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

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 legal departments, and public interest organizations in the U.S. and around the world.

### 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.

### 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 individuals and nonprofit groups that serve them. The Challenge includes a narrow, but thoughtful definition of pro bono that has become the industry standard for large law firms and others, as well as an accountability mechanism and measurement tool through its performance benchmarks and annual reporting requirement.

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## EXECUTIVE SUMMARY

The Report on the 2017 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 2017 calendar year. Challenge signatories have committed to contribute 3 or 5% (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.

### Overall Performance

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One hundred twenty-nine firms reported performing an aggregated total of 4,988,525 hours of pro bono work in 2017, an increase in total pro bono hours over 2016. Viewed as a percentage of total paying client billable hours, pro bono hours increased to 3.9% in 2017 from 3.6% in 2016.

### Participation

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The percentage of attorneys engaged in pro bono increased slightly in 2017. The percentage of partners participating in pro bono increased to 68.1% compared to 66.5% in 2016, while the percentage of associates participating in pro bono increased to 85.6% from 84.4%. The combined participation rate was 76.9% of attorneys in 2017, compared to 74.9% in 2016.

### Pro Bono for Those of Limited Means

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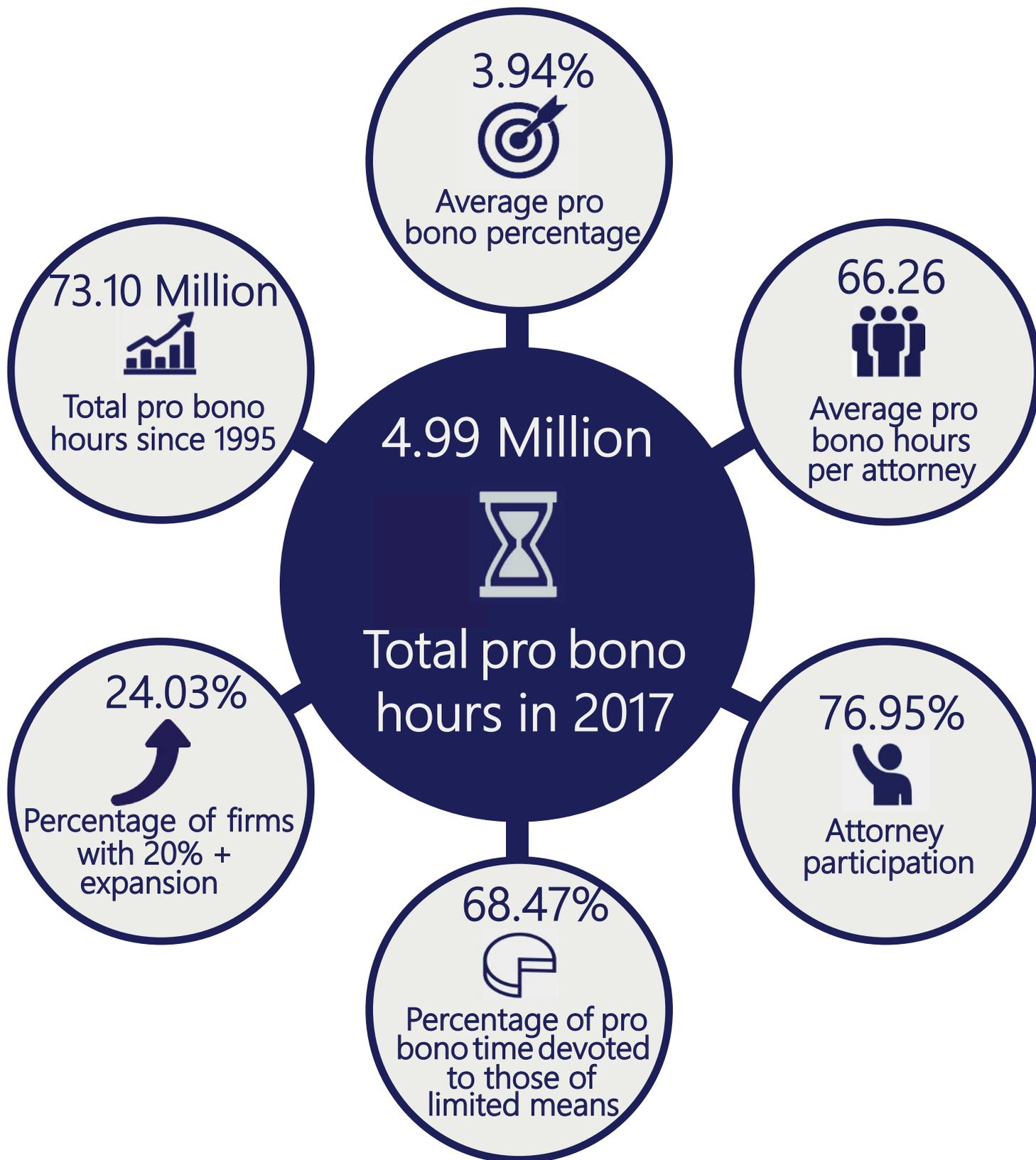
In 2017, firms reported performing more than 3.4 million pro bono hours for those of limited means and organizations serving them, up from 3.2 million hours in 2016. Sixty-eight percent of all pro bono time was devoted to those of limited means and organizations serving them.

### Notable Progress

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In 2017, 31 of 129 firms (24.0%) reported significant expansion (in excess of 20% over 2016), demonstrating major growth in law firm pro bono is feasible.

# SNAPSHOT



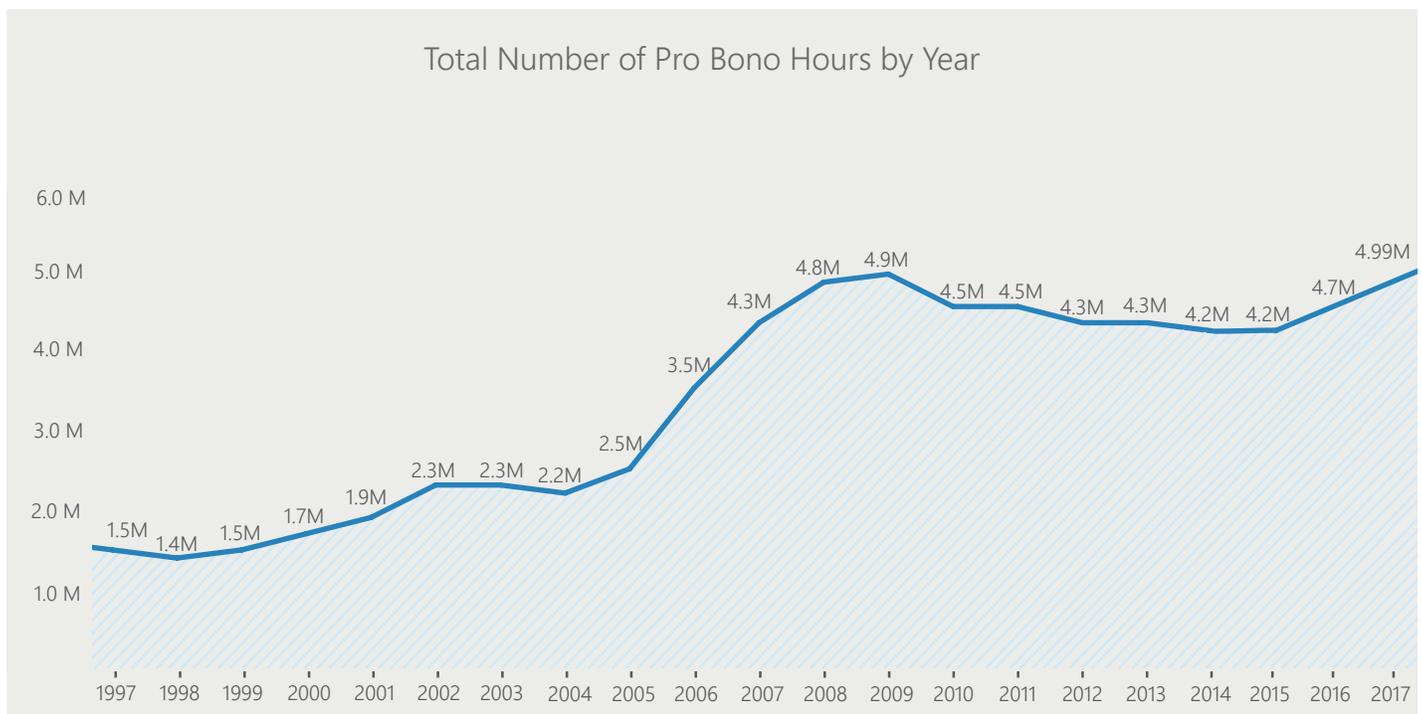
## INTRODUCTION

In 2017, signatories to the Law Firm Pro Bono Challenge® contributed approximately 4.99 million hours of pro bono service, an increase (6.65%) in total pro bono hours from 2016.

## 2017 CHALLENGE PERFORMANCE DATA

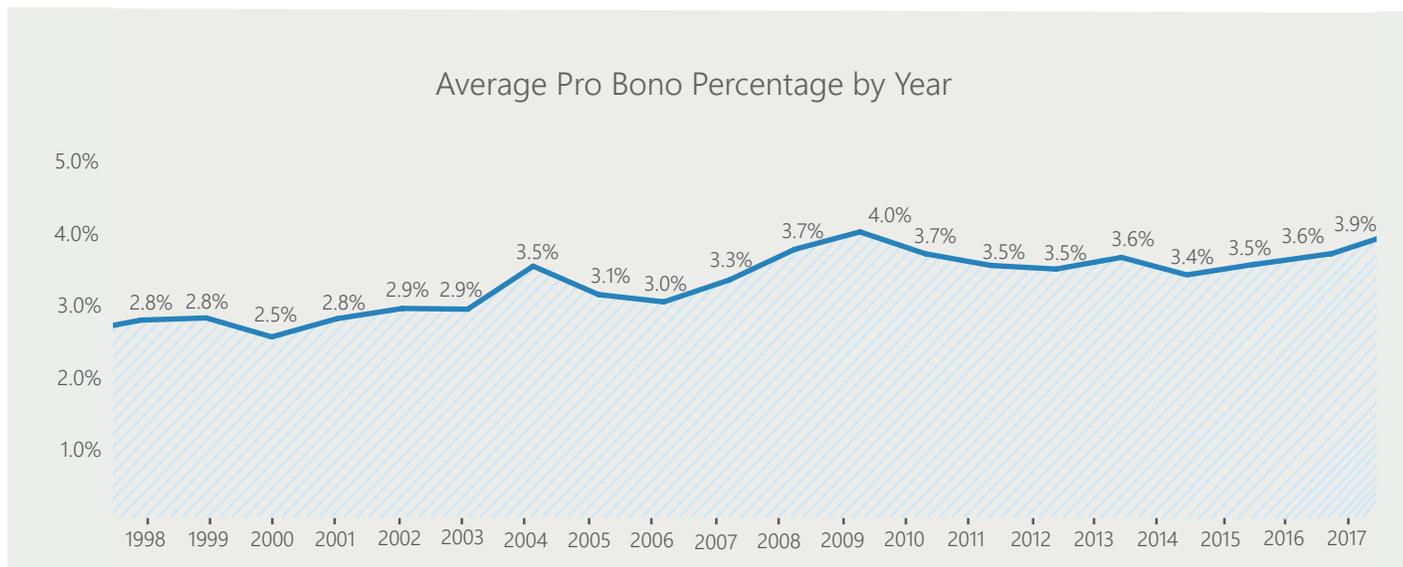
### *Highlights of Overall Pro Bono Performance*

One hundred twenty-nine firms reported in 2017, performing an aggregated total of 4,988,525 hours of pro bono work, approximately 311,100 hours more than in 2016, when 135 firms reported an aggregated total of 4,677,393 hours of pro bono work.

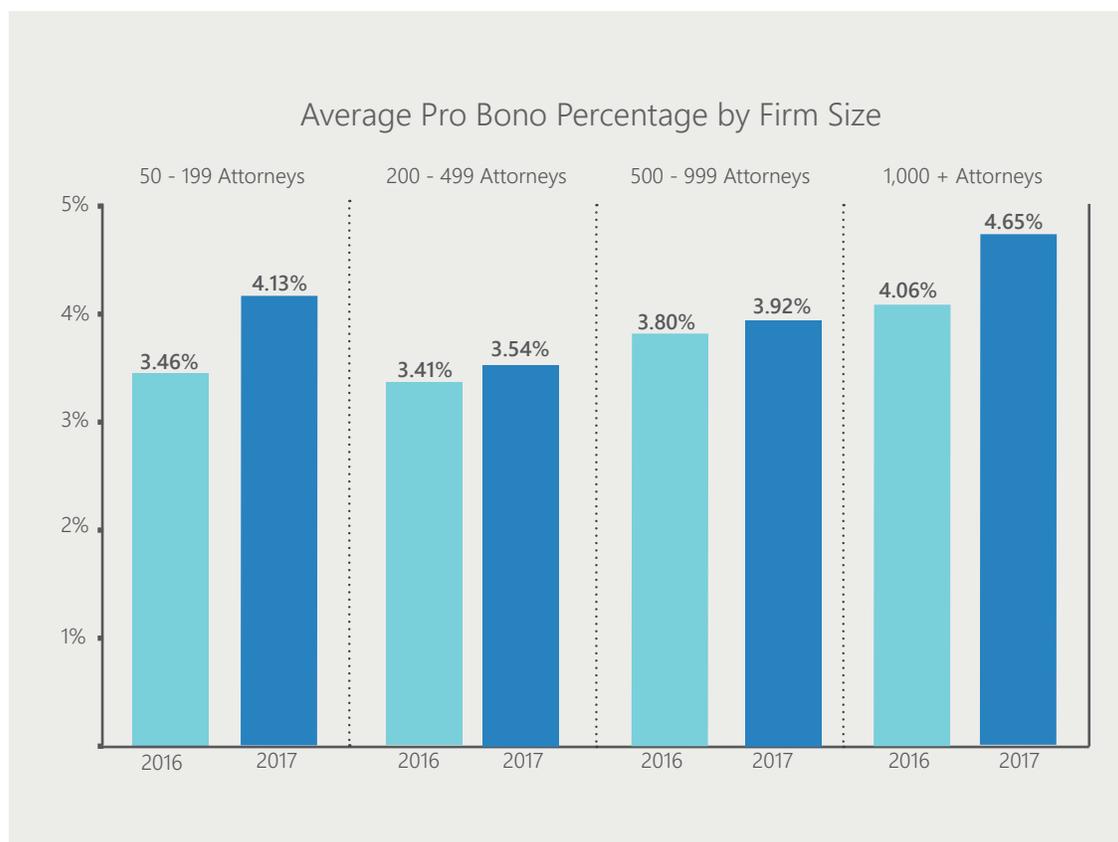


*Average Pro Bono Percentage*

Viewed as a percentage of total paying client billable hours, pro bono hours increased in 2017, to an average of 3.94%.



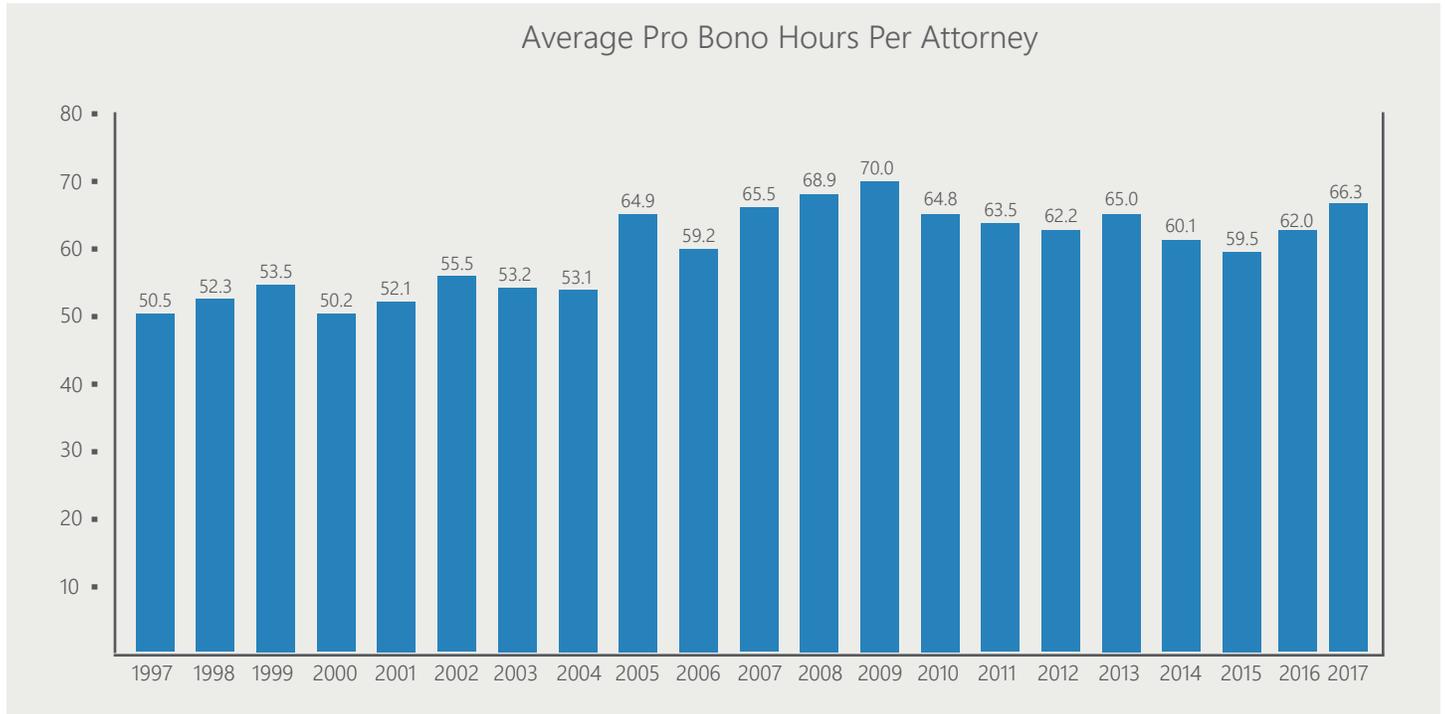
Firms with headcounts of more than 1,000 attorneys had the highest average pro bono percentage again in 2017.<sup>1</sup>



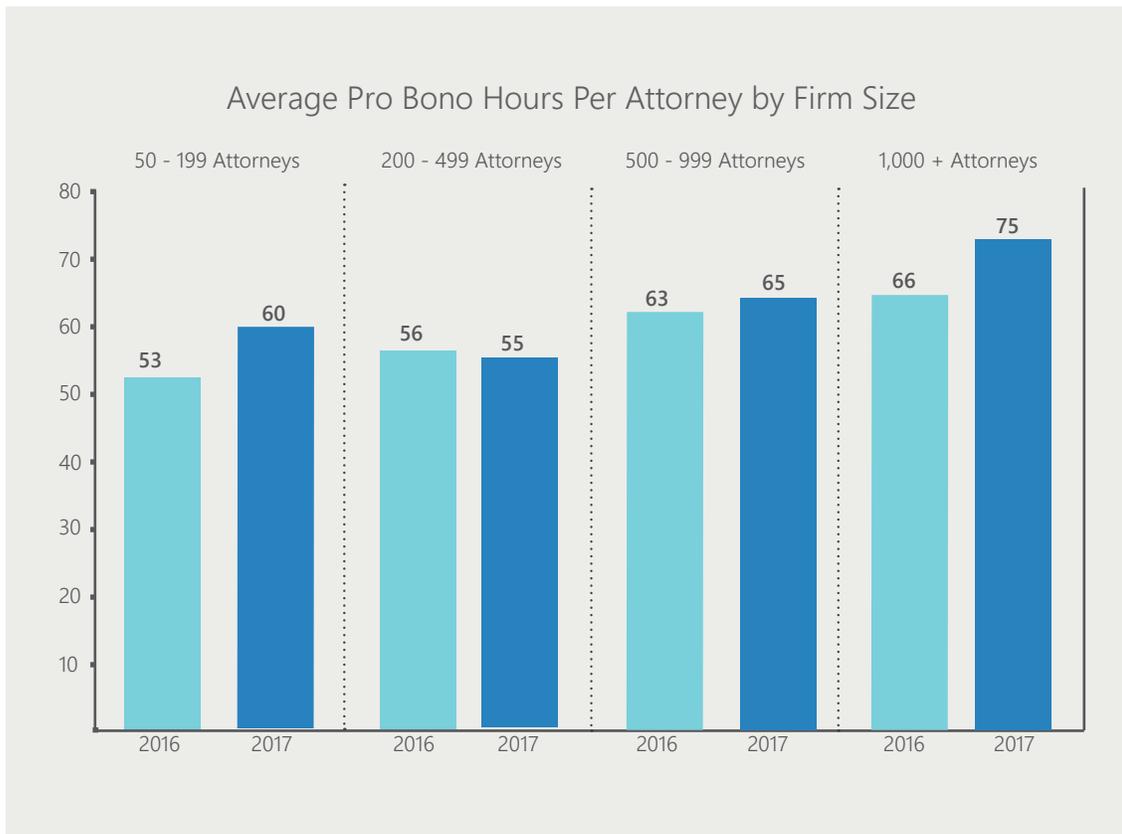
1. For a detailed breakdown of average pro bono percentage by firm size, see Table 1 in Appendix B.

### Average Pro Bono Hours Per Attorney

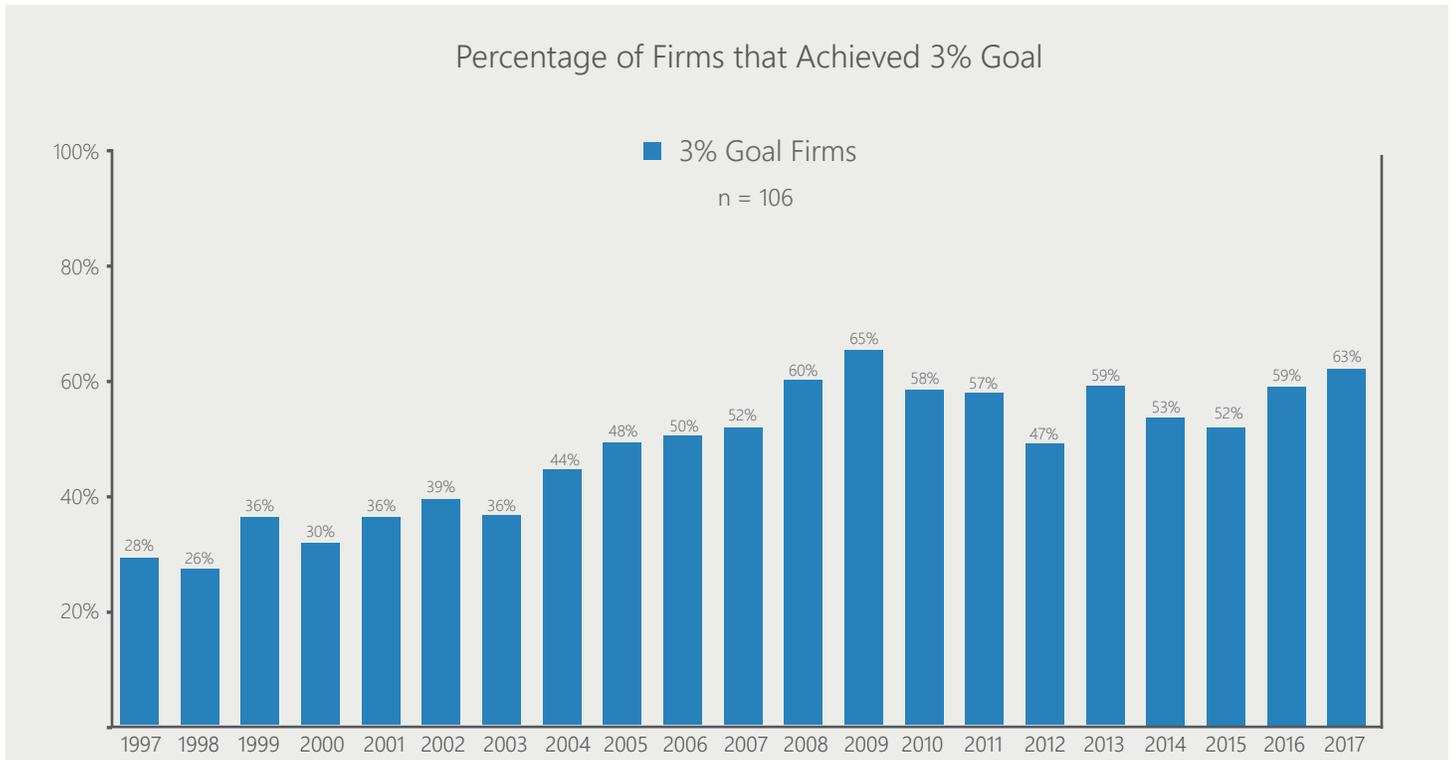
In 2017, the average number of pro bono hours per attorney increased to 66.26 hours per attorney, from 62 hours per attorney in 2016.



The graph below shows a breakdown of average pro bono hours per attorney by firm size.



*Reaching the Challenge Goal*

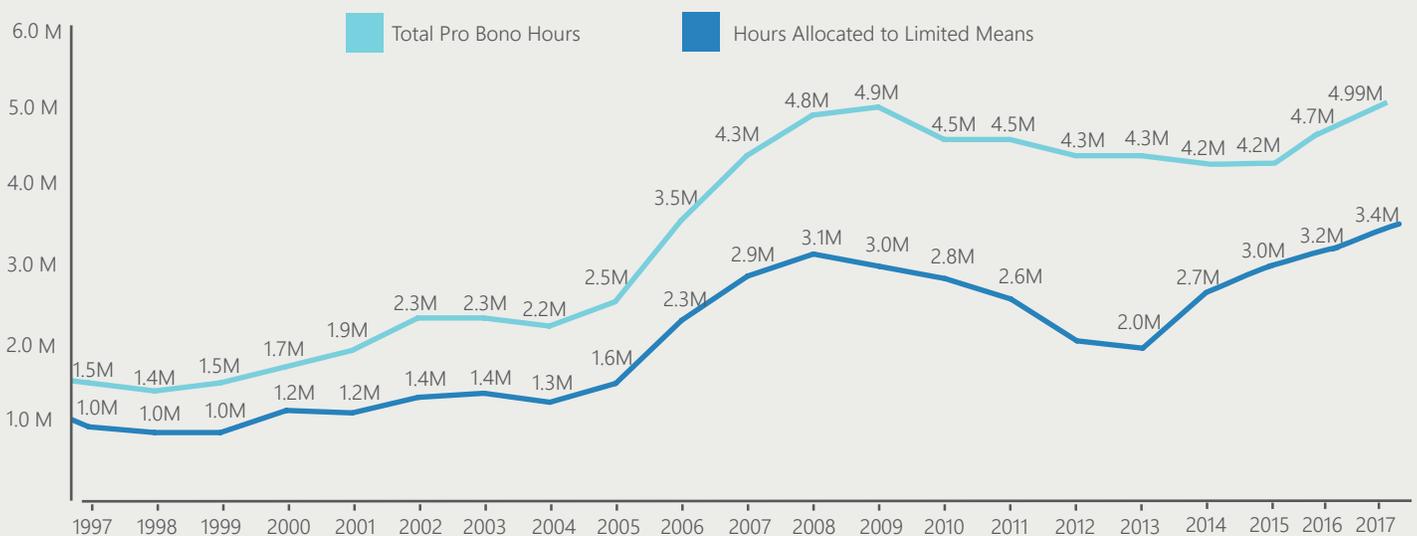


## Service to Persons of Limited Means

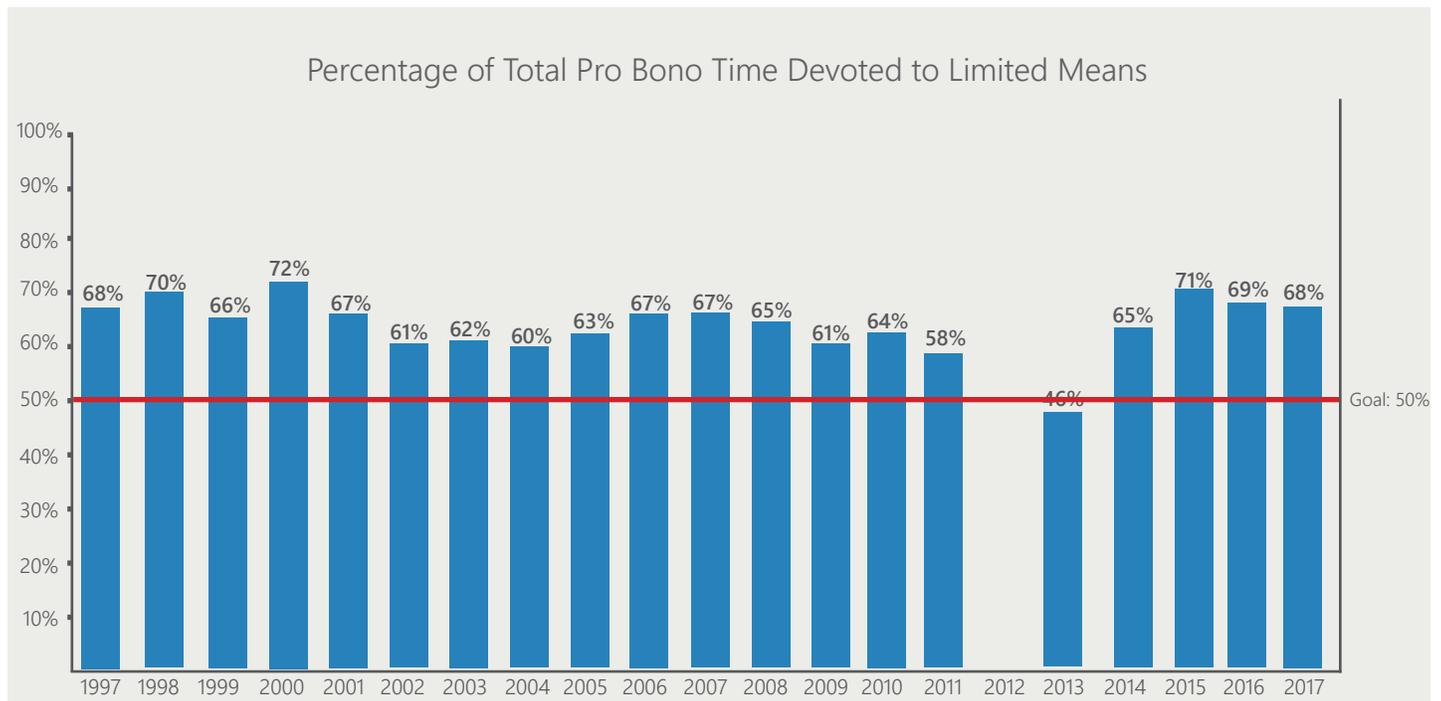
The Challenge (Principle 3) asks firms to devote a majority of their pro bono time “to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means.” This element of the Challenge remains particularly critical at this time, when poverty in the U.S. remains high and resources and staffing for legal aid remain inadequate.

In 2017, 122 Challenge signatories reported 3,415,646 actual or estimated hours of service to persons of limited means and the organizations that serve them, an increase of 181,596 hours over 2016. Sixty-eight percent of all pro bono time was devoted to those of limited means and the organizations serving them, showing that collectively, signatories are meeting their Challenge commitment to devote a “majority” of their pro bono time to people of limited means.<sup>2</sup>

Total Number of Pro Bono Hours as Compared to Number of Pro Bono Hours for Limited Means

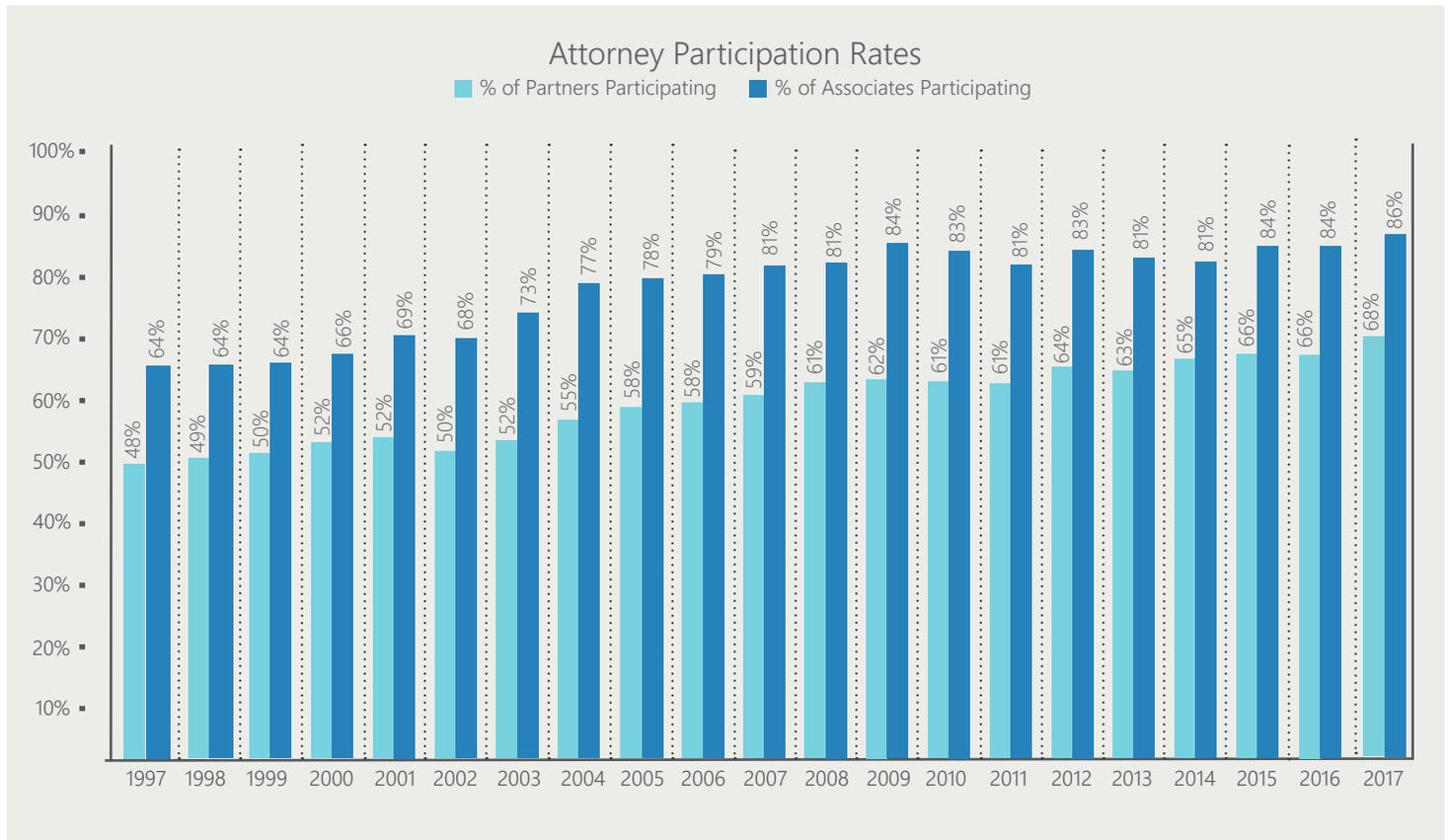


2. In 2012, the failure of a large number of Challenge signatories to report reliable data on the hours and percentage of total pro bono time committed to persons of limited means and the organizations that serve them meant that PBI, in turn, could not provide reliable aggregated statistics.

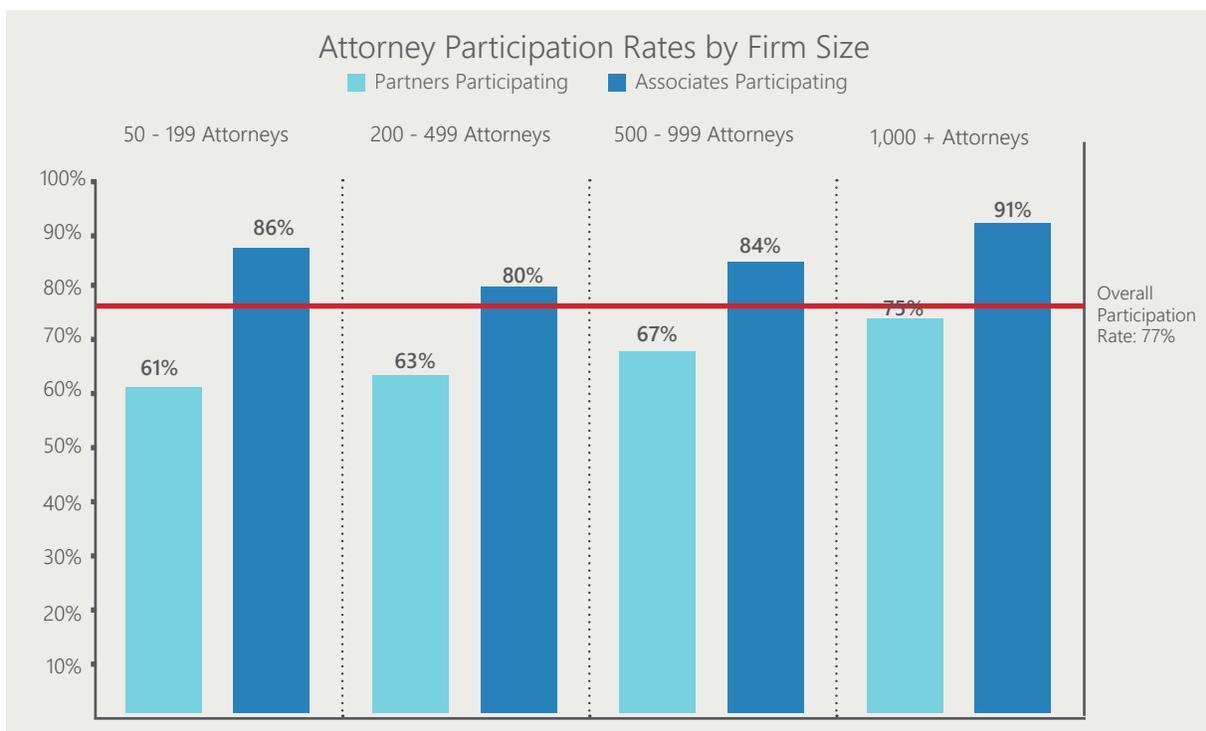


**Participation**

Participation rates in 2017 increased for both partners and associates. As seen below, 68.13% of partners and 85.56% of associates participated in pro bono in 2017, compared to 65.5% and 84.4%, respectively, in 2016. Collectively, 76.95% of attorneys participated in pro bono in 2017; 74.9% participated in 2016.



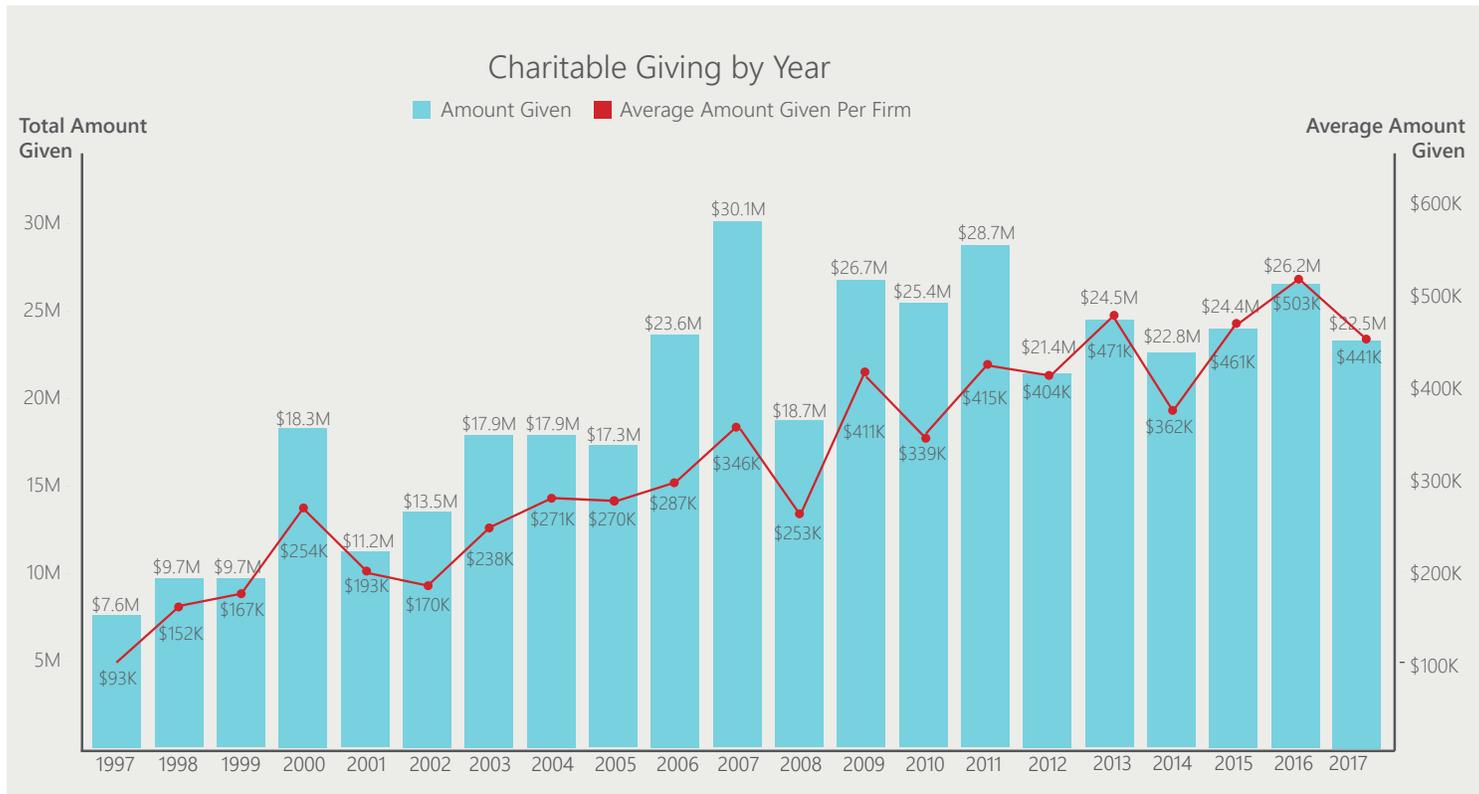
The graph below shows a breakdown of partner/associate participation in pro bono by firm size.<sup>3</sup>



3. For a detailed breakdown of attorney participation rates by firm size, see Table 3 in Appendix B.

### Charitable Donations

In addition to asking Challenge signatories to provide 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 2017, 51 firms reported that they had donated \$22,478,850 to legal services organizations compared to 2016, when 52 firms reported they had donated \$26,201,507 to legal services organizations. In 2017, the average firm donation was \$440,762, which is a decrease from 2016, when the average firm donation was \$503,875. See the graph below for a comparison of firm donations since 1997.<sup>4</sup>



4. Analysis of raw total giving requires additional context in order to be accurately interpreted. Real world factors, such as substantial fee recoveries in pro bono matters, prepaying commitments, and making advance or multiple payments in any calendar or fiscal year, account for a portion of the year-to-year fluctuation in charitable donations.

## REFLECTIONS

The pro bono performance of signatories to the Law Firm Pro Bono Challenge® offers a basis for measured optimism and underscores the need for reaffirming pro bono efforts at major law firms. One hundred twenty-nine signatories reported performing a total of 4,988,525 hours of pro bono in 2017. The key metrics of (1) pro bono hours for those of limited means and organizations serving them; (2) attorney participation rates; and (3) average hours per attorney all increased. At a time when uncertainty, disruption, and outrage are the prevailing sentiments, meaningful efforts to promote access to justice for all are notable and worth celebrating.

### *Meeting or Exceeding Challenge Goals*

- Total pro bono hours increased by approximately 311,100 hours in 2017, despite six fewer firms reporting. The average number of pro bono hours rose to 66.26 hours per attorney, up from 62 hours per attorney, the highest level since the peak years of 2008 and 2009.
- In 2017, 63.20% of Challenge signatories that commit at 3% and 57.89% of signatories that commit at 5% met their stated Challenge goal. As a percentage of total paying client billable hours, pro bono hours increased from 3.63% to 3.94%, the second highest percentage in the history of the Challenge.
- When the Challenge was launched in 1993 and implemented in 1995, one fundamental goal was to encourage more than half of a firm's attorneys to participate in pro bono, an ambitious objective at that time. In 2017, the combined attorney participation rate increased to 76.95% from 74.9% in 2016.
- Law firm pro bono is healthy and vibrant, with 63.57% of firms performing the same or more pro bono hours over 2016. Thirty-one firms (24.03% of all reporting firms) reported significant expansion (in excess of 20% over 2016), demonstrating that substantial growth is feasible. Although there is always room for improvement, these statistics indicate that pro bono is a critical element of law firm culture, a core value, and integral to how Challenge signatories operate and do business.

### *Enhancing Access to Justice through Pro Bono Service and Charitable Giving*

- In addition to the commitment to devote 3 or 5% of a firm's total paying client billable hours to pro bono, Challenge signatories also agree 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" (Principle 3) (emphasis added). Sixty-eight percent of all pro bono time was devoted to those of limited means and organizations serving them – a clear indication that signatories are meeting – and surpassing – this Challenge goal.
- The financial support provided by Challenge signatories to legal services organizations, whose expertise and assistance make law firm pro bono possible, is critical. In 2017, 51 firms reported that they had donated \$22,478,850 to legal services organizations. In 2016, 52 firms donated \$26,201,507. The average firm donation decreased from \$503,875 to \$440,762. Reporting of financial contributions is optional for Challenge signatories. Although real world factors and reporting variances would seem to account for most of the year-to-year fluctuation, it is difficult to draw definitive conclusions from the data.
- Firm contributions are indispensable for maintaining an effective pipeline and support network for legal services programs, which in turn benefit law firm pro bono efforts. Even at a time when all expenses are being carefully scrutinized, we encourage firms to evaluate their financial and in-kind support for legal services organizations; consider creative and stretch increases when possible to maintain the quality and integrity of their own pro bono efforts; and commit to accurately tracking and reporting these amounts to the Law Firm Pro Bono Project.

*Expanding Influence and Leading Change*

- The Challenge does not require firms to report pro bono numbers for non-U.S. attorneys. Anecdotal evidence, however, suggests that the number of attorneys participating and the amount of pro bono work being done outside the United States continues to increase. The Law Firm Pro Bono Project would be happy to work with firms to recruit more international firms to become Challenge signatories.
- We cannot afford to rest on our laurels or become complacent. Firms must address whether and how all aspects of the pro bono program, including administration and oversight, should adapt to evolving business 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 firm priorities, such as talent management, client relationships, inclusion, and succession planning. To that end, firm leadership (at all levels and in all offices and practice groups) must continue to send authentic, strong, frequent, and consistent messages about the importance of pro bono as a core firm value.
- Make pro bono leadership at the firm a priority. Now is the time to work on leadership and management skills such as gathering and analyzing data, strengthening infrastructure, envisioning, experimenting, motivating, building rapport and relationships, and winning over hearts and minds. At times like these when we are all distracted, pro bono leaders and champions need to set clear goals, provide direction, and minimize uncertainty. Concrete steps to take include convening more face-to-face meetings, providing frequent updates and information, and creating a sense of positive urgency.
- In times of crisis (be they natural disasters or human-made), lawyers and law firms have consistently risen to the occasion to secure and protect the rights of those with little or no voice. We continue to experience increased and novel needs for legal assistance and are prepared to work with firms to craft and implement innovative and meaningful solutions.
- The Law Firm Pro Bono Project will continue to listen to the pro bono community and to serve as a counselor, resource, strategic advisor, trainer, and catalyst and offer expert guidance on law firm pro bono. We will also serve 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 and all segments of the legal profession.

*"Make a career of humanity. Commit yourself to the noble struggle for equal rights. You will make a better person of yourself, a greater nation of your country, and a finer world to live in." - Martin Luther King, Jr.*

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June 2018

## METHODOLOGY

Once again, the survey was distributed exclusively in an electronic format, which allows for greater efficiency in the data-gathering process and improved accuracy of the data, which we carefully vet prior to analysis.

Some firms report attorney participation rates higher than 100%. For example, this occurs if the firm's headcount at the end of the year is smaller than the total number of attorneys who participated in pro bono throughout the year. For the purposes of data analysis in the Report, however, attorney participation was capped at 100%.

Aggregated data collected on pro bono hours devoted to those of limited means includes both tracked and estimated data. The Law Firm Pro Bono Project will continue to work with firms to develop comprehensive and accurate tracking systems.

Firms have historically been asked to report metrics for Partners and Associates. Since 2011, firms have been asked to separately report Counsel and Staff/Other Attorneys as well. For purposes of analysis in the Report, attorneys designated as Counsel have been included with Partners and Staff/Other Attorneys with Associates.

Now that we are entering our twenty-second year of data collection, for ease of reference, we have begun presenting the data over a twenty-year period, i.e. in this Report from 1997 to present.

DATA TABLES<sup>5</sup>

Table 1: Average Pro Bono Reporting by Firm Size

Firm Size	2017 # of Firms Reporting	2017 Average Pro Bono Percentage	2017 Average Pro Bono Hours Per Attorney	2016 # of Firms Reporting	2016 Average Pro Bono Percentage	2016 Average Pro Bono Hours Per Attorneys	% Increase of Average Pro Bono Percentage
50 - 199 Attorneys	21	4.13%	59.90	23	3.46%	53	19.36%
200 - 499 Attorneys	40	3.54%	55.20	48	3.41%	56	3.81%
500 - 999 Attorneys	51	3.92%	64.86	47	3.80%	63	3.15%
1,000 + Attorneys	17	4.65%	75.28	16	4.07%	66	14.25%

Table 2: Participation by Partners, Associates, Counsel, and Staff/Other Attorneys

Category	2017 # of Attorneys	2017 # of Attorneys Participating	2017 Participation Rate	2016 # of Attorneys	2016 # of Attorneys Participating	2016 Participation Rate
Partners	30,099	20,567	68.33%	30,859	20,347	65.9%
Associates	34,434	30,651	89.01%	34,259	29,849	87.1%
Counsel	7,180	4,833	67.31%	7,217	4,611	63.9%
Staff/Other Attorneys	3,576	1,881	52.60%	3,166	1,729	54.6%
<b>Totals</b>	<b>75,289</b>	<b>57,932</b>	<b>76.95%</b>	<b>75,501</b>	<b>56,536</b>	<b>74.9%</b>

Table 3: Average Participation by Firm Size

Firm Size	2017 # of Firms Reporting	2017 Partner Participation Rate	2017 Associate Participation Rate	2017 Firm Participation Rate	2016 # of Firms Reporting	2016 Partner Participation Rate	2016 Associate Participation Rate	2016 Firm Participation Rate
50 - 199 Attorneys	21	61.29%	86.41%	71.25%	23	63.4%	78.90%	66.9%
200 - 499 Attorneys	40	62.73%	79.72%	69.87%	48	61.0%	81.3%	70.2%
500 - 999 Attorneys	50	67.18%	83.54%	75.45%	46	66.9%	84.9%	72.2%
1,000 + Attorneys	17	74.82%	90.81%	83.83%	17	67.9%	85.7%	77.9%

5. For Tables 1 and 3, not all 129 firms have reported this data.

## 2017 REPORTING CHALLENGE SIGNATORIES

We thank and congratulate the 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 2018.

- \*Akin Gump Strauss Hauer & Feld  
Alston & Bird
- \*Arent Fox  
Armstrong Teasdale  
Arnall Golden Gregory
- \*Arnold & Porter  
Baker Botts  
Baker, Donelson, Bearman, Caldwell  
& Berkowitz  
Baker McKenzie  
Ballard Spahr  
Barnes & Thornburg  
Beveridge & Diamond  
Blank Rome  
Bradley Arant Boult Cummings  
Briggs and Morgan  
Brown Rudnick  
Brownstein Hyatt Farber Schreck
- \*Bryan Cave Leighton Paisner  
Buchanan Ingersoll & Rooney  
Buckley Sandler
- \*Carlton Fields  
Carrington, Coleman, Sloman  
& Blumenthal
- \*Cleary Gottlieb Steen & Hamilton  
Coblentz Patch Duffy & Bass  
Cohen Milstein Sellers & Toll  
Cooley
- \*Covington & Burling  
Cozen O'Connor
- Cravath, Swaine & Moore  
Crowell & Moring  
Davis Wright Tremaine  
Day Pitney
- \*Debevoise & Plimpton  
Dechert
- \*Dentons US
- \*DLA Piper (US)
- \*Dorsey & Whitney
- \*Drinker Biddle & Reath  
Duane Morris  
Epstein Becker & Green  
*Washington, D.C. Office Only*  
Eversheds Sutherland  
Faegre Baker Daniels  
Fenwick & West  
Foley & Lardner  
Foley & Mansfield  
Foley Hoag
- Foster Pepper
- \*Fredrikson & Byron  
Fried, Frank, Harris, Shriver  
& Jacobson
- \*Garvey Schubert Barer
- \*Gibbons  
Gibson, Dunn & Crutcher  
Goodwin Procter  
Goulston & Storrs  
Graves, Dougherty, Hearon  
& Moody
- Greenberg Traurig
- \*Hogan Lovells
- \*Holland & Hart
- \*Holland & Knight  
Hughes Hubbard & Reed
- \*Hunton Andrews Kurth  
Husch Blackwell  
Irell & Manella
- \*Jenner & Block  
K&L Gates  
Kilpatrick Townsend & Stockton  
King & Spalding  
*Washington, D.C. Office Only*  
Kirkland & Ellis  
Kramer Levin Naftalis & Frankel  
Latham & Watkins  
Lindquist & Vennum  
Linklaters  
*New York Office Only*  
Lowenstein Sandler  
Manatt, Phelps & Phillips  
Maslon  
Mayer Brown  
McCarter & English  
McDermott Will & Emery  
McGuireWoods  
Michael Best & Friedrich  
Milbank, Tweed, Hadley & McCloy  
Miller & Chevalier
- \*Miller, Canfield, Paddock and Stone  
Miller Nash Graham & Dunn  
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
- \*Orrick, Herrington & Sutcliffe  
Patterson Belknap Webb & Tyler  
Paul Hastings
- \*Paul, Weiss, Rifkind, Wharton  
& Garrison  
Pepper Hamilton  
Perkins Coie  
Pillsbury Winthrop Shaw Pittman
- \*Proskauer Rose  
Pullman & Comley  
Quarles & Brady
- \*Reed Smith  
Robins Kaplan  
Robinson & Cole  
Ropes & Gray  
Saul Ewing Arnstein & Lehr  
Schiff Hardin  
Seyfarth Shaw
- \*Shearman & Sterling
- \*Shipman & Goodwin  
Sidley Austin  
Simpson Thacher & Bartlett
- \*Skadden, Arps, Slate, Meagher  
& Flom  
Snell & Wilmer
- \*Steptoe & Johnson LLP  
Stinson Leonard Street  
Thompson Coburn  
Troutman Sanders
- \*Venable  
Vinson & Elkins  
Weil, Gotshal & Manges  
White & Case  
Wiley Rein  
Williams & Connolly
- † Wilkie Farr & Gallagher
- \*Wilmer Cutler Pickering Hale  
and Dorr  
Wilson Sonsini Goodrich & Rosati
- \*Winston & Strawn  
Womble Bond Dickinson  
Zuckerman Spaeder

\* denotes Charter signatories to the Challenge

■ Firm is not included in the 129 reporting firms. As a new signatory, the firm is not required to report for 2017.

## 2017 NON-REPORTING CHALLENGE SIGNATORIES

These firms did not report in 2017:

Dykema Gossett  
Farella Braun + Martel  
Finnegan, Henderson, Farabow, Garrett & Dunner  
Hollingsworth  
Loeb & Loeb  
Norton Rose Fulbright  
Schnader Harrison  
Strasburger & Price

## 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 with 50 or more 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 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’s 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 partnership project of PBI and the Association of Corporate Counsel, to launch the Corporate Pro Bono Challenge® initiative in 2006.

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.

# 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 the calendar year, 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.

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FIRM

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PARTNER EXECUTING ON BEHALF OF FIRM

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ADDRESS

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ADDRESS (CONT.)

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CITY / STATE / ZIP

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PHONE / EMAIL

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DATE