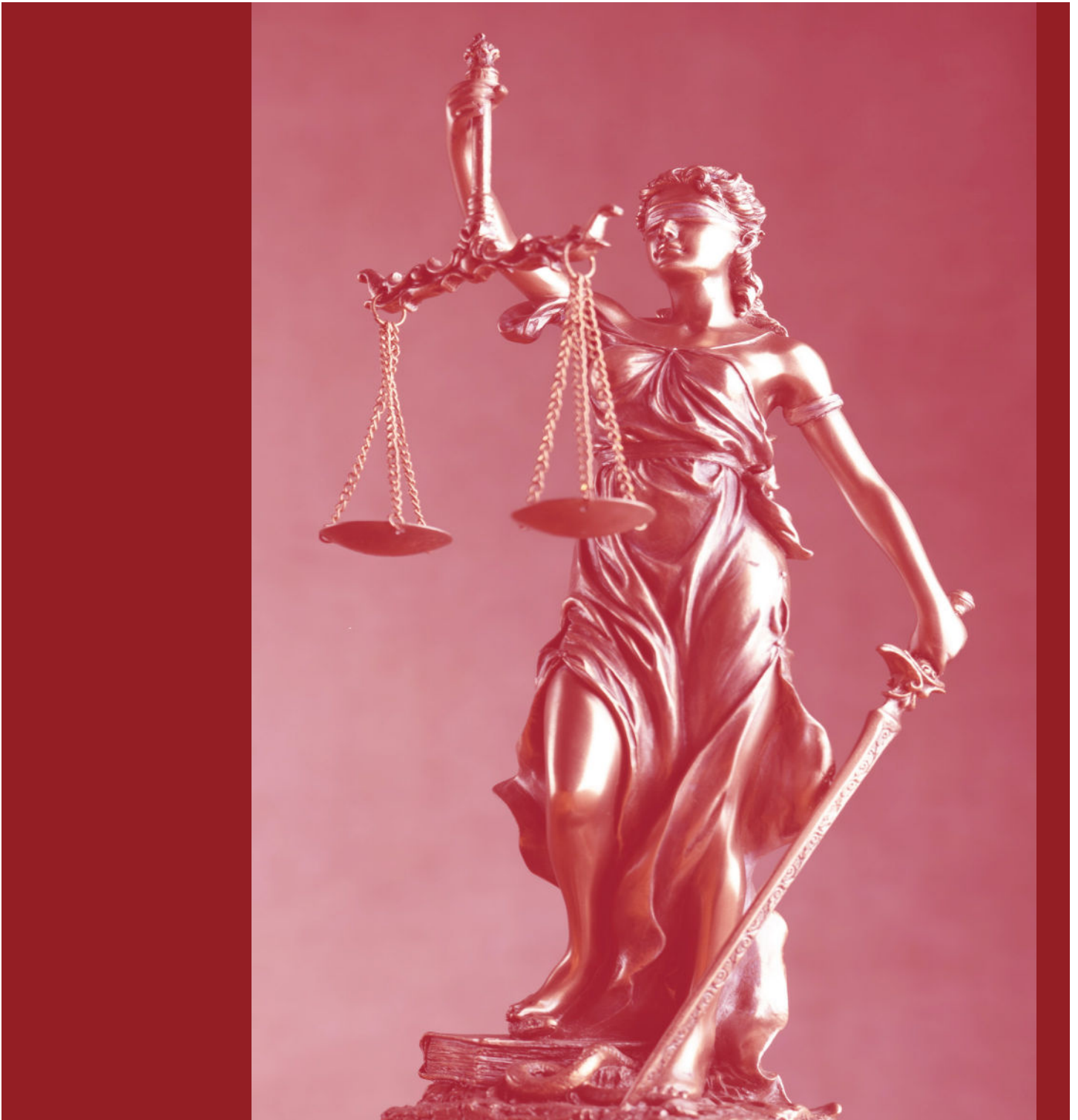


CORPORATE PRO BONO CHALLENGE® REPORT

2025: In-House Pro Bono By The Numbers



Covering the Year 2024

CORPORATE PRO BONO

Founded in 2000, the **Corporate Pro Bono (CPBO®)** project is a global initiative of **Pro Bono Institute® (PBI®)**.

MISSION

CPBO's mission is 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. CPBO does so by supporting, enhancing, and transforming the pro bono efforts of in-house legal departments in the U.S. and around the world. Since its inception, CPBO has worked with more than 1,200 legal departments and Association of Corporate Counsel (ACC) chapters.

THE CORPORATE PRO BONO CHALLENGE® INITIATIVE

In 2006, at the urging of Chief Legal Officers, CPBO launched an initiative enabling legal departments to identify, benchmark, and communicate their support for pro bono service. The CPBO Challenge initiative is the standard for in-house pro bono. It is a simple, voluntary statement of commitment to pro bono service by legal departments and their lawyers and staff.

Specifically, the CPBO Challenge statement calls for Chief Legal Officers to:

- » encourage and promote pro bono service by their legal department staff;
- » use their best efforts to encourage their staff, including at least one-half of their legal staff, to support and participate in pro bono service; and
- » encourage the outside law firms with whom they work to acknowledge publicly their support for pro bono by becoming signatories to the PBI Law Firm Pro Bono Challenge® initiative.

CORPORATE PRO BONO STAFF

Eve Runyon, President & CEO, Pro Bono Institute
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SNAPSHOT OF SIGNATORIES



INTRODUCTION

The **2025 CPBO Challenge® Report: In-House Pro Bono By The Numbers** presents a snapshot of in-house pro bono in 2024. This Report draws on the survey responses of 49 legal departments out of 194 departments eligible to take the CPBO Challenge survey in 2025. This is the highest number of respondents since the CPBO Challenge survey covering pro bono in 2016. With more data, the Report offers a clearer picture of where in-house pro bono stands today and how it is evolving. Continued survey participation will be key to deepening these insights and advancing efforts of in-house legal departments to benchmark their pro bono participation.

The data reveals a complex pro bono landscape. Participation rates dipped slightly overall, but the trend was far from uniform. Many legal departments reported increases or steady engagement, while others saw declines. This variability underscores the need for continued data collection and analysis to better understand the forces shaping in-house pro bono. CPBO remains committed to supporting legal departments in building longstanding, resilient pro bono programs that can weather internal changes and societal shifts, and sustain impact over time.

Pro Bono by the Numbers: Year-Over-Year Participation

Among the 49 responding legal departments, **33 were repeat responders that completed the CPBO Challenge survey in both 2024 and 2025**, providing a valuable year-over-year comparison for pro bono participation in 2023 and 2024. **A closer look at year-over-year data offers a more nuanced picture of participation trends among repeat responders:**

- **U.S. lawyer participation:** 49% of U.S. lawyers participated in pro bono in 2024, down from 53% in 2023. 45% of these legal departments met the CPBO Challenge benchmark of 50% participation in 2024, down from 48% in 2023.
- **U.S. legal staff participation:** 35% of U.S. legal staff participated in pro bono in 2024, down from 40% in 2023. 23% of these legal departments met the CPBO Challenge benchmark of 50% participation in 2024, down from 33% in 2023.
- **U.S. overall participation:** Despite the lower averages, participation trends were mixed. Many legal departments grew or maintained their engagement from the previous year, while others had moderate or steep declines.

Pro Bono by the Numbers: Snapshot of All 2024 Responding Legal Departments

The following findings reflect **all 49 responding legal departments in 2024**, with the important caveat that different departments respond each year, so this is **not a direct year-over-year comparison:**

- **U.S. lawyer participation:** 46% of U.S. lawyers participated in pro bono in 2024, down from 53% in 2023. 42% of legal departments met the CPBO Challenge benchmark of 50% participation in 2024, down from 51% in 2023.
- **U.S. legal staff participation:** 31% of U.S. legal staff participated in pro bono 2024, down from 41% in 2023. 21% of legal departments met the CPBO Challenge benchmark of 50% participation in 2024, down from 35% in 2023.
- **Global engagement:** 59% of global legal departments reported pro bono activity outside the U.S. in 2024, compared to 77% of global departments in 2023. Legal departments did pro bono in 42 countries in 2024, compared to 39 countries in 2023. Average participation among lawyers outside the U.S. declined from 35% in 2023 to 25% in 2024.

INTRODUCTION (CONTINUED)

- **Participation outside legal department:** 36% of legal departments reported participation by other lawyers outside the department, down from 41% in 2023, while 27% reported participation by staff outside the department, up from 23% in 2023.
- **Participation by legal department size:** In 2024, legal departments with 26-50 lawyers had the highest average participation (59%), while in 2023, the top participation came from departments with 1-25 lawyers (71%). From 2023 to 2024, average participation declined among legal departments with 1-200 lawyers, remained steady for those with 201-500, and increased among departments with 500+ lawyers. Notably, the average headcount of responding legal departments declined, from 152 U.S. lawyers in 2023 to 115 U.S. lawyers in 2024, and from 190 U.S. legal staff in 2023 to 173 U.S. legal staff in 2024.
- **Industry participation:** Across industries, participation dropped for most sectors, but insurance and utilities saw increases.
- **Partnerships with law firms:** Law firm collaboration declined, with 69% of legal departments reporting partnerships (down from 83%), and fewer departments considering law firm pro bono performance when evaluating outside counsel (33% in 2024, down from 45% in 2023).
- **Reported pro bono hours:** In 2024, 30 legal departments reported over 32,000 pro bono hours. While this is down from the 38,000 hours reported by 25 legal departments in 2023, the true scope of in-house pro bono is likely much greater, as many departments do not track or report total hours.

Beyond the Numbers: Strengthening the Foundation for In-House Pro Bono

While average participation declined from 2023 to 2024, in-house pro bono is not down across the board. The 2024 data reflect a more complex landscape: some legal departments increased or maintained participation, while others experienced declines. Shifts in year-to-year participation may reflect internal transitions, changes in survey respondents, or programs still in early stages of growth. Legal departments facing headcount reduction are challenged to do more with leaner teams, which can make it harder to prioritize pro bono. At the same time, the data shows global expansion and broader engagement beyond legal departments.

CPBO also asked signatories to highlight their most impactful pro bono projects in 2024. These qualitative responses show that in-house pro bono teams are engaging in a wide variety of pro bono opportunities, including:

- assisting domestic violence survivors to obtain restraining orders;
- helping medically fragile children to apply for Medicare benefits;
- aiding immigrants with their applications for U.S. citizenship;
- preparing simple wills and advance healthcare directives for low-income seniors;
- helping low-income individuals and families to stay in their homes;
- conducting legal research to support nonprofits that support marginalized communities;
- applying for expungement of evictions and criminal records that are a roadblock to future success;
- assisting incarcerated individuals with harsh sentences to seek early release;
- helping secure asylum for refugees;
- preparing Special Immigrant Juvenile Status petitions for children;
- aiding individuals in restoring their driver's licenses;
- assisting veterans in applying for discharge upgrades and accessing their veterans' benefits;
- providing brief advice to small start-ups and nonprofits;
- and much more.

CPBO looks forward to featuring many of these projects in the [PBI Signatory Showcase](#) over the coming year.

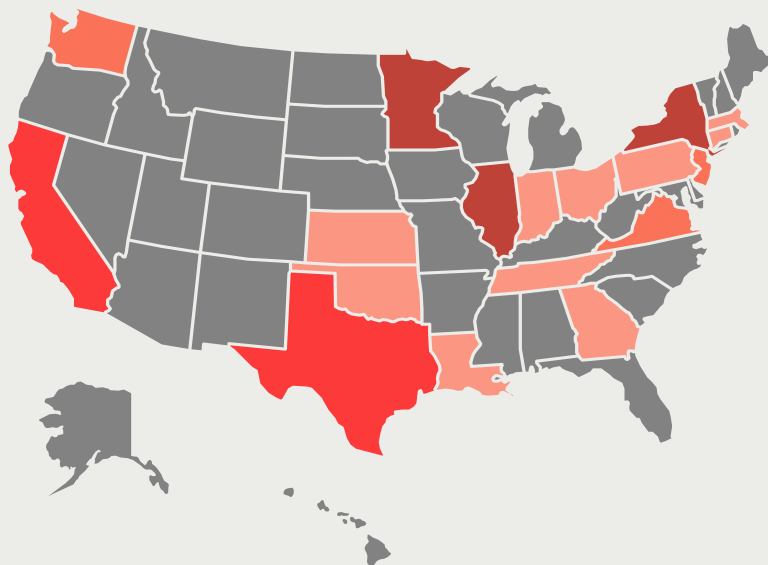
COMPANY HEADQUARTERS: 2024

Headquarters of CPBO Challenge Survey Respondents

These companies are headquartered in cities around the U.S. and internationally, and with offices and legal staff around the globe.

U.S. Company Headquarters

California (5) Oakland, San Francisco, San Jose, Santa Clara (2)	New Jersey (2) Newark, Warren
Connecticut (1) Norwalk	New York (7) New York City (7)
Georgia (1) Atlanta	Ohio (1) Columbus
Illinois (6) Bloomington, Chicago (3), Moline, Schaumburg	Oklahoma (1) Tulsa
Indiana (1) Jasper	Pennsylvania (1) Pittsburgh
Kansas (1) Wichita	Tennessee (1) Chattanooga
Louisiana (1) New Orleans	Texas (4) Austin, Dallas (2), Houston
Massachusetts (1) Springfield	Virginia (3) Arlington, Herndon, McLean
Minnesota (7) Minneapolis (4), Rochester, Saint Paul, Wayzata	Washington (2) Redmond, Seattle



International Company Headquarters

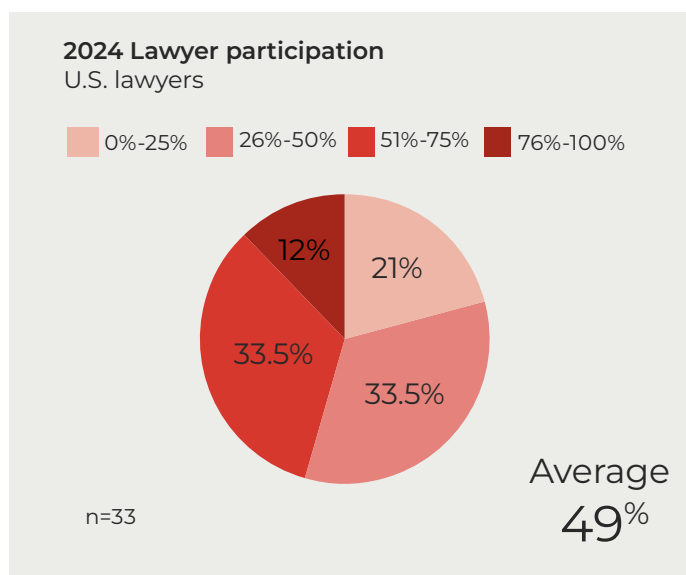
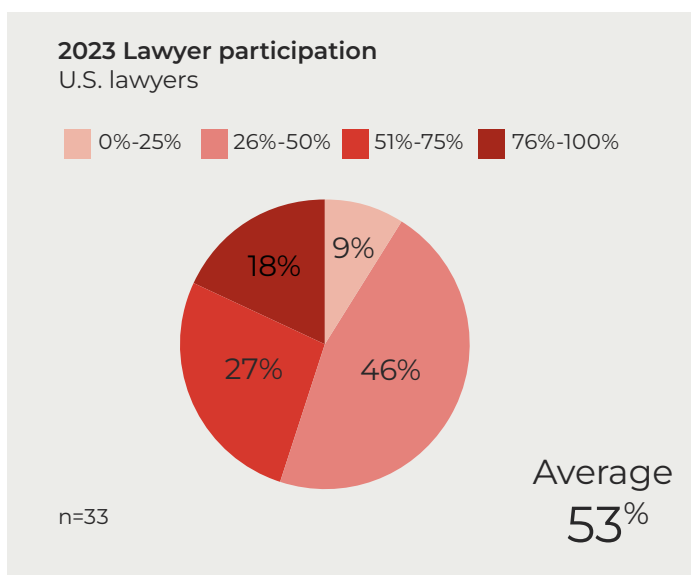
Ireland (1) Dublin
Netherlands (1) Amstelveen
United Kingdom (1) Brentford

LEGAL DEPARTMENT PARTICIPATION: COMPARISON OF 2023 AND 2024

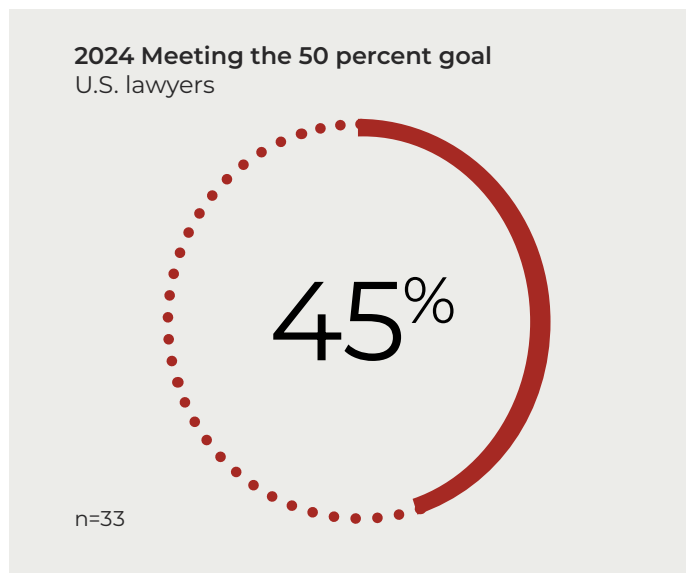
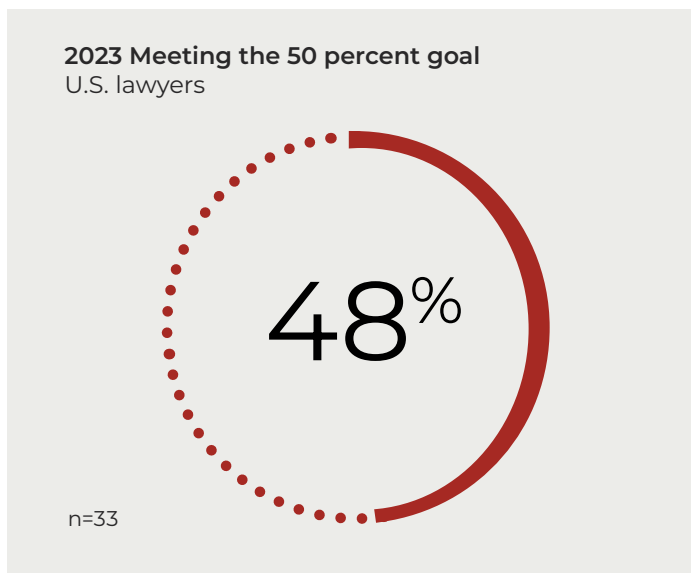
When legal departments sign the CPBO Challenge statement, they commit to encourage 50 percent of their lawyers and legal staff to participate in legal pro bono service. This 50 percent participation rate is an aspirational goal that also serves as a meaningful benchmark. The data below and on the following page reflect responses from the subset of signatories that completed CPBO Challenge surveys in both 2023 and 2024, allowing for a direct year-over-year comparison.

U.S. Lawyer Participation

U.S. lawyer participation in pro bono decreased from 53 percent in 2023 to 49 percent in 2024 among signatories that responded to the CPBO Challenge surveys in both years.



The percentage of U.S. lawyers meeting or exceeding the 50 percent participation goal decreased from 48 percent in 2023 to 45 percent in 2024 among signatories that responded to the CPBO Challenge surveys in both years.

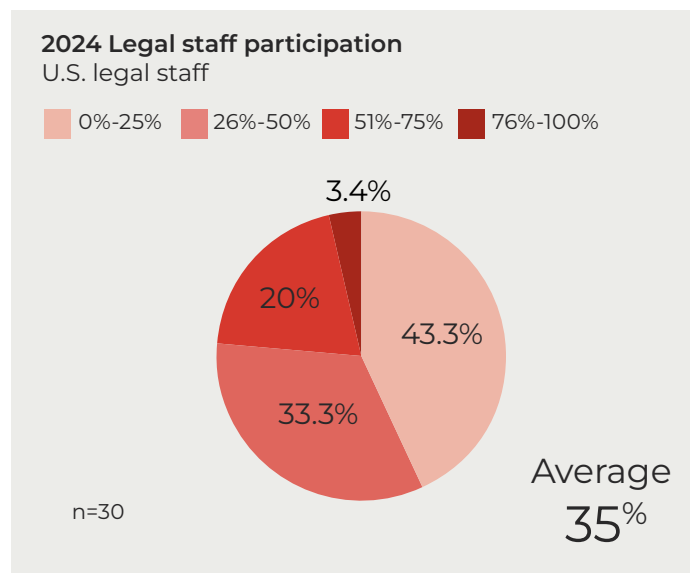
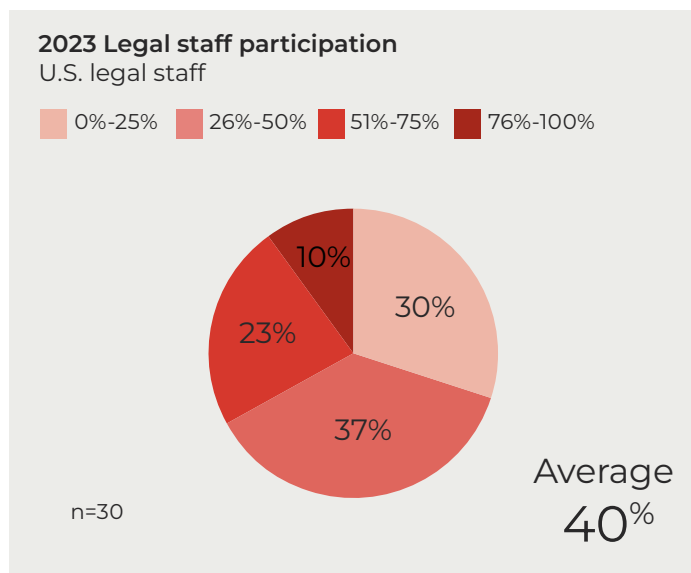


Throughout this publication, “n” is used to denote the total respondents in the relevant sample.

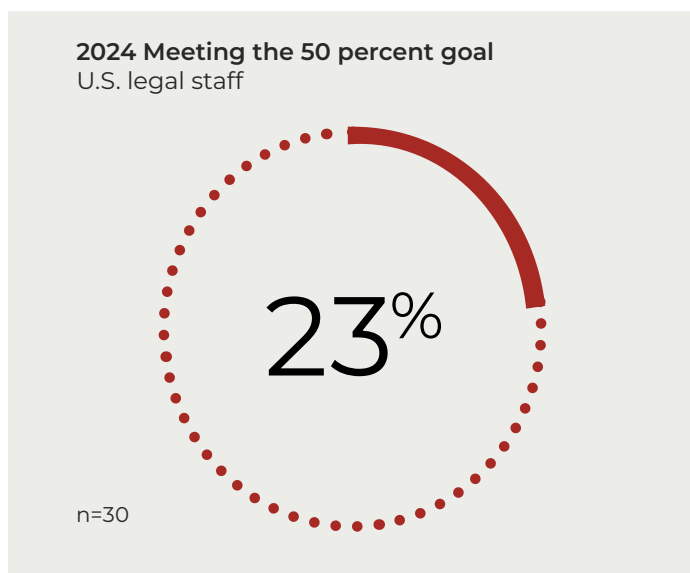
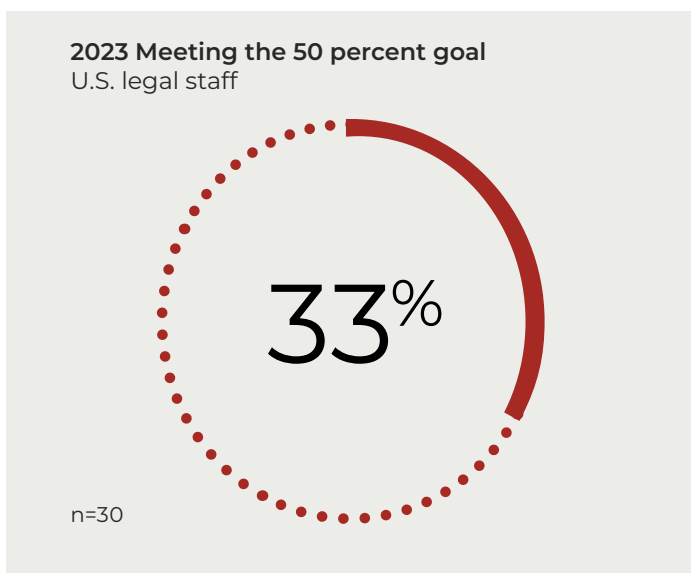
LEGAL DEPARTMENT PARTICIPATION: COMPARISON OF 2023 AND 2024 (CONTINUED)

U.S. Legal Staff Participation

U.S. legal staff participation in pro bono decreased from 40 percent in 2023 to 35 percent in 2024 among signatories that responded to the CPBO Challenge surveys in both years.



The percentage of U.S. legal staff meeting or exceeding the 50 percent participation goal decreased from 33 percent in 2023 to 23 percent in 2024 among signatories that responded to the CPBO Challenge surveys in both years.

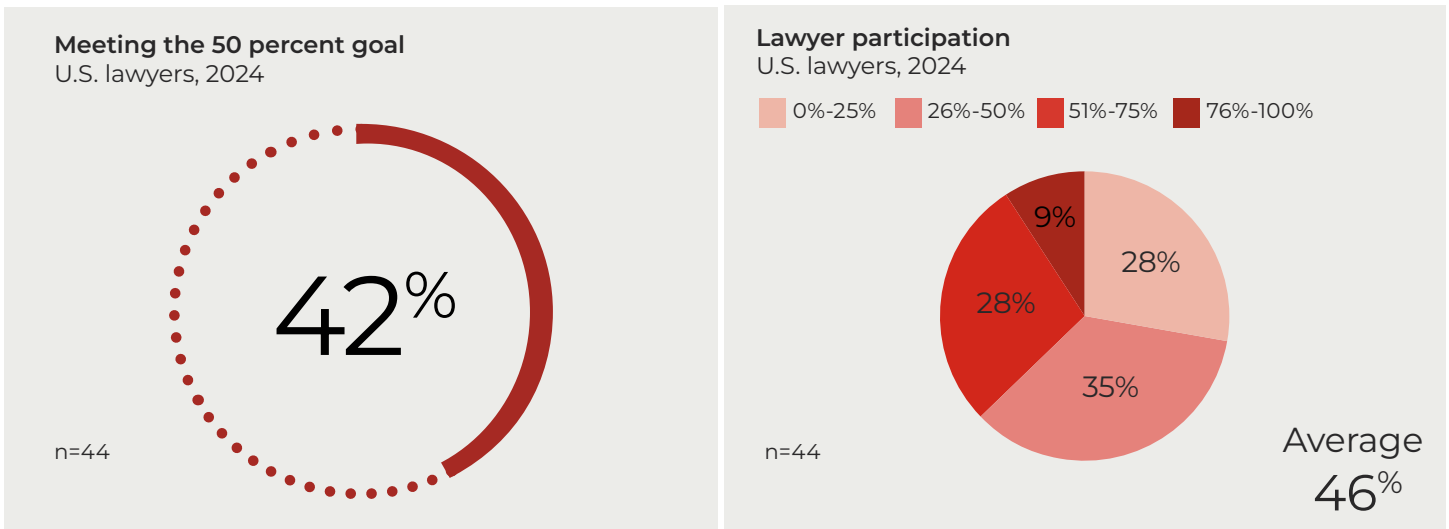


LEGAL DEPARTMENT PARTICIPATION: 2024

When legal departments sign the CPBO Challenge statement, they commit to encourage 50 percent of their lawyers and legal staff to participate in legal pro bono service. This 50 percent participation rate is an aspirational goal that also serves as a meaningful benchmark. The data below reflects responses from signatories that completed CPBO Challenge survey in 2024.

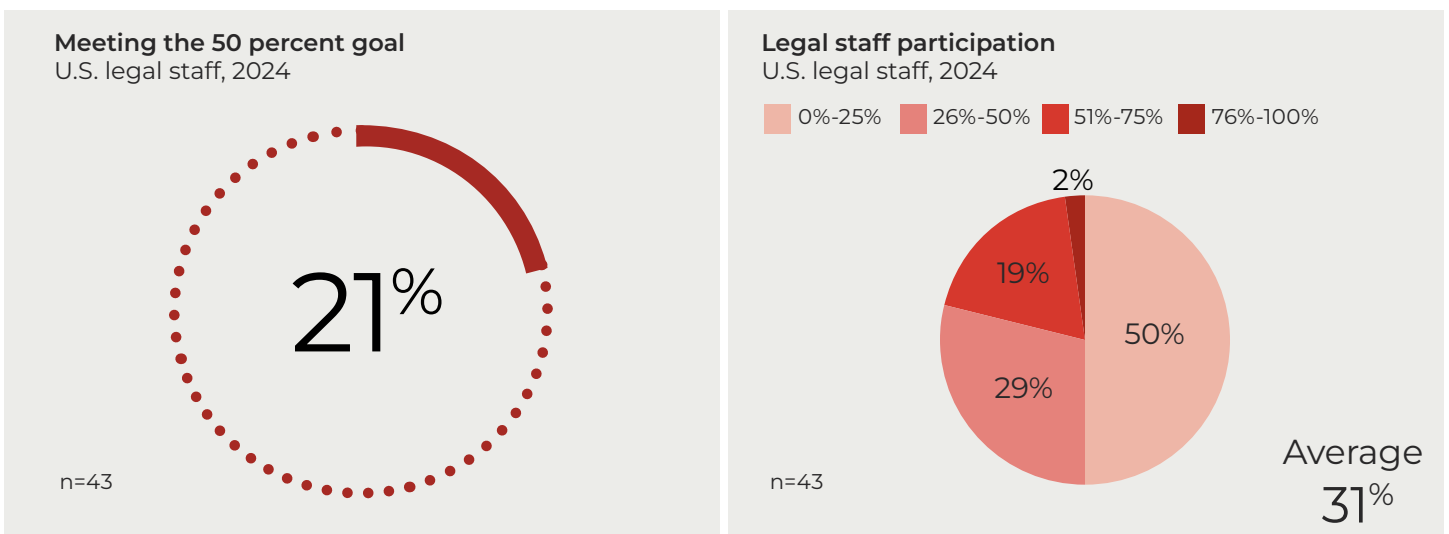
U.S. Lawyer Participation

Forty-two percent of signatories that responded to the CPBO Challenge survey covering 2024 met or exceeded the 50 percent participation goal for U.S. lawyers. The average U.S. lawyer participation rate was 46 percent.



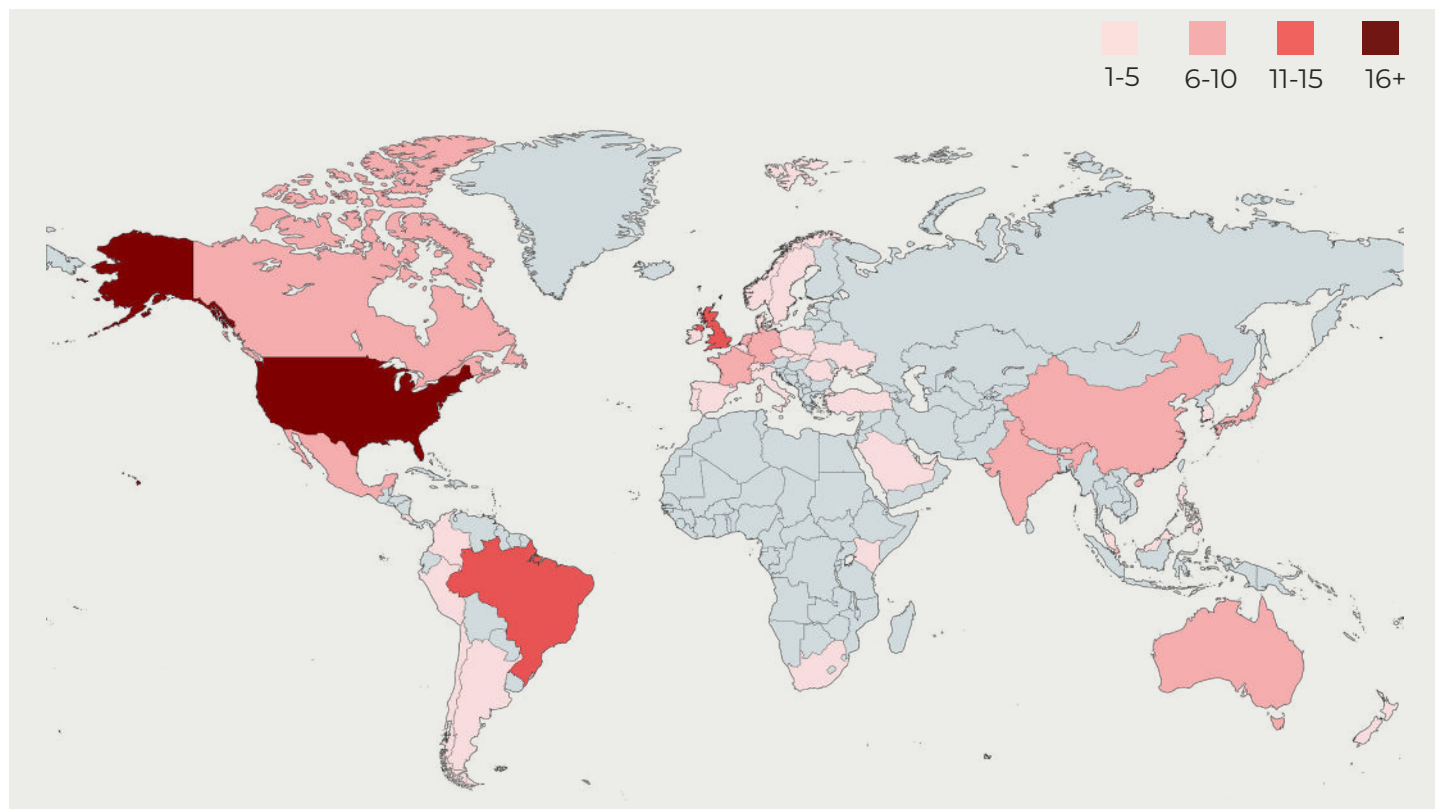
U.S. Legal Staff Participation

Legal departments are encouraged to engage all legal staff, including paralegals, legal assistants, compliance experts, and other professionals in pro bono. Twenty-one percent of signatories that responded to the CPBO Challenge survey covering 2024 met or exceeded the 50 percent participation goal for U.S. legal staff. The average U.S. legal staff participation rate was 31 percent.



GLOBAL PRO BONO: 2024

Legal departments engaged in pro bono, 2024



Countries where legal departments engaged in global pro bono, 2024

Africa (5)

Kenya
South Africa (4)

Asia (16)

China (9)
India (8)
Japan (8)
Malaysia
Phillipines
Saudi Arabia
Singapore (10)
South Korea
United Arab Emirates (3)

Australia (8)

Australia (7)
New Zealand

Europe (19)

Belgium (4)
Czech Republic (2)
Denmark
France (6)
Germany (6)
Ireland (4)
Italy (5)
Luxembourg (3)
Netherlands (6)
Norway
Poland (5)
Portugal (3)
Romania
Slovakia (2)
Spain (4)
Sweden (2)
Switzerland
Turkey
Ukraine
United Kingdom (14)

North America (47)

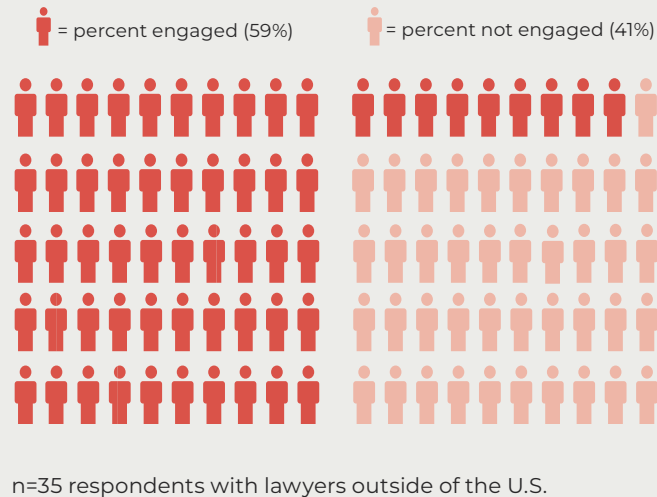
Canada (9)
Costa Rica
Mexico (6)
United States (46)

South America (14)

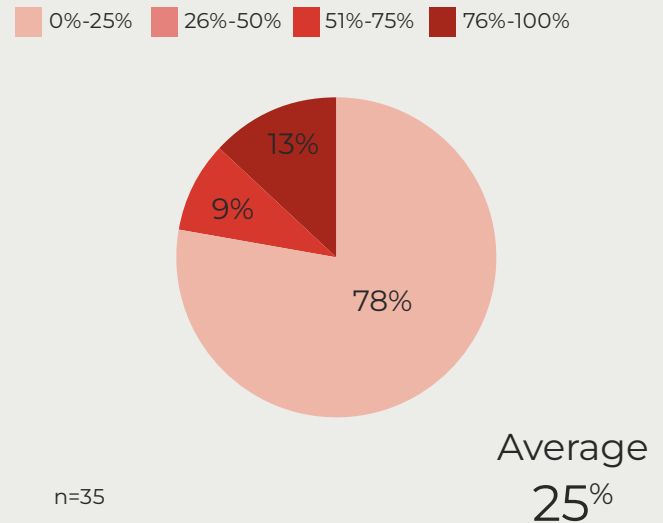
Argentina (4)
Brazil (12)
Chile
Colombia
Peru

GLOBAL PRO BONO: 2024 (CONTINUED)

Percentage engaged in global pro bono
Departments, 2024



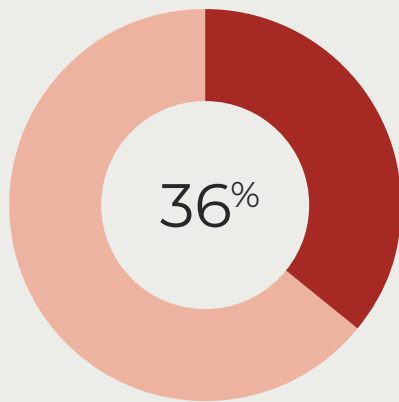
Global participation
Lawyers outside the U.S., 2024



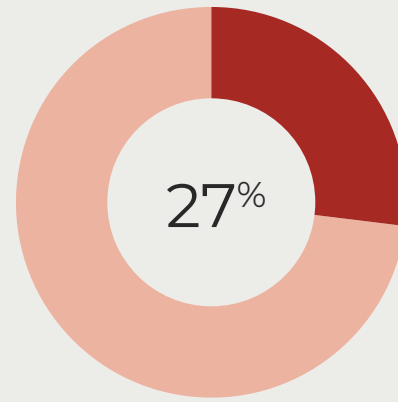
PARTICIPATION OUTSIDE LEGAL DEPARTMENT: 2024

Thirty-six percent of signatories that responded to the CPBO Challenge survey covering 2024 reported that some U.S.-based lawyers outside the legal department participated in the department's pro bono program. Twenty-seven percent reported that some U.S.-based staff outside the legal department engaged in pro bono service. Only 14 percent of respondents indicated participation by lawyers or staff outside the legal department in global pro bono efforts.

Lawyer participation outside department
U.S. lawyers, 2024



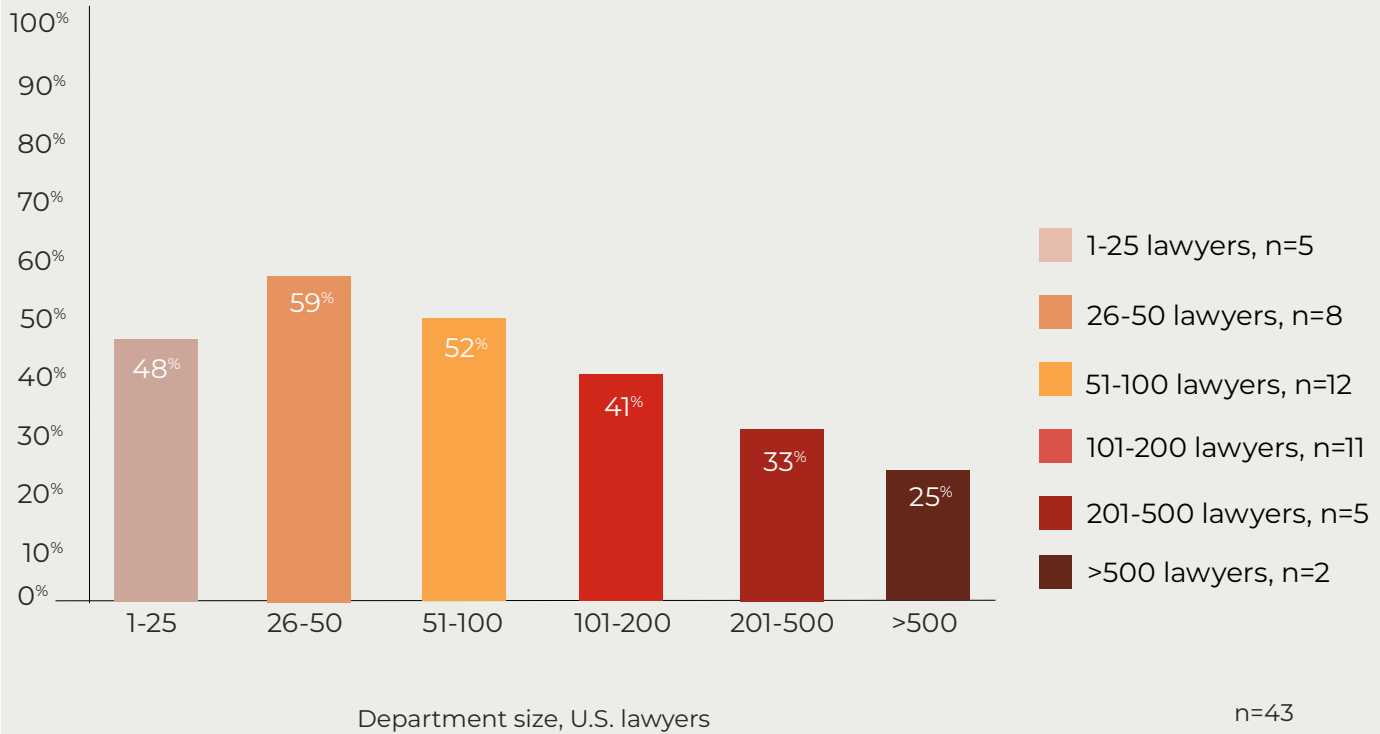
Staff participation outside department
U.S. staff, 2024



DEMOGRAPHICS: 2024

Participation across department size

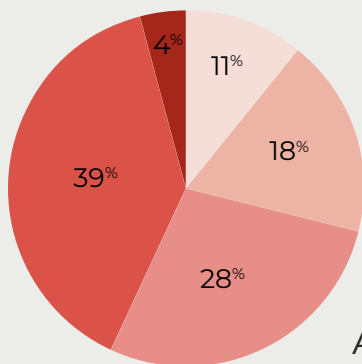
U.S. lawyers, average among respondents, 2024



Department size

Average number of U.S. lawyers, 2024

0-25 26-50 51-100 101-500 >500



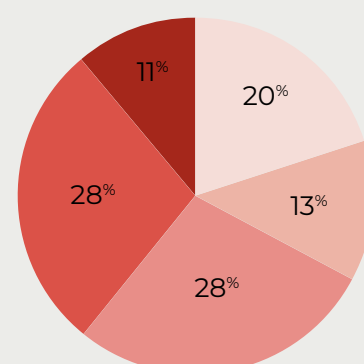
n=46

Average
115

Department size

Average number of U.S. legal staff, 2024

0-25 26-50 51-100 101-500 >500



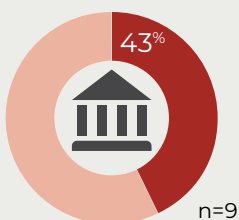
n=46

Average
173

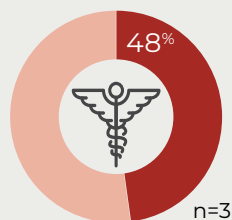
DEMOGRAPHICS: 2024 (CONTINUED)

Participation across industry subsector

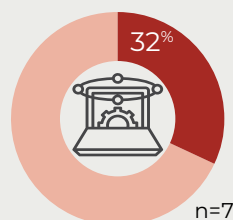
U.S. lawyers, average per industry, 2024



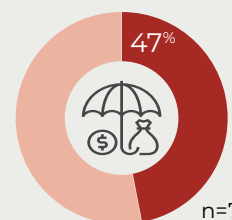
Financial Services



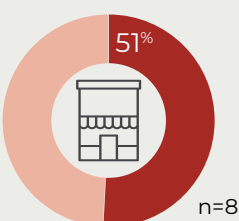
Pharmaceutical & Healthcare



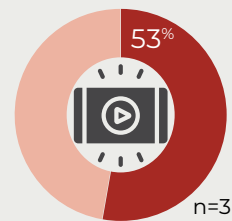
Information Technology



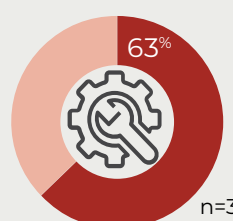
Insurance



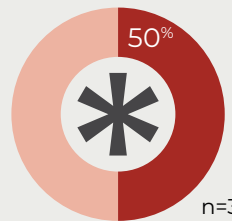
Manufacturing



Media & Telecommunications



Energy & Utilities

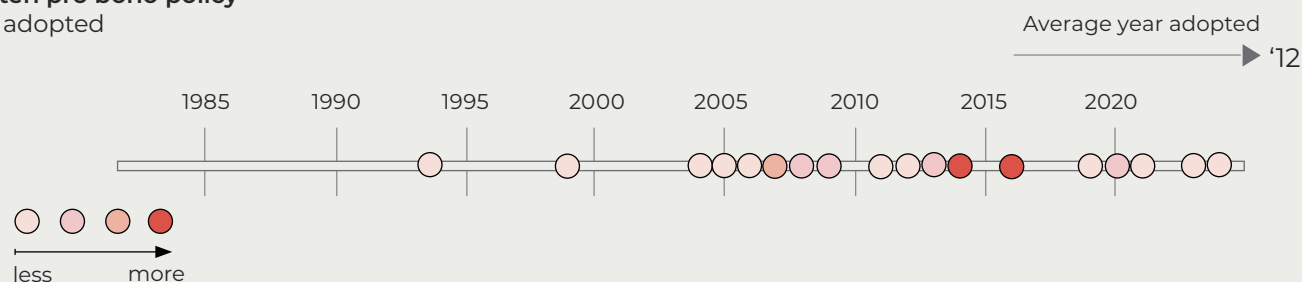


Other

PRO BONO PROGRAMS AND POLICIES, 2024

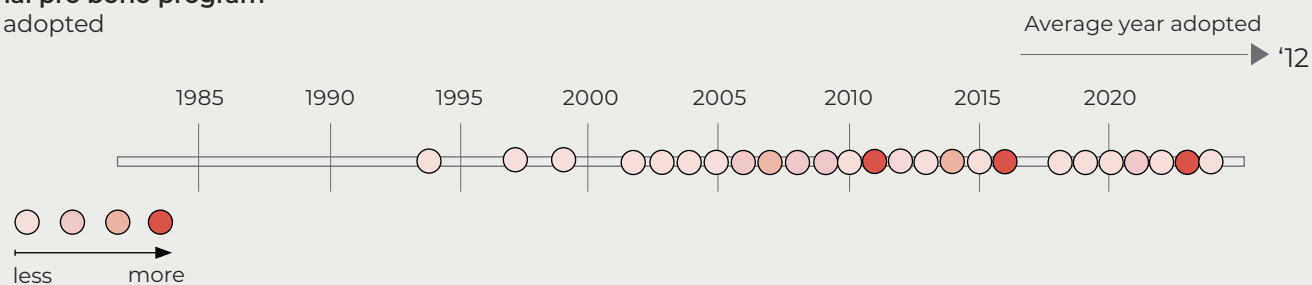
Written pro bono policy

Year adopted



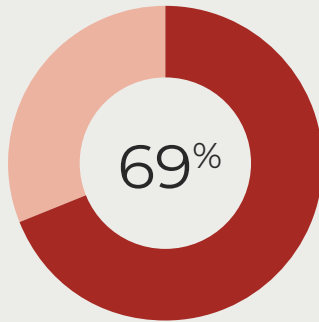
Formal pro bono program

Year adopted



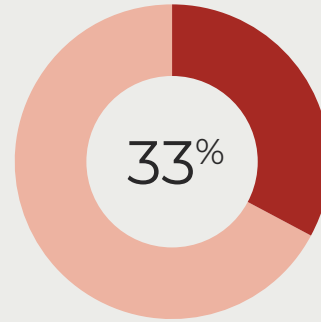
PARTNERSHIPS WITH LAW FIRMS: 2024

Engage in partnerships
with law firms, 2024



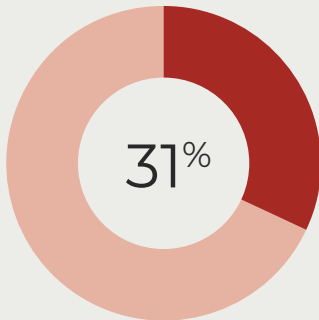
n=49

Consider law firm pro bono performance
when evaluating outside counsel, 2024



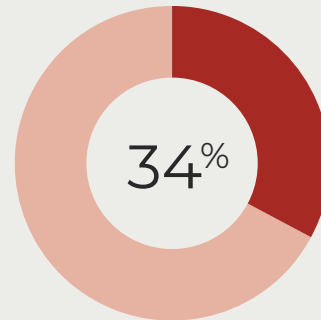
n=48

Inquire about law firm pro bono performance
in RFPs, 2024



n=48

Encourage law firms to join
the Law Firm Pro Bono Challenge® initiative, 2024



n=47

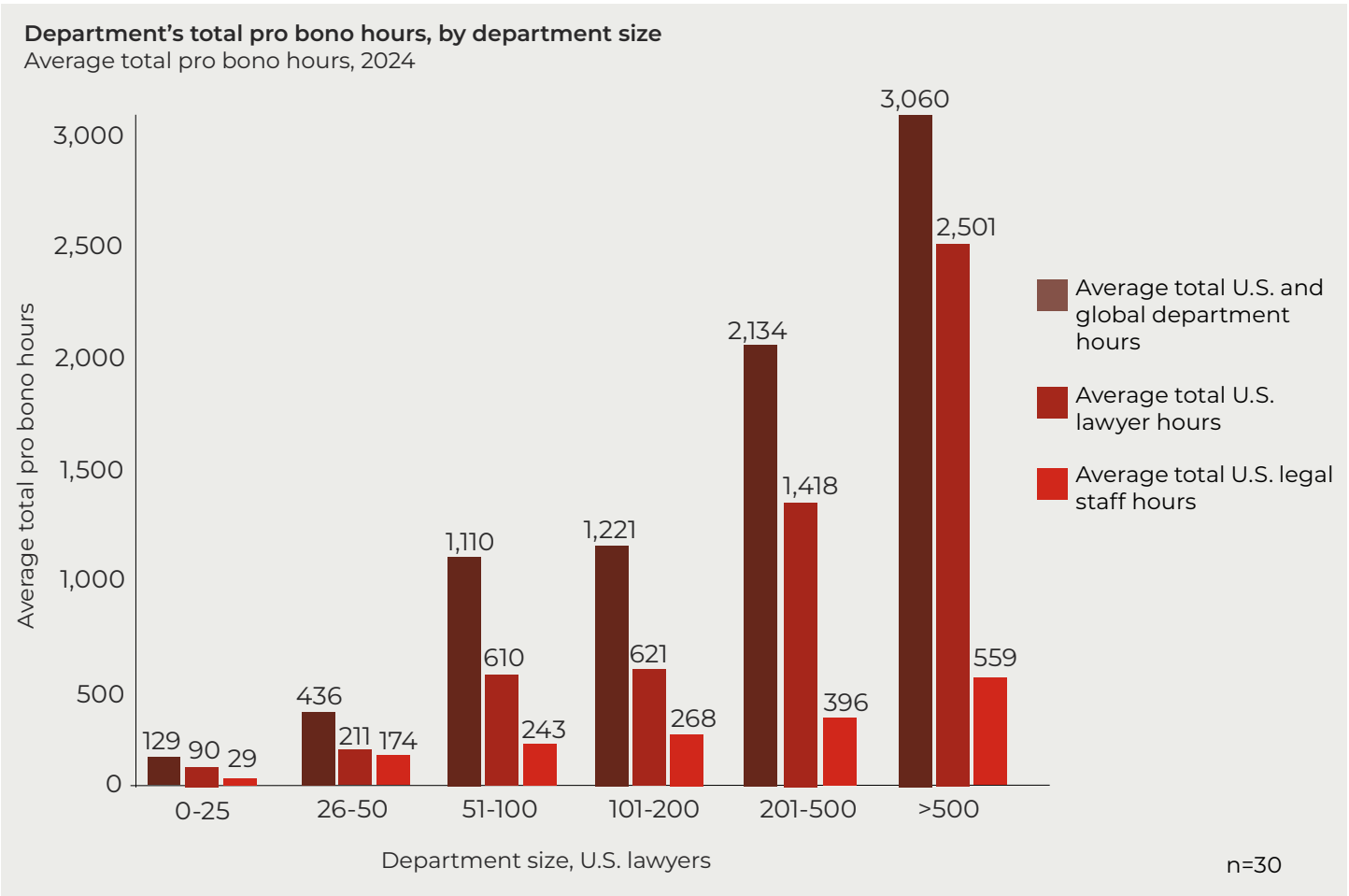
The Law Firm Pro Bono Challenge® initiative

The Law Firm Pro Bono Challenge initiative is the definitive aspirational pro bono standard for large law firms. By committing to a Statement of Principles, signatories pledge their best efforts to achieve the following goals of the challenge and annually report their progress to PBI:

- » an institutional commitment to encourage and support participation by all attorneys in the firm;
- » the firm annually contributes to pro bono service (as defined by the Law Firm Pro Bono Challenge initiative) a minimum of either (i) five percent of total billable hours or 100 hours per lawyer or (ii) three percent of total billable hours or 60 hours per attorney;
- » a majority of such pro bono service is spent representing persons of limited means or charitable, religious, civic, community, governmental, and educational organizations in matters that primarily address the needs of persons of limited means; and
- » a majority of both partners and associates in the firm participate annually in pro bono activities.

PRO BONO HOURS: 2024

At the request of several of our stakeholders, CPBO asked signatories that track pro bono hours to share that data as part of the CPBO Challenge survey. This allows companies to benchmark against both hours and participation rates, if desired. Approximately 61 percent of this year's CPBO Challenge survey respondents reported pro bono hours for their legal departments.



32,593

total U.S. and
global hours
reported

15

average hours
per U.S. lawyer
in department

10

average
hours per U.S.
legal staff in
department

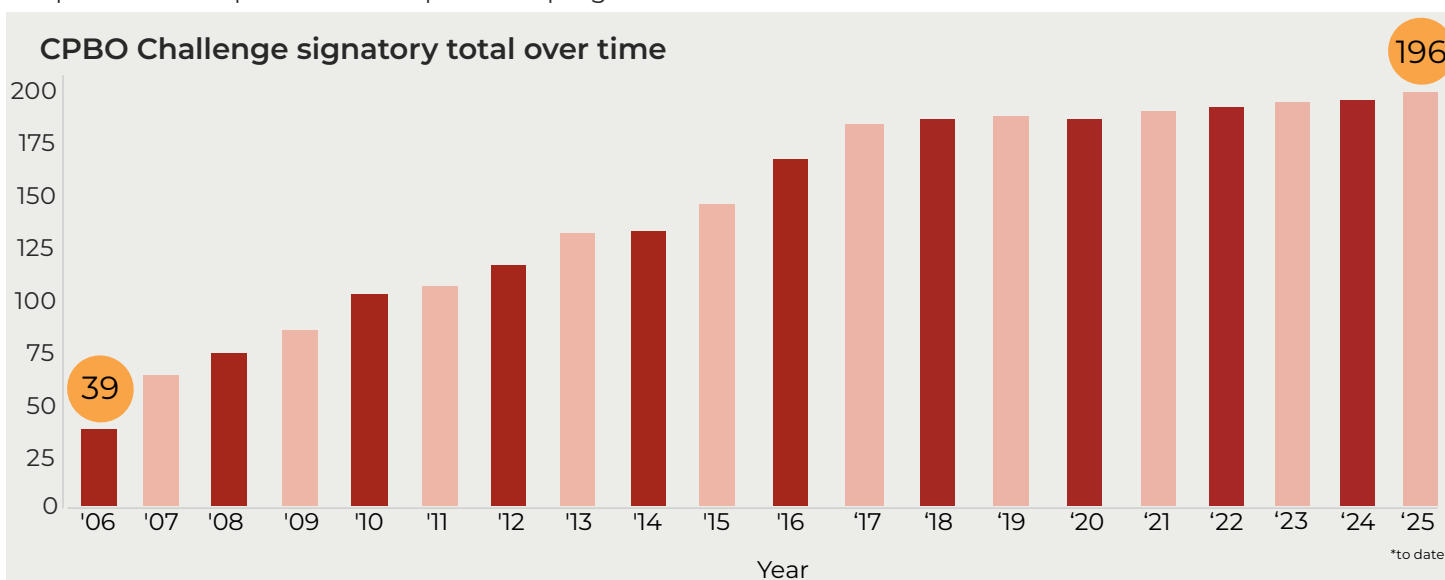
n=30

ABOUT THE CPBO CHALLENGE INITIATIVE

The CPBO Challenge initiative is a voluntary commitment designed to strengthen and grow pro bono participation within in-house legal departments. By signing the CPBO Challenge statement, Chief Legal Officers and General Counsel publicly affirm their support for pro bono service and commit to encouraging broad involvement across their teams. The CPBO Challenge initiative sets a clear, aspirational goal: that at least 50 percent of the legal department will participate in pro bono annually. It also encourages legal departments to promote pro bono among their outside counsel.

The CPBO Challenge initiative is the standard for in-house pro bono and provides a clear framework for legal departments to lead with purpose. It positions legal departments as visible leaders in pro bono, signaling to employees, clients, and the broader legal community that pro bono service is a core value. Signing the CPBO Challenge statement sets the tone from the top, encouraging legal professionals to engage meaningfully and confidently in pro bono service with the support of department leadership. It also offers a way to benchmark progress year over year and alongside peer institutions, helping legal departments set goals, track participation, and strengthen internal engagement. At the same time, it fosters deeper connections with law firms, other legal departments, and nonprofit partners, as many in the legal community look to the list of CPBO Challenge signatories when identifying potential collaborators.

CPBO Challenge signatories receive ongoing support from CPBO, including tailored guidance and resources to help launch or expand in-house pro bono programs.



The CPBO Challenge Statement

As Chief Legal Officers, we recognize the critical importance of pro bono service as a cornerstone of our professional identity and accept the unique role that we can play in promoting pro bono in our legal departments. As leaders, we understand that the legal and business interests of our clients are furthered when access to the legal system is readily available to resolve disputes.

In recognition of our commitment and as signatories to this Corporate Pro Bono Challenge statement, we will encourage and promote pro bono service by our legal department staff and use our best efforts to encourage our staffs, including at least one-half of our legal staff, to support and participate, as appropriate, in pro bono service.

To underscore the importance of promoting pro bono service, we will encourage the outside law firms with whom we work to acknowledge publicly their support for pro bono by becoming signatories to the Pro Bono Institute Law Firm Pro Bono Challenge® initiative.

CONCLUSION

This Report presents a snapshot of in-house pro bono in 2024. Looking ahead, CPBO urges Chief Legal Officers and General Counsel to continue to affirm their public support for pro bono. Visible leadership sends a powerful message: that legal departments value access to justice and see pro bono as integral to their mission. The need for pro bono legal services is great, and meeting that need requires consistent, meaningful participation. In uncertain times, silence can be misread as retreat. Pro bono needs champions, and the moment calls for strong, vocal support.

CPBO thanks the in-house pro bono leaders, the overwhelming majority of whom lead their pro bono programs on a volunteer basis, for their impactful leadership, support of pro bono, and for taking the time to complete the CPBO Challenge survey. CPBO also thanks the Chief Legal Officers and General Counsel who have committed to encourage their legal staff to participate in pro bono and the volunteers who deliver much-needed pro bono legal services.

The need for pro bono legal services continues to grow. Sustaining and expanding in-house pro bono service remains both a challenge and a critical path to advancing access to justice.

METHODOLOGY

CPBO presents all data in this Report in the aggregate to maintain the confidentiality of the CPBO Challenge survey respondents.

The primary objective of the survey is to determine if CPBO Challenge signatories have met the aspirational goal of 50 percent participation in pro bono. In addition, survey questions solicit information about pro bono policies and practices, including partnerships with outside law firms. Beginning in 2022, CPBO began asking legal departments that track pro bono hours to report them. About 61 percent of this year's survey respondents reported pro bono hours for their legal departments.

CPBO began surveying CPBO Challenge signatories in 2007. Each year, the survey response rate has varied, with a different combination of legal departments responding. In 2025, 49 out of 194 signatories eligible to participate submitted responses, whereas in 2024, 42 of 191 signatories eligible to participate submitted responses. This year's responses include 25 percent of the signatories eligible to participate in the survey, and 33 signatories (17 percent) responded in consecutive years (2024 and 2025). CPBO sent out this year's survey in January 2025, and legal departments submitted responses by April 2025.

CPBO Challenge signatories contribute tremendous value by doing and reporting their pro bono service. CPBO continues to encourage signatories to respond to the survey each year. Increasing the number of respondents and the number of repeat respondents in consecutive years allows CPBO to conduct and publish more extensive analysis of the data.

The CPBO Challenge survey is included in Appendix B to this Report.

REPORTING COMPANIES

2023 & 2024

3M Company
 Accenture plc
 Advance Publications
 Allianz Life Insurance Company of North America
 American International Group, Inc.
 AT&T Inc.
 Bloomberg L.P.
 BNY Mellon
 Cargill, Inc.
 Cisco Systems, Inc.
 Comcast NBCUniversal
 Corebridge Financial
 Deere & Company
 Elasticsearch B.V.
 Entergy Corporation
 Exelon Corporation
 Freddie Mac
 General Mills, Inc.
 GlaxoSmithKline
 Intel Corporation
 Kimball Electronics, Inc.
 Koch Capabilities, LLC
 KPMG
 Massachusetts Mutual Life Insurance Company
 Mayo Clinic
 Microsoft Corporation
 National Student Clearinghouse
 Oracle Corporation
 Pfizer Inc.
 PNC Financial Services Group, Inc.
 State Farm Mutual Automobile Insurance
 Target Corporation
 U.S. Bancorp
 Uber Technologies, Inc.
 Verizon Communications Inc.
 The Williams Companies, Inc.
 WTW

2024

3M Company
 Accenture plc
 Advance Publications
 Allianz Life Insurance Company of North America
 Amazon.com, Inc.
 American International Group, Inc.
 AT&T Inc.
 Bloomberg L.P.
 BMO Financial Group
 BNY Mellon
 Cargill, Inc.
 CBRE Group, Inc.
 Chubb
 Cisco Systems, Inc.
 The Clorox Company
 Comcast NBCUniversal
 Corebridge Financial
 Deere & Company
 Elasticsearch B.V.
 Entergy Corporation
 Exelon Corporation
 Freddie Mac
 General Mills, Inc.
 GlaxoSmithKline
 The Home Depot
 Intel Corporation
 Kimball Electronics, Inc.
 Koch Capabilities, LLC
 KPMG
 Massachusetts Mutual Life Insurance Company
 Mayo Clinic
 Microsoft Corporation
 Mondelez International
 National Student Clearinghouse
 Nationwide Mutual Insurance Company
 Oracle Corporation
 Pfizer Inc.
 PNC Financial Services Group, Inc.
 Prudential Financial, Inc.
 State Farm Mutual Automobile Insurance
 Target Corporation
 U.S. Bancorp
 Uber Technologies, Inc.
 Unum Group
 Verizon Communications Inc.
 The Williams Companies, Inc.
 WTW
 Xerox Corporation
 Zurich North America

JOIN THE CHALLENGE FORM

As Chief Legal Officers, we recognize the critical importance of pro bono service as a cornerstone of our professional identity and accept the unique role that we can play in promoting pro bono in our legal departments. As leaders, we understand that the legal and business interests of our clients are furthered when access to the legal system is readily available to resolve disputes.

In recognition of our commitment and as signatories to this Corporate Pro Bono Challenge statement, we will encourage and promote pro bono service by our legal department staff and use our best efforts to encourage our staffs, including at least one-half of our legal staff, to support and participate, as appropriate, in pro bono service.

To underscore the importance of promoting pro bono service, we will encourage the outside law firms with whom we work to acknowledge publicly their support for pro bono by becoming signatories to the Pro Bono Institute's Law Firm Pro Bono Challenge.

On behalf of my legal department, I hereby sign the Corporate Pro Bono (CPBO) Challenge statement:

Signature (Chief Legal Officer): _____ Date: _____

Name and Title: _____

Company: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Email: _____

Contact Person Name and Title: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Phone: _____

Email: _____

Please send completed forms to CPBO at asaunders@probonoinst.org. For more information about the CPBO Challenge statement, please contact Alyssa Saunders, CPBO director, at 202.729.6695 or asaunders@probonoinst.org. Thank you for your interest and support.

2024 CPBO CHALLENGE SURVEY, JANUARY 1, 2024 - DECEMBER 31, 2024

Welcome to the 2024 Corporate Pro Bono Challenge Survey. Your answers to this survey will be treated in the strictest confidence and any information published will be only in the aggregate.

Background Information

1. Company Information

Company Name	
Address (Headquarters)	
Address 2	
City	
State/Province	
Zip Code	
Pro Bono Contact Name	
Pro Bono Contact Title	
Pro Bono Contact Email	
Pro Bono Contact Phone	
Additional Pro Bono Contact Name(s)	
Additional Pro Bono Contact Title(s)	
Additional Pro Bono Contact Email(s)	

2. Company Information

Annual Revenue	
Number of Employees	

3. Number of Offices with Legal Department Professionals

Inside the U.S.	
Outside the U.S.	

Participation in Pro Bono

1. Please record the number of legal department professionals in the U.S. as of 12/31/24 and how many of those provided pro bono legal services (not including community service) during the reporting period. If you do not have any participants, please indicate 0.

	Total in Legal Department	Participating in Pro Bono	Percentage
U.S. Lawyers	_____	_____	_____
U.S. Legal Staff	_____	_____	_____

2. If there are lawyers or staff in the U.S. and who are outside the legal department providing pro bono legal services as part of the legal department's pro bono program (not including community service) as of 12/31/24, please state the number below. If you do not have any participants, please indicate 0.

	Participating in Pro Bono
U.S. Lawyers	_____
U.S. Legal Staff	_____

3. Please record the number of legal department professionals outside of the U.S. as of 12/31/24 and how many of those provided pro bono legal services (not including community service) during the reporting period. If you do not have any participants, please indicate 0.

	Total in Legal Department	Participating in Pro Bono	Percentage
Global Lawyers	_____	_____	_____
Global Legal Staff	_____	_____	_____

4. If there are lawyers or staff outside of the U.S. who are outside of the legal department providing pro bono legal services as part of the legal department's pro bono program (not including community service) as of 12/31/24, please state the number below. If you do not have any participants, please indicate 0.

	Participating in Pro Bono
Global Lawyers	_____
Global Legal Staff	_____

Global Pro Bono

1. Please list the countries where members of your legal department (lawyers and non-lawyers) are engaged in pro bono.

Active Pro Bono Policies and Programs

1. Does your legal department have a written pro bono policy?

(a). If yes, what year did your legal department adopt a written pro bono policy?

2. Does your legal department have a formal pro bono program?

(a). If yes, what year did your legal department implement a formal pro bono program?

Pro Bono Partnerships

1. Does your legal department partner with outside law firms to provide legal pro bono work?

(a). If yes, with which firms does your legal department partner?

2. Does your legal department inquire in RFPs, beauty contests, and/or retention processes whether its outside firms perform legal pro bono work?

3. Does your legal department consider a firm's pro bono performance when evaluating outside counsel?

4. Does your legal department encourage its outside firms to join the Pro Bono Institute's Law Firm Pro Bono Challenge initiative?

Pro Bono Hours

While the CPBO Challenge initiative does not ask signatories to track pro bono hours, we recognize that some departments do track that information and seek to benchmark themselves against other departments. If your department does track this information, we encourage you to answer this next set of questions below.

1. What is the total number of pro bono hours performed by your legal department in 2024?

2. What was the total number of hours performed by attorneys in the U.S. in your legal department in 2024?

3. What was the total number of hours performed by legal professionals (not attorneys) in the U.S. in your legal department in 2024?

4. If your department is global, what was the total number of hours performed by attorneys outside of the U.S. in your legal department in 2024?

5. If your department is global, what was the total number of hours performed by legal professionals (not attorneys) outside of the U.S. in your legal department in 2024?

PREVIOUS CPBO CHALLENGE REPORTS

2007-2012 CPBO Challenge Report: [The Development of In-House Pro Bono](#)
2013 CPBO Challenge Report: [The Growth of In-House Pro Bono](#)
2015 CPBO Challenge Report: [The Path of In-House Pro Bono](#)
2016 CPBO Challenge Report: [Report on In-House Pro Bono](#)
2017 CPBO Challenge Report: [The Endurance of In-House Pro Bono](#)
2018 CPBO Challenge Report: [The Expansion of In-House Pro Bono](#)
2019 CPBO Challenge Report: [Report on the Growth of In-House Pro Bono](#)
2020 CPBO Challenge Report: [In-House Pro Bono Rising to Meet the Challenge](#)
2021 CPBO Challenge Report: [In-House Pro Bono in a Challenging Year](#)
2022 CPBO Challenge Report: [In-House Pro Bono Report](#)
2023 CPBO Challenge Report: [In-House Pro Bono Holding the Course](#)
2024 CPBO Challenge Report: [In-House Pro Bono on the Rise](#)



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