



PRO BONO  
INSTITUTE

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LAW FIRM PRO BONO PROJECT

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Report on the Law Firm Pro Bono Challenge<sup>®</sup>

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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

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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

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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®

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PBI's Law Firm Pro Bono Challenge® 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 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.

Download additional copies of this report at [www.probonoinst.org](http://www.probonoinst.org).

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## EXECUTIVE SUMMARY

The Report on the 2012 Pro Bono Institute Law Firm Pro Bono Challenge® statistics examines the pro bono performance of firms that were Signatories to the Law Firm Pro Bono Challenge® during the 2012 calendar year. The Challenge is the industry standard for pro bono participation in large law firms (those with 50 or more attorneys). Challenge Signatories have committed to contribute 3 or 5% (or at a few firms, 60 or 100 hours per attorney, respectively) of their annual billable hours to pro bono activities as defined by the Challenge and report their performance to PBI each year.

The 2012 data reveal that major law firms continue to maintain their pro bono commitment, culture, and infrastructure, despite a fragile economic recovery, major shifts in demographics and client demand, and great uncertainty about future directions.

### Hours Per Attorney Increase

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Average pro bono hours per attorney increased in 2012, albeit very modestly, to 62.2 hours per attorney, from 61.2 hours per attorney in 2011.

### Participation Remains Stable

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Despite reductions in attorney headcount, the overall number of firm attorneys actively engaged in pro bono remained essentially stable in 2012, with associate involvement experiencing a slight decline, while partner and counsel involvement increased.

### Firms Improve Performance

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Despite a difficult economic environment, many firms – almost half of those Challenge firms reporting – improved their pro bono performance in 2012.

### Overall Performance Remains High

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One hundred thirty-three participating firms reported in 2012, performing an aggregated total of 4,312,868 hours of pro bono work. This is the fifth-highest year's total since the inception of the Challenge in 1995.

#### SNAPSHOT OF THE REPORT

140

Law Firm  
Signatories

133

Survey  
Respondents18<sup>th</sup>Anniversary of the  
Challenge

62

Average pro bono  
hours per attorney

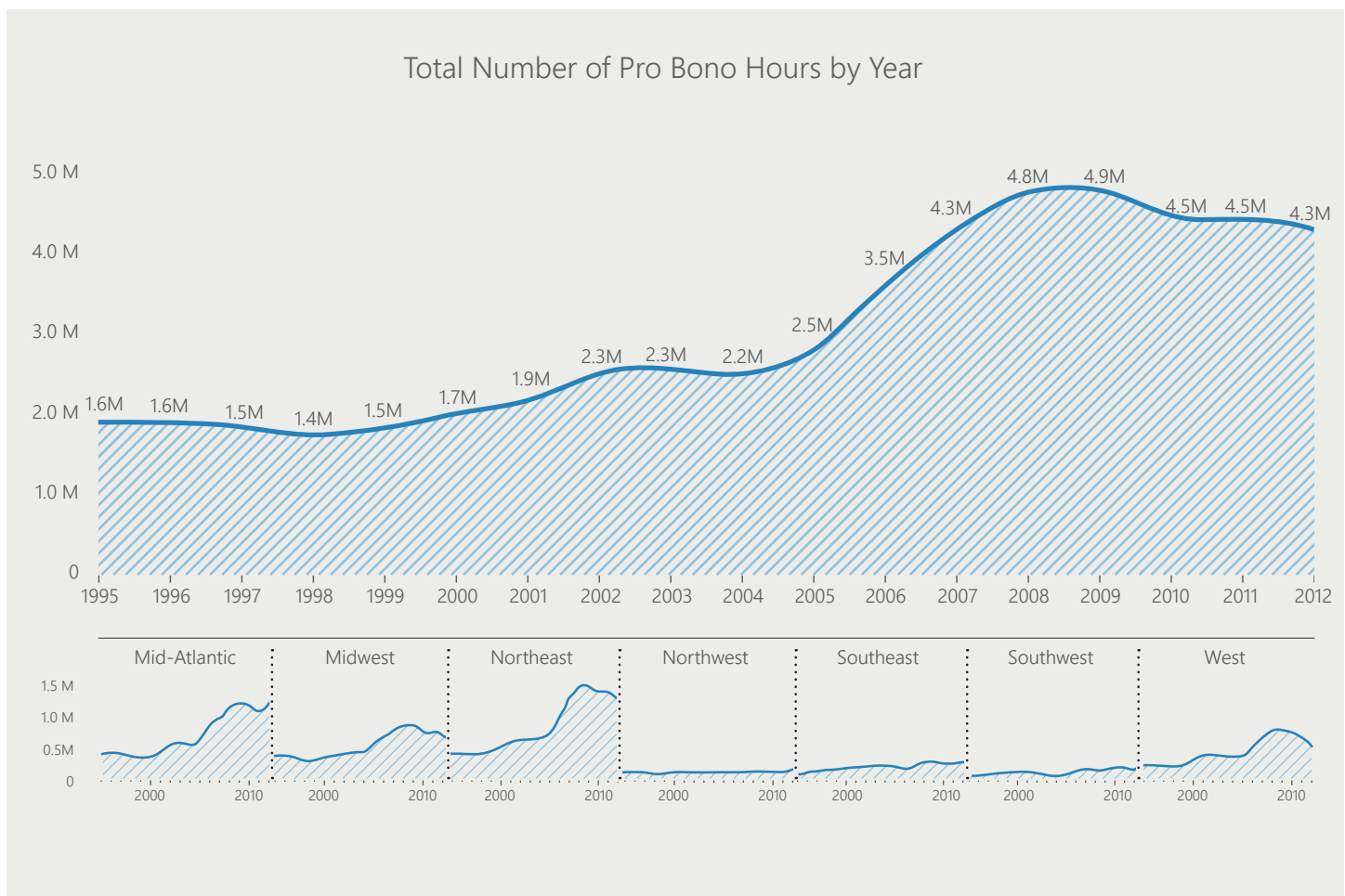
## INTRODUCTION

In 2012, Signatories to the Law Firm Pro Bono Challenge® contributed over 4.3 million hours of pro bono service to those in need. While this reflects a small decline in overall numbers from 2011, the average pro bono hours per attorney showed a slight increase.

## 2012 CHALLENGE PERFORMANCE DATA

### Highlights of Overall Pro Bono Performance

The pro bono performance of Law Firm Pro Bono Challenge® Signatories declined slightly from 4,484,508 in 2011 to 4,312,868 in 2012<sup>1</sup>. The demise of Dewey LeBoeuf eliminated more than 80,000 pro bono hours from the 2012 aggregated total, resulting in a significant difference between the two years' data. Two fewer firms reported in 2012 (133 firms reported, seven firms did not report, one firm merged, and one firm dissolved).



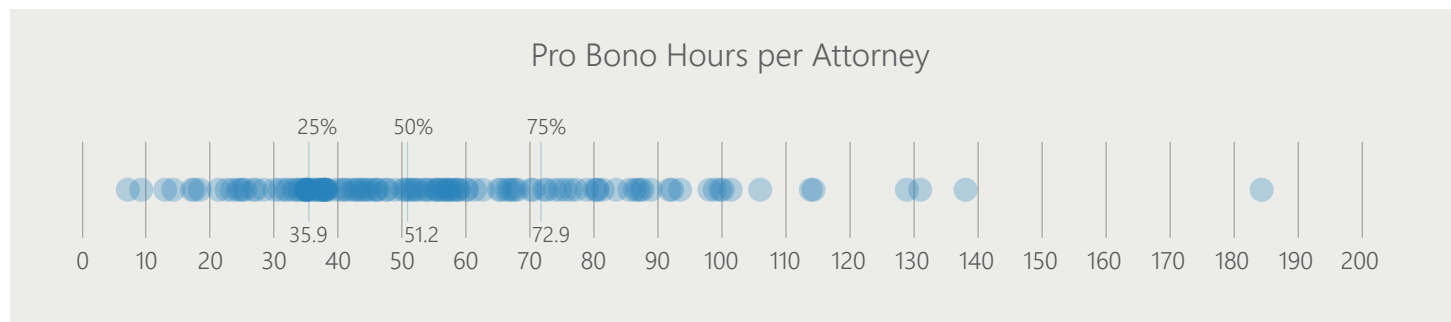
1. The total number of pro bono hours reported in 2011 was adjusted upwards from last year's report due to the inclusion of late-reporting firms.

From a regional perspective, the Northeast, with 41 firms reporting, had the highest number of hours of pro bono at 1,386,534 total hours, followed closely by the Mid-Atlantic region with 31 firms reporting an aggregate of 1,319,477 total pro bono hours, the Midwest (25 firms), the West (16 firms), and the Southeast (10 firms), Southwest (5 firms), and Northwest (5 firms) regions. (States included in each region are delineated in the Methodology section.)

### Total Pro Bono Hours by Region

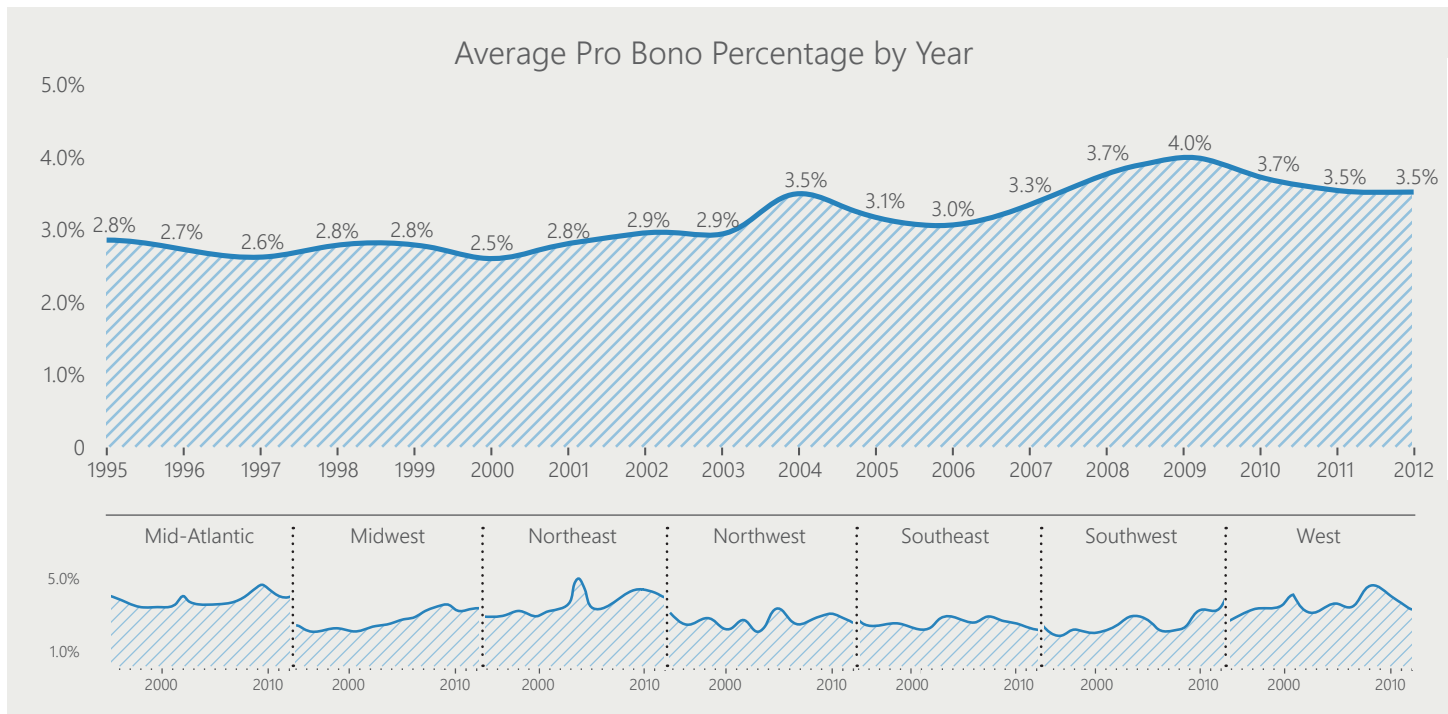
Region	2012 # of Firms Reporting	2012 Pro Bono Hours	2011 # of Firms Reporting	2011 Pro Bono Hours	% Increase/Decrease
Mid-Atlantic	31	1,319,477	30	1,107,100	19.2%
Midwest	25	639,887	28	772,077	-17.1%
Northeast	41	1,386,534	43	1,490,927	-7.0%
Northwest	5	105,732	4	70,867	49.2%
Southeast	10	202,893	11	239,110	-15.1%
Southwest	5	157,493	4	129,744	21.4%
West	16	500,852	15	674,684	-25.8%
<b>Totals</b>	<b>133</b>	<b>4,312,868</b>	<b>135</b>	<b>4,484,508</b>	<b>-3.8%</b>

The chart below shows the distribution of pro bono hours per attorney in 2012 for each of the Signatory Firms. The bottom 25% of reporting firms contributed between 7.2 and 35.9 hours per attorney. At the upper end of the scale, the top 25% of firms contributed between 72.9 and 184.7 hours per attorney in 2012. The median number of hours contributed in 2012 was 51.2.



*Pro Bono Percentages by Year*

Viewed as a percentage of total client billable hours, pro bono hours remained steady from 2011 to 2012, with an average of 3.5% across all reporting firms. While there has been a decline in total pro bono hours since the high point in 2009, when viewed as a percentage of total client billable hours, pro bono has remained essentially steady.



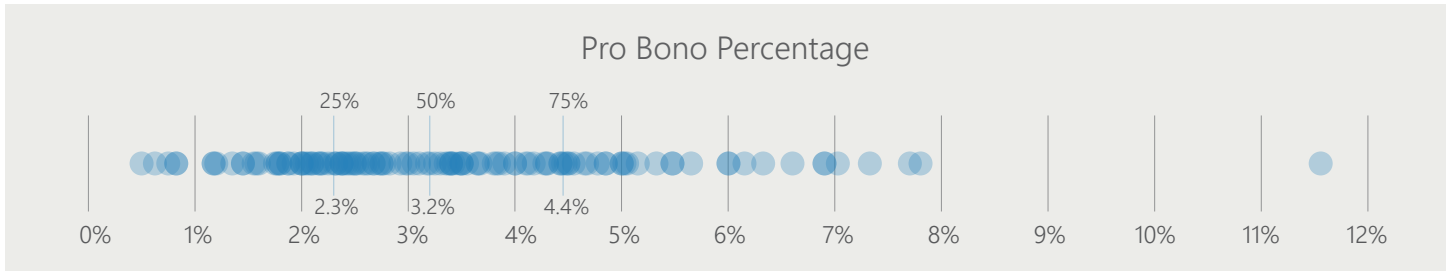
Regionally, the Southwest, with five firms reporting, was the leader in average pro bono percentage at 4.03%, followed closely by the Mid-Atlantic region with 29 firms at 3.96%, the Northeast (41 firms), the Midwest (25 firms), the West (15 firms), the Northwest (5 firms), and the Southeast (10 firms).

Average Pro Bono Percentage

Region	2012 # of Firms Reporting	2012 Pro Bono Percentage	2011 # of Firms Reporting	2011 Pro Bono Percentage
Mid-Atlantic	29	3.96%	30	3.75%
Midwest	25	3.21%	28	3.22%
Northeast	41	3.84%	43	4.03%
Northwest	5	2.40%	4	2.75%
Southeast	10	2.08%	11	2.06%
Southwest	5	4.03%	4	3.88%
West	15	3.17%	15	3.59%
<b>Totals</b>	<b>130<sup>2</sup></b>	<b>3.48%</b>	<b>135</b>	<b>3.55%</b>

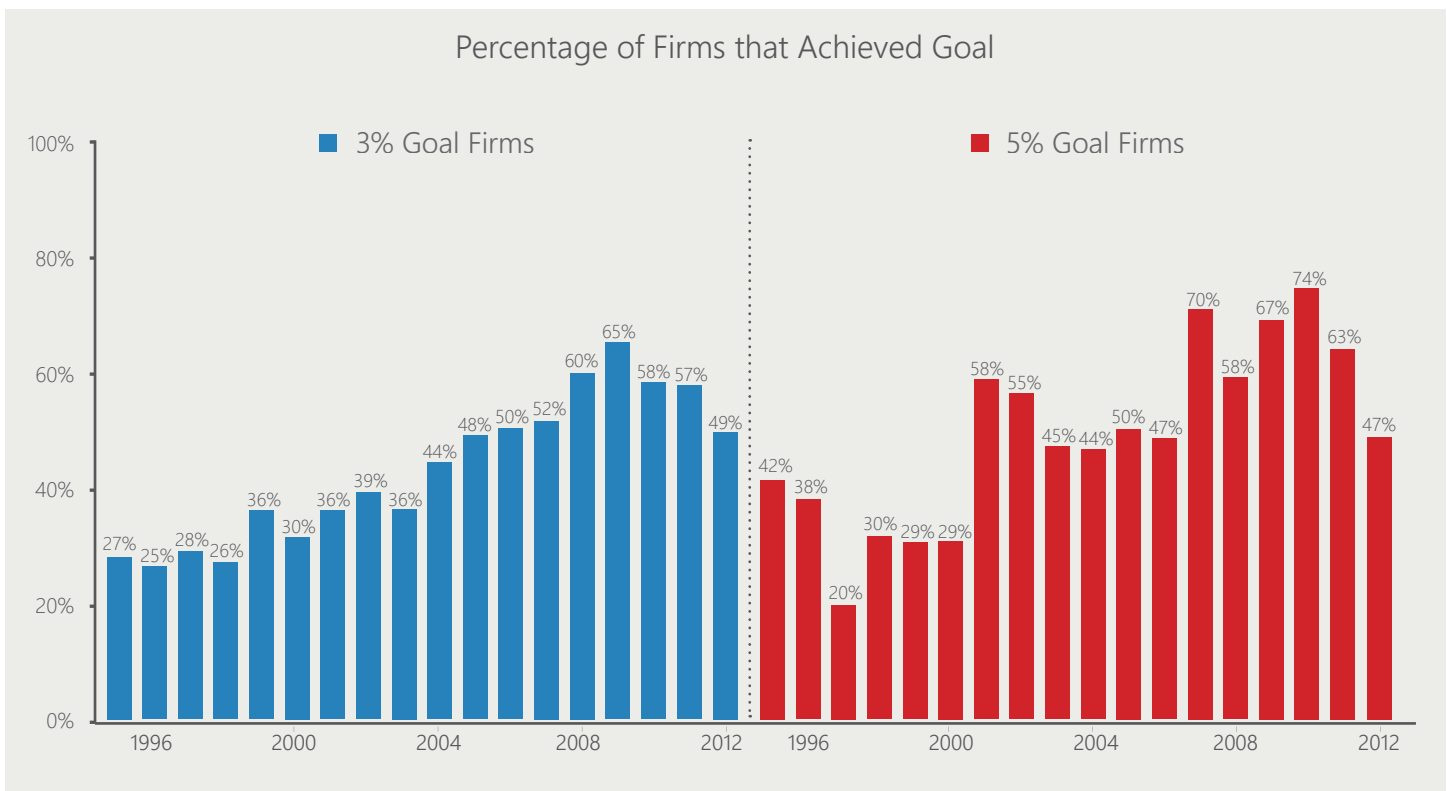
<sup>2</sup> This number differs from the chart on the previous page due to incomplete reporting by three firms.

The following graph illustrates the distribution of pro bono percentages for all reporting firms in 2012. Percentages range from less than 1% of billable time to almost 12% of billable time. The median is 3.2% and the average is 3.47%. The top 25% of firms contributed at least 4.4% of their time to pro bono work.



### Reaching the Challenge Goal

The number of firms that met their stated Challenge goal decreased from 77 firms in 2011 to 62 firms in 2012, a drop of 19%. As seen below, 49% of Challenge firms which articulated a 3%/60 hour/attorney goal met or exceeded that Challenge goal in 2012, while 47% of the Challenge firms which articulated a 5%/100 hour/attorney goal met or exceeded that goal in 2012.





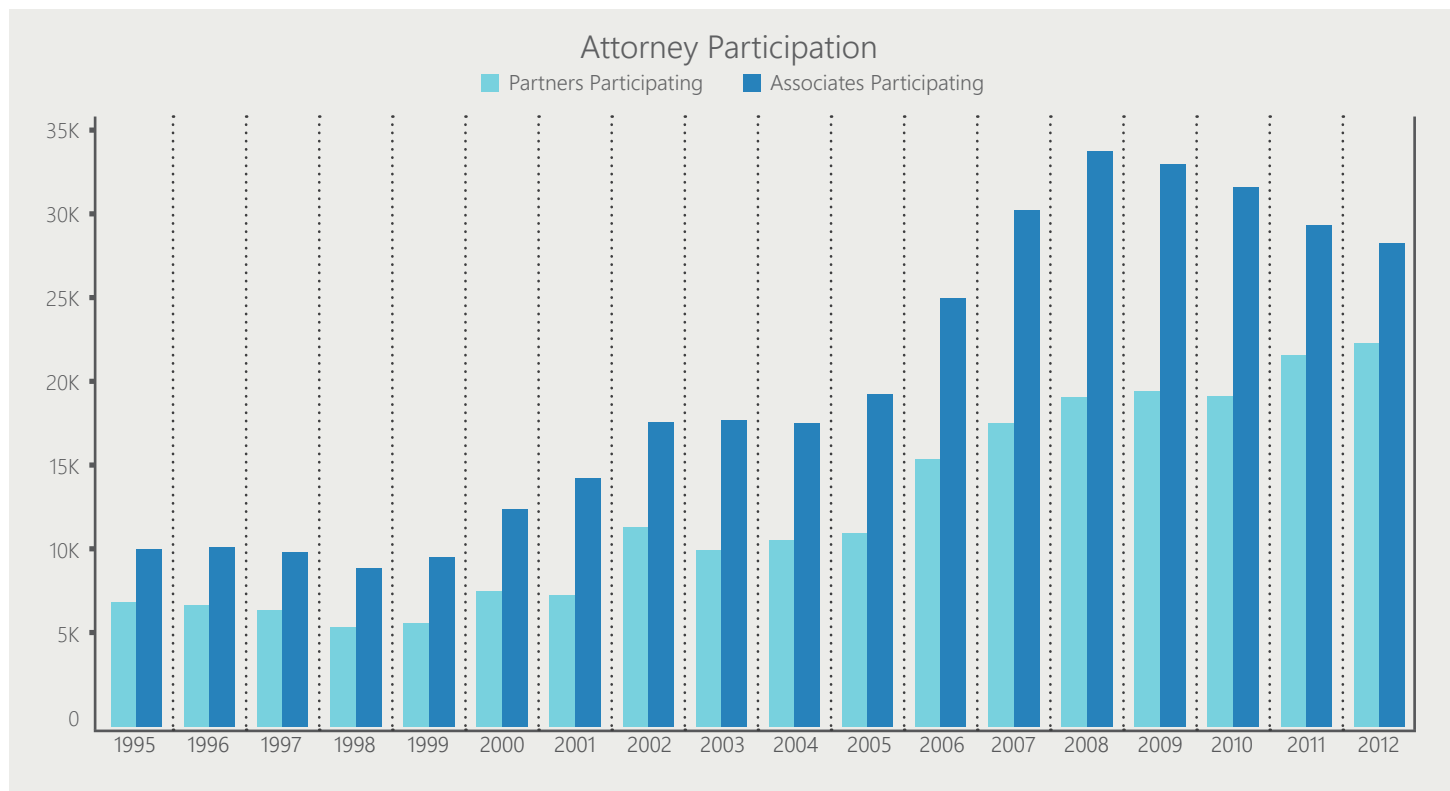
### *Service to Persons of Limited Means*

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.” This element of the Challenge is particularly critical at this time, when poverty in the U.S. remains high and resources for legal aid have been severely diminished.

For the first time since the Challenge was implemented, this report does not include data on the hours and percentage of total pro bono time committed to persons of limited means and the organizations that serve them. The failure of a number of Challenge Signatories to report specific or reliable data on this aspect of Challenge performance means that PBI, in turn, cannot provide reliable aggregated statistics. This failure to report hampers PBI’s ability to ascertain whether the service to those of limited means or organizations that serve them has in fact declined or is a reflection of the decline in funding to legal services organizations.

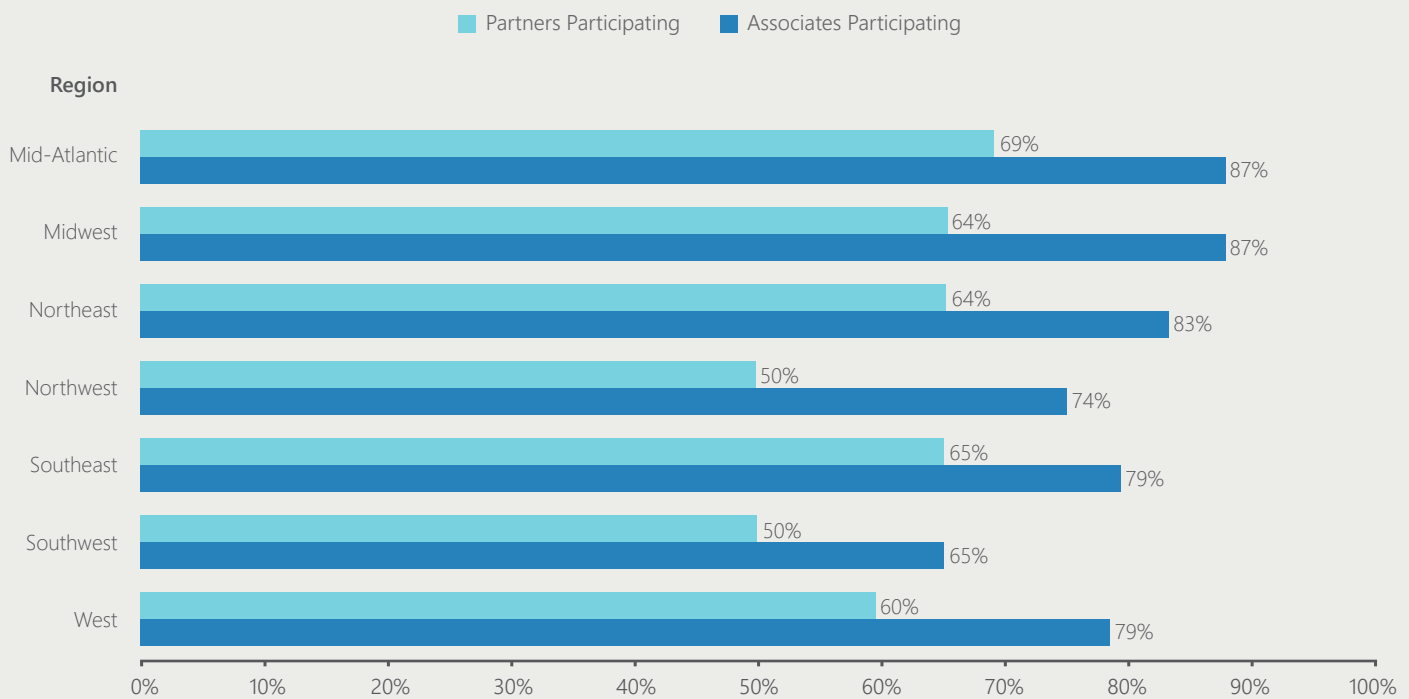
### *Participation*

Challenge Signatories reported total firm headcounts in 2012 of 69,303, a decrease from 70,647 total attorneys in 2011. In 2012, a total of 50,771 attorneys participated in pro bono compared to a total of 50,795 attorneys who participated in pro bono in 2011. These numbers include 18,546 partners, 27,021 associates, 3,893 counsel, and 1,311 staff and other attorneys who participated in 2012 as compared to 18,016 partners, 27,741 associates, 3,610 counsel, and 1,428 staff and other attorneys who participated in pro bono in 2011. As seen below, associate participation has continued to decrease in each of the past five years, while partner participation has continued to increase over the past five years (albeit with a slight downturn in 2010).



The chart below shows a graphical representation of the regional breakdown of partner/associate participation in pro bono. Regionally, associate participation is greatest in the Mid-Atlantic and Midwest regions, where associate participation was tied at 87% in each region. This is up from 83% and 84%, respectively, in 2011. The Northeast enjoyed an 83% associate participation rate in 2012 as compared to 82% associate participation rate in 2011. Partner participation showed a slight decline in the Mid-Atlantic region in 2012, 69% in 2012 as compared to 70% in 2011 and in the Southwest region, 50% in 2012 as compared to 57% in 2011, but all other regions either maintained the same level of participation or increased their level of partner participation in 2012.

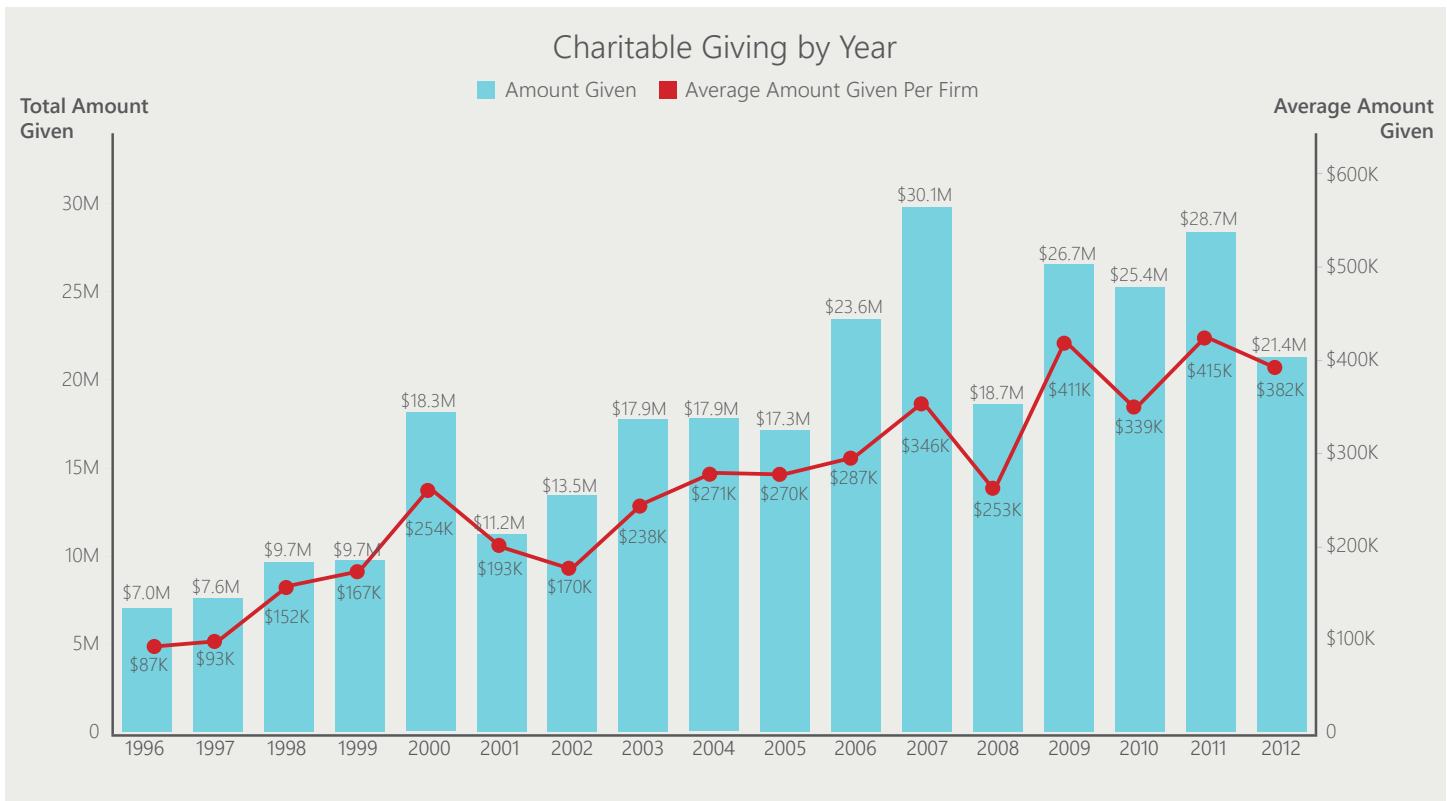
Partner/Associate Participation by Region



Region	Partner Participation Rate	Associate Participation Rate	Firm Participation Rate	# of Firms in Region Reporting
Mid-Atlantic	69.4%	87.2%	78.0%	31
Midwest	64.0%	87.3%	73.7%	25
Northeast	64.1%	82.5%	74.4%	41
Northwest	50.4%	74.2%	60.2%	5
Southeast	65.0%	79.3%	71.0%	10
Southwest	50.4%	64.6%	57.7%	5
West	59.4%	78.4%	69.5%	15

Financial Donations

Each year, in addition to asking Challenge Signatories to provide statistical information as required by the Challenge, firms are asked to respond to several optional questions, including providing supplemental information on financial contributions to legal services organizations. In 1996 (the first year for which this information is available), 81 firms reported that they had donated \$6,800,902 to legal services organizations. In 2012, 52 firms reported they had donated \$21,402,171 to legal services organizations. This total is down from 2011 when 69 firms reported donating \$28,654,304. In 2012 the average firm donation was \$382,000. In 2011, the average contribution was \$415,000. See the chart below for a comparison of firm donations over the years.



The graph below shows the distributions of charitable amounts reported in 2012. The figures range from a low of \$9,000 to a high of \$6.5 million. The median amount given is \$174,000 and the average amount given is \$382,000.



## DATA ANALYSIS

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 with enhanced pressure for alternative and reduced-fee arrangements; and the shock waves created by the precipitous demise of a major law firm, that pro bono performance at large law firms emerged relatively unscathed and represents the fifth-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 (pg. 2) 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, 2012 was hardly a year of robust economic recovery. And, in an increasingly global economy, the economic distress in the UK and the EU, 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.

### *Far-reaching changes in the nature of large law firms*

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

### *Legal services to the poor*

As noted in the report, the number of firms reporting the percentage and number of pro bono hours provided to persons/institutions of limited means declined significantly this year, while some firms provided information that reflected inaccurate data collection. As a result, we could not include reliable information on this important facet of Challenge pro bono performance. While legal services and public interest resources and staffing have been decimated, Challenge data for 2010 and 2011 indicate the law firm resources committed to this critical segment of pro bono have also substantially diminished. Discussions with legal aid and public interest programs and law firms reveal three potential reasons for this tragic and untenable situation:

- First, many of these traditional poverty law cases are handled by associates, and with the reduction in associate ranks, it appears that 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 legal aid 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.
- Finally, there is a trend, particularly notable among legal aid providers, to increasingly focus on time-limited pro bono opportunities, such as advice-only clinics. While many potential clients may benefit from brief advice and counsel, there remains a great and unmet need for more extensive and time-intensive representation. It is unclear whether legal aid programs are relying on time-limited engagements in response to signals and demand from potential volunteers or whether they are simply making assumptions about what types of pro bono matters lawyers will accept.

One of the great strengths of major law firms is the breadth of their human resources and their unparalleled capacity to take on time-consuming and complex litigation and transactional matters. The increasing disconnect between what firm lawyers are asked to accept and what they have the capacity and skills to undertake must be addressed.

#### *Financial contributions*

Another area of concern is the level of 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 2012 decreased to \$382,000 from \$415,000 per firm in 2011. Reporting of financial contributions is optional for Challenge Signatories, and substantially fewer firms reported this statistic in 2012 (52 firms versus 69 reporting in 2011), making it difficult to draw any conclusions from limited data submitted this past year. However, given the fact that firm contributions are essential to maintaining an effective pipeline and support network for legal services, any decline in contributions is of great concern.

## FUTURE DIRECTIONS

Although the 2012 pro bono performance data indicate essentially steady pro bono activity, further analysis reveals trends that, if not urgently and 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 towards pro bono so it addresses critical legal needs in their communities and aligns and supports 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 must maximize their charitable contributions to legal aid, public interest, and pro bono organizations to maintain the quality and integrity of their own pro bono efforts.
- Firms need to carefully evaluate not only the amount of pro bono work they undertake but also 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 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 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 each firm’s pro bono program and goals.
- Firms must ensure that the information and data they are compiling about their pro bono performance is as accurate, consistent, and reliable as possible. With so many requests for pro bono information – from bar associations, law schools, and others, law firms may be experiencing “reporting fatigue.” For the Pro Bono Institute – and the firms with whom it works – accurate, comprehensive data is critical. We use that information to identify new opportunities, successes, and obstacles to pro bono service. We will be working closely with law firms in 2013 to provide consultative services and guidance on how to – simply and efficiently – collect and report their pro bono data so that they – and we – can take pro bono to the next level in this new environment.

## ABOUT THE CHALLENGE

The Law Firm Pro Bono Challenge®, 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 4,000 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% 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 consultative services and 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 firms’ 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, integration with other firm goals including professional development, talent management, diversity, and associate satisfaction, and more; and successfully encourage 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 led our sister project, Corporate Pro Bono, a partnership project of 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.

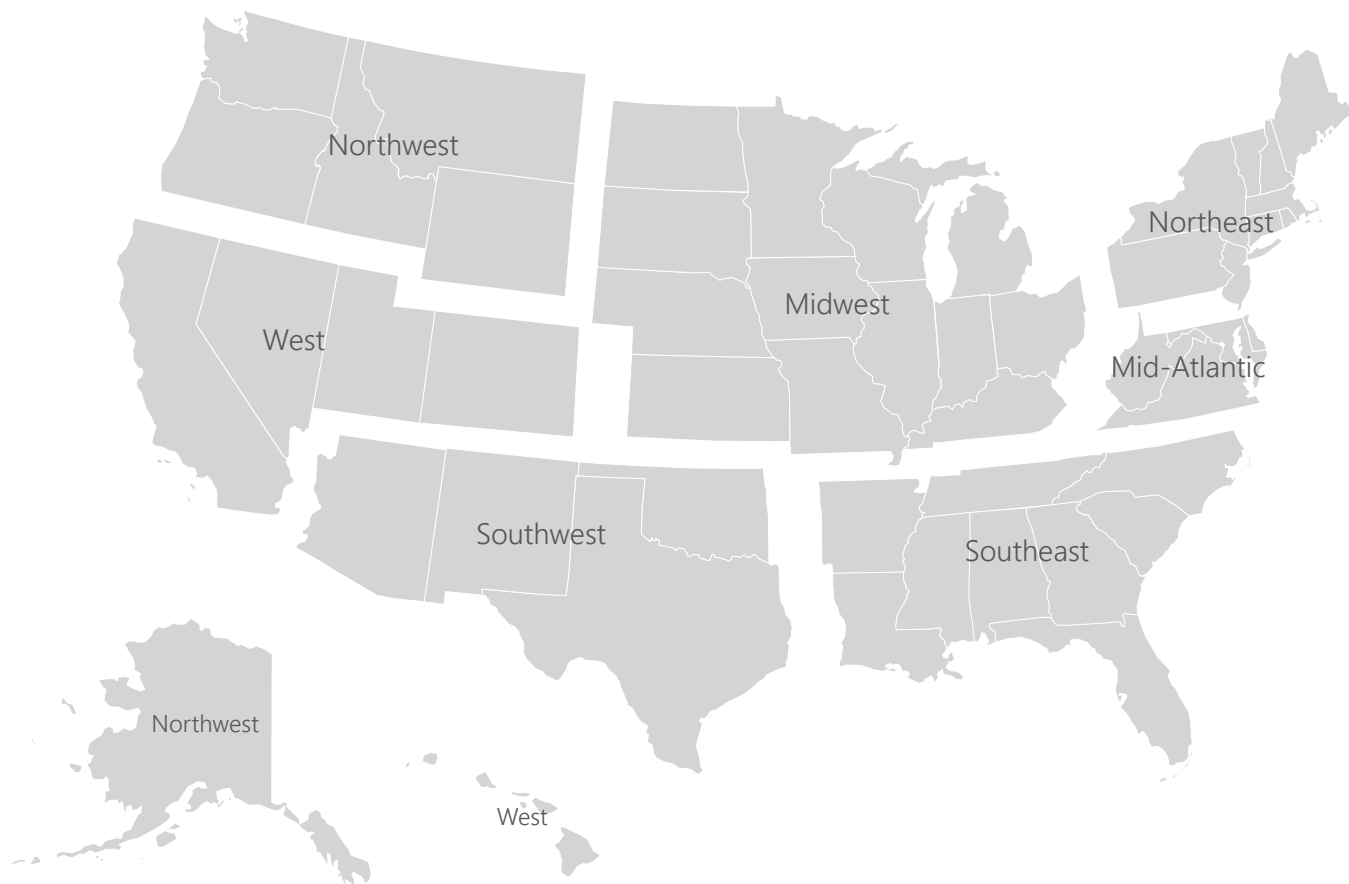
## METHODOLOGY

This year marked the first time the survey was exclusively distributed in an electronic format. This method increased not only the efficiency of the data gathering process, but also the accuracy of the data, since responses for all submissions were standardized. In particular, the improved accuracy lays an excellent foundation for PBI to do more complex aggregate analyses going forward and provides Signatories with additional valuable insights concerning trends in pro bono activities.

While maintaining complete confidentiality as promised to Challenge firms, the Project continues 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, attorneys designated as Counsel have 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 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 in different parts of the U.S.





## CHALLENGE SIGNATORY LAW FIRM REPORTERS

We thank and congratulate the 133 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 2013.

*Akin Gump Strauss Hauer & Feld Alston & Bird *Arent Fox Armstrong Teasdale Arnall Golden Gregory *Arnold & Porter Baker & McKenzie Baker Botts Ballard Spahr Barnes & Thornburg Beveridge & Diamond *Bingham McCutchen Blank Rome Bradley Arant Boult Cummings Briggs and Morgan Brown Rudnick *Bryan Cave Buchanan Ingersoll & Rooney *Carlton Fields *Cleary Gottlieb Steen & Hamilton Coblentz, Patch, Duffy, & Bass Cooley *Covington & Burling Cozen O'Connor Crowell & Moring Davis Wright Tremaine Day Pitney *Debevoise & Plimpton Dechert * Dentons US Dickstein Shapiro *DLA Piper (US) *Dorsey & Whitney Dow Lohnes *Drinker Biddle & Reath Dykema Gossett Edwards Wildman Palmer Epstein Becker & Green <i>Washington, DC Office Only</i> Faegre Baker Daniels Farella Braun + Martel Fenwick & West Foley & Lardner Foley Hoag *Fredrikson & Byron Fried, Frank, Harris, Shriver & Jacobson Fulbright & Jaworski	*Garvey Schubert Barer *Gibbons Gibson, Dunn & Crutcher Goodwin Procter Goulston & Storrs Graves, Dougherty, Hearon & Moody *Hogan Lovells *Holland & Hart *Holland & Knight Hollingsworth Hughes Hubbard & Reed *Hunton & Williams Husch Blackwell Irell & Manella *Jenner & Block K&L Gates Kaye Scholer Kilpatrick Townsend & Stockton King & Spalding <i>Washington, DC Office Only</i> Kirkland & Ellis Kramer Levin Naftalis & Frankel Latham & Watkins Leonard, Street and Deinard Lindquist & Vennum Linklaters <i>New York Office Only</i> Loeb & Loeb Lowenstein Sandler Manatt, Phelps & Phillips Maslon Edelman Borman & Brand Mayer Brown McCarter & English McDermott Will & Emery McGuireWoods McKenna Long & Aldridge Michael Best & Friedrich Milbank, Tweed, Hadley & McCloy Miller & Chevalier Miller Nash Mintz, Levin, Cohn, Ferris, Glovsky and Popeo Morgan, Lewis & Bockius *Morrison & Foerster *Munger, Tolles & Olson *Nelson Mullins Riley & Scarborough	Nixon Peabody Nutter McClennen & Fish O'Melveny & Myers Oppenheimer Wolff & Donnelly *Orrick, Herrington & Sutcliffe Patterson Belknap Webb & Tyler Patton Boggs Paul Hastings *Paul, Weiss, Rifkind, Wharton & Garrison Pepper Hamilton Perkins Coie Pillsbury Winthrop Shaw Pittman *Proskauer Rose Quarles & Brady *Reed Smith Robins, Kaplan, Miller & Ciresi Robinson & Cole Saul Ewing Schiff Hardin Schnader Harrison Segal & Lewis Seyfarth Shaw *Shearman & Sterling *Shipman & Goodwin Sidley Austin Simpson Thacher & Bartlett *Skadden, Arps, Slate, Meagher & Flom Snell & Wilmer *Steptoe & Johnson LLP Sutherland Asbill & Brennan Thompson Coburn Troutman Sanders Van Cott, Bagley, Cornwall & McCarthy *Venable Vinson & Elkins Vorys, Sater, Seymour and Pease Weil, Gotshal & Manges White & Case Wiley Rein Williams & Connolly *Wilmer Cutler Pickering Hale and Dorr Wilson Sonsini Goodrich & Rosati *Winston & Strawn Womble Carlyle Sandridge & Rice Zuckerman Spaeder
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\* denotes Charter Signatories to the Challenge

These firms did not report in 2012:

Carrington, Coleman, Sloman & Blumenthal  
Chadbourne & Parke  
Cohen Milstein Sellers & Toll  
Finnegan, Henderson, Farabow, Garrett & Dunner  
\*Miller, Canfield, Paddock and Stone  
Rodey, Dickason, Sloan, Akin, & Robb  
Strasburger & Price

Merged Firm

Baker & Daniels

Dissolved Firm

Dewey & LeBoeuf

\* denotes Charter Signatories to the Challenge

Law Firm Pro Bono Project  
Pro Bono Institute  
1025 Connecticut Avenue N.W.  
Suite 205  
Washington, DC 20036  
202.729.6699  
probono@probonoinst.org  
www.probonoinst.org

September 2013

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

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 2013, our firm will either:
  - (1) annually contribute, at a minimum, an amount of time equal to 5% 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% 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.

FIRM
PARTNER EXECUTING ON BEHALF OF FIRM
ADDRESS
ADDRESS (CONT.)
CITY / STATE / ZIP
PHONE / EMAIL
DATE