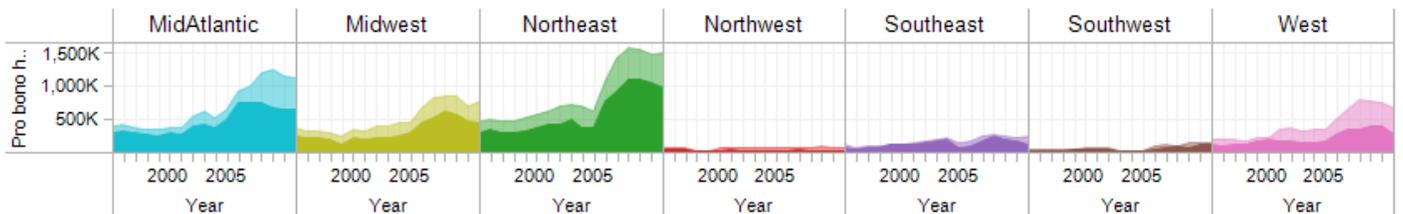
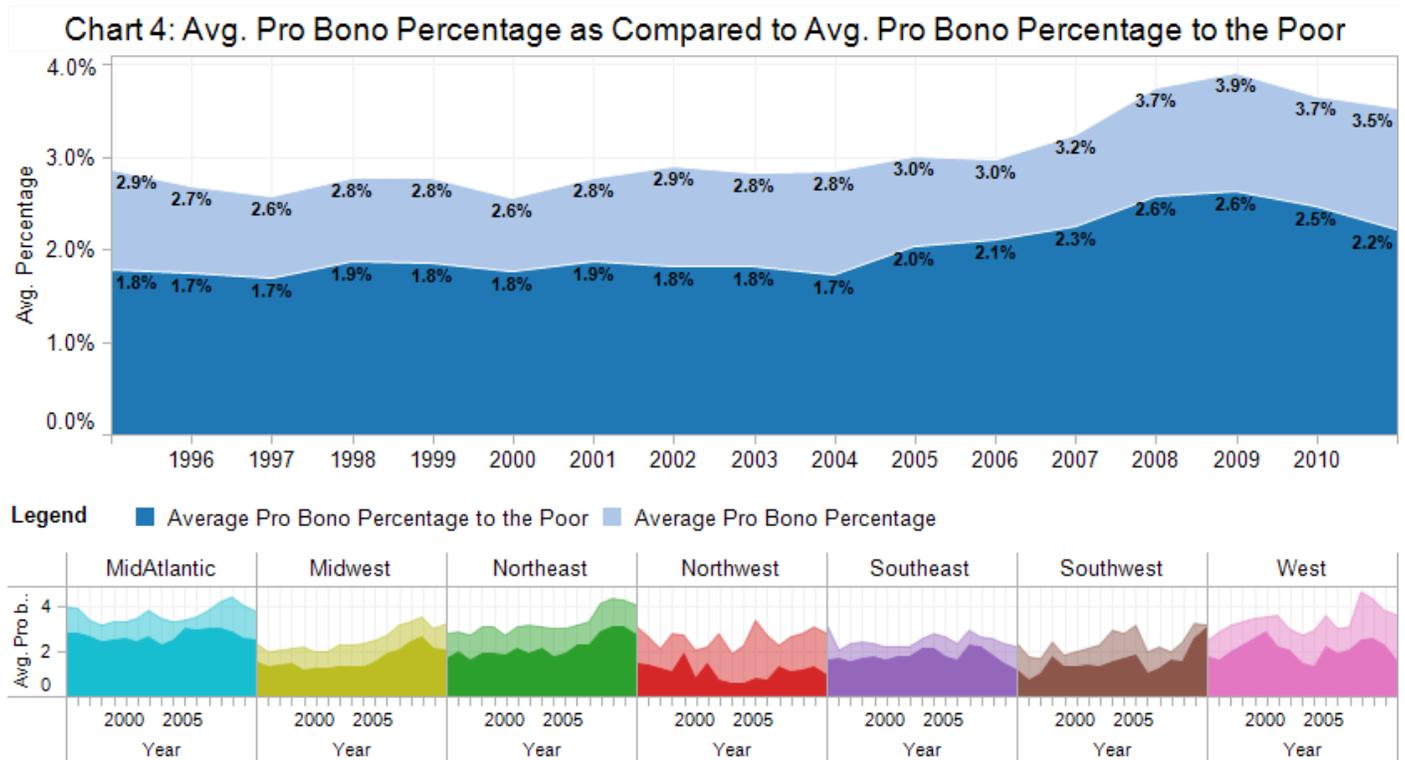


Table 2

Region	2011 # of Firms Reporting	2011 Pro Bono Hours for the Poor	2010 # of Firms Reporting	2010 Pro Bono Hours for the Poor	% Increase/Decrease
MidAtlantic	30	641,354	30	646,818	-0.8%
Midwest	28	451,406	30	464,989	-2.9%
Northeast	43	976,149	42	1,036,237	-5.8%
Northwest	4	13,931	4	22,536	-38.2%
Southeast	10	115,501	10	166,043	-30.4%
Southwest	4	121,481	6	118,438	2.6%
West	15	259,136	17	399,662	-35.2%
<b>Totals</b>	<b>134</b>	<b>2,578,958</b>	<b>139</b>	<b>2,854,723</b>	<b>-9.7%</b>

Chart 4 below shows a comparison of the average percentage of pro bono hours overall as compared to the average percentage of pro bono hours spent in service to those of limited means or organizations serving them. Firms in 2011 spent an average of 3.5% of their billable time on pro bono matters as defined by the Challenge. They spent an average of 2.2% of their billable time on pro bono matters serving those of limited means or to “charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means.” This is down from 3.7% and 2.5% in 2010, respectively.



## Participation

Challenge Signatory firms reported total firm headcounts in 2011 of 70,647, an increase from 68,738 total attorneys in 2010. In 2011, a total of 50,795 attorneys participated in pro bono compared to a total of 50,730 attorneys who participated in pro bono in 2010. These numbers include 18,016 partners, 3,610 counsel, 27,741 associates, and 1,428 staff and other attorneys who participated in pro bono in 2011 as compared to 19,266 partners and 31,464 associates who participated in pro bono in 2010. As seen in Chart 5 below, associate participation has decreased in each of the past four years, while partner participation has increased over the past five years (with a slight downturn in 2010).

Chart 5: Attorney Participation Hours

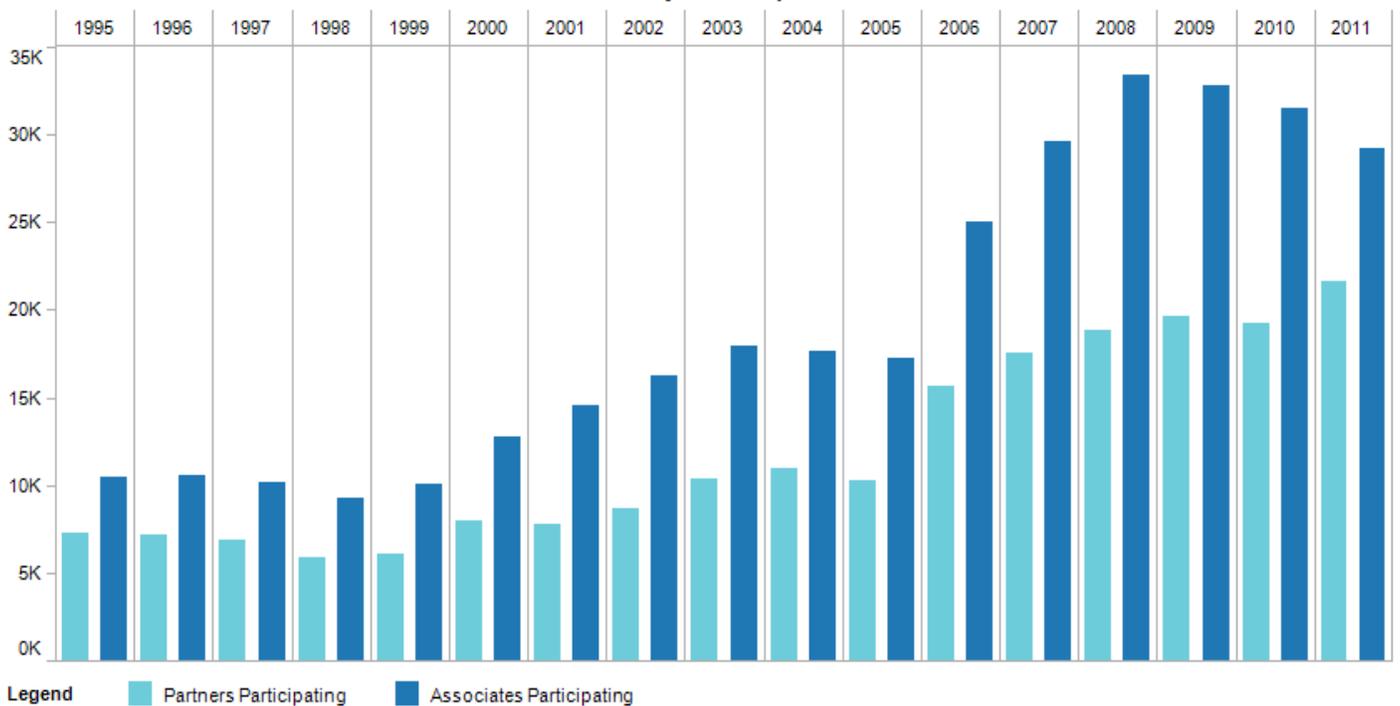


Chart 6 below shows a graphical representation of the regional breakdown of partner/associate participation in pro bono. Regionally, associate participation is roughly the same although the regional leaders are the Midwest at 84%, the MidAtlantic at 83%, and the Northeast at 82% of associate participation. Partner participation is lower, but the top three regions are the MidAtlantic with 70%, the Southeast with 64%, and the Midwest with 60% partner participation.

Chart 6: Partner/Associate Participation By Region

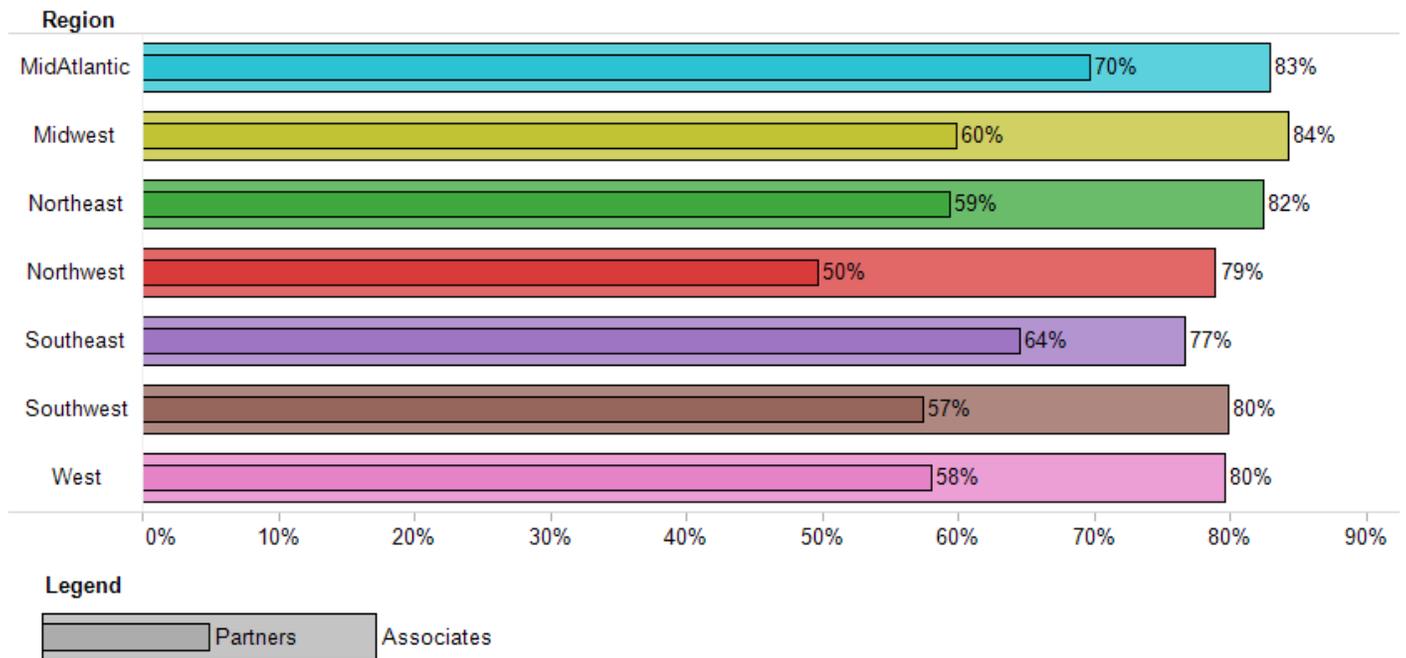


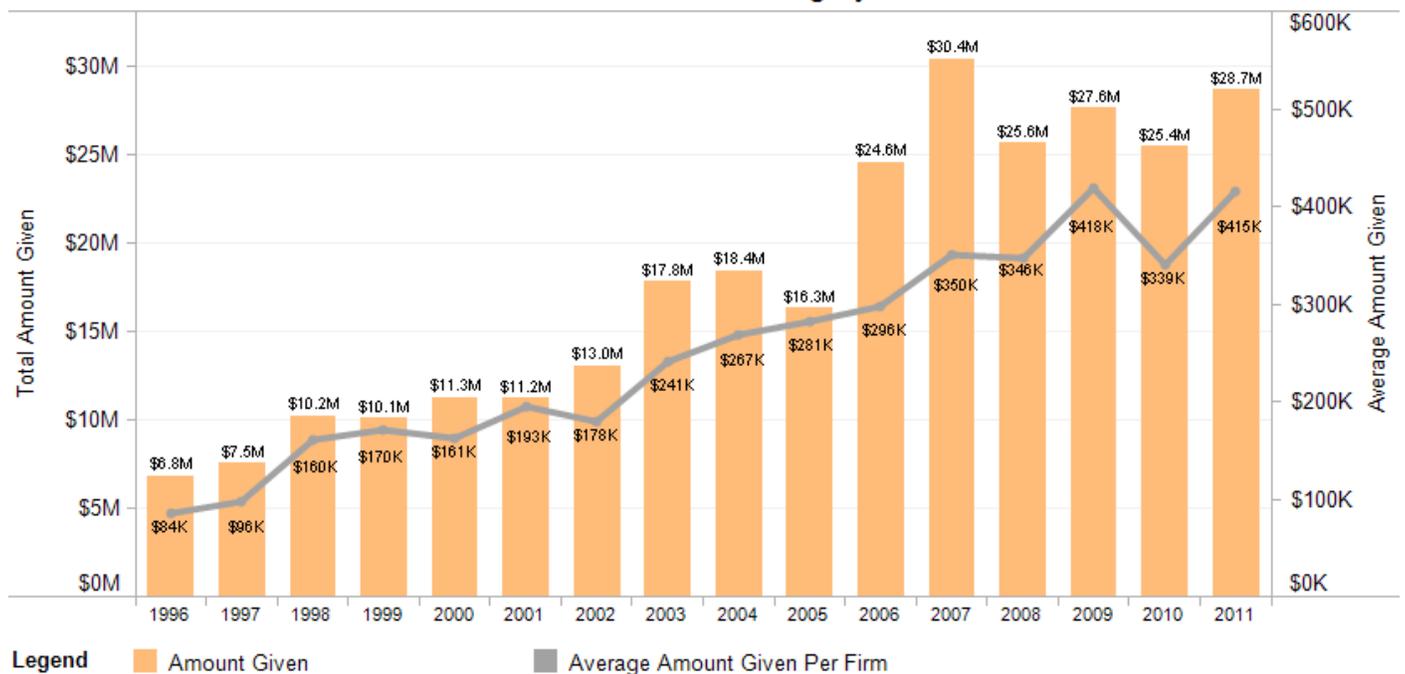
Table 3

Region	Partner Participation Rate	Associate Participation Rate	Firm Participation Rate	# of Firms in Region Reporting
MidAtlantic	70%	83%	76%	30
Midwest	60%	84%	70%	28
Northeast	59%	82%	72%	43
Northwest	50%	79%	61%	4
Southeast	64%	77%	70%	10
Southwest	57%	80%	70%	4
West	58%	80%	70%	15

## Financial Donations

In addition to the statistical information that the Challenge requires firms to report, firms also have an opportunity to respond to several optional questions, including providing supplemental information regarding their financial contributions to legal services organizations. In 1996 (the first year for which this information is available), 81 firms reported that they had donated a total of \$6,800,902 to legal services organizations. In 2011, 69 firms reported that they had donated \$28,654,304, an increase of \$3,218,763 (or 12.7%) from 2010. In 1996, the average contribution from a firm was \$84,000. In 2011, the average contribution was \$415,000. See Chart 7 below for a comparison of firm donations over the years.

Chart 7: Charitable Giving by Year



## Data Analysis

Despite five fewer Challenge Signatory law firms reporting their 2011 performance to the Law Firm Pro Bono Project, the aggregated total pro bono hours contributed increased, albeit only very slightly, from the previous year. In a year marked by continued economic uncertainty in the U.S. and abroad; market volatility; softening of demand for legal services; an ever-more competitive environment and enhanced pressure for alternative and reduced fee arrangements; and the shock waves created by the precipitous demise of a major law firm, the fact that pro bono performance at large law firms emerged relatively unscathed and represents the third highest hourly contribution of time since 1995 – exceeding firms’ pre-recession performance in 2007 – is significant.

However, other factors and concerns underscore the need for strengthening, rethinking, and revamping pro bono efforts at major law firms. These include:

**Profound changes in the economics of law practice** – PBI’s longitudinal data (see Chart 1) indicates that pro bono performance has not and will not follow a clear and consistent upward trajectory. Outside factors – most notably the economy and its impact on the legal marketplace – directly impact pro bono performance. In the past, post-recession periods were characterized by downturns in pro bono, but, as the economy recovered, pro bono activity increased. While we are no longer in a deep recession, 2011 was hardly a year of robust economic recovery. And, in an increasingly global economy, the economic distress in the U.K. and Europe, as well as the turmoil in many other regions of the world, resulted in continued uncertainty and dampened client demand.

**Composition of law firms** – to ensure greater flexibility in headcount and personnel costs, many large law firms have drastically reduced the size of their incoming associate classes and their summer associate hires. In addition, due to the reductions in force undertaken by firms in 2008-2010, mid-level associate ranks at some firms are smaller, though increasing through lateral hires. At large firms, young and mid-level associates have been a critical part of pro bono work, and the changing demographics of firms, absent some reshaping of the firms’ pro bono docket, will inevitably result in fewer pro bono hours. The positive news is that, with the exception of 2010, partner participation in pro bono has continued to increase. Partners, however, typically devote fewer hours to pro bono matters and are often attracted to more sophisticated pro bono engagements. Firms that have not revisited the scope and flow of pro bono work need to ensure that the changing demographics of the firm are reflected in a revised menu of pro bono options.

**Profound changes in the nature of large law firms** – at a time when corporate clients have become far more vocal and assertive in directing the work and compensation of outside law firms, firms face a far different, more complex, and challenging environment. Many aspects of law firm operations – professional development, marketing, advancement to partnership, career trajectories, compensation – are under scrutiny and in continued flux. As a result, law firm pro bono is in a period of transition. Times of change, uncertainty, and instability pose challenges for pro bono efforts, but they also offer new opportunities.

**Legal services to the poor** – the most troubling aspect of the 2011 data is the drop in the percentage of overall pro bono work undertaken on behalf of low-income individuals and families and the organizations that serve them. Poverty in the U.S. has reached a historic high. While legal services and public interest resources and staffing have been decimated, the law firm resources committed to this critical segment of pro bono have also substantially diminished. Discussions with public interest programs and law firms reveal two potential reasons for this tragic situation. First, as noted above, many

of these traditional poverty law cases are handled by young associates, and with the reduction in associate ranks, the number of these matters handled by law firms has decreased. Second, and of even greater concern, it appears that the loss of funding and staff at public interest organizations has seriously compromised their infrastructure and reduced their capacity to screen and refer pro bono clients and recruit, train, mentor, and support pro bono lawyers. Without the capacity and infrastructure provided by those who work full-time to serve the poor and disadvantaged, the ability to perform pro bono service, and the volume of service provided, is inevitably impaired.

One bright spot in the 2011 data is the increase in financial support provided by law firms to the nonprofit legal groups whose expertise and assistance makes law firm pro bono possible. The average amount contributed per law firm in 2011 was \$415,000, compared to \$339,000 per firm in 2010. While the almost \$29 million contributed in 2011 did not begin to replace the funding lost by these groups, it does indicate that law firms are increasingly focusing their charitable giving to support and strengthen pro bono infrastructure at legal aid and public interest groups.

## **Future Directions**

Although the 2011 pro bono performance data indicates essentially steady pro bono activity, further analysis reveals trends that, if not appropriately addressed, may weaken and diminish the vitally important pro bono service undertaken by major law firms. PBI, as it has for more than fifteen years, will continue to play a key role as counselor, advisor, trainer, and catalyst, offering firms expert guidance on how to re-imagine and restructure their pro bono programs to take account of the changes in law firm practice and economics. Those efforts will support the following:

\*Law firms must think and act strategically to use pro bono to address critical legal needs in their communities and, as well, to align with and support important firm goals, such as talent management and enhanced client relationships.

\*Firms need to ensure that every aspect of their pro bono programs – the range of matters, pro bono policies, staffing and governance, role of firm leadership – reflects the changed practices and environment at the firms. Despite the financial pressures of the past year, law firms have continued – and, in some cases, expanded – their investment in pro bono infrastructure. However, firms must also address the issue of whether and how existing administration and oversight of pro bono needs to change to accommodate other changes at the firms.

\*At a time of deeply diminished legal services and public interest budgets, firms must explore how they can best use their resources – financial and in-kind – and their human capital to lessen the time and cost of pro bono administration and infrastructure at these organizations. Firms must provide not only pro bono service to clients but more efficient pro bono administration and infrastructure as well, so that more matters can be more easily placed.

\*Firms need to carefully evaluate not only the amount of pro bono work they undertake but the outcomes and impact of that work, to ensure that they are making the highest and best use of their pro bono resources. At a time when the demand for legal help so greatly exceeds the available resources, it is essential that pro bono efforts, to the greatest extent possible, create the best possible results for the most people. To assist firms in this important task, PBI will begin working with them to provide the most accurate and useful data on their own pro bono performance and pro bono trends as a basis for evaluation and rethinking pro bono. We are also developing tools to assist firms in evaluating the impact of their work – tools that are simple to use and implement and tailored to the firm's pro bono program and goals. Together, PBI and the globe's most successful law firms can and will take pro bono to a new level in this new environment.

## **About the Law Firm Pro Bono Challenge<sup>®</sup>**

The Law Firm Pro Bono Challenge<sup>®</sup>, developed by law firm leaders and corporate general counsel, articulates a single standard for one critical segment of the legal profession – firms ranging in size from 50 to more than 4,200 lawyers. The Challenge has become the definitive aspirational pro bono standard for large law firms throughout the world. It is unique for several reasons:

- It uses a progressive standard – i.e., a target of either 3 or 5 percent of a firm’s billable hours (equivalent to 60 or 100 hours per attorney) which ties pro bono performance to firm productivity and profitability.
- It calls for an institutional commitment, rather than an individual lawyer goal, in recognition of the reality that the policies and practices of law firms are keys to the ability and willingness of firm lawyers to undertake pro bono work.
- It creates goals not only with respect to the amount of pro bono work to be undertaken, but also with regard to the structural and policy elements that are essential for the creation and maintenance of a pro bono-friendly firm culture.
- It links Challenge firms to the extensive consulting and technical assistance resources available from PBI and its Law Firm Pro Bono Project.
- It includes an accountability mechanism and an outcome measurement through its annual reporting requirement.

While statistics are an important measurement tool, the Challenge is not limited to quantifiable goals. Rather, it provides a framework, a set of expectations, and operational and policy elements that are the keys to major law firms’ ability to institutionalize and strengthen the culture and operations of their pro bono programs. Since the inception of the Challenge, PBI has worked with law firms to promulgate pro bono policies, enhance their relationships with public interest, legal services, pro bono programs and other groups, including the courts, improve the oversight and staffing of the firm’s pro bono work, design and implement pro bono partnerships with corporate legal departments, improve processes for planning and evaluating pro bono efforts, create more accurate time-keeping mechanisms, incorporate a number of innovative pro bono models – including signature projects, rotation/externship programs, global efforts, partnering with corporate clients, integration with other firm goals including professional development, talent management, diversity, and associate satisfaction, and more, and successfully encouraged many firms to expand the breadth and depth of their pro bono docket. Indeed, the Challenge’s success in enhancing pro bono culture and performance has led our sister project, Corporate Pro Bono, a partnership project of the PBI and the Association of Corporate Counsel, to launch the Corporate Pro Bono Challenge<sup>SM</sup> in 2005.

With only minimal changes made in the language and principles of the Challenge since its creation, the Law Firm Pro Bono Challenge has become the industry standard by which firms define, measure, and assess their pro bono achievements. It has also become a rallying point and a catalyst that enables firms to contribute meaningfully to their local communities, to the national justice system, and to communities around the world despite economic cycles and other pressures.

## **Methodology**

Firms participating in the Law Firm Pro Bono Challenge<sup>®</sup> report annual performance on a survey circulated by the Pro Bono Institute. Data is compiled into a central database and checked for quality issues. In cases of anomalous or missing data, numbers are derived from other data elements when possible. Additional follow-up with responding firms is conducted as necessary. The number of firms participating varies by year. All charts represent only the participating firms which reported the relevant metrics, or for which those metrics have been calculated mathematically. While maintaining complete confidentiality as promised to Challenge firms, the Project has begun a multi-year longitudinal analysis of Challenge data with the pro bono assistance of advisors from Deloitte Financial Advisory Services LLP. Some of the charts from that analysis are available in this report, while additional material will be forthcoming.

Prior to the current report, firms have historically been asked to report metrics for Partners and Associates. For the purposes of the current report, firms were asked to separately report Counsel and Staff/Other Attorneys as well. For purposes of analysis in the first year of this change, Counsel has been included with Partners and Staff/Other Attorneys with Associates.

While it is now rare to find a firm claiming a particular city as its headquarters, historically firms have made that designation. The regional breakdown included in this analysis classifies the Challenge Signatory firms by their historical headquarters. With the globalization of the practice of law, categorizing firms in this manner may cause some inaccuracies, but still provides a snapshot of pro bono among Challenge firms in different parts of the U.S. For purposes of analysis, firms are grouped by geographic region determined by the location of the firm's main office. In the 2011 data, one firm moved from the Northeast to the Midwest region.

- The MidAtlantic Region is composed of firms reporting in Maryland, Virginia, and Washington, D.C.
- The Midwest Region is composed of firms reporting in Illinois, Indiana, Michigan, Minnesota, Missouri, Ohio, and Wisconsin.
- The Northeast Region is composed of firms reporting in Connecticut, Massachusetts, New Jersey, New York, and Pennsylvania.
- The Northwest Region is made up of firms reporting in Oregon and Washington.
- The Southeast Region is made up of firms reporting in Alabama, Florida, Georgia, North Carolina, and South Carolina.
- The Southwest Region is composed of firms reporting in Arizona, New Mexico, and Texas.
- The West Region is composed of firms reporting in California, Colorado, Nevada, and Utah.

## Challenge Signatory Law Firms

We thank and congratulate the 134 Challenge Signatory Firms whose commitment to pro bono, is positively reflected in this report, and we look forward to a renewed and expanded level of commitment in 2012.

\*Akin Gump Strauss Hauer & Feld LLP  
Alston & Bird LLP  
\*Arent Fox LLP  
Armstrong Teasdale LLP  
Arnall Golden Gregory LLP  
\*Arnold & Porter LLP  
Baker & Daniels LLP  
Baker & McKenzie  
Baker Botts L.L.P.  
Ballard Spahr, LLP  
Barnes & Thornburg LLP  
Beveridge & Diamond PC  
\*Bingham McCutchen LLP  
Blank Rome LLP  
Briggs and Morgan, PA  
Brown Rudnick LLP  
\*Bryan Cave LLP  
Buchanan Ingersoll & Rooney PC  
\*Carlton Fields, P.A.  
Chadbourne & Parke LLP  
\*Cleary Gottlieb Steen & Hamilton LLP  
Coblentz, Patch, Duffy, and Bass LLP  
Cohen Milstein Sellers & Toll PLLC  
Cooley LLP  
\*Covington & Burling LLP  
Cozen O'Connor  
Crowell & Moring LLP  
Davis Wright Tremaine LLP  
Day Pitney LLP  
\*Debevoise & Plimpton LLP  
Dechert LLP  
Dewey & LeBoeuf LLP  
Dickstein Shapiro LLP  
\*DLA Piper LLP (US)  
\*Dorsey & Whitney LLP  
Dow Lohnes PLLC  
\*Drinker Biddle & Reath LLP  
Dykema Gossett PLLC  
Edwards Wildman Palmer LLP  
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Farella Braun + Martel LLP  
Fenwick & West LLP  
Finnegan, Henderson, Farabow, Garrett  
& Dunner, L.L.P.  
Foley & Lardner LLP  
Foley Hoag LLP  
\*Fredrikson & Byron P.A.  
Fried, Frank, Harris, Shriver  
& Jacobson LLP  
Fulbright & Jaworski L.L.P.  
\*Garvey Schubert Barer  
\*Gibbons P.C.  
Gibson, Dunn & Crutcher LLP  
Goodwin Procter LLP  
Goulston & Storrs PC  
Graves, Dougherty, Hearon  
& Moody, P.C.  
\*Hogan Lovells  
\*Holland & Hart LLP  
\*Holland & Knight LLP  
Hollingsworth  
Hughes Hubbard & Reed LLP  
\*Hunton & Williams LLP  
Husch Blackwell Sanders LLP  
\*Jenner & Block LLP  
K&L Gates LLP  
Kaye Scholer LLP  
Kilpatrick Townsend & Stockton LLP  
King & Spalding LLP  
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Manatt, Phelps & Phillips, LLP  
Maslon Edelman Borman & Brand, LLP  
Mayer Brown LLP  
McCarter & English, LLP  
McDermott Will & Emery  
McGuireWoods LLP  
McKenna Long & Aldridge LLP  
Milbank, Tweed, Hadley & McCloy LLP  
Miller & Chevalier Chartered  
Miller Nash LLP  
Mintz Levin Cohn Ferris Glovsky  
and Popeo P.C.  
Morgan, Lewis & Bockius LLP  
\*Morrison & Foerster LLP  
\*Munger, Tolles & Olson LLP  
\*Nelson Mullins Riley  
& Scarborough LLP  
Nixon Peabody LLP  
Nutter McClennen & Fish LLP  
O'Melveny & Myers LLP  
Oppenheimer Wolff & Donnelly LLP  
\*Orrick, Herrington & Sutcliffe LLP  
Patterson, Belknap, Webb & Tyler LLP  
Patton Boggs LLP  
Paul, Hastings LLP  
\*Paul, Weiss, Rifkind, Wharton  
& Garrison LLP  
Pepper Hamilton LLP  
Perkins Coie LLP  
Pillsbury Winthrop Shaw Pittman LLP  
\*Proskauer Rose LLP

Quarles & Brady LLP  
\*Reed Smith LLP  
Robins, Kaplan, Miller & Ciresi L.L.P.  
Robinson & Cole LLP  
Saul Ewing LLP  
Schiff Hardin LLP  
Seyfarth Shaw LLP  
\*Shearman & Sterling LLP  
\*Shipman & Goodwin LLP  
Sidley Austin LLP  
Simpson Thacher & Bartlett LLP  
\*Skadden, Arps, Slate, Meagher  
& Flom LLP  
Snell & Wilmer L.L.P.  
\*SNR Denton  
\*Steptoe & Johnson LLP  
Strasburger & Price, LLP  
Sutherland Asbill & Brennan LLP  
Thompson Coburn LLP  
Troutman Sanders LLP  
\*Venable LLP  
Vinson & Elkins LLP  
Vorys, Sater, Seymour and Pease LLP  
Weil, Gotshal & Manges LLP  
White & Case LLP  
Wiley Rein LLP  
Williams & Connolly LLP  
\*Wilmer Cutler Pickering Hale  
and Dorr LLP  
Wilson Sonsini Goodrich & Rosati  
\*Winston & Strawn LLP  
Womble Carlyle Sandridge & Rice, PLLC  
Zuckerman Spaeder LLP

*\* denotes Charter Signatories to the Challenge*

These firms did not report in 2011:

Bradley Arant Boult Cummings LLP  
Carrington, Coleman, Sloman  
& Blumenthal, L.L.P.

Michael Best & Friedrich LLP  
\*Miller, Canfield, Paddock and Stone, P.L.C.  
Rodey, Dickason, Sloan, Akin, & Robb, PA  
Van Cott, Bagley, Cornwall & McCarthy

*Merged Firm*

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Law Firm Pro Bono Project  
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July 2012

## LAW FIRM PRO BONO CHALLENGE

Recognizing the growing severity of the unmet legal needs of the poor and disadvantaged in the communities we serve, and mindful that major law firms must – in the finest traditions of our profession – play a leading role in addressing these unmet needs, our firm is pleased to join with other firms across the country in subscribing to the following statement of principles and in pledging our best efforts to achieve the voluntary goals described below.

1. Our firm recognizes its institutional obligation to encourage and support the participation by all of its attorneys in pro bono publico activities. We agree to promulgate and maintain a clearly articulated and commonly understood firm policy which unequivocally states the firm's commitment to pro bono work.
2. To underscore our institutional commitment to pro bono activities, we agree to use our best efforts to ensure that, by no later than the close of calendar year 2011, our firm will either:
  - (1) annually contribute, at a minimum, an amount of time equal to 5 percent of the firm's total billable hours or 100 hours per attorney to pro bono work; or
  - (2) annually contribute, at a minimum, an amount of time equal to 3 percent of the firm's total billable hours or 60 hours per attorney to pro bono work.
3. In recognition of the special needs of the poor for legal services, we believe that our firm's pro bono activities should be particularly focused on providing access to the justice system for persons otherwise unable to afford it. Accordingly, in meeting the voluntary goals described above, we agree that a majority of the minimum pro bono time contributed by our firm should consist of the delivery of legal services on a pro bono basis to persons of limited means or to charitable, religious, civic, community, governmental and educational organizations in matters which are designed primarily to address the needs of persons of limited means.
4. Recognizing that broad-based participation in pro bono activities is desirable, our firm agrees that, in meeting the minimum goals described above, we will use our best efforts to ensure that a majority of both partners and associates in the firm participate annually in pro bono activities.

5. In furtherance of these principles, our firm also agrees:
  - a. To provide a broad range of pro bono opportunities, training, and supervision to attorneys in the firm, to ensure that all of our attorneys can avail themselves of the opportunity to do pro bono work;
  - b. To ensure that the firm’s policies with respect to evaluation, advancement, productivity, and compensation of its attorneys are compatible with the firm’s strong commitment to encourage and support substantial pro bono participation by all attorneys; and
  - c. To monitor the firm’s progress toward the goals established in this statement and to report its progress annually to the members of the firm and to the Law Firm Pro Bono Project.
  
6. This firm also recognizes the obligation of major law firms to contribute financial support to organizations that provide legal services free of charge to persons of limited means.
  
7. As used in this statement, the term “pro bono” refers to activities of the firm undertaken normally without expectation of fee and not in the course of ordinary commercial practice and consisting of (i) the delivery of legal services to persons of limited means or to charitable, religious, civic, community, governmental and educational organizations in matters which are designed primarily to address the needs of persons of limited means; (ii) the provision of legal assistance to individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties or public rights; and (iii) the provision of legal assistance to charitable, religious, civic, community, governmental or educational organizations in matters in furtherance of their organizational purposes, where the payment of standard legal fees would significantly deplete the organization’s economic resources or would be otherwise inappropriate.

<i>FIRM</i>
<i>PARTNER EXECUTING ON BEHALF OF FIRM</i>
<i>ADDRESS</i>
<i>CITY/STATE/ZIP</i>
<i>PHONE/FAX/E-MAIL</i>
<i>DATE</i>