



PRO BONO
INSTITUTE

LAW FIRM PRO BONO PROJECT

2 0 1 6

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

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.

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 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.

CONTENTS

Executive Summary.....	1
Snapshot	2
Introduction.....	3
2016 Challenge Performance Data	3
Highlights of Overall Pro Bono Performance.....	3
Average Pro Bono Percentage.....	4
Average Pro Bono Hours Per Attorney.....	5
Reaching the Challenge Goal	6
Service to Persons of Limited Means.....	6
Participation	8
Charitable Donations	10
Reflections	11
Appendices	
Methodology.....	A
Data Tables	B
2016 Reporting Challenge Signatories	C
2016 Non-Reporting Challenge Signatories	D
About the Law Firm Pro Bono Challenge®	E
Law Firm Pro Bono Challenge®	F

EXECUTIVE SUMMARY

The Report on the 2016 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 2016 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

One hundred thirty-five firms reported performing an aggregated total of 4,677,393 hours of pro bono work in 2016, an increase in total pro bono hours over 2015. Viewed as a percentage of total paying client billable hours, pro bono hours increased to 3.6% in 2016 from 3.5% in 2015.

Participation

The percentage of attorneys engaged in pro bono was steady in 2016. The percentage of partners participating in pro bono held at 65.6% compared to 66.0% in 2015, while the percentage of associates participating in pro bono increased to 84.4% from 83.6%. The combined participation rate was 74.9% of attorneys in 2016, compared to 74.6% in 2015.

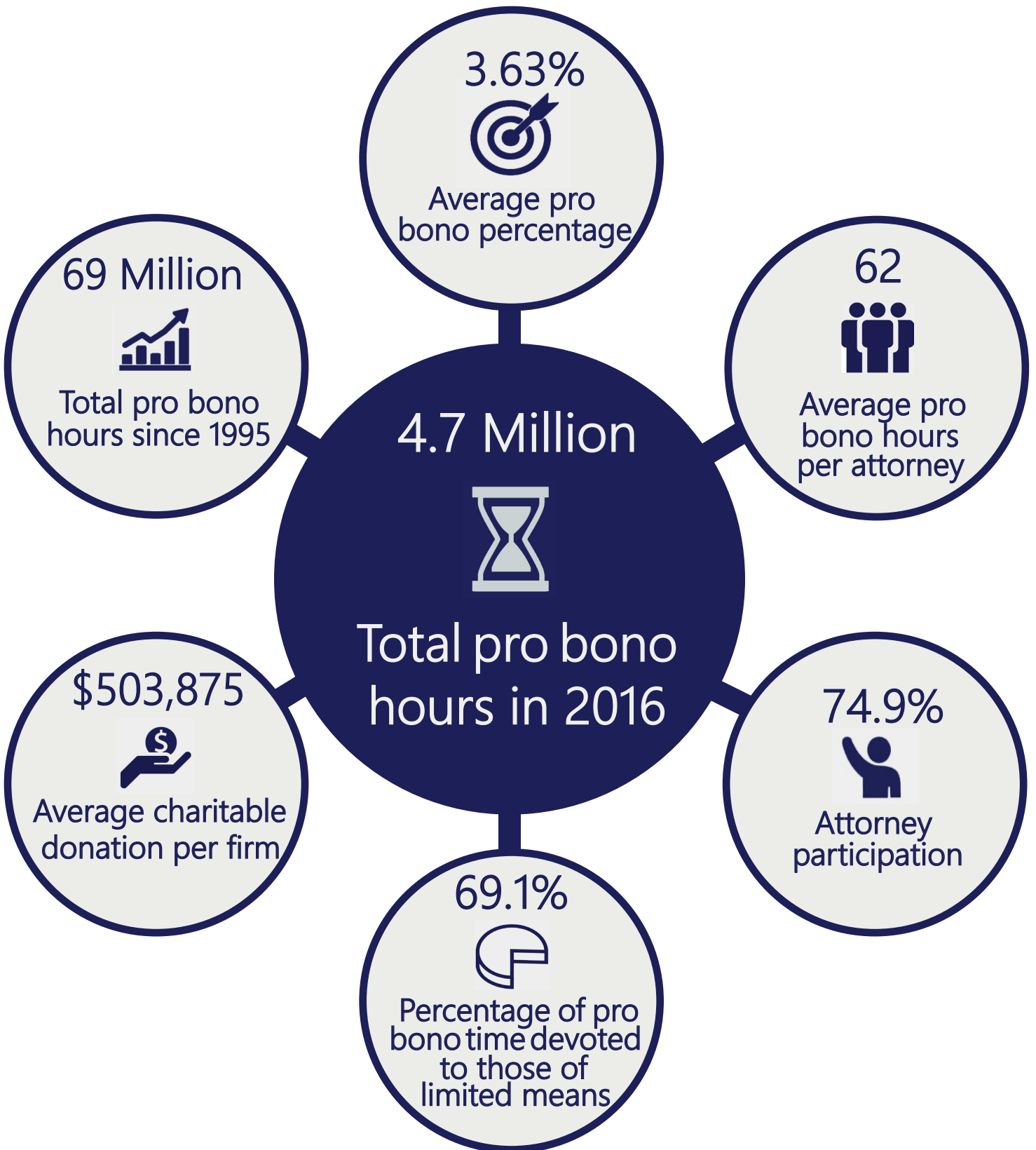
Pro Bono for Those of Limited Means

In 2016, firms reported more than 3.2 million pro bono hours for those of limited means and organizations serving them, up from 3.0 million hours in 2015. Sixty-nine percent of all pro bono time was devoted to those of limited means and organizations serving them.

Charitable Donations

In 2016, the total amount of charitable giving to legal services organizations increased to \$26,201,507 from \$24,414,996 in 2015. The average firm donation in 2016 was \$503,875, which represents a 9.4% increase over the average firm donation in 2015, which was \$460,660.

SNAPSHOT



INTRODUCTION

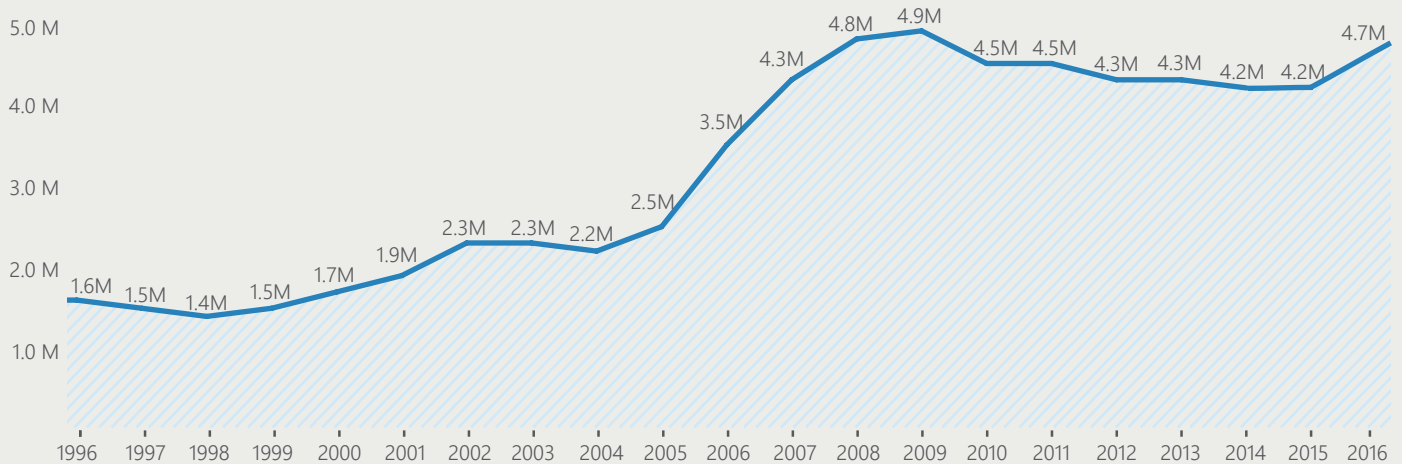
In 2016, Signatories to the Law Firm Pro Bono Challenge® contributed approximately 4.7 million hours of pro bono service, an increase (10.3%) in total pro bono hours from 2015.

2016 CHALLENGE PERFORMANCE DATA

Highlights of Overall Pro Bono Performance

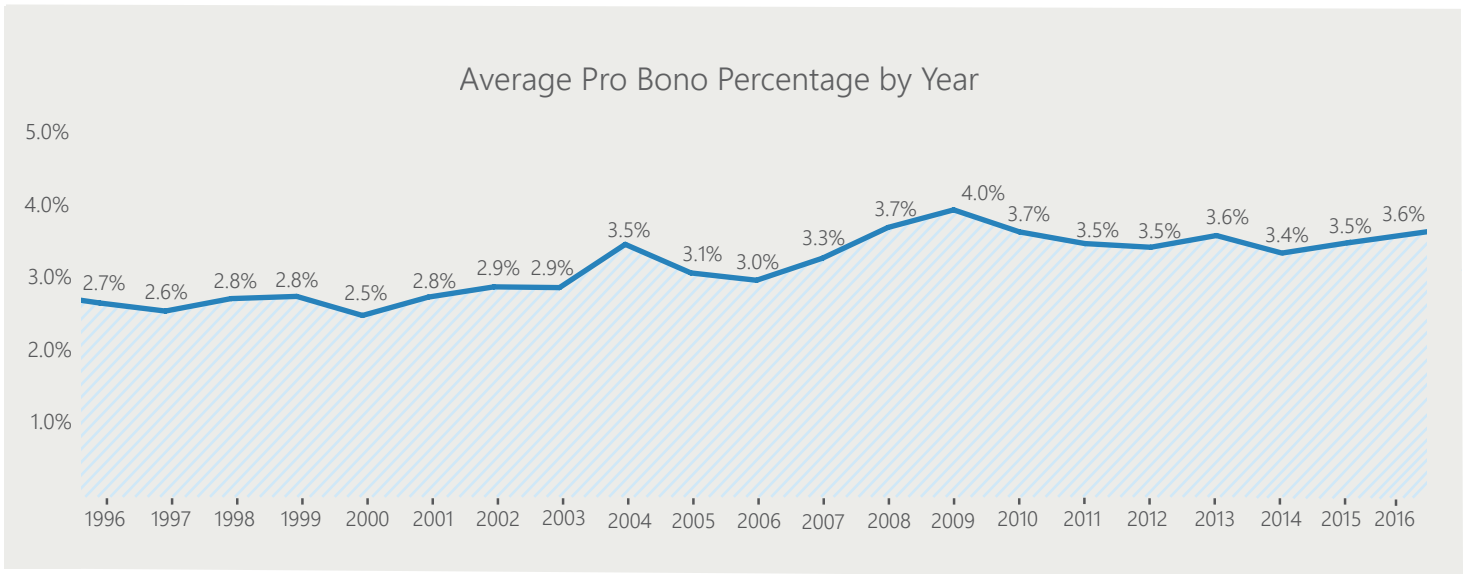
One hundred thirty-five firms reported in 2016, performing an aggregated total of 4,677,393 hours of pro bono work, approximately 438,400 hours more than in 2015, when 129 firms reported an aggregated total of 4,238,979 hours of pro bono work. This increase can be attributed, in part, to the greater number of reporting firms.

Total Number of Pro Bono Hours by Year

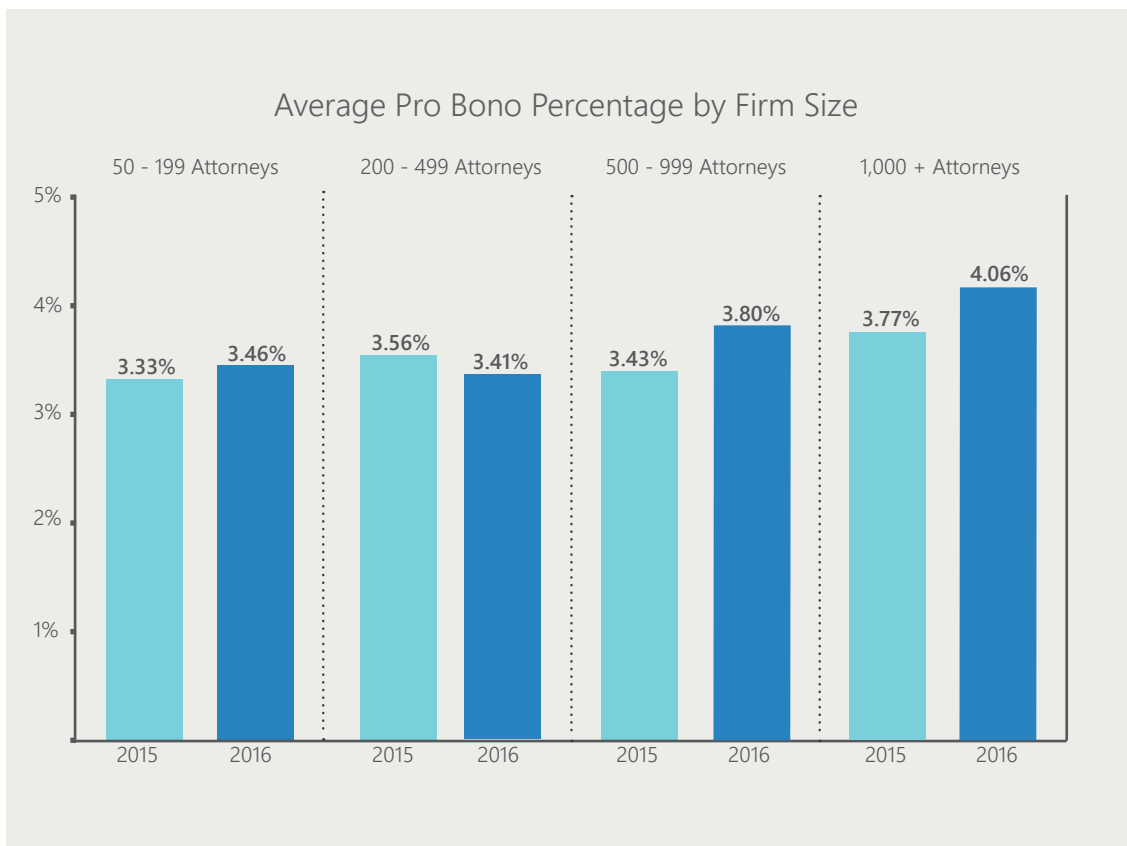


Average Pro Bono Percentage

Viewed as a percentage of total paying client billable hours, pro bono hours increased in 2016, to an average of 3.63%.



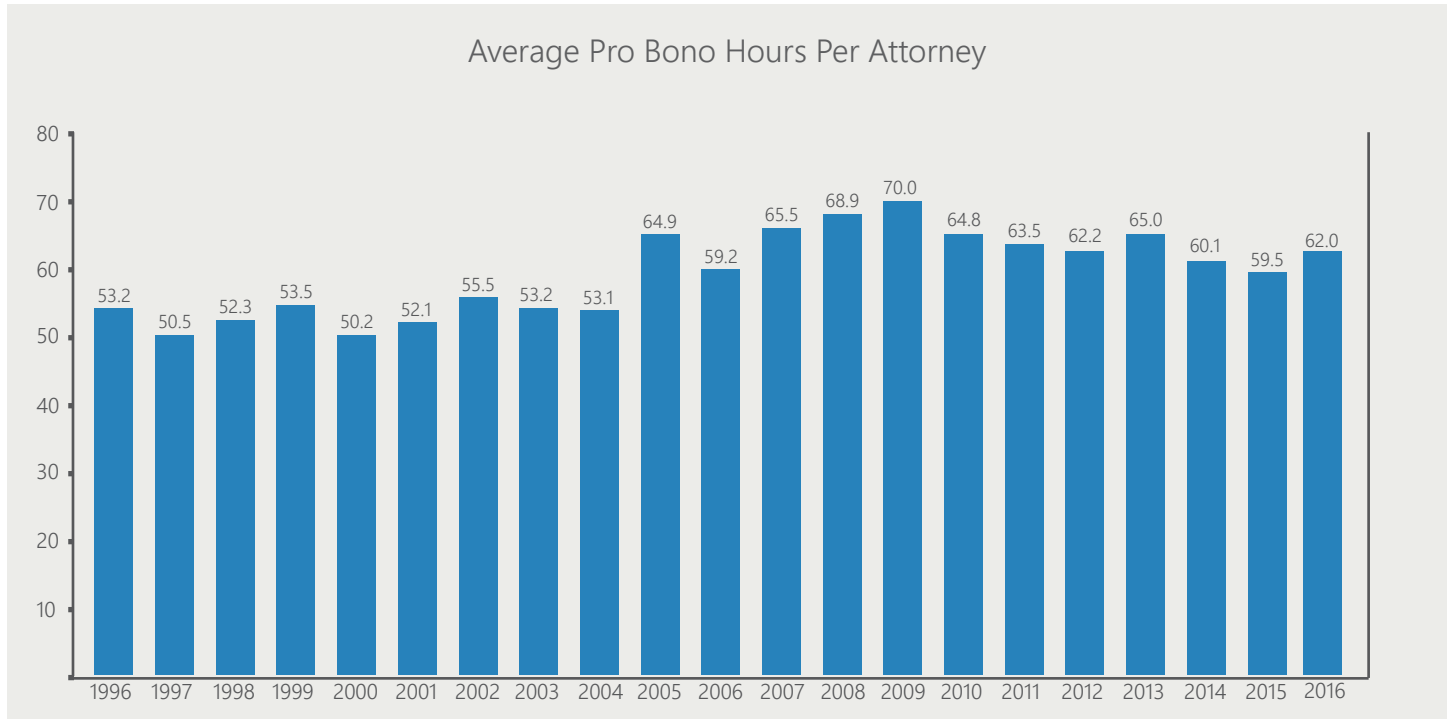
Firms with headcounts of more than 1,000 attorneys had the highest average pro bono percentage again in 2016.¹



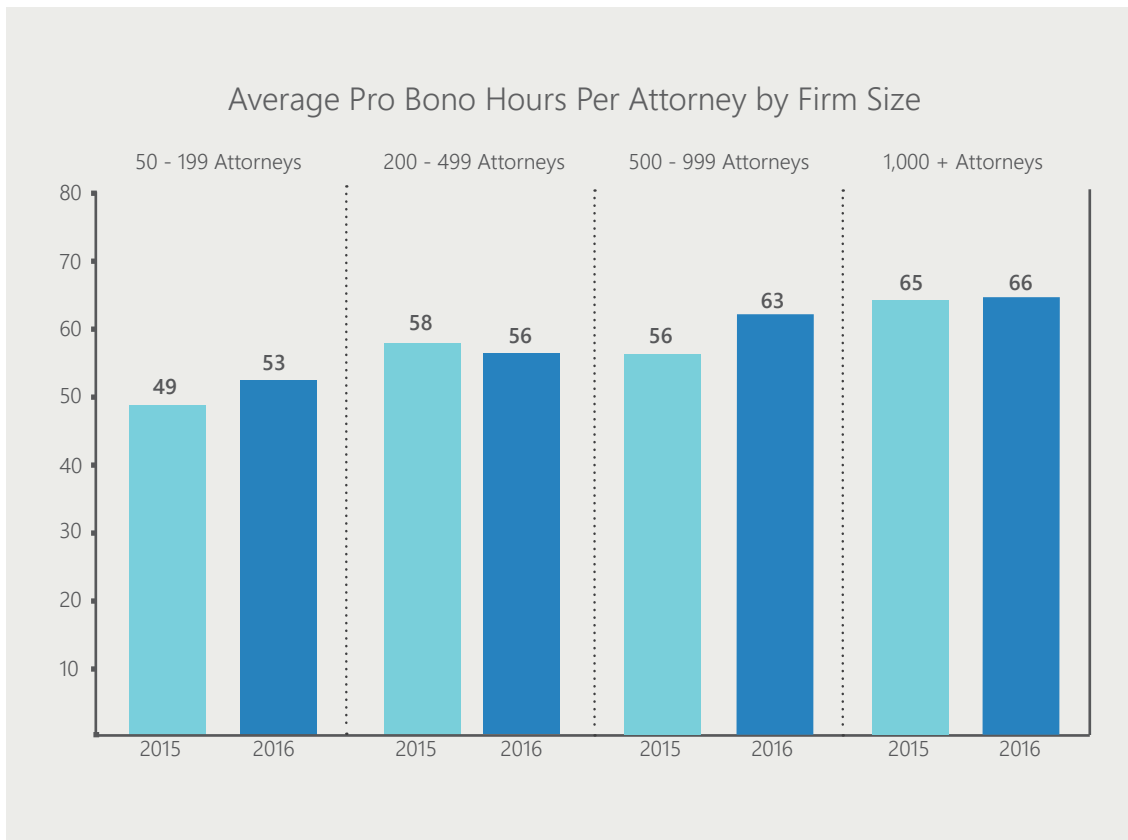
1. For a detailed breakdown of average pro bono percentage by firm size, see Table 1 in Appendix B.

Average Pro Bono Hours Per Attorney

In 2016, the average number of pro bono hours per attorney increased to 62 hours per attorney, from 59.5 hours per attorney in 2015.

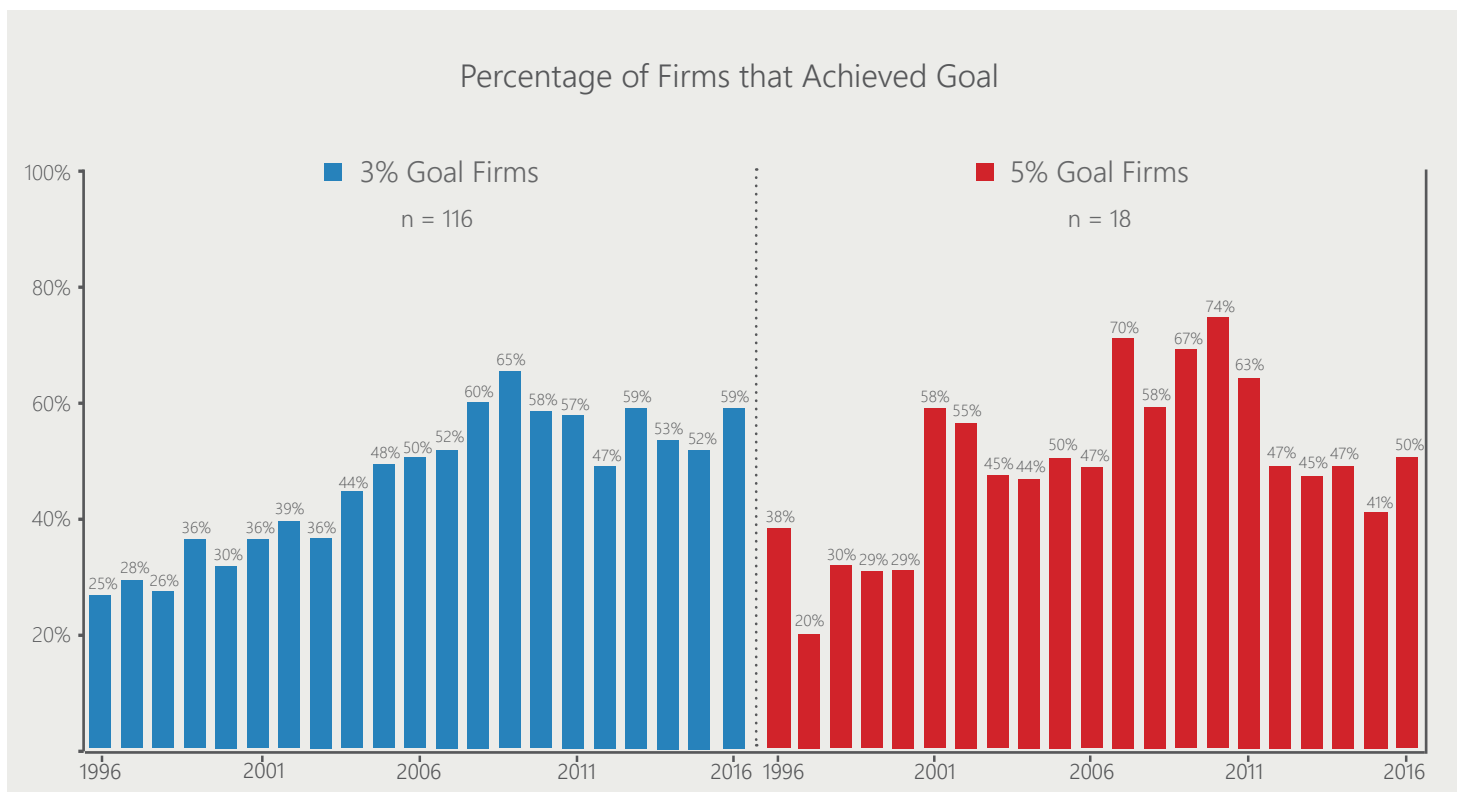


The graph below shows a breakdown of average pro bono hours per attorney by firm size.



Reaching the Challenge Goal

More firms met their Challenge goals in 2016. Fifty-nine percent of firms that commit at 3% and 50% of firms that commit at 5% than last year.



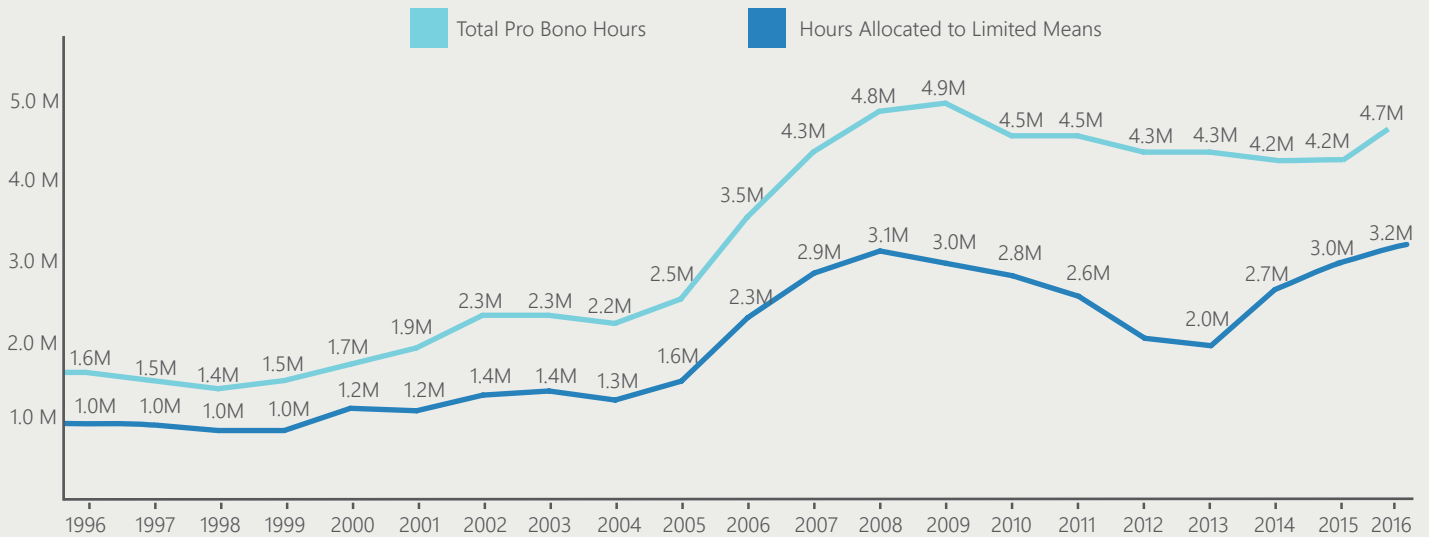
Service to Persons of Limited Means

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.

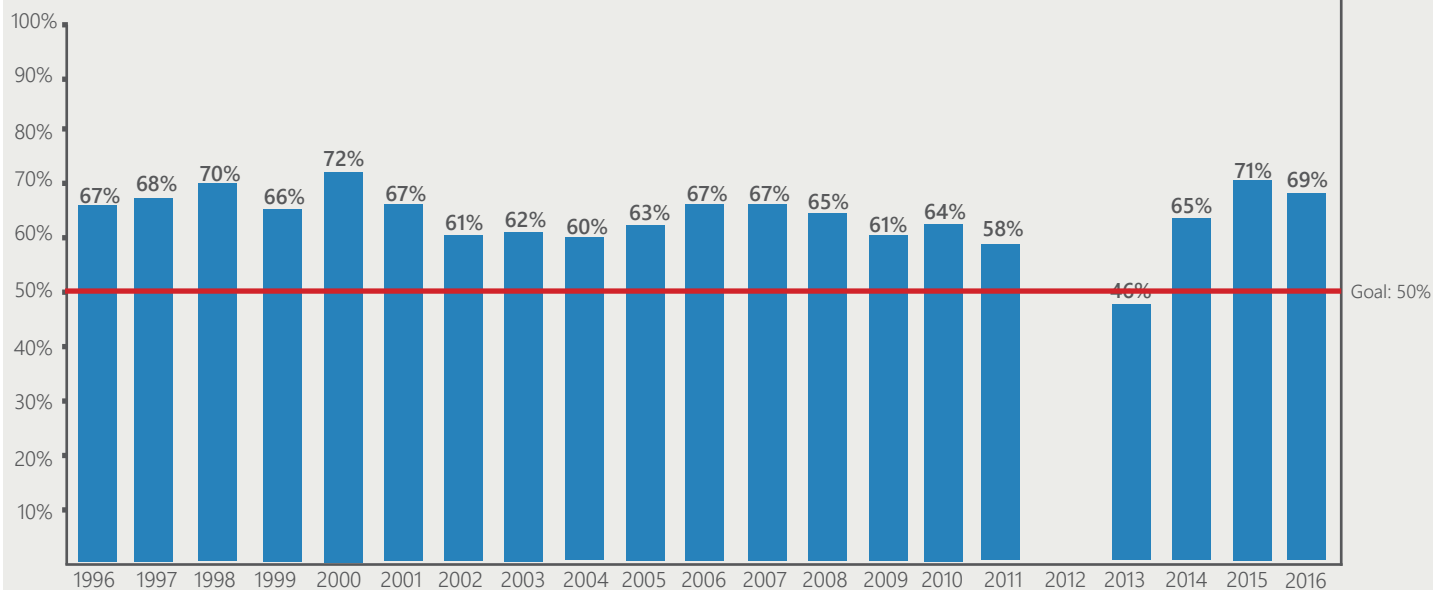
In 2012, the failure of a large number of Challenge Signatories to report reliable data on the hours and percentage of total pro bono time committed to persons of limited means and the organizations that serve them meant that PBI, in turn, could not provide reliable aggregated statistics.

In 2016, 128 Challenge Signatories reported 3,234,050 actual or estimated hours of service to persons of limited means and the organizations that serve them, an increase of 228,440 hours over 2015. Sixty-nine 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.

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

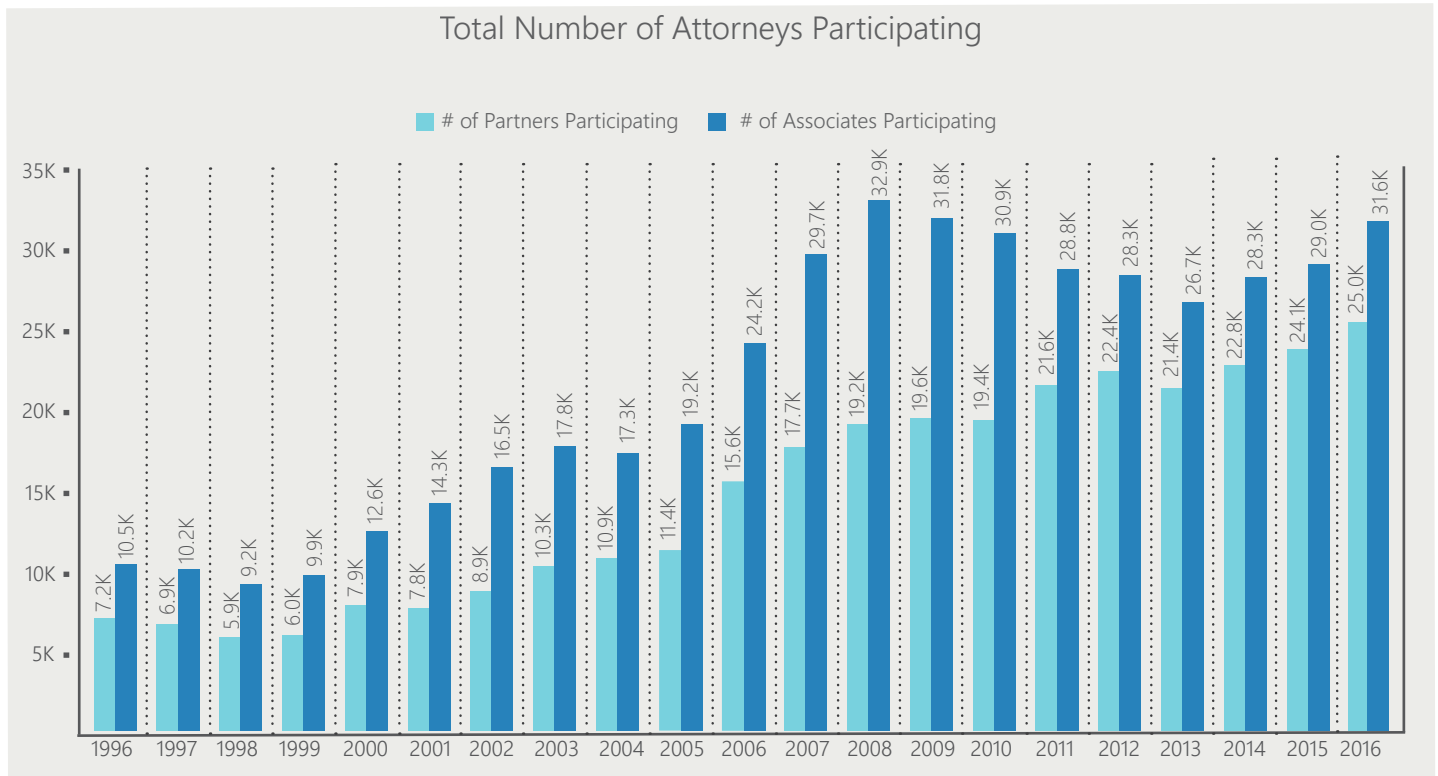


Percentage of Total Pro Bono Time Devoted to Limited Means



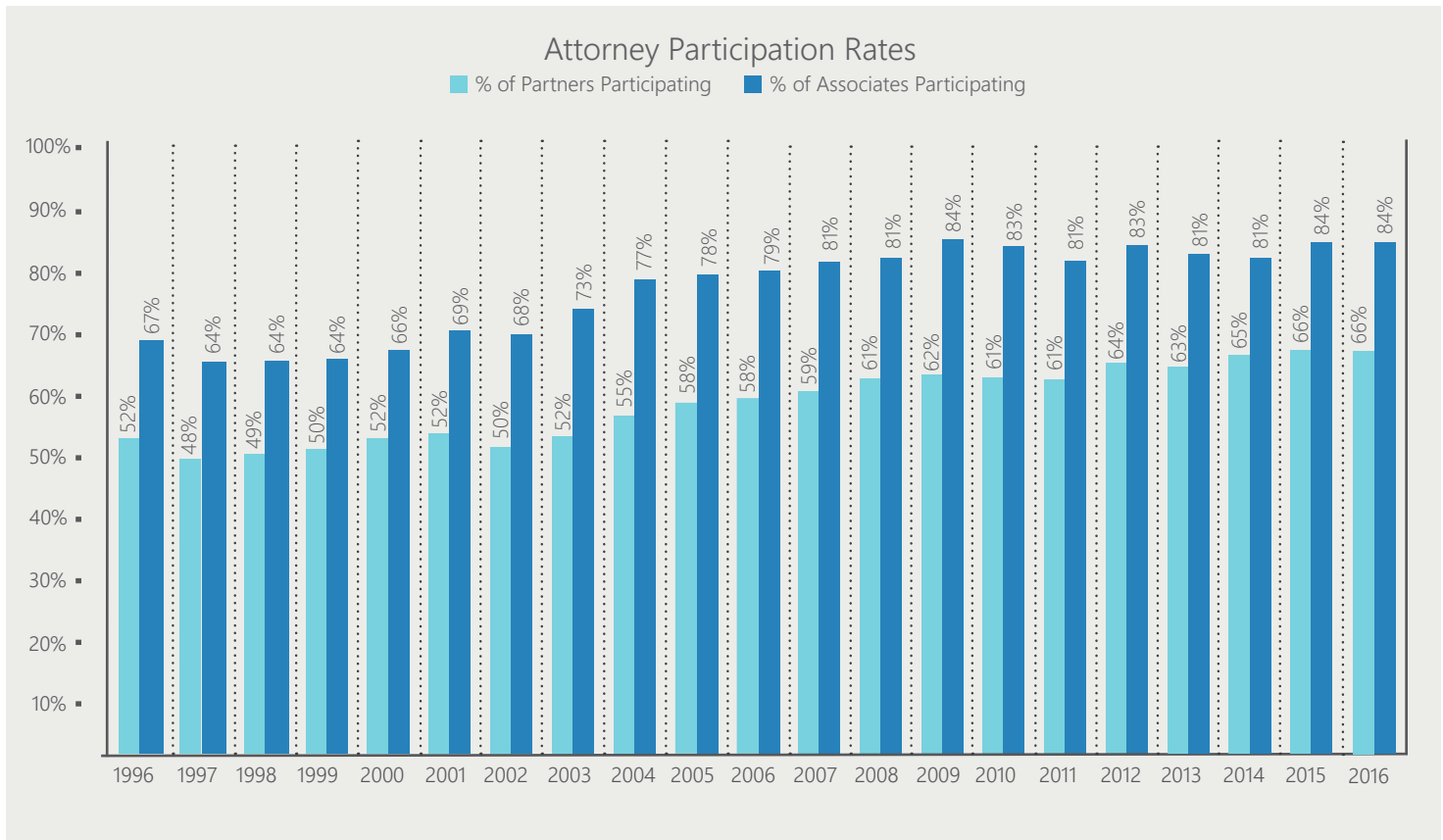
Participation

Challenge Signatories reported total firm headcounts of 75,499 in 2016, an increase from 71,229 total attorneys in 2015. In 2016, a total of 56,536 attorneys participated in pro bono compared to a total of 53,135 in 2015. These numbers include 20,347 partners; 29,849 associates; 4,611 counsel; and 1,729 staff and other attorneys who participated in 2016 as compared to 19,739 partners; 27,524 associates; 4,365 counsel; and 1,489 staff and other attorneys who participated in 2015.²

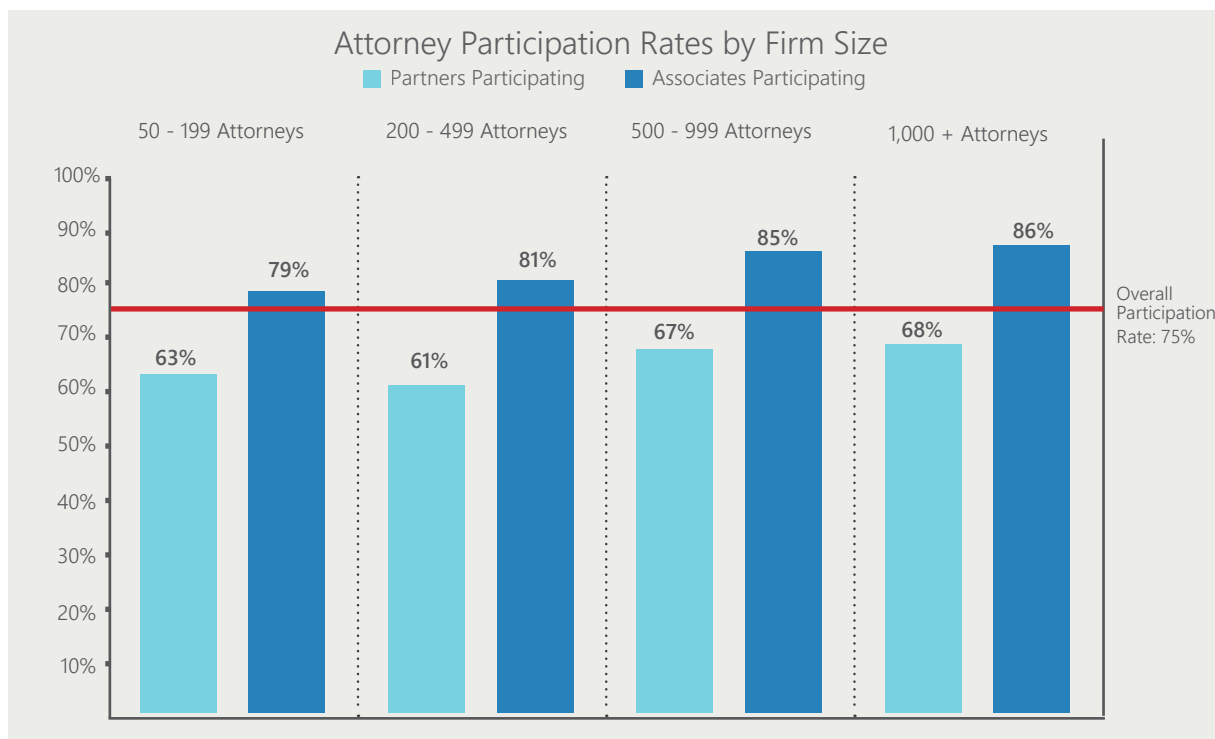


2. For detailed data on the participation of counsel and staff/other attorneys, see Table 2 in Appendix B.

Participation rates in 2016 remained steady for both partners and associates. As seen below, 65.6% of partners and 84.4% of associates participated in pro bono in 2016, compared to 66.0% and 83.6%, respectively, in 2015. Collectively, 74.9% of attorneys participated in pro bono in 2016; 74.6% participated in 2015.



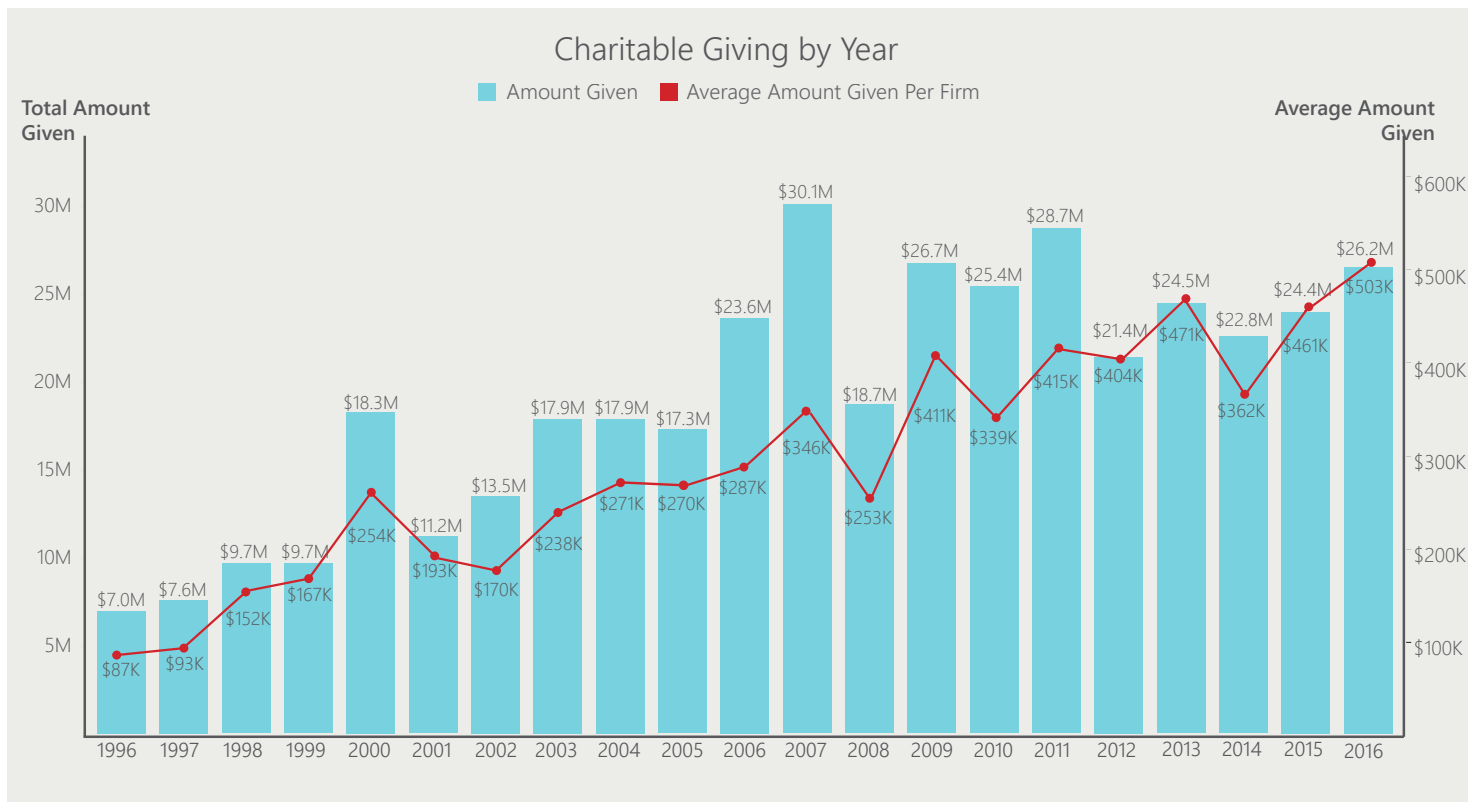
The graph below shows a breakdown of partner/associate participation in pro bono by firm size.³



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 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 2016, 52 firms reported that they had donated \$26,201,507 to legal services organizations. Despite one fewer firm reporting, the collective dollar total is up from 2015, when 53 firms reported they had donated \$24,414,996 to legal services organizations. In 2016, the average per firm donation was \$503,875, the highest average amount given in the history of the Challenge, which is up significantly from 2015, when the average firm donation was \$460,600. See the graph below for a comparison of firm donations since 1996.⁴



4. Analysis of raw total giving requires additional context in order to be accurately interpreted. Real world factors, such as 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, but stability in the overall amounts donated.

REFLECTIONS

Law firm pro bono in 2016 can best be described as “steady,” which is encouraging. One hundred thirty-five Signatories to the Law Firm Pro Bono Challenge® collectively reported increases in total pro bono hours, pro bono hours for those of limited means, participation rates, average pro bono hours per attorney, and charitable giving to legal services organizations. At a time when uncertainty, pessimism, anxiety, and disruption are the prevailing sentiments, small victories are notable and worth celebrating.

Meeting or Exceeding Challenge Goals

- Total pro bono hours increased by almost 440,000 hours in 2016, with six additional firms reporting. The average number of pro bono hours per attorney rose to 62 hours per attorney.
- A majority of firms (56%) either performed the same amount or increased their pro bono hours over 2015. Twenty-seven firms (20% of reporting firms) reported significant expansion (in excess of 20% over 2015), demonstrating that major growth is feasible.
- In 2016, 57% of all Challenge Signatories met or exceeded their stated Challenge goal, by comparison 51% of all Challenge Signatories met or exceeded their Challenge goal in 2015. As a percentage of total paying client billable hours, pro bono hours increased from 3.4% to 3.63%.
- 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 goal at that time. In 2016, the overall attorney participation rate was 74.9%; participation rates for both partners and associates remained steady. Participation rates for staff/other attorneys, however, increased significantly, from 46.5% in 2015 to 54.6% in 2016. While 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.

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-nine percent of all pro bono time was devoted to those of limited means and organizations serving them – a clear indication that this goal of the Challenge is being met.
- The financial support provided by Challenge Signatories to legal services organizations, whose expertise and assistance make law firm pro bono possible, is critical. Although fewer firms reported their contributions for 2016 as compared to 2015, almost \$1.8 million more was collectively donated in 2016. The average firm donation increased significantly from \$460,660 to \$503,875 in 2016, a 9.4% increase. We applaud those firms who not only gave their time but also contributed their dollars to legal services organizations.
- Firm contributions are critical to maintaining an effective pipeline and support network for legal services programs, which in return 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 and consider creative and stretch increases when possible to maintain the quality and integrity of their own pro bono efforts.
- These data points expose as myth any perception that large law firms are not adequately supporting legal aid programs and that they should do more before other funding streams, particularly public ones, are tapped.

Beyond the Numbers

- Numbers don't tell the whole story. They are relatively straightforward, objective, and efficient ways to capture quantitative productivity. Lives are being improved, rights are being protected, and access to justice is being advanced every day. Inspiring and creative innovations are being developed, assessed, and replicated; collaborations and partnerships, with both familiar and unconventional stakeholders, are being formed; and delivery systems are being tested and tweaked. In short, the impact of pro bono goes way beyond any numbers.
- While we cannot claim that Challenge Signatories are more successful than their peers who have not yet enrolled in the Challenge, Signatories repeatedly report that making a public commitment to the Challenge heightens awareness of pro bono internally, increases attorney participation, engages firm leadership, and sets clear and shared goals for success. All of these elements combine to make it more likely that a firm's pro bono program will grow and succeed. For firms with concerns about meeting the Challenge goals, we encourage you to join and use this tool, and all of the related resources and support services, to advance pro bono at your firm. There is no downside to enrolling as we do not publish disaggregated statistics, nor do we in any way identify individual firms as having met or not met their Challenge goals.
- Although the Challenge questions are not perfect, the information reported annually provides the reliability and rigor that are essential to tracking performance; identifying trends, obstacles, and opportunities; and enabling us to use that data to enhance pro bono and better serve our pro bono clients. We will continue to recruit additional Signatories, work with firms to collect accurate and comprehensive data, and use this information to assess and make informed recommendations about pro bono service. Help us in these efforts; recruit firms to join the Challenge and keep in touch so that we can be fully informed of your successes and your struggles.

Expanding Influence and Leading Change

- Firms must address whether and how all aspects of the pro bono program, including administration and oversight, should 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 authentic, strong, frequent, and consistent messages about the importance of pro bono as a core firm value. We cannot afford to rest on our laurels or succumb to complacency.
- 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, absorbing new information, setting up structures, envisioning, experimenting, motivating, building rapport and relationships, and winning over hearts and minds. During a period, when we are all more 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 information and frequent updates, and creating a sense of positive urgency.

- In times of crisis, lawyers and law firms have consistently risen to the occasion to secure and protect the rights of those with little or no voice. We have recently witnessed the increased need around the world 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 as a convener to promote experimentation, dialogue, and collaboration on how, working together, we can build on the dedication, creativity, and maturation of law firm pro bono to strengthen access to justice and all segments of the legal profession.

"When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.'" – Fred Rogers

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

June 2017

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 is carefully vetted 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.

With the globalization of the practice of law, categorizing firms regionally no longer provides an accurate snapshot of pro bono in different regions of the U.S. Accordingly, we are no longer including this data.

Now that we are entering our twenty-first year of data collection, for ease of reference, we have begun presenting the data over a twenty-year period, from 1996 to present.

DATA TABLES⁵

Table 1: Average Pro Bono Reporting by Firm Size

Firm Size	2016 # of Firms Reporting	2016 Average Pro Bono Percentage	2016 Average Pro Bono Hours Per Attorney	2015 # of Firms Reporting	2015 Average Pro Bono Percentage	2015 Average Pro Bono Hours Per Attorneys
50 - 199 Attorneys	23	3.46%	53	23	3.33%	49
200 - 499 Attorneys	48	3.41%	56	40	3.56%	58
500 - 999 Attorneys	47	3.80%	63	45	3.43%	56
1,000 + Attorneys	16	4.07%	66	16	3.77%	65

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

Category	2016 # of Attorneys	2016 # of Attorneys Participating	2016 Participation Rate	2015 # of Attorneys	2015 # of Attorneys Participating	2015 Participation Rate
Partners	30,859	20,347	65.9%	29,774	19,739	66.3%
Associates	34,259	29,849	87.1%	31,525	27,542	87.4%
Counsel	7,217	4,611	63.9%	6,732	4,365	64.8%
Staff/Other Attorneys	3,166	1,729	54.6%	3,199	1,489	46.5%
Totals	75,501	56,536	74.9%	71,230	53,135	74.6%

Table 3: Average Participation by Firm Size

Firm Size	2016 # of Firms Reporting	2016 Partner Participation Rate	2016 Associate Participation Rate	2016 Firm Participation Rate	2015 # of Firms Reporting	2015 Partner Participation Rate	2015 Associate Participation Rate	2015 Firm Participation Rate
50 - 199 Attorneys	23	63.4%	78.90%	66.9%	23	61.1%	78.1%	67.8%
200 - 499 Attorneys	48	61.0%	81.3%	70.2%	43	62.1%	81.8%	70.9%
500 - 999 Attorneys	46	66.9%	84.9%	72.2%	46	64.4%	82.0%	73.4%
1,000 + Attorneys	17	67.9%	85.7%	77.9%	16	71.1%	87.2%	79.9%

5. For Table 1 and 3, not all 135 firms have reported this data.

2016 REPORTING CHALLENGE SIGNATORIES

We thank and congratulate the 135 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 2017.

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

* denotes Charter Signatories to the Challenge

† special thanks to new Signatories and first-time responders

■ Firm is not included in the 135 reporting firms. As a new Signatory, the firm is not required to report for 2016.

2016 NON-REPORTING CHALLENGE SIGNATORIES

These firms did not report in 2016:

Farella Braun + Martel
Finnegan, Henderson, Farabow, Garrett & Dunner
Hollingsworth
Norton Rose Fulbright

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[®]

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.

FIRM

PARTNER EXECUTING ON BEHALF OF FIRM

ADDRESS

ADDRESS (CONT.)

CITY / STATE / ZIP

PHONE / EMAIL

DATE