



PRO BONO
INSTITUTE

LAW FIRM PRO BONO PROJECT

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Report on the Law Firm Pro Bono Challenge[®]

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®

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.

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EXECUTIVE SUMMARY

The Report on the 2013 Pro Bono Institute Law Firm Pro Bono Challenge® statistics examines the pro bono performance of Signatories to the Law Firm Pro Bono Challenge® during the 2013 calendar year. Challenge Signatories have committed to contribute 3 or 5 percent (or at a few firms, 60 or 100 hours per attorney) of their annual total paying client billable hours to pro bono activities as defined by the Challenge and report their performance to PBI's Law Firm Pro Bono Project each year.

In 2013, Challenge Signatories maintained their pro bono commitment, culture, and infrastructure, despite a fragile economic recovery, major shifts in demographics and client demand, and continued uncertainty about future directions.

Hours Per Attorney Increase

Average pro bono hours per attorney increased in 2013 to 65 hours per attorney, from 62.2 hours per attorney in 2012.

Overall Performance Remains High

One hundred twenty-eight participating firms reported in 2013, performing an aggregated total of 4,335,429 hours of pro bono work, a slight increase in total pro bono hours over 2012, even with five fewer firms reporting in 2013 than in 2012.

Meeting Their Challenge Goal

Among those firms that reported, 59% of the Challenge firms that articulated a 3%/60 hours/attorney goal met or exceeded that Challenge goal in 2013, up significantly from 47% in 2012.¹ The percentage of Challenge firms that articulated a 5%/100 hours/attorney goal and met or exceeded that goal declined slightly from 47% in 2012 to 45% in 2013.

Charitable Giving Numbers Increase

Although fewer firms reported their donations to legal services organizations in 2013, the total amount of charitable giving increased to \$24,500,422 from \$21,402,171 in 2012. This represents a 14.5% increase over 2012 giving, with an average firm donation of \$471,162.

SNAPSHOT OF THE REPORT

140

Law Firm Challenge Signatories

128

Respondents

65

Average pro bono hours per attorney

14.5

Percent increase in charitable giving from 2012 to 2013

1. Due to a clerical error, the 2012 Report on the Law Firm Pro Bono Challenge® Statistics inaccurately reported that 49% of firms that articulated a 3%/60 hours/attorney goal met or exceeded that Challenge goal.

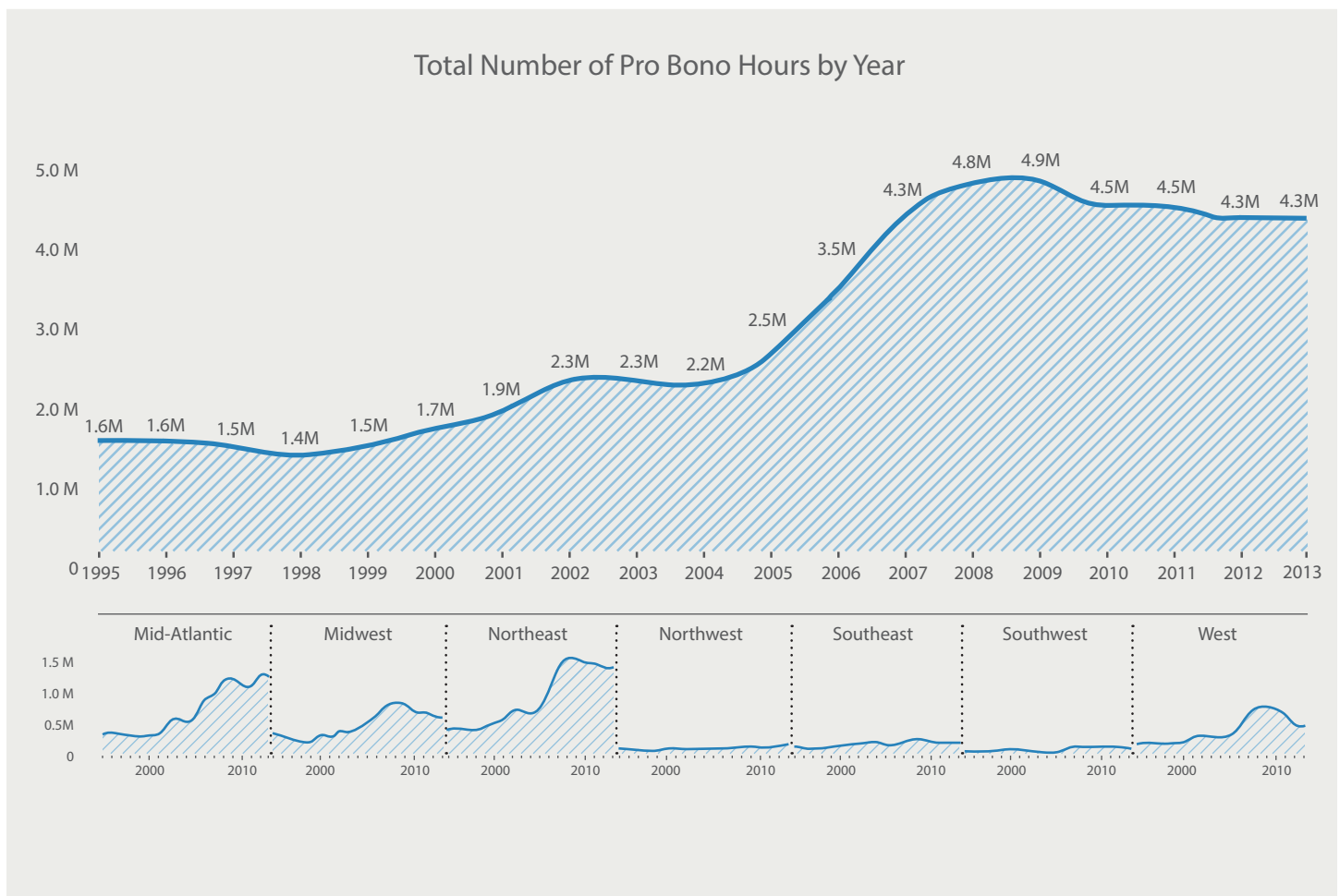
INTRODUCTION

In 2013, Signatories to the Law Firm Pro Bono Challenge® contributed over 4.3 million hours of pro bono service. Although the difference is statistically insignificant, there was a small increase in overall pro bono hours from 2012.

2013 CHALLENGE PERFORMANCE DATA

Highlights of Overall Pro Bono Performance

One hundred twenty-eight participating firms reported in 2013, performing an aggregated total of 4,335,429 hours of pro bono work, approximately 22,500 hours more than in 2012, when 133 participating firms reported an aggregated total of 4,312,868 hours of pro bono work. Although the total hours reported represents a minimal increase, the increase is notable because it occurred despite five fewer firms reporting (128 firms reported, 11 firms did not report, and one firm merged).²



2. See Appendices i and ii for lists of firms that reported and those that did not.

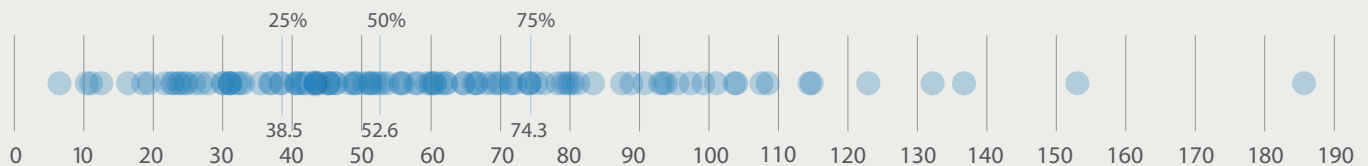
From a regional perspective, the Northeast, with 42 firms reporting, had the highest number of hours of pro bono at 1,402,955 total hours, followed by the Mid-Atlantic region with 27 firms reporting an aggregate of 1,277,743 total pro bono hours, the Midwest (23 firms), the West (16 firms), the Southeast (10 firms), the Southwest (5 firms), and the Northwest (5 firms) regions. (States included in each region are delineated in the Methodology section at page 14.)

Total Pro Bono Hours by Region

Region	2013 # of Firms Reporting	2013 Pro Bono Hours	2012 # of Firms Reporting	2012 Pro Bono Hours	% Increase/ Decrease
Mid-Atlantic	27	1,277,743	31	1,319,477	-3.16%
Midwest	23	654,664	25	639,887	2.31%
Northeast	42	1,402,955	41	1,386,534	1.18%
Northwest	5	125,214	5	105,732	18.43%
Southeast	10	202,566	10	202,893	-0.16%
Southwest	5	159,941	5	157,493	1.55%
West	16	512,346	16	500,852	2.29%
Totals	128	4,335,429	133	4,312,868	0.52%

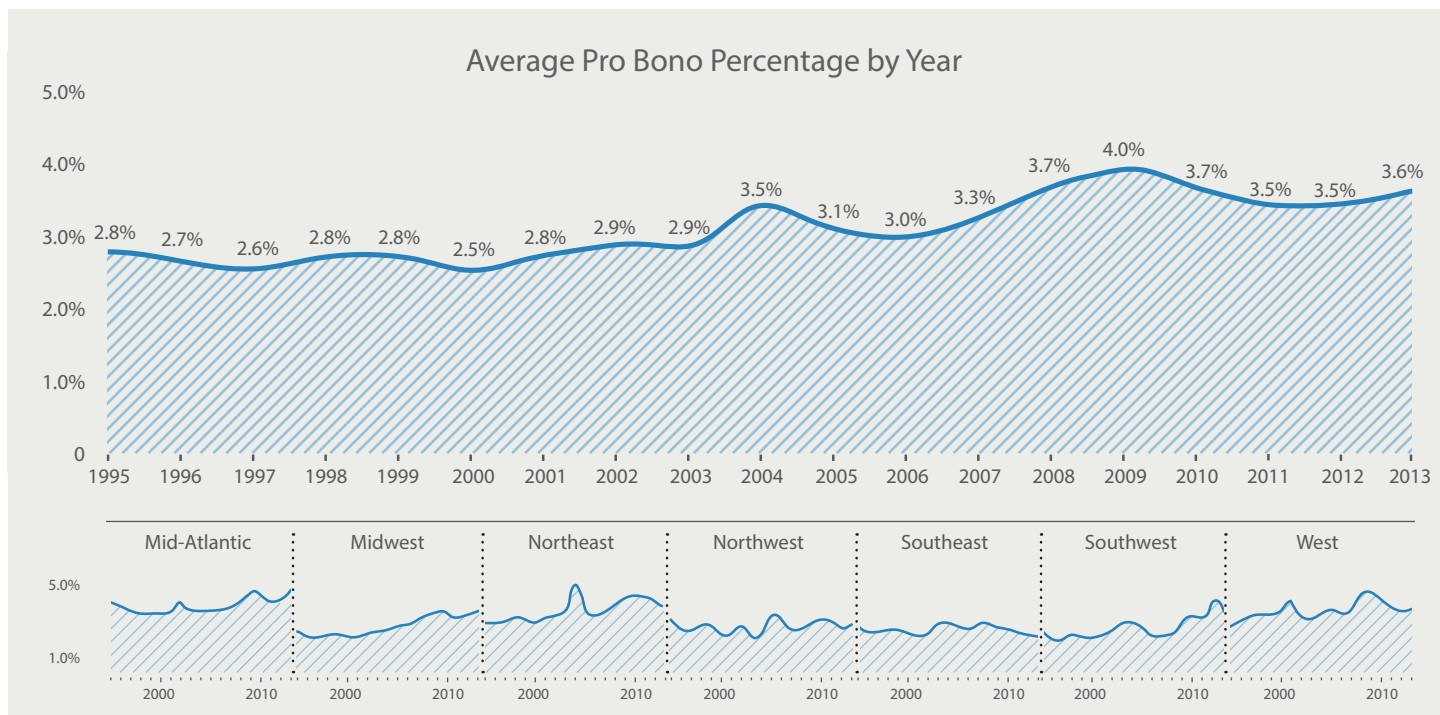
The chart below shows the distribution of pro bono hours per attorney in 2013 for each of the Challenge Signatories. The bottom 25% of reporting firms contributed between 6.5 and 38.5 hours per attorney. At the upper end of the scale, the top 25% of firms contributed between 74.3 and 185.7 hours per attorney in 2013. The median number of hours contributed in 2013 was 52.6.

Pro Bono Hours per Attorney



Pro Bono Percentages by Year

Viewed as a percentage of total paying client billable hours, pro bono hours again show a slight increase in 2013 from 2012, with an average of just over 3.6% for all firms, despite five fewer firms reporting in 2013.



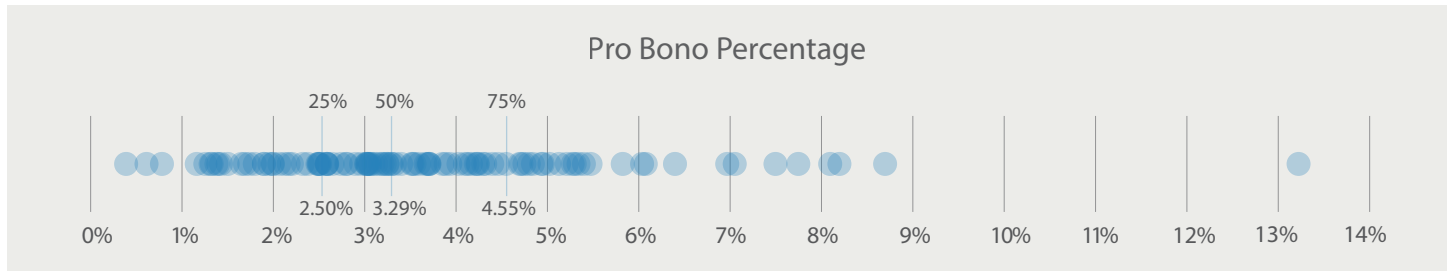
Regionally, the Mid-Atlantic, with 26 firms reporting, was the leader in average pro bono percentage at 4.65%, followed by the Northeast (41 firms) at 3.68% and the Southwest (5 firms) at 3.60%. The Midwest (23 firms) was marginally lower with an average pro bono percentage of 3.48%, while the West (15 firms) reported an average of 3.28% and the Northwest (5 firms) reported an average of 2.76% of their total paying client billable hours was spent on pro bono. The Southeast with 10 firms responding spent an average of 2.05% of their total paying client billable hours on pro bono. As compared with 2012, the Mid-Atlantic firms experienced the greatest increase in percentage of total paying client billable hours spent on pro bono, while the Southwest experienced the greatest decline.

Average Pro Bono Percentage

Region	2013 # of Firms Reporting	2013 Average Pro Bono Percentage	2012 # of Firms Reporting	2012 Average Pro Bono Percentage	% Increase/Decrease
Mid-Atlantic	26	4.65%	29	3.96%	17.42%
Midwest	23	3.48%	25	3.21%	8.41%
Northeast	41	3.68%	41	3.84%	-4.17%
Northwest	5	2.76%	5	2.40%	15.00%
Southeast	10	2.05%	10	2.08%	-1.44%
Southwest	5	3.60%	5	4.03%	-10.67%
West	15	3.28%	15	3.17%	3.47%
Totals	125 ³	3.63%	130	3.48%	4.31%

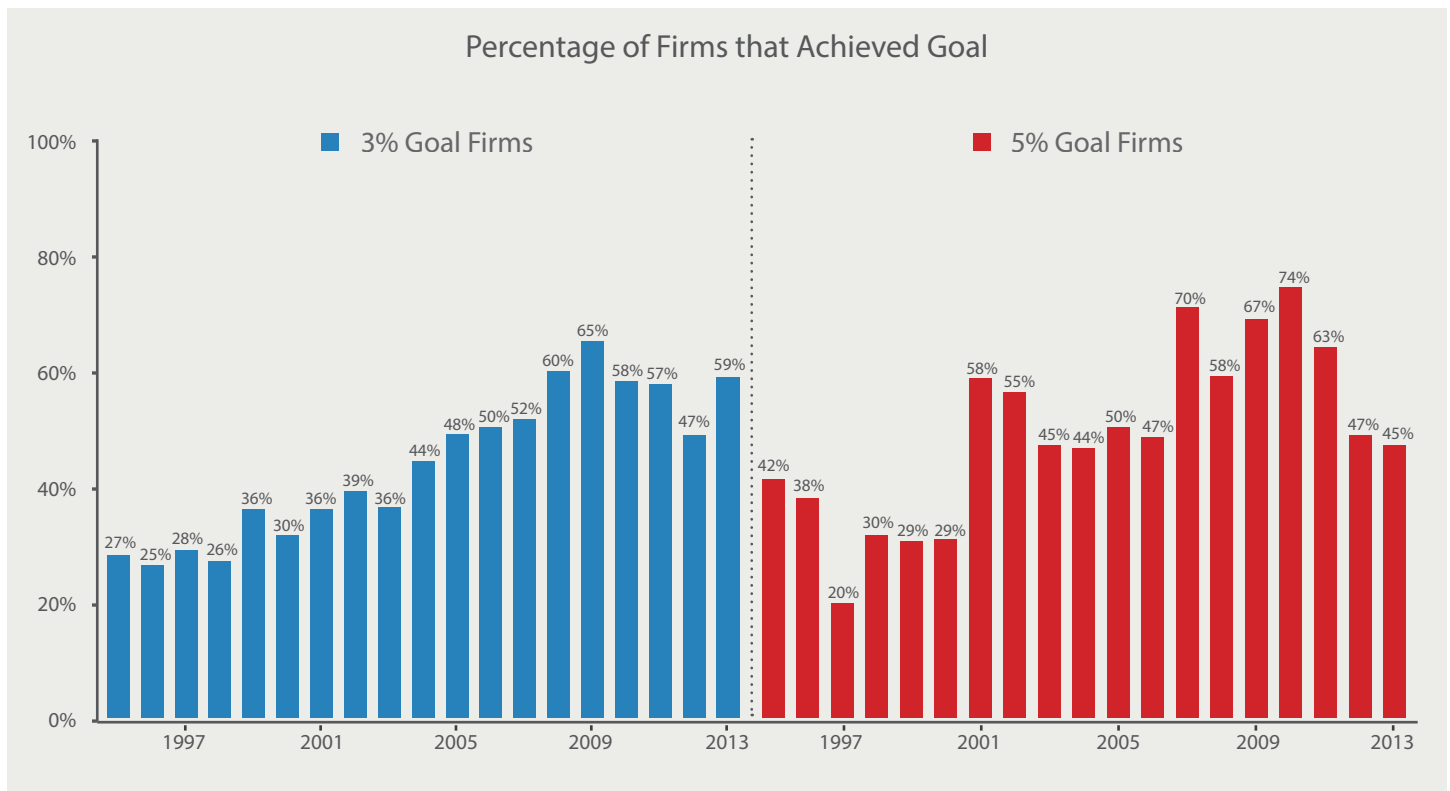
3. Total number of firms reporting in 2013 and 2012 differs from the the previous chart due to incomplete reporting by three firms each year.

The following graph illustrates the distribution of pro bono percentages for all reporting firms in 2013. Percentages range from less than 1% to more than 13% of total paying client billable hours. The median is 3.29% and the average is 3.63%. The top 25% of firms contributed at least 4.55% of their time to pro bono work.



Reaching the Challenge Goal

Seventy-six firms met or exceeded their stated Challenge goal in 2013, an increase of 22.6% over the 62 firms that met or exceeded their Challenge goal in 2012. As seen below, 59% of Challenge firms that articulated a 3%/60 hour/attorney goal met or exceeded that Challenge goal in 2013, while 45% of the Challenge firms that articulated a 5%/100 hour/attorney goal met or exceeded that goal in 2013.

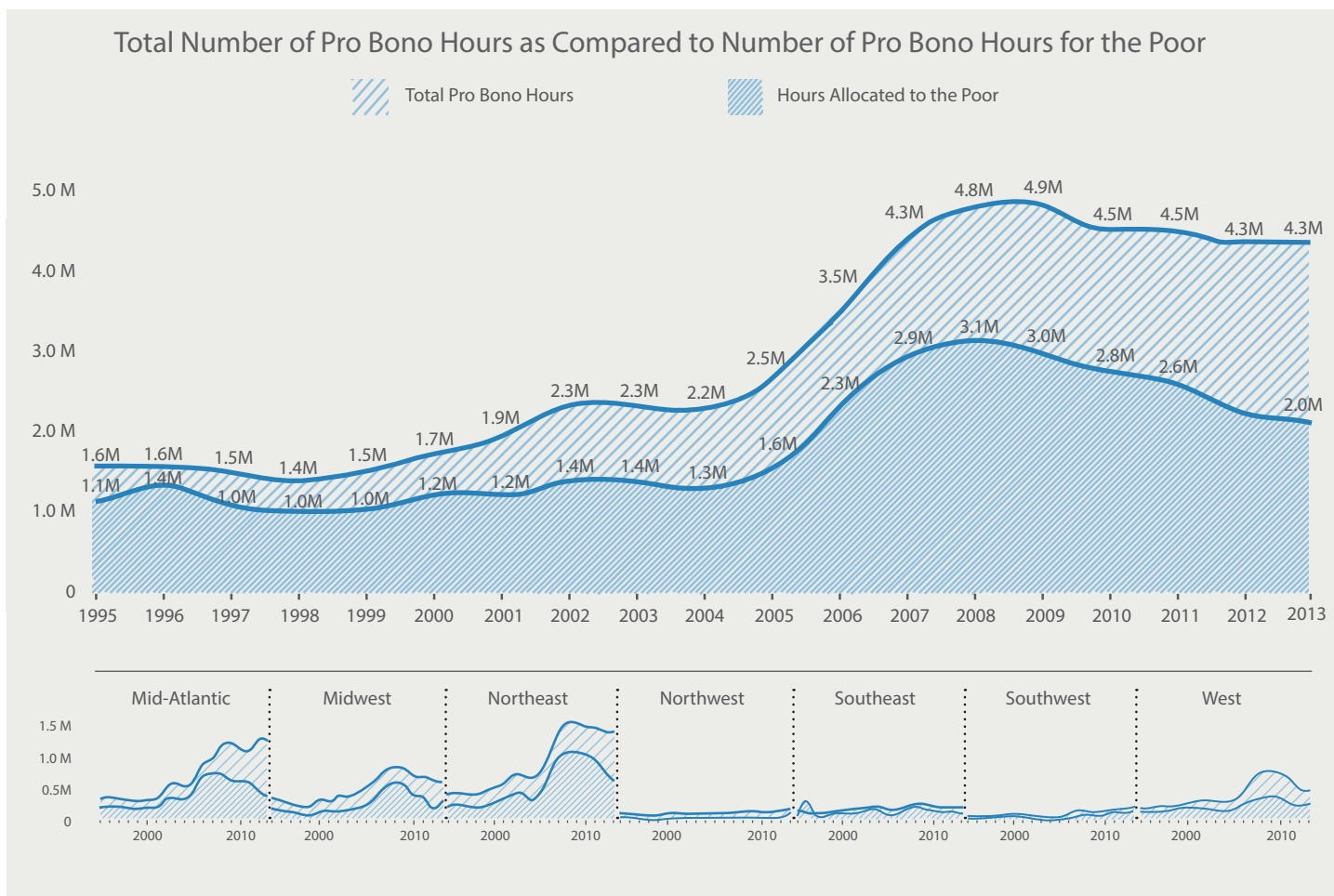


Service to Persons of Limited Means

In addition to establishing ambitious, progressive benchmarks – 3 or 5% of total paying client 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.

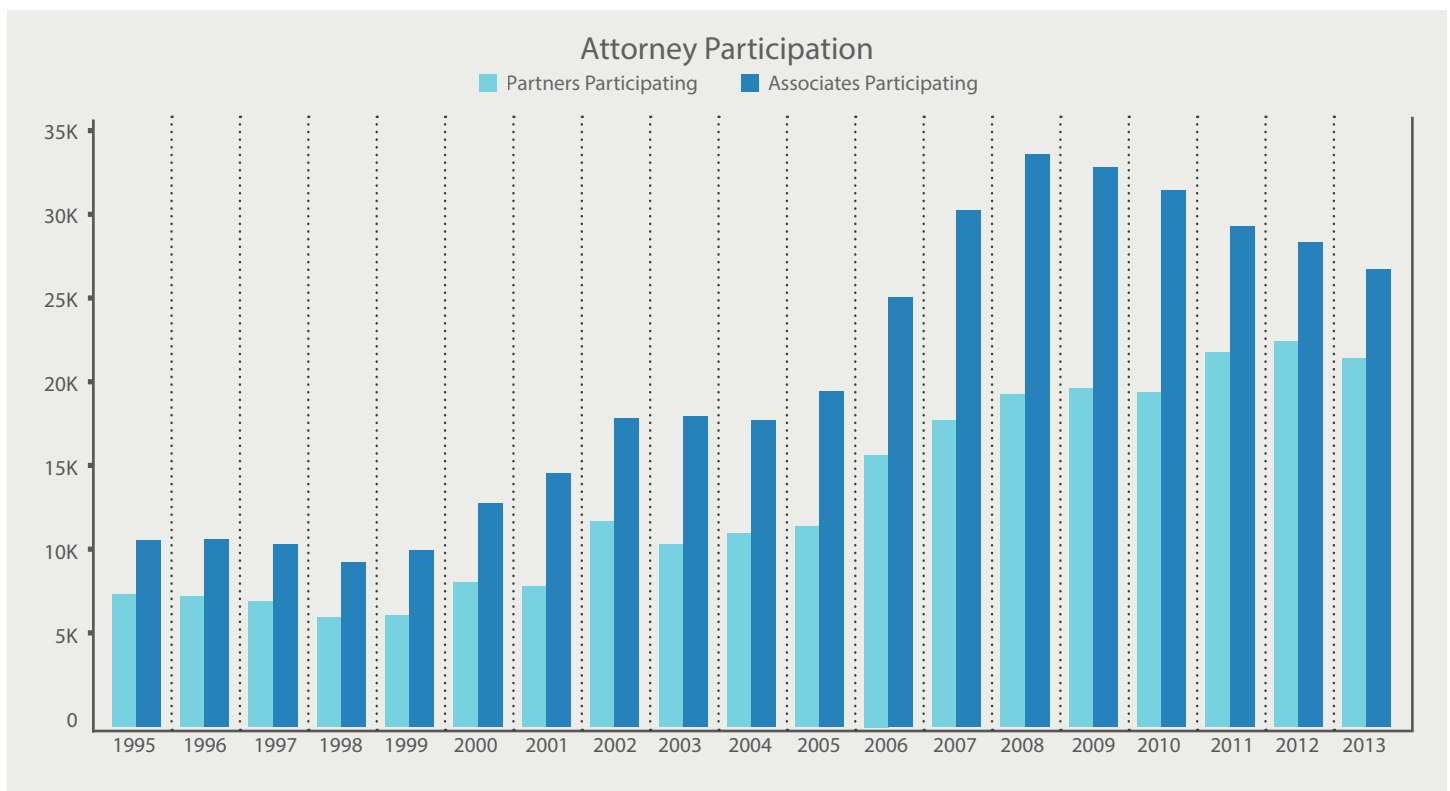
In 2012, for the first time since the Challenge was implemented, this Report did not include data on the hours and percentage of total pro bono time committed to persons of limited means and the organizations that serve them. The failure of a large number of Challenge Signatories to report specific or reliable data on this question meant that PBI, in turn, could not provide reliable aggregated statistics. In 2013, over one-half of the Challenge Signatories (80 firms) did report this data, allowing for at least a partial report.

In 2013, 80 firms reported that they provided 1,995,772 hours of service to persons of limited means or organizations serving them.



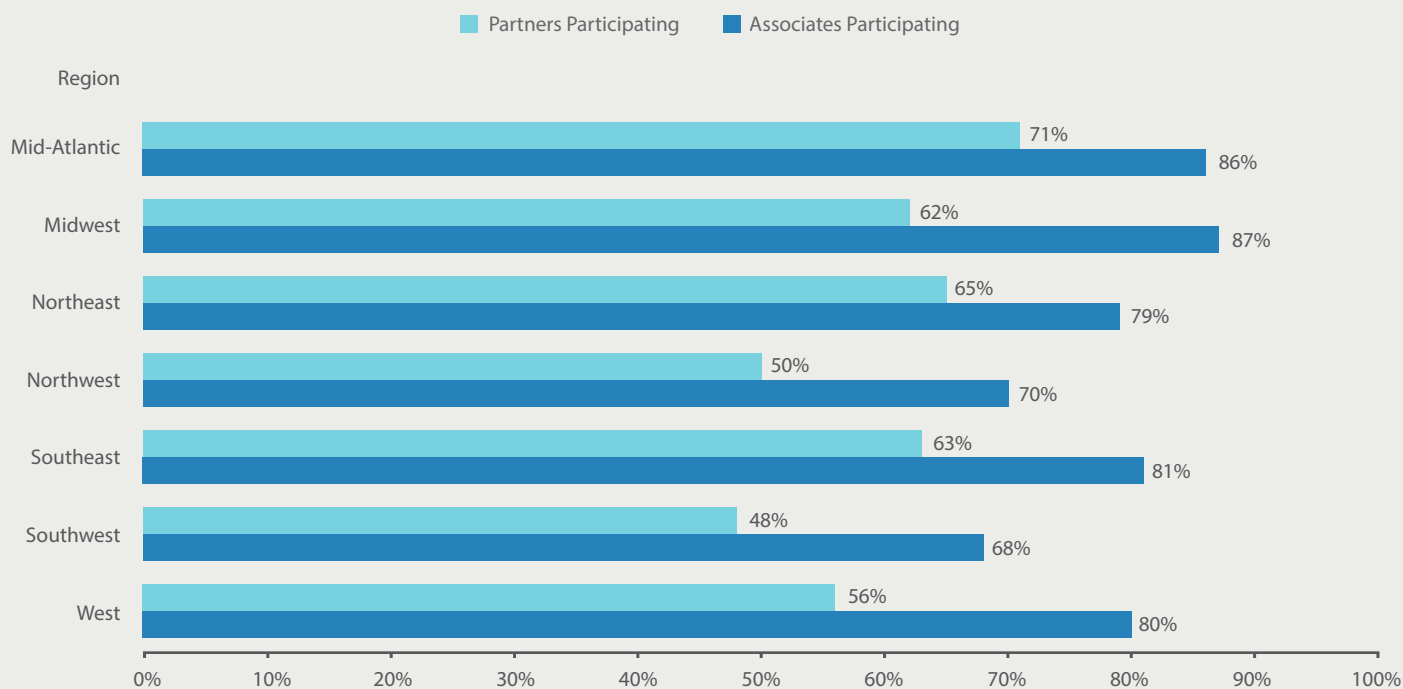
Participation

Challenge Signatories reported total firm headcounts in 2013 of 66,695, a decrease from 69,303 total attorneys in 2012. In 2013, a total of 48,151 attorneys participated in pro bono compared to a total of 50,771 attorneys who participated in 2012. These numbers include 17,883 partners, 25,332 associates, 3,530 counsel, and 1,406 staff and other attorneys who participated in 2013 as compared to 18,546 partners, 27,021 associates, 3,893 counsel, and 1,311 staff and other attorneys who participated in 2012. As seen below, associate participation has continued to decrease in each of the past six years. Partner participation had shown an increase in each of the three previous years, however partner participation decreased in 2013.



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 86.44% and 87.15% respectively. The West, Southeast, and Northeast regions were in a virtual three-way tie in the level of associate participation in 2013 at 80.19%, 80.96%, and 78.88% respectively. The Northwest and Southwest regions reported 69.99% and 68.25% associate participation respectively. The Mid-Atlantic at 70.69%, the Northeast at 64.60%, the Southeast at 62.91%, and the Midwest at 61.98% led the way in partner participation while the West, Northwest, and Southwest remained fairly consistent with 2012 levels of partner participation.

Partner/Associate Participation by Region

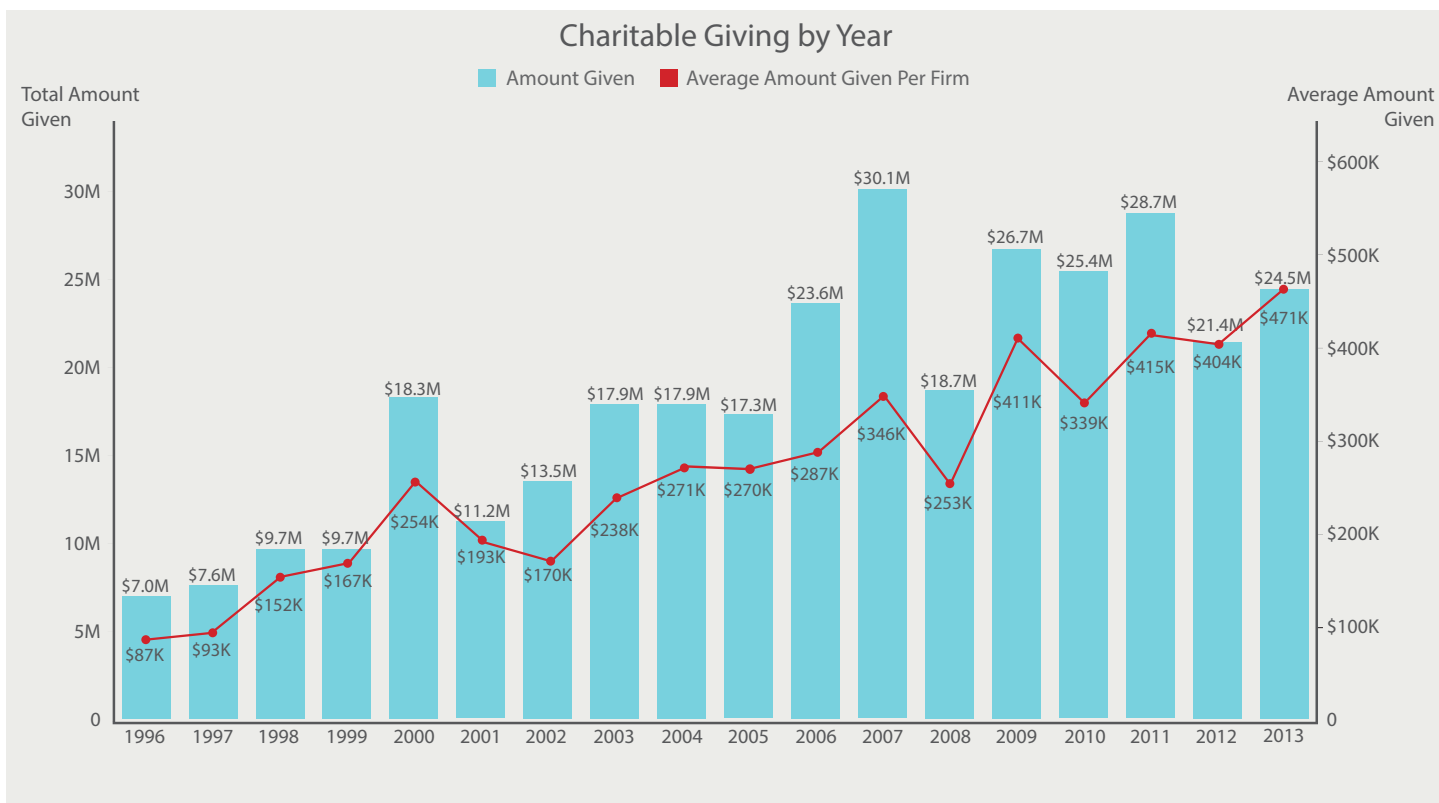


2013 Participation Rates

Region	# of Firms in Region Reporting	Partner Participation Rate	Associate Participation Rate	Firm Participation Rate
Mid-Atlantic	27	70.69%	86.44%	78.56%
Midwest	23	61.98%	87.15%	72.29%
Northeast	42	64.60%	78.88%	72.39%
Northwest	5	50.41%	69.99%	58.48%
Southeast	10	62.91%	80.96%	70.59%
Southwest	5	48.31%	68.25%	58.99%
West	14	56.45%	80.19%	68.92%
Totals	126	63.27%	81.40%	72.20%

Charitable Donations

In addition to asking Challenge Signatories to provide statistical information as required by the Challenge, PBI asks firms to respond to several optional questions, including providing supplemental information on charitable donations 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 2013, 52 firms reported they had donated \$24,500,422 to legal services organizations. This total is up from 2012, when 53 firms reported donating \$21,402,171. In 2013, the average firm donation was \$471,162. In 2012, the average firm donation was \$403,815.⁴ See the chart below for a comparison of firm donations since 1996.



The graph below shows the distributions of charitable amounts reported in 2013. The figures range from a low of \$10,000 to a high of \$8.9 million. The median amount given is \$173,510 and the average amount given is \$471,162.



3. Due to a clerical error, the 2012 Report on the Law Firm Pro Bono Challenge® Statistics inaccurately reported that the average firm donation was \$382,000.

TAKEAWAYS AND ACTION ITEMS

The pro bono performance of Challenge Signatories in 2013 offers a basis for cautious optimism and underscores the need for rethinking and reaffirming pro bono efforts at major law firms.

Pro Bono is a Core Value

- The Law Firm Pro Bono Project's longitudinal data indicates that law firm pro bono does not follow an unswerving, upward trajectory. Therefore, it is encouraging that pro bono performance in 2013 improved over the prior year and appears healthy and steady, with several firms showing significant expansion (in excess of 20% over 2012). These results indicate that the institutionalization of pro bono within law firms as a critical element of their culture, identity, and work generally continues unabated.
- Differences in pro bono performance among various regions of the country demonstrate that differences persist in culture, leadership, and availability of pro bono opportunities, which greatly impact on pro bono participation, vitality, and outcomes.
- Law firm pro bono efforts are having an impact on local, regional, national, and global scales. Lives are being improved and justice is being served every day. Inspiring and creative innovations to advance access to justice are being developed and replicated; new collaborations and partnerships, with both familiar and unconventional stakeholders, are being advanced; and new delivery systems are being tested and tweaked. This period of experimentation is exhilarating and motivating; to riff on the classic commercial: this is not your father's (or mother's) law firm pro bono program any more.

Vigilance in Light of Continued Economic Uncertainty

- By any measure, 2013 continued to be a challenging one for major law firms. By most indicators, 2013 was another flat year for economic growth in U.S. law firms, with continuing sluggish demand, persistent challenges of low productivity, ongoing corporate client pushback on rate increases, and a continuing struggle to maintain discipline on expenses. Against this backdrop, it is significant that pro bono performance emerged relatively strong and represents the fifth-highest hourly contribution of time since 1995. Although we all would have wished for greater growth in pro bono hours, the more than 4.3 million hours of pro bono reported in 2013 is a notable accomplishment in this unsettled business climate.
- Challenge Signatories continue to report changed demographics, with headcounts down in 2013 from 2012. With fewer lawyers, it is remarkable that both aggregated total pro bono hours and average pro bono hours per attorney increased in 2013.
- One cautionary sign is a possible pattern of decreasing associate participation in pro bono. This is explained partly by overall reductions in headcounts (especially in sizes of incoming new associate classes) and business pressures. 2013 saw a continuation of the familiar pattern of associate billable hours exceeding those of equity partners by 100-120 hours per year according to some estimates. While the data indicates that law firm lawyers at all levels of seniority, including a significant number of partners, are engaged in pro bono, many associates simply do not have the capacity to take on major pro bono commitments. In light of these demographic changes, firms must revisit their pro bono policies, practices, and offerings, to ensure that they accommodate the current reality.

- On the business side, firms are making decisions about the future in the context of clear strategic visions of market segments that they can realistically expect to serve. Likewise, pro bono decisions need to be made, not as growth for growth's sake, but according to a viable and consensus-driven strategy, with clearly articulated goals.
- Many aspects of law firm operations (i.e., client relationships, business development, compensation, professional development, talent management, recruiting and retention, diversity, marketing, pricing, project management, advancement to partnership, career trajectories, etc.) are under review and in flux. The pro bono program should reflect and be aligned with these changed practices and new environment.
- Firms must address whether and how all aspects of the pro bono program, including administration and oversight, need to adapt to accommodate new firm realities and emerging priorities. To ensure that pro bono efforts remain vital and relevant, leaders must think strategically about using pro bono to not only service their communities and enhance access to justice, but also to strengthen and inform critical firm priorities, such as talent management and client relationships. To that end, firm leadership (at all levels and in all offices and practice groups) must continue to send strong and consistent messages about the importance of pro bono and the value placed on it by the firm.
- Times of transition and change, however, pose challenges – and offer opportunities – for pro bono. Firms need to continue to carefully evaluate not only the amount of pro bono work they perform, but the efficacy of their efforts to ensure that they are making the highest and best use of their finite pro bono resources. Now is the time to evaluate the impact of your work and make informed, educated, and possibly difficult decisions moving forward.

Enhancing Access to Justice through Service and Charitable Giving

- The Challenge asks firms to devote a “majority” of their pro bono hours to persons of limited means or to organizations which serve them. 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.
- After a year (2012) in which we could not include reliable information on this metric due to insufficient and inaccurate reporting, this year the information provided indicates that this critical segment of pro bono work is fragile. Based on the information provided, on a cumulative basis, Challenge Signatories fell short of contributing a majority of their pro bono work to persons of limited means. There are several underlying reasons and confounding variables: (1) this data set is still limited and we will continue to work with firms to gather comprehensive and accurate information in response to this critical question from which we will be able to draw more definitive conclusions; (2) individual poverty law cases were traditionally handled by associates, and with the reduction in associate capacity discussed above, these matters may have been disproportionately affected or lost their appeal; (3) cut-backs in staffing and capacity at legal services organizations have reduced their ability to screen and refer these pro bono clients and to recruit, train, mentor, and support pro bono attorneys; and (4) a pronounced trend in certain quarters towards time-limited pro bono offerings, such as brief advice clinics, at the expense of more intensive and time-demanding representations and projects.
- Firms should ensure that the information and data they are compiling about their pro bono performance is as accurate, consistent, and reliable as possible. In particular, reliable information on pro bono work for people of limited means is critical to efforts to advocate for increased funding for legal services organizations. The access to justice community must be able to convincingly demonstrate that the legal profession supports work for low-income Americans, that we pro bono assistance for low-income citizens is being maximized, and that funding dollars are being leveraged with significant in-kind private contributions. Conversely, an inability to collect and report comprehensive information from Challenge Signatories about their pro bono work for people of limited means contributes to the perception that large firms are not supporting legal aid programs as much as they could, and that they should do more before other funding streams, especially public ones, be made available.

- A significant brightspot is the level of financial support provided by law firms to nonprofit legal groups whose expertise and assistance make law firm pro bono possible. The total amount of charitable giving increased to \$24,500,422 from \$21,402,171 in 2012. This represents a 14.5% increase over 2012 giving, with an average firm donation of \$471,162. Reporting of financial contributions is optional for Challenge Signatories, making it difficult to draw definitive conclusions from the data. However, because firm contributions are essential to maintaining an effective pipeline and support network for legal services, and, in return for law firm pro bono efforts, this large increase in contributions is encouraging. Legal aid, pro bono, and public interest organizations are essential parts of the pro bono infrastructure, and their loss of capacity directly and negatively impacts the pro bono efforts of major law firms. We applaud the increase in financial support from firms at a time when all expenses are being carefully scrutinized.

The Year Ahead

- The Law Firm Pro Bono Project will continue to serve as a counselor, resource, strategic advisor, trainer, and catalyst and offer expert guidance on law firm pro bono in the short and long-terms. We will also serve as a convener of leaders and key stakeholders to promote experimentation, dialogue, and collaboration on how, working together, we can build on the strength, dedication, creativity, and maturation of law firm pro bono to strengthen access to justice.
- As we have written elsewhere, the legal market may be currently poised for what could be a reordering based on the same type of disruptive forces that have restructured other businesses and industries. It is intriguing to consider how pro bono could be part of – or even be a leading disruptive force. Rather than exclusively trying to build a “bigger” pro bono program, firms should be focused on building “better” pro bono programs.
- We will continue to work with firms to collect accurate and comprehensive data, to streamline and simplify our collection and reporting tools, and to use this vital information to assess and make informed recommendations about pro bono service. Although the Challenge data is not perfect, it provides the reliability and rigor that are essential to tracking performance, identifying trends, obstacles, and opportunities, and enabling all of us to use that information to enhance pro bono.
- 2015 will mark the 20th year since the implementation of the Law Firm Pro Bono Challenge®. We look forward to exploring this milestone through both historic, longitudinal scholarship and forward-looking, agenda-setting advocacy, and welcoming even more firms as Challenge Signatories.

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

October 2014

ABOUT THE LAW FIRM PRO BONO 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 percent of a firm’s total paying client 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 Signatories 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 Corporate Pro Bono, the global partnership project of PBI and the Association of Corporate Counsel, to launch the Corporate Pro Bono Challenge® 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, despite economic cycles and other pressures, to contribute meaningfully to their local communities, to the national justice system, and to communities around the world.

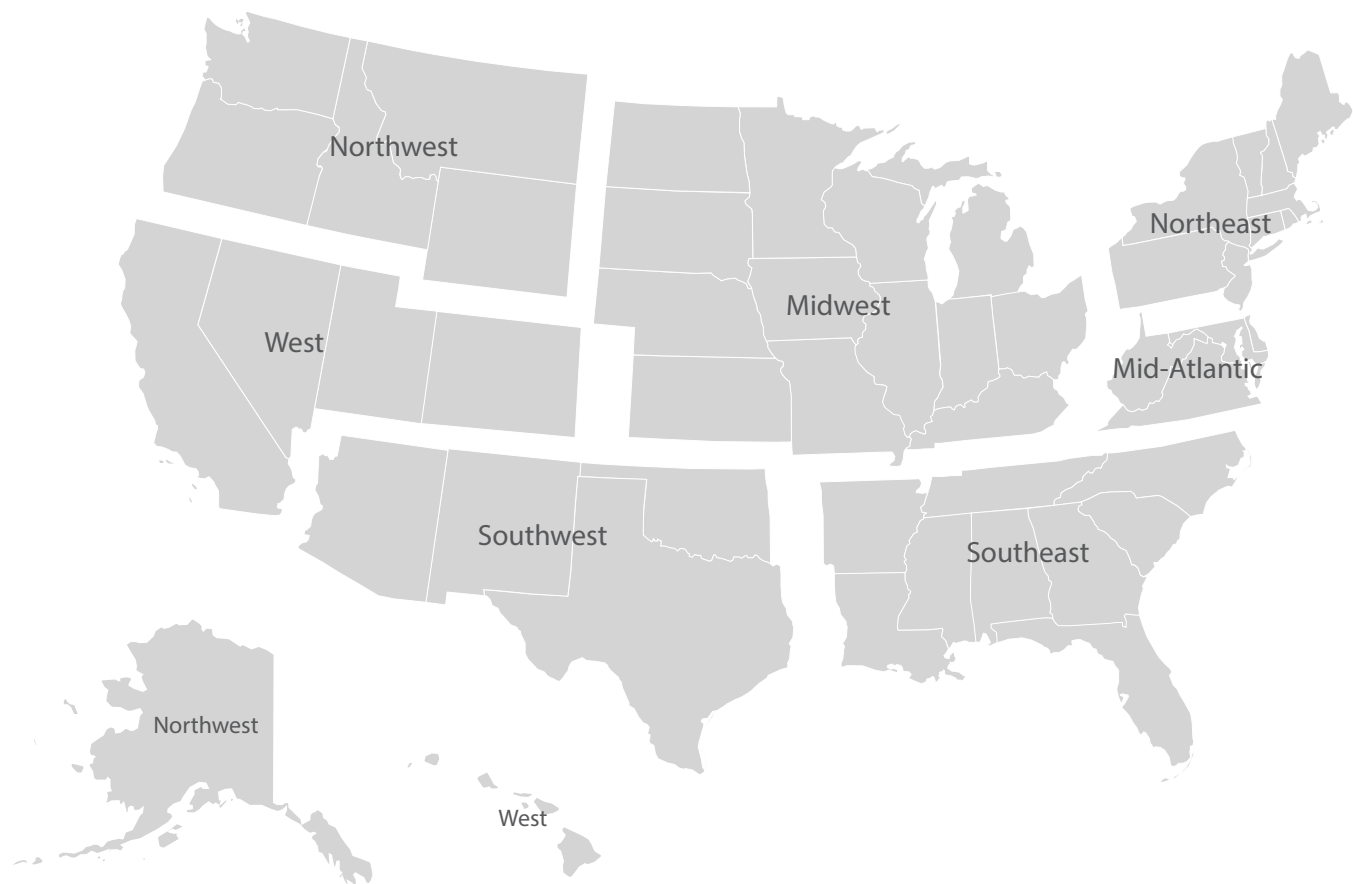
METHODOLOGY

This year was the second 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 a solid 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 Signatories, the Project continues a multi-year longitudinal analysis of Challenge data with the pro bono assistance of advisors from Deloitte Financial Advisory Services LLP.

Prior to the current Report, firms have historically been asked to report metrics for Partners and Associates. For 2013, firms were asked to separately report Counsel and Staff/Other Attorneys as well. For purposes of analysis during this transition, attorneys designated as Counsel have been included with Partners and Staff/Other Attorneys with Associates.

The regional breakdown included in this analysis classifies firms by their historical headquarters, although it is now rare for a firm to claim a particular city as its 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.



2013 REPORTING CHALLENGE SIGNATORIES

We thank and congratulate the 128 Challenge Signatories whose commitment to pro bono is positively reflected in this Report, and we look forward to a renewed and expanded level of commitment in 2014.

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

* denotes Charter Signatories to the Challenge

2013 NON-REPORTING CHALLENGE SIGNATORIES

These firms did not report in 2013:

Briggs and Morgan
Carrington, Coleman, Sloman & Blumenthal
Finnegan, Henderson, Farabow, Garrett & Dunner
Foley & Lardner
Hollingsworth
Michael Best & Friedrich
*Miller, Canfield, Paddock and Stone
Robinson & Cole
Rodey, Dickason, Sloan, Akin, & Robb
Strasburger & Price
Weil, Gotshal & Manges

Merged Firms

Dow Lohnes

* denotes Charter Signatories to the Challenge

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 2014, 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