

2026*

Report on the Law Firm Pro Bono Challenge® Initiative

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*In conformity with the practice started in 2020, the name of this Report reflects the year in which the Report is being issued, rather than the year of the most recent statistics contained in the Report. Prior to 2020, the name of the Report reflected the calendar year for which data was collected.

Pro Bono Institute* (PBI*), established in 1996, provides research, consultative services, analysis and assessment, publications, and training to a broad range of legal audiences.

Mission

PBI 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

The PBI Law Firm Pro Bono Project® program is a 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 Initiative

The PBI Law Firm Pro Bono Challenge® initiative, 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 statement is included in the Appendices.) Challenge signatories publicly acknowledge their institutional, firm-wide commitment to provide pro bono legal services to low-income individuals and non-profit 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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CONTENTS

Executive Summary	1
Snapshot	2
Introduction	3
2025 Challenge Performance Data	4
> Highlights of Overall Pro Bono Performance.....	4
> Average Pro Bono Percentage	5
> Average Pro Bono Hours Per Attorney.....	6
> Reaching the Challenge Goal.....	7
> Service to Persons of Limited Means.....	8
> Addressing Racial Justice	9
> Participation.....	12
> Charitable Donations.....	14
> Mandatory Pro Bono.....	15
> Role of Advanced Technology.....	18
> Billable Hour Credit	20
Reflections	22
Appendices	
Methodology	A
Data Tables	B
2026 Reporting Challenge Signatories	C
2026 Non-Reporting Challenge Signatories	D
About the Law Firm Pro Bono Challenge Initiative	E
Law Firm Pro Bono Challenge Statement	F

EXECUTIVE SUMMARY

The **2026 Report on the Law Firm Pro Bono Challenge Initiative** examines the pro bono performance of signatories to the Law Firm Pro Bono Challenge statement during the 2025 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 client billable hours to pro bono activities as defined by the Challenge and report their performance to PBI Law Firm Pro Bono Project staff each year.

Overall Performance

This year, 116 firms reported performing an aggregated total of **5,144,466 hours of pro bono work in 2025**.

Pro bono hours represented approximately 3.53% of total client billable hours in 2025, a 0.18% decrease from 2024.

Pro Bono for Those of Limited Means

For 2025, firms reported performing more than **3.5 million pro bono hours for those of limited means** and organizations serving them. This comprises 74.3% of all pro bono hours reported for 2025, a slight increase in percentage compared to 2024 (73.4%).

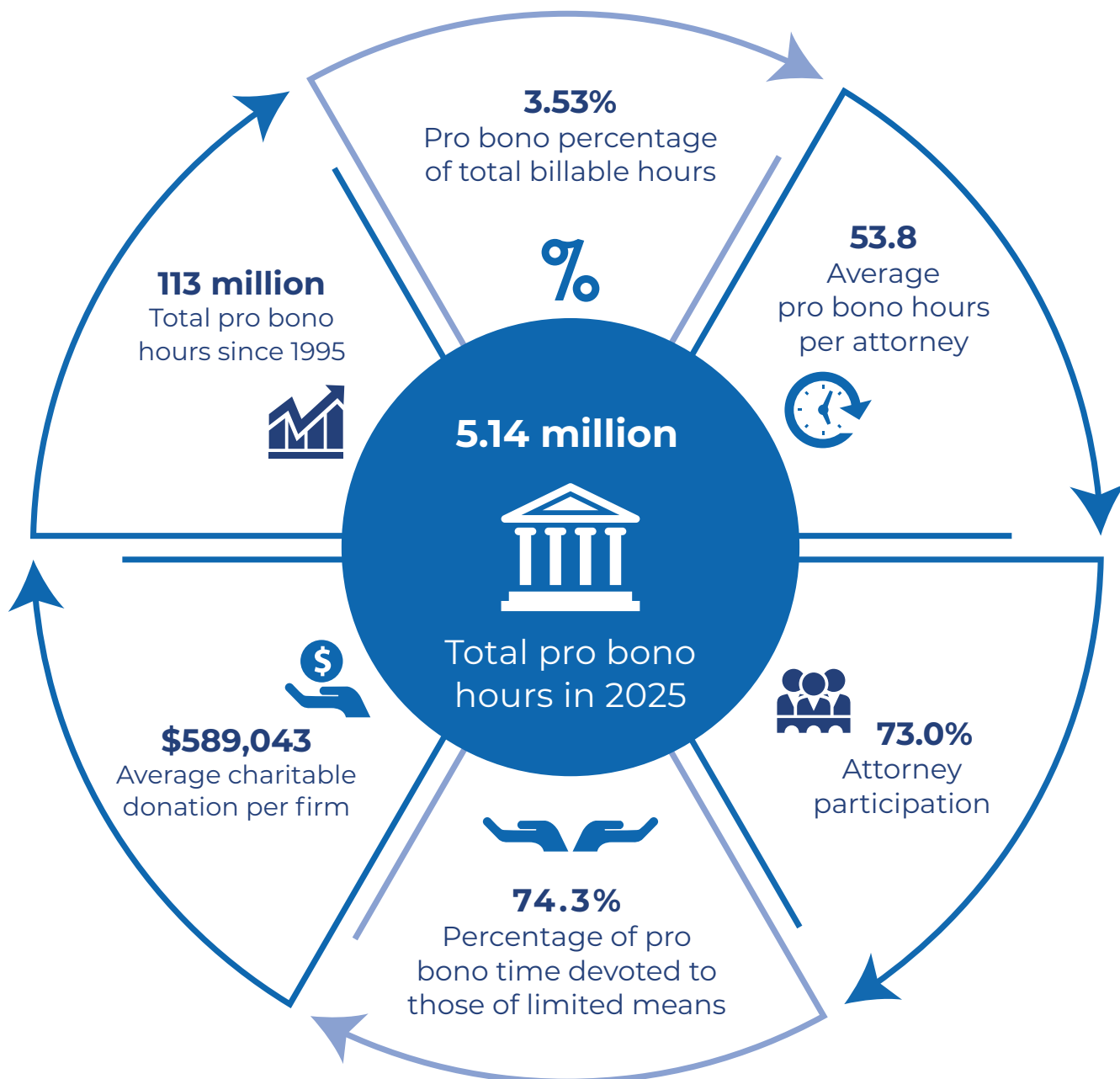
Participation

The percentage of attorneys engaged in pro bono in 2025 was slightly lower than the percentage engaged in 2024. The combined participation rate of all attorneys was 73.0% in 2025 as compared to 73.6% in 2024. The percentage of **partners participating in pro bono was 62.0%** as compared to 62.9% in 2024, and the percentage of **associates participating in pro bono was 84.1%**, the same as in 2024.

Charitable Donations

In 2025, the total amount of **charitable giving to legal services organizations increased to \$19,438,409** from \$14,482,068 in 2024, although 1 fewer firm reported on giving this year. The average reported firm donation in 2025 was \$589,043, which represents a 38.3% increase from the average firm donation in 2024 (\$425,943).

SNAPSHOT



INTRODUCTION

In 2025, signatories to the Law Firm Pro Bono Challenge initiative contributed about 5.14 million hours of pro bono service. This represents a stronger performance, on average per responding firm, compared to pro bono hours in 2024 when 114 firms reported an aggregated total of 4,925,000 hours.

This translates to an average of 44,349 hours per reporting firm in 2025 as compared to an average of 43,202 per reporting firm in 2024.

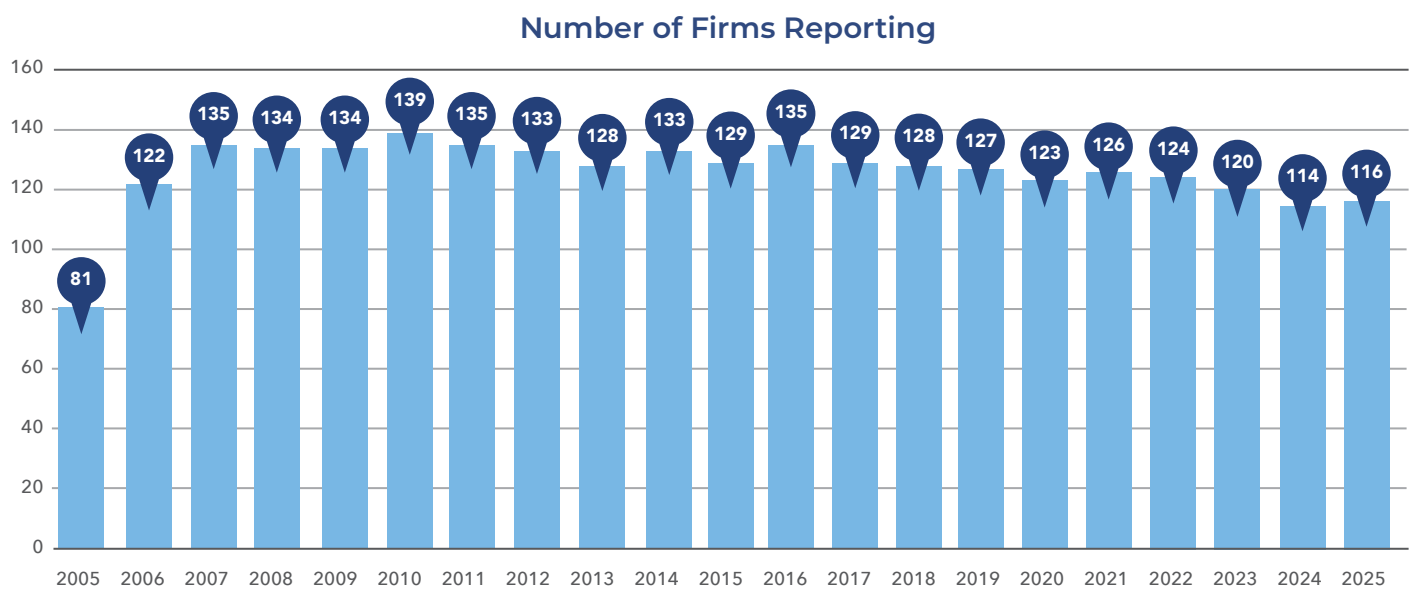
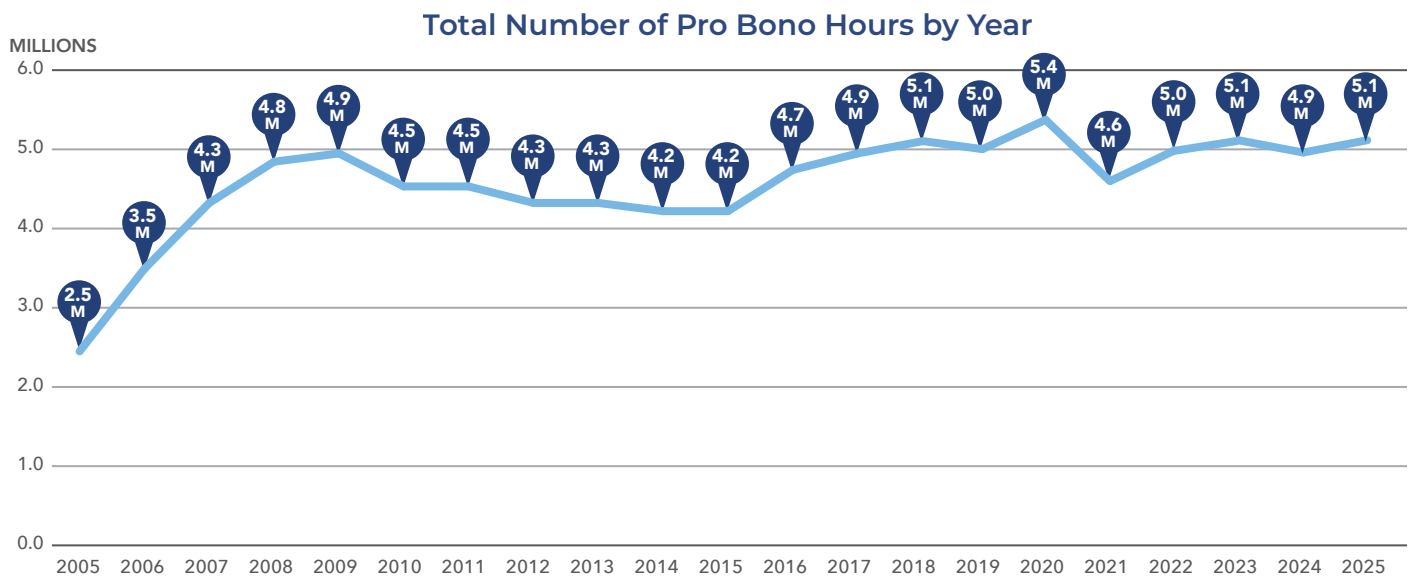
“ Every generation leaves behind a legacy. What that legacy will be is determined by the people of that generation. What legacy do you want to leave behind?”

– John Lewis

2025 CHALLENGE PERFORMANCE DATA

Highlights of Overall Pro Bono Performance

One hundred sixteen firms reported in 2026 for 2025. These firms performed an aggregated total of 5,144,466 hours of pro bono work. This represents 219,466 more hours than in 2024, when 114 firms performed an aggregated total of 4,925,000 hours of pro bono work.

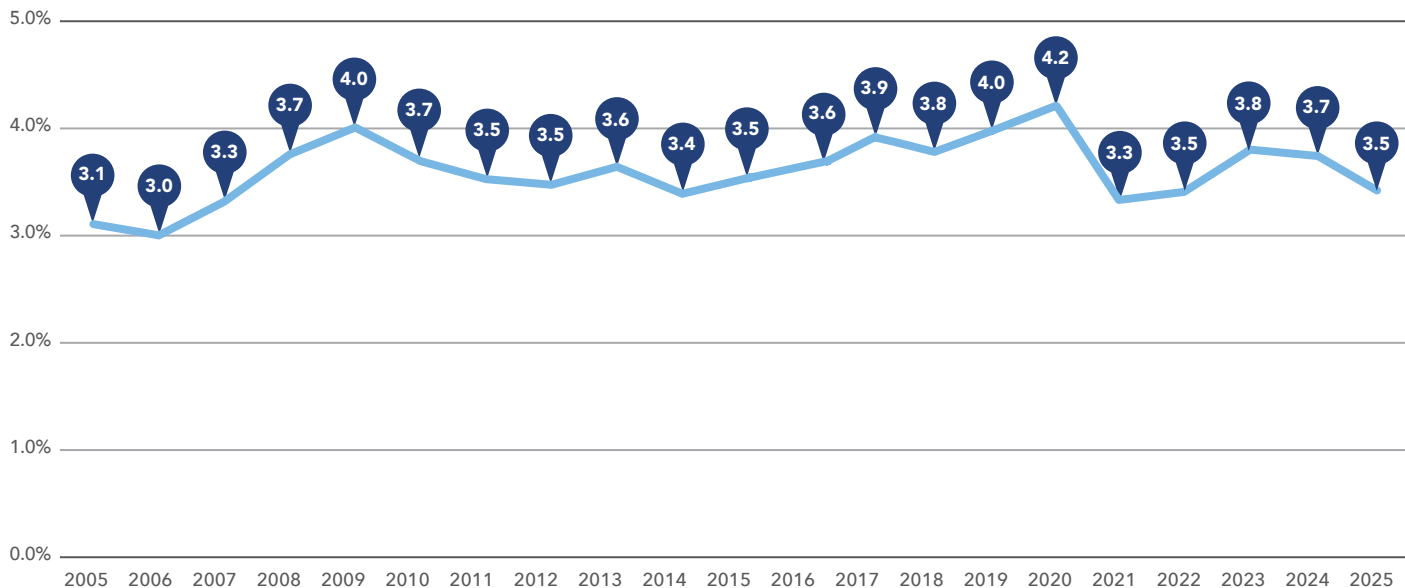


2025 CHALLENGE PERFORMANCE DATA

Average Pro Bono Percentage

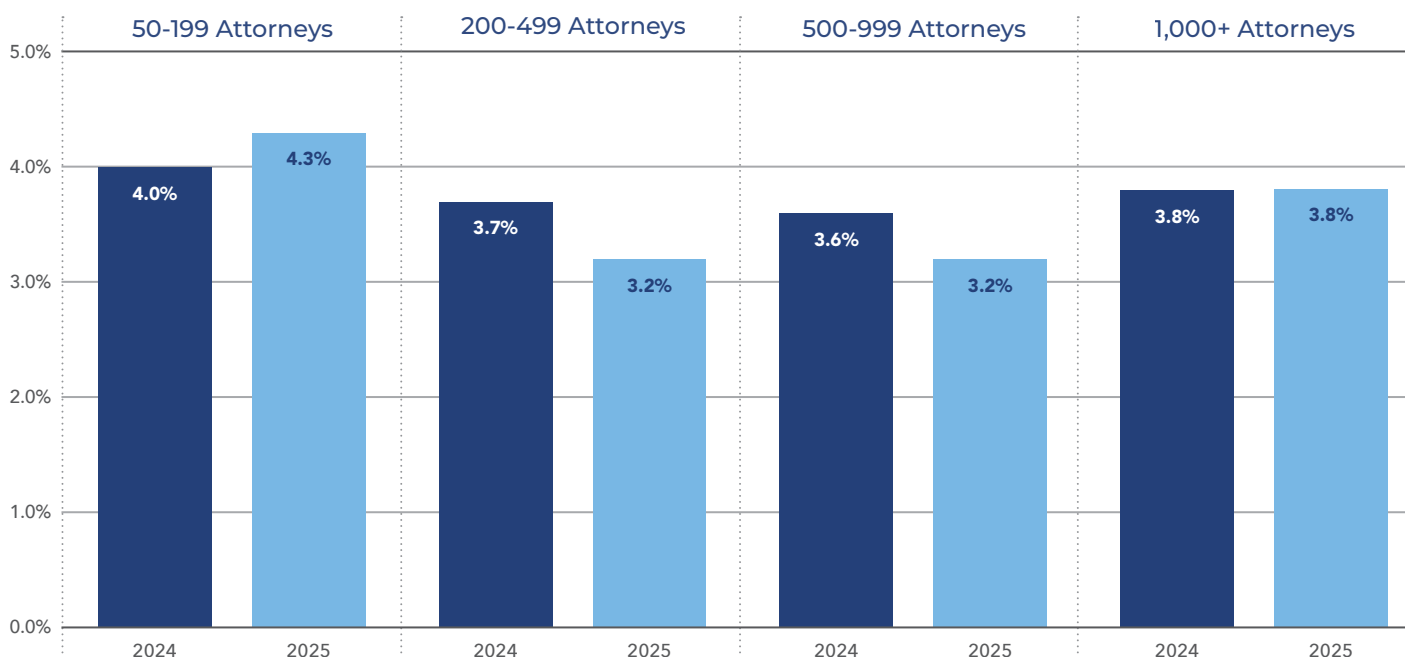
Viewed as a percentage of total client billable hours, pro bono hours decreased in 2025 to approximately 3.53% of all reported hours, a 0.18% decrease from 2024.

Average Pro Bono Percentage by Year



As in 2024, firms with headcounts of 50 to 199 attorneys had the highest average pro bono percentage in 2025. This repeated pattern may indicate a growing trend for this firm size. The group of firms with 200-499 attorneys and 500-999 attorneys saw a moderate decrease in their pro bono percentage.¹

Average Pro Bono Percentage by Firm Size



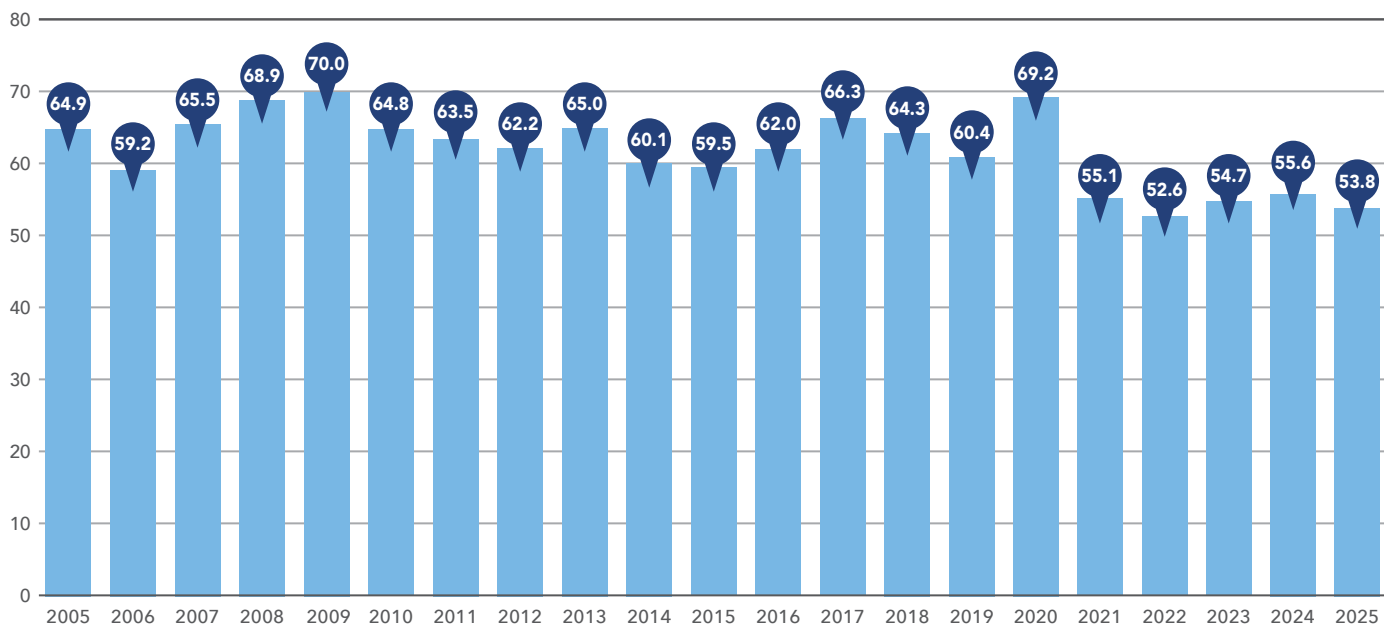
¹ For a detailed breakdown of average pro bono percentage by firm size, see Table 1 in Appendix B.

2025 CHALLENGE PERFORMANCE DATA

Average Pro Bono Hours Per Attorney

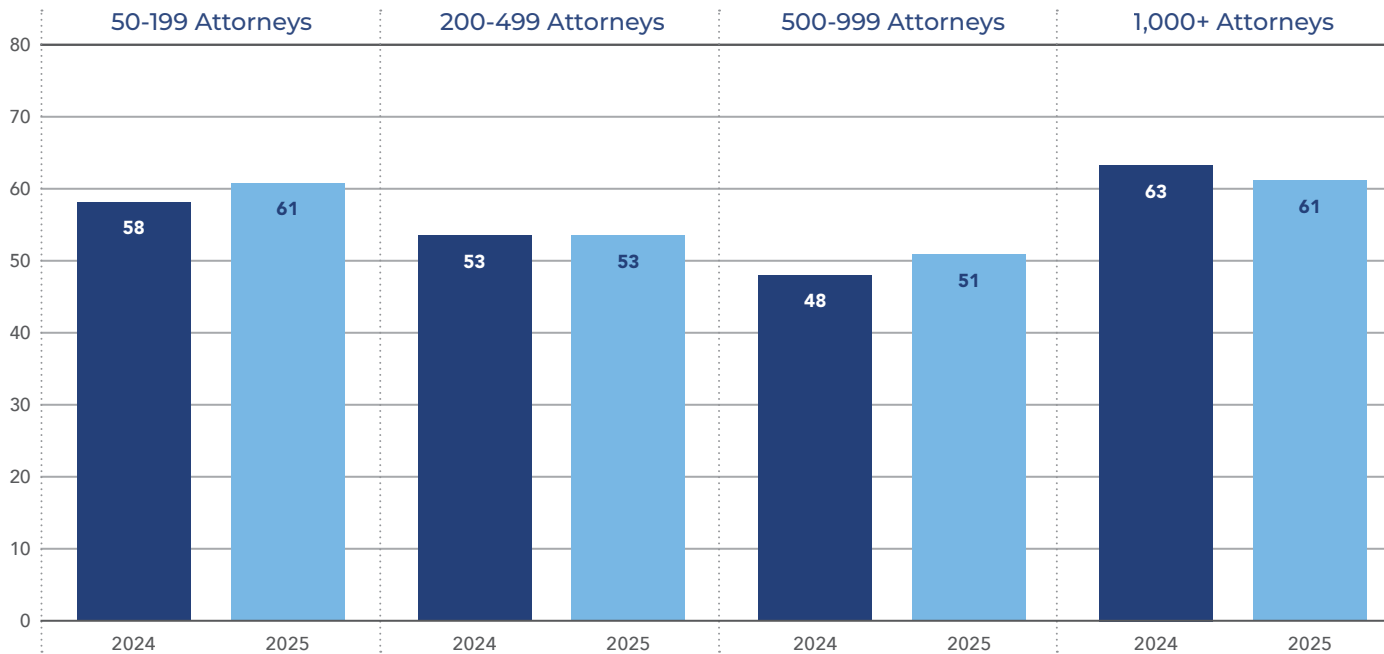
In 2025, the average number of pro bono hours per attorney decreased to 53.8 from 55.6 in 2024. This represents a 1.8% decrease this year and continues to fall short from pre-pandemic average hours per attorney—64.1 hours on average between 2005 and 2020.

Average Pro Bono Hours Per Attorney



The following graph presents a breakdown of average pro bono hours per attorney by firm size in 2024 and 2025.

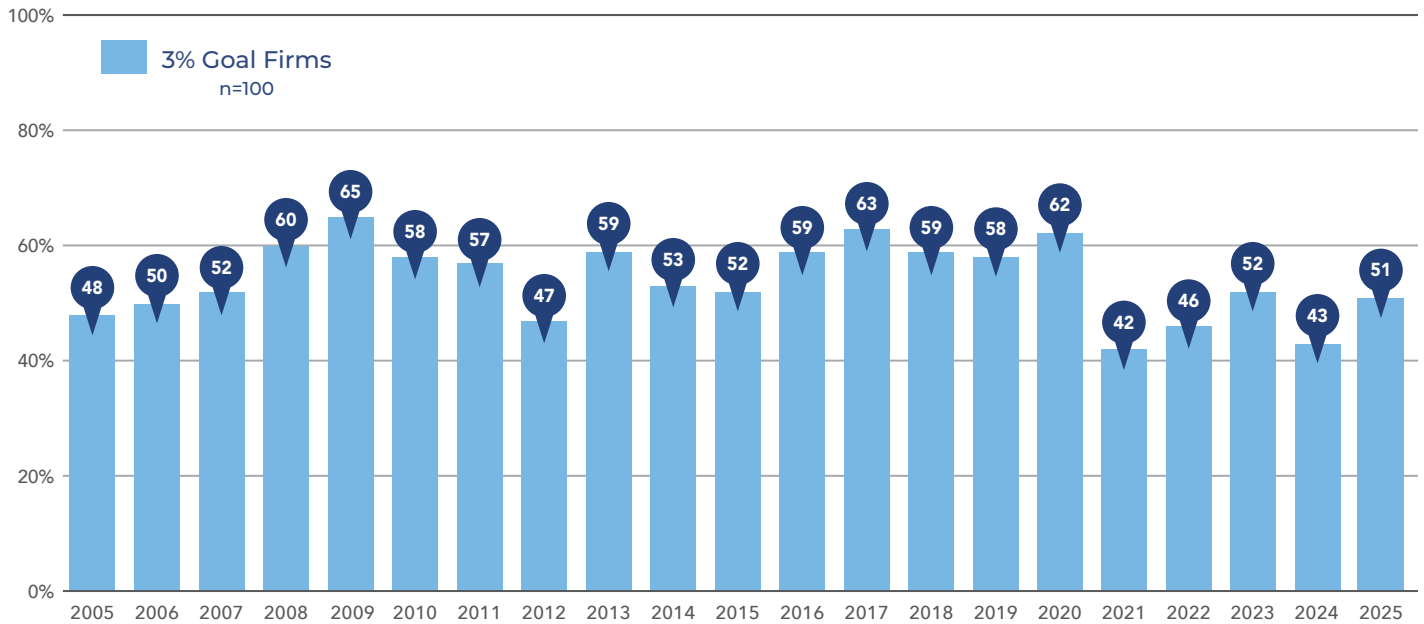
Average Pro Bono Hours Per Attorney by Firm Size



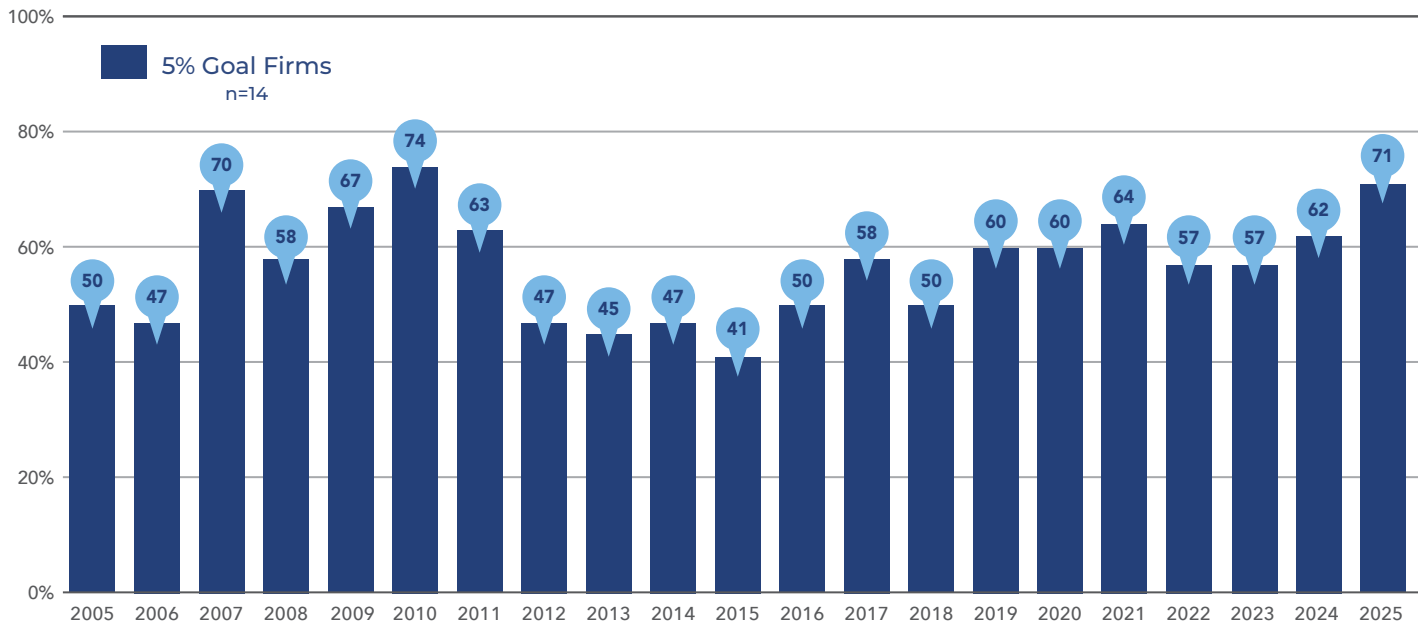
Reaching the Challenge Goal

The following graphs present the percentage of reporting firms that reached their Challenge goal in 2025.

Percentage of Firms that Achieved the 3% Goal



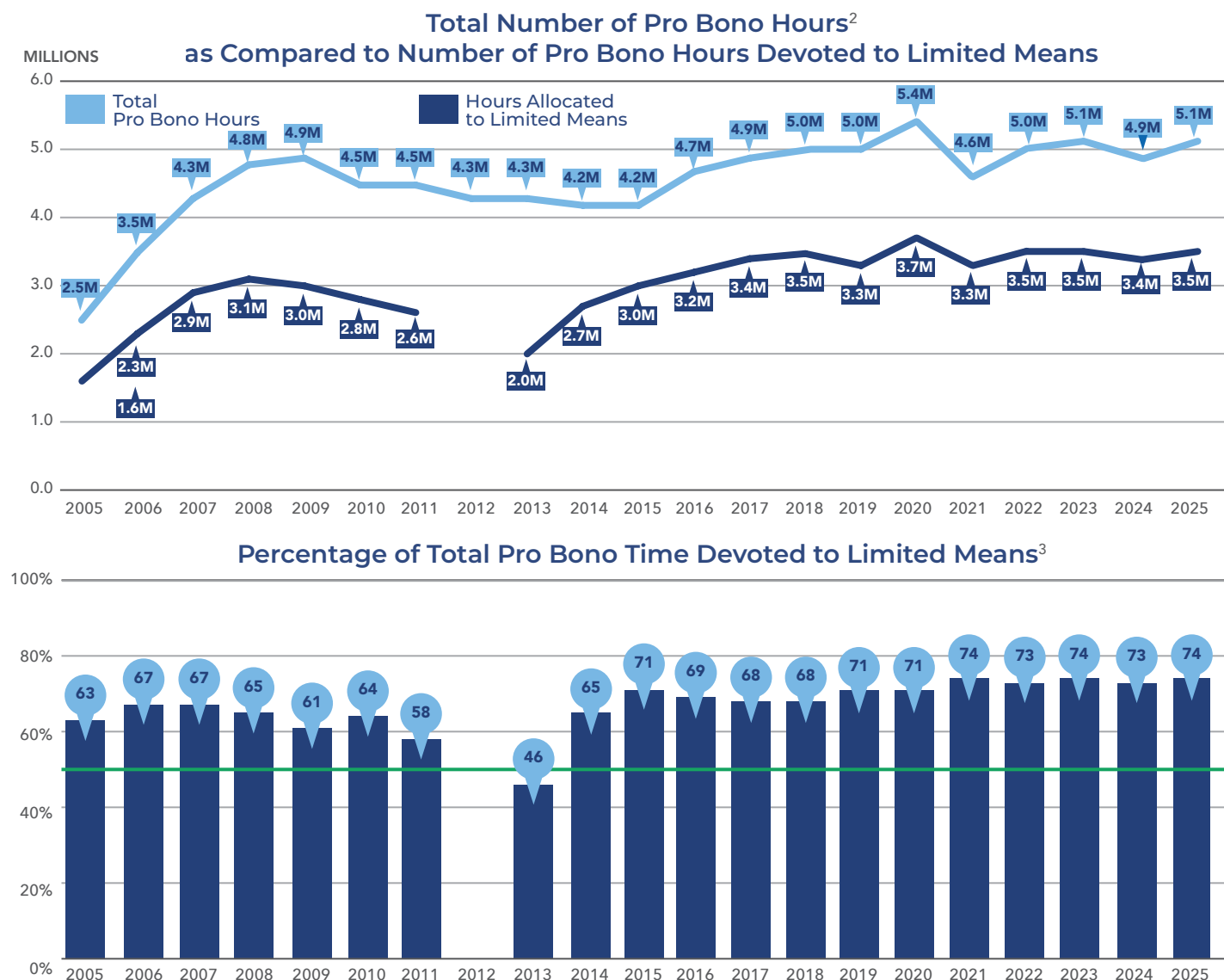
Percentage of Firms that Achieved the 5% Goal



Service to Persons of Limited Means

The Challenge Statement (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 crucial at this time, when poverty in the U.S. remains high and resources and staffing for legal aid remain inadequate.

For 2025, 110 Challenge signatories reported 3,515,336 actual or estimated hours of service to persons of limited means and the organizations that serve them (collectively, “those of limited means”), an increase in hours (159,024) from 2024. Scaling the average limited means hours for firms that provided this data for 2025 (31,958 hours per reporting firm, on average) to account for the increase in reporting firms, the increase in hours devoted to limited means is an estimated 1,166 hours. Pro bono hours for those of limited means represented 74.3% of all pro bono hours for firms that reported limited means pro bono hours in 2025, a slightly higher percentage compared to 2024 (73.4%). Reporting signatories continue to exceed their Challenge commitment to devote a “majority” of their pro bono time to those of limited means.



²In 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.

³As explained for the prior graph, there is insufficient data to chart the percentage of total bono time devoted to limited means clients for 2012.

Correlation between Total Pro Bono and Limited Means Work

Again this year, we conducted further analysis to determine whether there are any correlations associated with firms engaging in more limited means pro bono work and pro bono work generally.⁴ For 2025, the correspondence between doing limited means pro bono work and overall pro bono work remained steady—a correlation of 0.96. Like 2024, this correlation was not a matter of more limited means pro bono work simply displacing other pro bono work. There was also a positive correlation (0.60) between firms doing more limited means work and doing more non-limited means work. Thus, firms doing more limited means work also did more pro bono hours of non-limited means work and more total pro bono hours.

Addressing Racial Justice

We again asked Challenge signatories about their efforts to address racial justice. For 2025, 53.4% of Challenge signatories responded to these questions versus 49.1% in 2024. Since almost all responding firms previously indicated that they have racial justice initiatives in place, we again asked firms to assess whether their racial justice efforts had increased, remained the same, or decreased as compared to the prior year. This year, 19.4% of responding firms indicated they had devoted more hours to racial justice in 2025 than in 2024. The percentage of firms ramping up their efforts decreased from 2024 (when 26.8% had increased their efforts). There appears to be a downward trend in this response with 27.6% of responding firms having indicated increasing racial justice efforts in 2023. However there is a significant increase in firms indicating they are maintaining their level of effort in this area (up from 58.9% in 2024 to 74.2% in 2025), and a decrease in firms indicating they are doing less (down to 6.5% from 14.3% in 2024).

There continues to be no universal definition of racial justice pro bono work. To better understand efforts being devoted to racial justice, we asked law firms to provide the definition, if any, they used to define racial justice work. The variety of responses reinforced our observation that the scope of racial justice work continues to lack clear boundaries and consensus. However, many of the responding firms indicated that their individual definitions of racial justice include a focus on attacking issues at the systemic level.

To provide a sense of what firms are doing to address racial justice, we requested that they select from a list of categories of racial justice work that they performed in 2025.

The eight types of racial justice work surveyed, in the order of those selected by the most respondents to those selected by the fewest respondents, are:

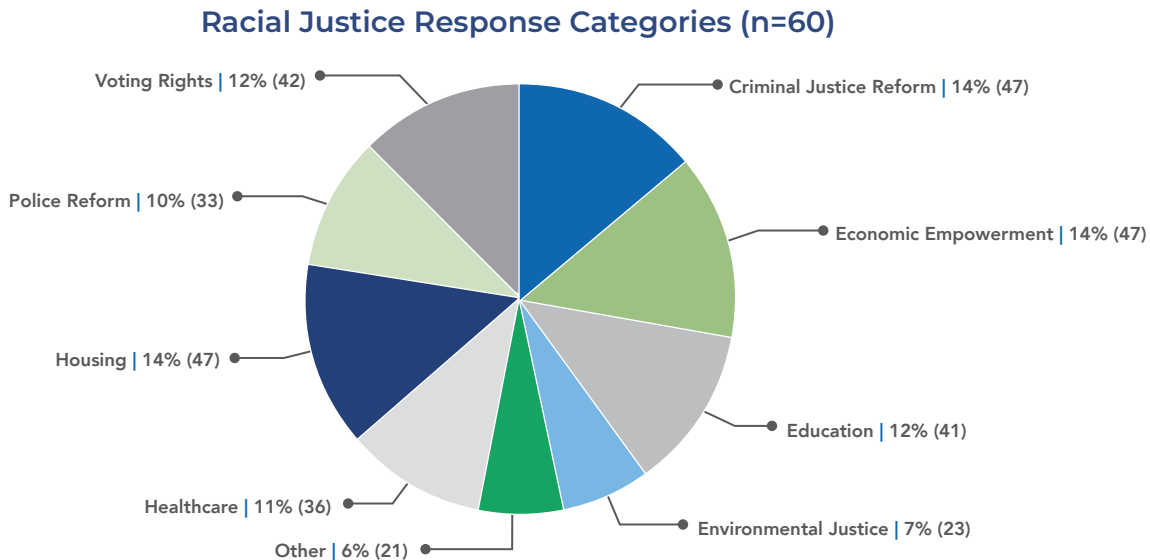
1. Economic Empowerment
2. Housing
3. Education
4. Criminal Justice Reform
5. Voting Rights
6. Police Reform
7. Healthcare
8. Environmental Justice

The responding firms made a total of 337 selections from these and other categories, indicating the scope of their racial justice work. The first, second and fourth categories listed received the same number of selections and were the most common type of work, with 47 of the 60 firms selecting at least one, and with selections of these categories constituting 14% of the total selections. Rounding out the next three were voting rights (42 firms and 12% of selections), education (41 firms and 12% of selections), and healthcare (36 firms and 11% of selections). Environmental justice continues to be the only type of racial justice work with less than 10% of

⁴While correlation does not demonstrate causation, it does provide a picture of what attributes go hand-in-hand. The higher the correlation, the more a change in one measure corresponds with the change in the other measure. The highest possible correlation is one (perfect correspondence) and the lowest is zero (no relationship between the two facts being measured). A positive correlation means that as one item increases, so does the other item being measured. A negative correlation means as one item increases, the other falls.

2025 CHALLENGE PERFORMANCE DATA

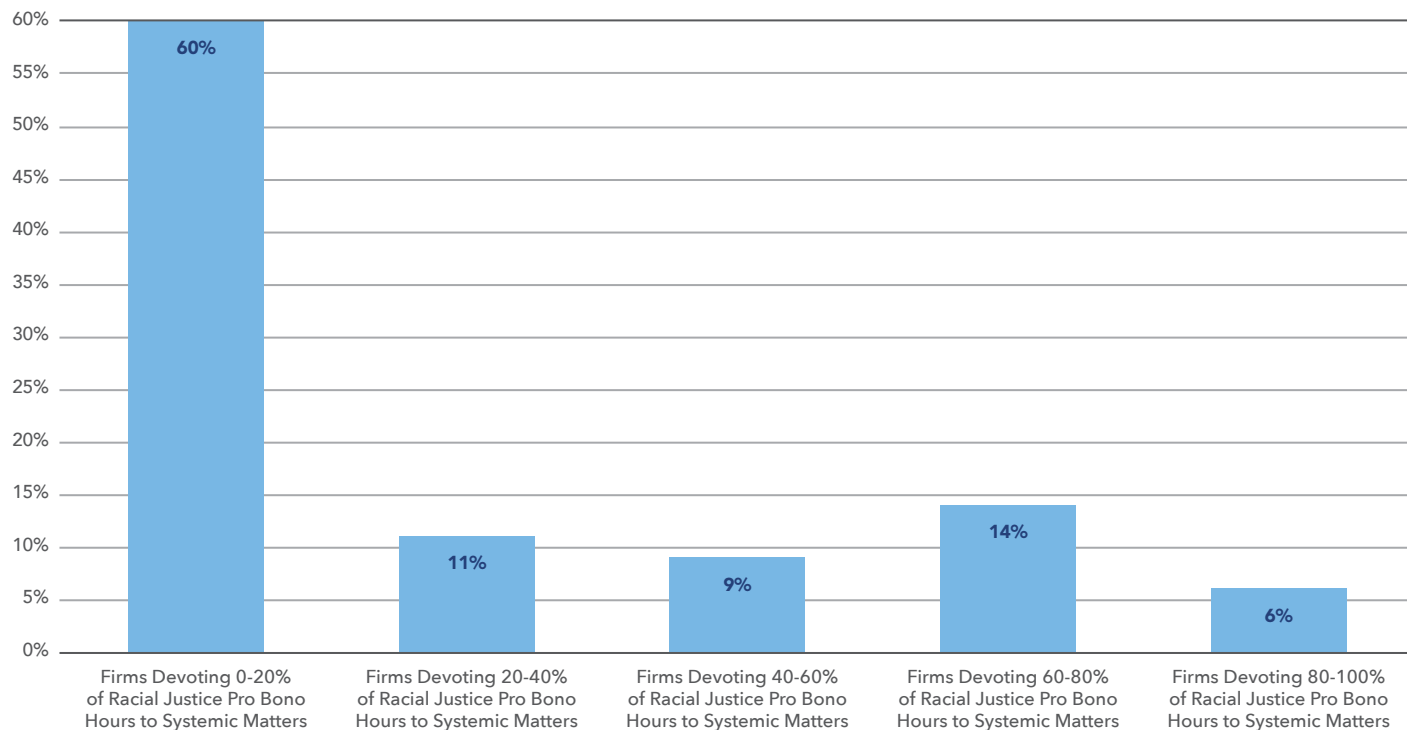
total selections, indicating this type of pro bono work offers opportunity for growth. The following graph shows the percentage of total selections each category received. The number of firms that selected each category is indicated in parentheses.



As was the case in 2023 and 2024, not one firm reported that it had worked on legislative reform as a distinct category in 2025. As shown in the following graph, 40% of firms estimated that their systemic work constitutes at least 20% of their pro bono hours devoted to racial justice, a 2% decrease from last year.

Portion of Firms Falling within Focus Band

Level of Focus on Racial Justice at the Systemic Level (n=35)



2025 CHALLENGE PERFORMANCE DATA

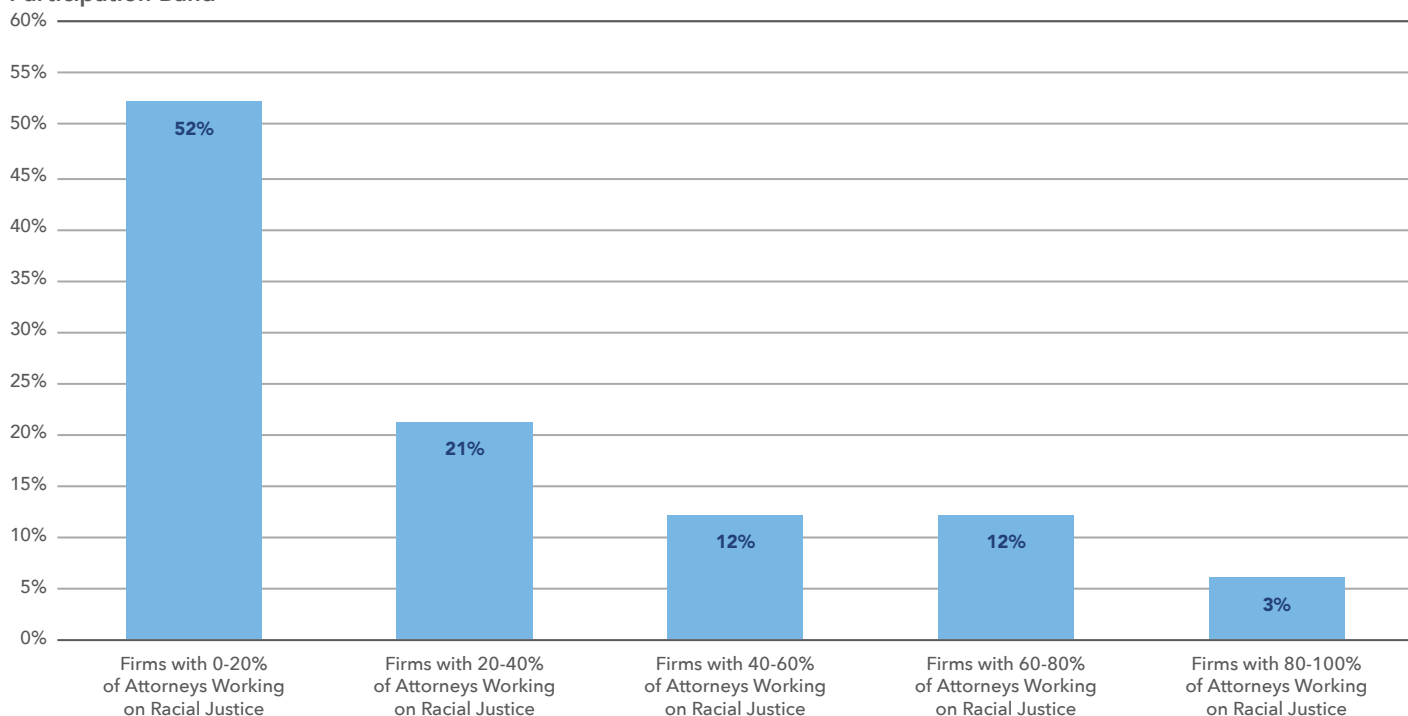
We again asked firms to report on the changes they were making to their organizational infrastructure to better serve the cause of racial justice. This year, 83% of firms responding to the question reported that they did not add to or modify their pro bono infrastructure to support racial justice. The remaining 17% of responding firms reported having made the following types of changes:

- > Hiring additional support staff for the pro bono program
- > Adding racial justice responsibilities to existing firm pro bono professionals' roles
- > Hiring additional pro bono professional(s) focused on racial justice pro bono
- > Creating a racial justice subcommittee on the pro bono committee
- > Reducing pro bono infrastructure dedicated to supporting racial justice pro bono

In order to determine the breadth of involvement in racial justice pro bono work among lawyers within firms, we asked each firm to estimate what percentage of its attorneys worked on racial justice matters in 2025. Responding firms were asked to choose from among five bands covering 20% increments. The most common answer this year was 0-20% (at 52%), followed by 20-40% (at 21%). These were also the most common answers in 2024, with 39% reporting 0-20% participation in pro bono racial justice matters and 35% reporting 20-40% participation. Overall, the percentage of firms reporting 20% or more participation of attorneys in pro bono racial justice matters decreased from 61.3% in 2024 to 48.5% in 2025. Three percent reported 80-100% participation.

Portion of Firms Falling within Attorney Participation Band

Attorney Participation Rates in Pro Bono Racial Justice Matters (n=33)

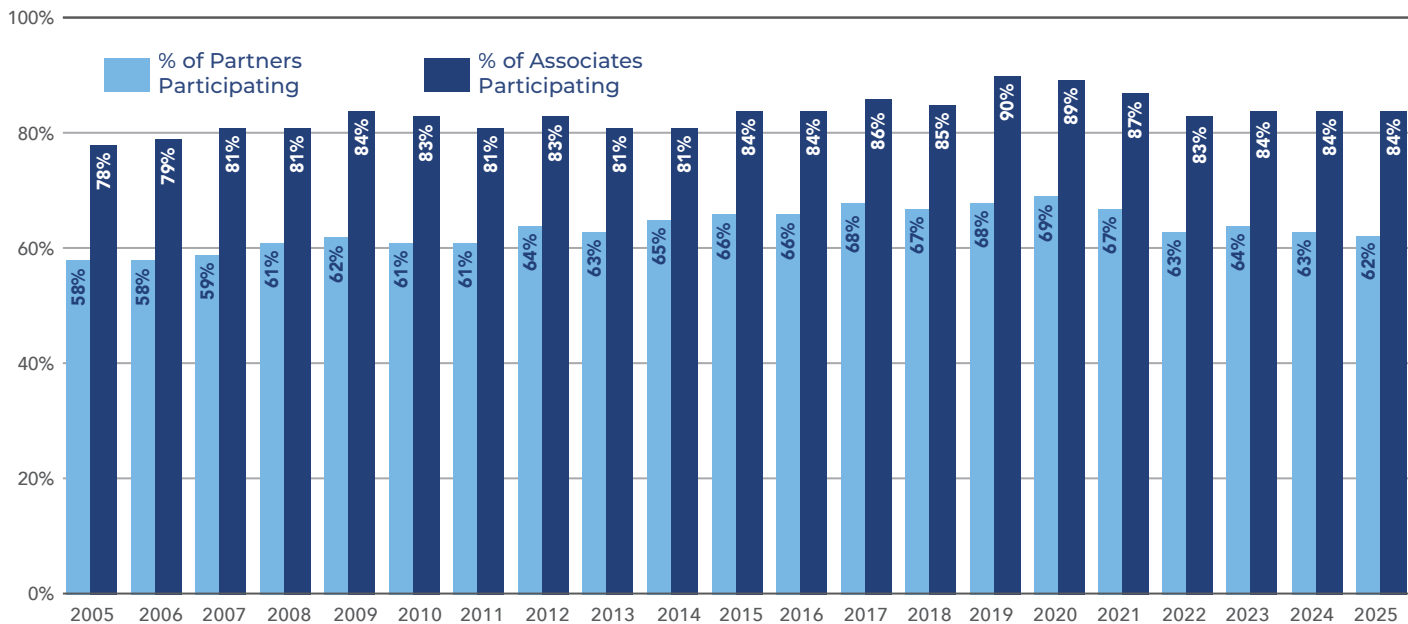


2025 CHALLENGE PERFORMANCE DATA

Participation

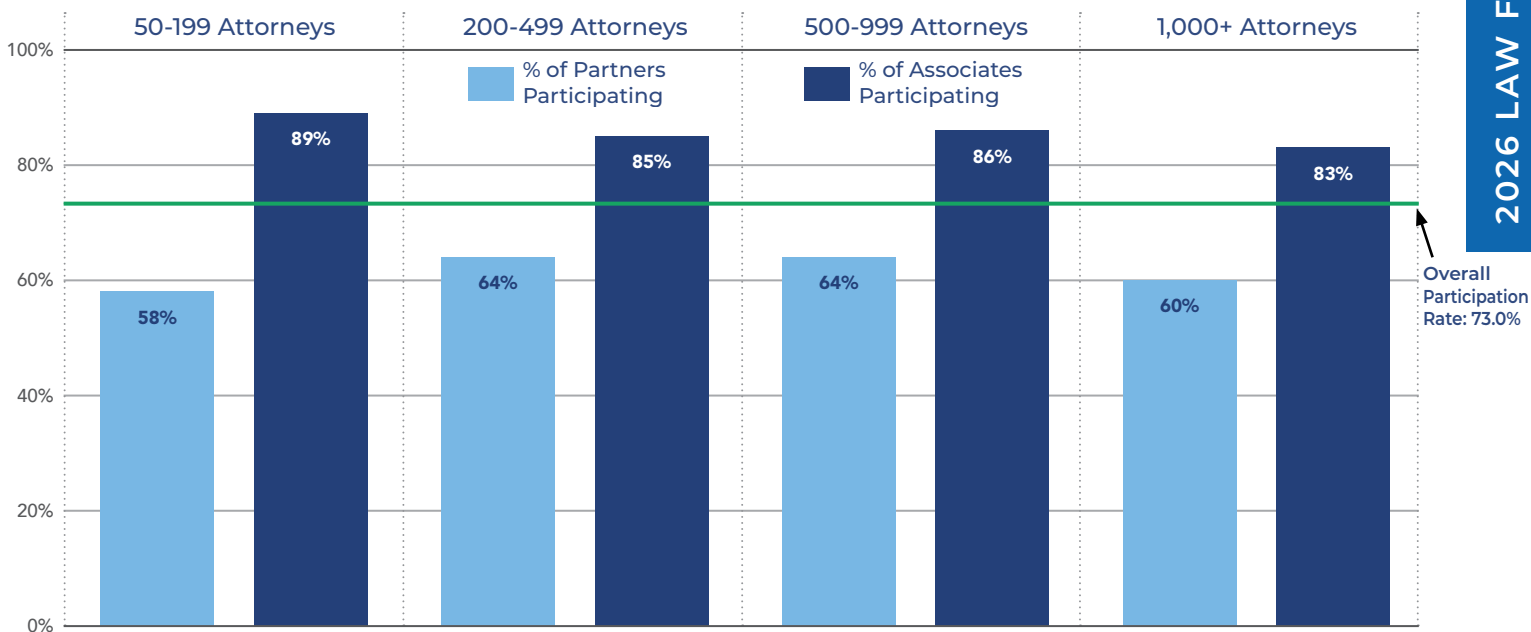
Participation rates in 2025 were on par with those seen in 2024, with a slight drop in partner participation rates. As seen below, 62.0% of partners and 84.1% of associates participated in pro bono in 2025, compared to 62.9% and 84.1%, respectively, in 2024. Collectively, 73.0% of attorneys participated in pro bono in 2025, slightly lower than the 73.6% who participated in 2024.

Attorney Participation Rates



The graph below shows a breakdown of partner/associate participation in pro bono by firm size for 2025.⁵

Attorney Participation Rates by Firm Size



⁵ For a detailed breakdown of attorney participation rates by firm size, see Table 3 in Appendix B.

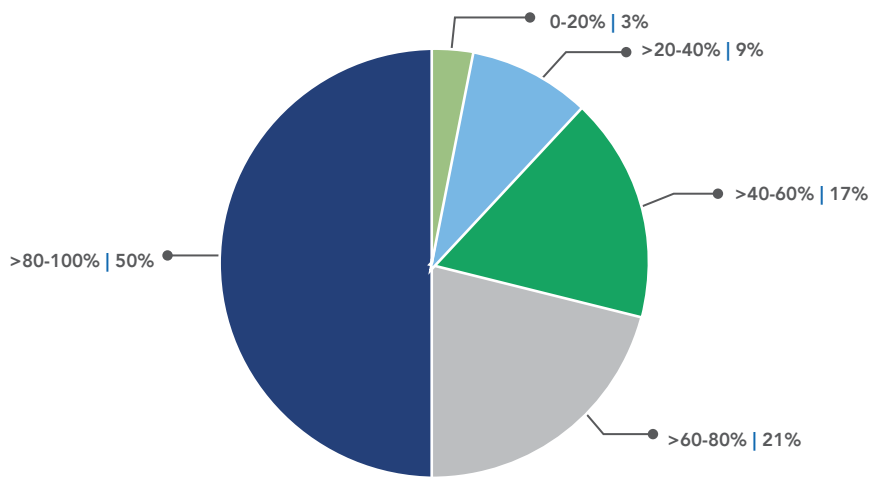
2025 CHALLENGE PERFORMANCE DATA

We also considered the importance of partner participation for maximizing associate participation, increasing pro bono hours per participant, and meeting and exceeding Challenge goals. At 0.73, 0.30, and 0.54, respectively, associate participation, pro bono hours per participant, and pro bono hours as a percentage of all billable hours all have positive correlations with partner participation, as they did in 2024 when the correlations were 0.73, 0.29, and 0.52, respectively. Firms with higher partner participation rates still tend to have higher associate participation rates, higher pro bono hours per participant, and higher pro bono percentages.

In addition, we asked law firms to provide more granular data with respect to law students, paralegals, legal assistants, and other staff (Legal Staff) in pro bono matters. Of the total 116 survey respondents, 66 firms reported on their employment of law students in 2025, versus 65 in 2024.⁶ Of these firms, 97% reported involving their law students in pro bono in 2025, which is the same for firms that reported last year. A total of 2,592 law students, or 69.3% of all law students working at the responding firms, participated in those firms' pro bono programs (as compared to 68.1% last year).

Fifty-nine percent of the firms with law student involvement experienced at least 75% law student participation rates, and 24% of the firms reported achieving participation rates of 100%. Last year, 52% of the reporting firms reported at least 75% law student participation rates and 28% reported participation rates of 100%.

Law Student Pro Bono Participation Rates at Challenge Signatory Firms with Law Students (n=66)

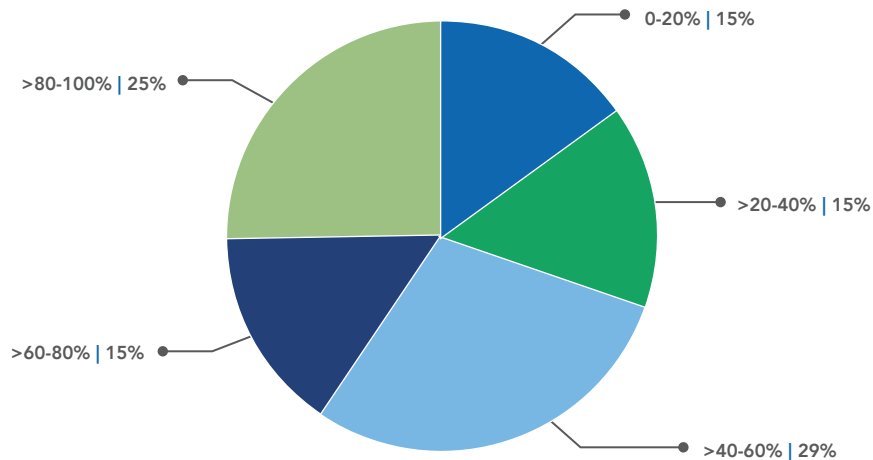


With regard to other legal staff, 56% of responding firms reported employing Legal Staff who track their time in pro bono (the same percentage as last year). One hundred percent of these firms reported having at least some of their Legal Staff engaged in pro bono. In all, firms reported that a total of 4,623 Legal Staff (34.6%) participated in pro bono, an increase from 28.8% in 2024. Nine percent of responding law firms reported participation rates of 100%, 26% of firms achieved participation rates of at least 75%, and 55% of firms had participation rates of over 50%. Of the 11% of firms with 100% participation, three had 100% associate participation as well.

⁶ As stated in the 2025 Challenge Report, we revised the wording of the Challenge Survey to further clarify that, unlike attorney head counts used for our analysis which are set based on attorneys employed as of December 31 of the applicable year, law student head counts are based on the total number of distinct law students employed at any time during the course of the year. This is necessary as most law students are employed on a seasonal basis as "summer associates." As such, we believe our law student head count is more complete and accurate than in past years, and readers should not rely on the jump in reported law student head count since 2021 as an accurate reflection of growth in the number of firms employing law students or growth in the total number of law students employed.

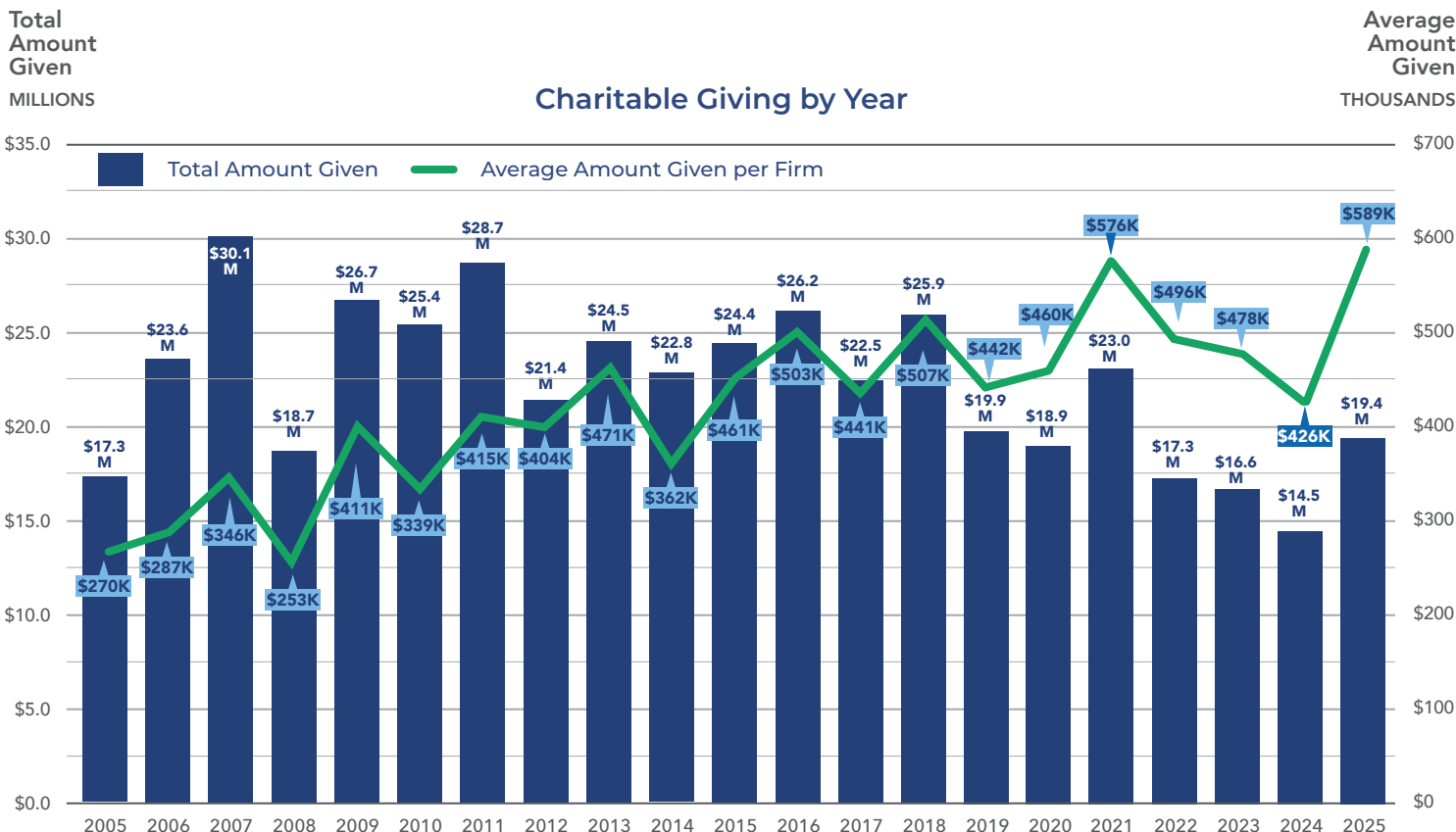
2025 CHALLENGE PERFORMANCE DATA

Other Legal Staff Pro Bono Participation Rates (n=65)



Charitable Donations

Each year, we ask firms to respond to several standard optional questions, including providing supplemental information on charitable donations to legal services organizations (LSOs). This year, 33 firms reported that they donated \$19,438,409 to LSOs in 2025, compared to last year when 34 firms reported \$14,482,068 in donations to LSOs. The average donation amount of \$589,043 in 2025 represents a 38.3% increase from the \$425,943 average amount in 2024.

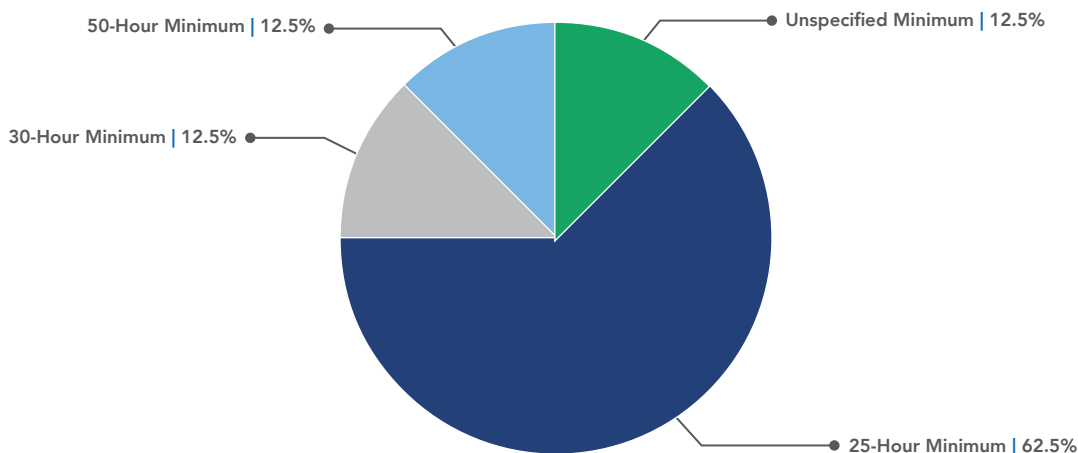


Mandatory Pro Bono

In 2024, we added a series of questions to the Challenge Survey regarding firms' policies and performance related to mandatory pro bono. This year, 81 of the 116 responding firms responded to these questions. Of those 81 firms, 11 (13.6%) had some form of mandatory pro bono requirement. Eight of those firms made pro bono mandatory for all attorneys, while only one of the firms made pro bono mandatory for all attorneys except partners.

For firms that have a mandatory pro bono policy for all attorneys, the following graph reflects the requirement in terms of pro bono hours, with 25 hours being the most common requirement. This data is consistent with the information reported last year.

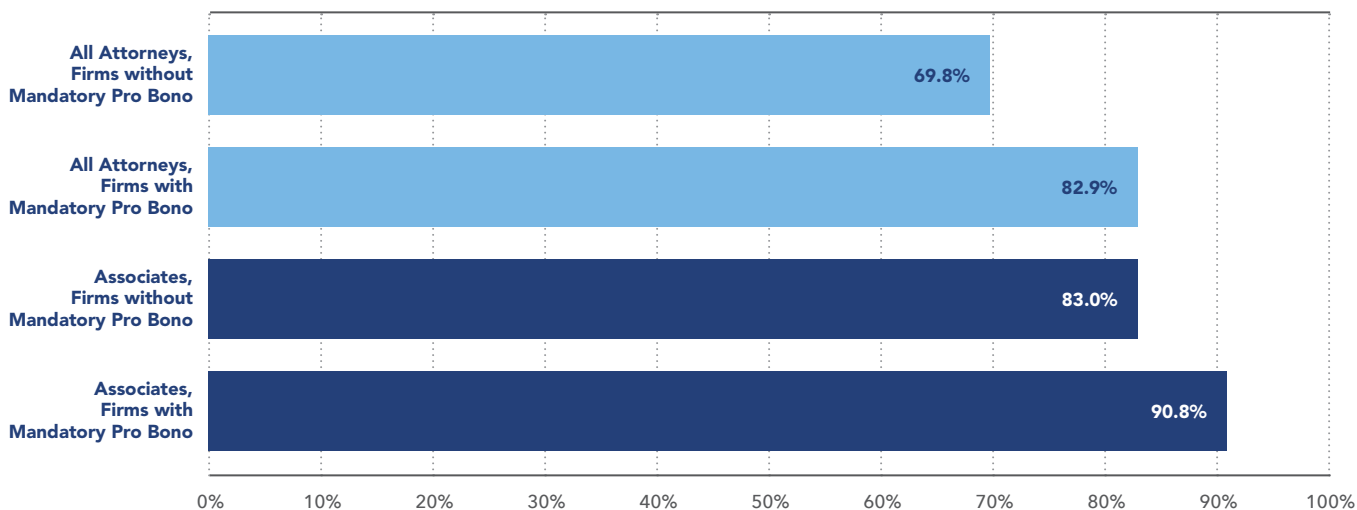
Minimum Pro Bono Hour Requirements of Firms with Some Form of Mandatory Pro Bono for All Attorneys (n=8)



2025 CHALLENGE PERFORMANCE DATA

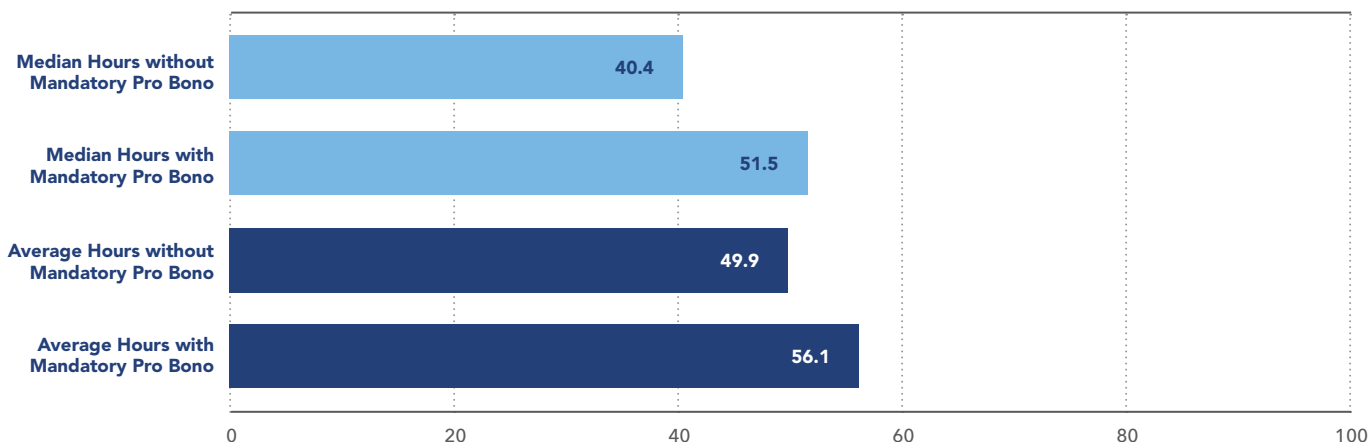
While mandatory requirements do appear to be associated with increased participation rates, only one of the firms with a mandatory pro bono policy achieved a 100% participation rate for all attorneys, as compared to 2 firms without a mandatory policy that did achieve 100% participation. As shown below, average participation rates for all attorneys, and for associates specifically, are notably higher at firms with a mandatory pro bono policy than at those without such a policy—82.9% as compared to 69.8% for all attorneys, and 90.8% as compared to 83.0% for associates.

Comparison of Lawyer Participation Rates between Firms with and without Mandatory Pro Bono Policies



On a per timekeeper basis, the average and median pro bono hours are higher at firms with some form of mandatory pro bono: 56.1 and 51.5 hours, respectively, as compared to 49.9 and 40.4 hours, respectively, for firms without some form of mandatory pro bono. When it comes to the highest pro bono hours per timekeeper, however, the analysis appears more nuanced. For example, the three responding firms with the highest pro bono hours per timekeeper did not have mandatory policies. This is true for 2025 and 2024.

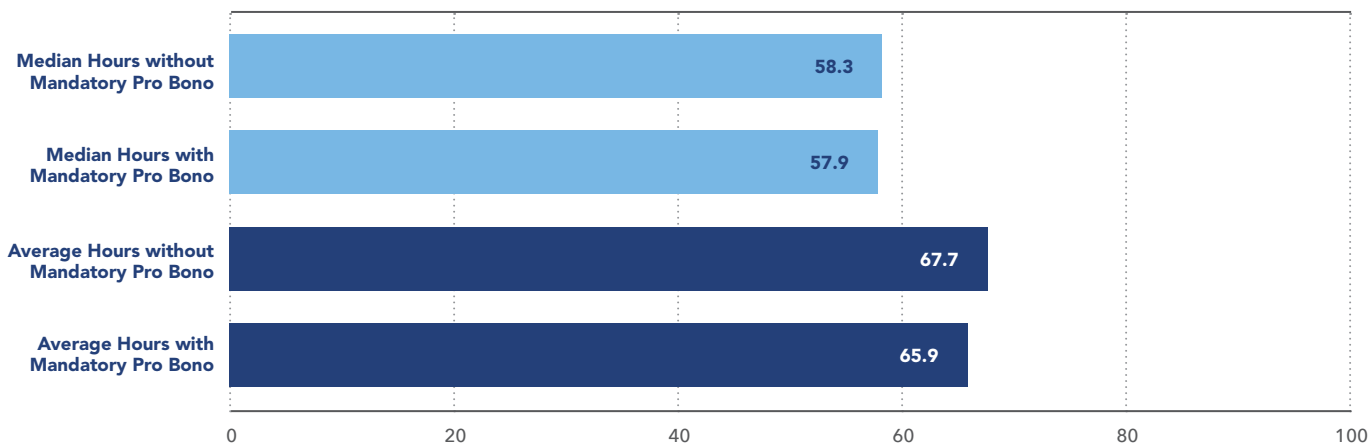
Comparison of Pro Bono Hours per Timekeeper between Firms with and without Mandatory Pro Bono Policies



2025 CHALLENGE PERFORMANCE DATA

Average pro bono hours per participant were higher at firms without any form of mandatory pro bono (67.7 hours as compared to 65.9 hours for firms with a mandatory policy). Firms without a mandatory policy had a slightly higher median pro bono hours per participant, at 58.3%. It is worth noting, however, that the six responding firms with the highest pro bono hours per participant did not have a mandatory policy.

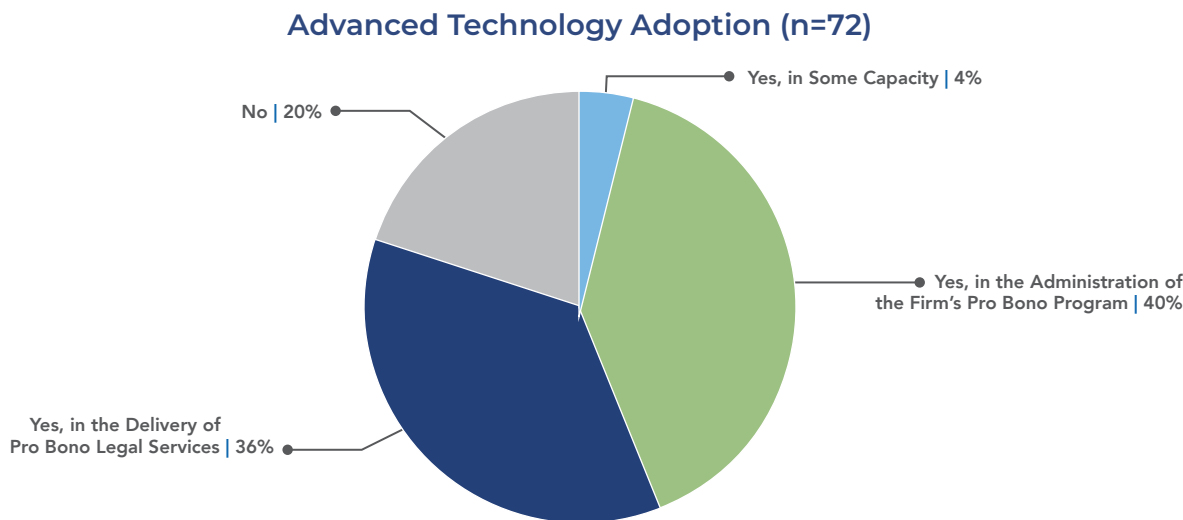
Comparison of Pro Bono Hours per Participant between Firms with and without Mandatory Pro Bono Policies



The foregoing statistics continue to suggest some positive relationships between mandatory policies and certain law firm pro bono metrics. However, the incidence of the highest pro bono hours per lawyer and participant at firms without a mandatory pro bono policy continue to hint at the possibility that setting a mandatory pro bono requirement may send a weak signal to potential participants to meet the minimum requirement but not to exceed the minimum by more than a modest amount.

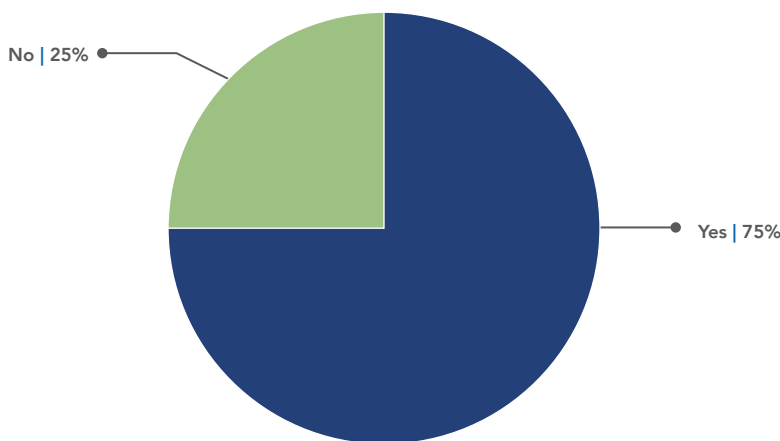
Role of Advanced Technology

The adoption of advanced technology, such as generative artificial intelligence (AI) or automation tools and platforms, is becoming increasingly common in law firm pro bono practices. However, implementation and application continue to vary. Of the 74 firms that responded to questions about the use of advanced technology, 80% reported using advanced technology, an increase from 67% of respondents in 2024. Forty percent indicate that they use advanced technology for administration of a pro bono program and 36% use it in the delivery of pro bono legal services in 2025. Twenty percent of responding firms reported not using advanced technology at all, a decrease from 33% in 2024.



Trends over time continue to show gradual but notable movement. While 25% of 63 responding firms reported no change in starting or increasing their use of advanced technology, 75% indicated they have plans to start or increase their use of advanced technology in the upcoming year.

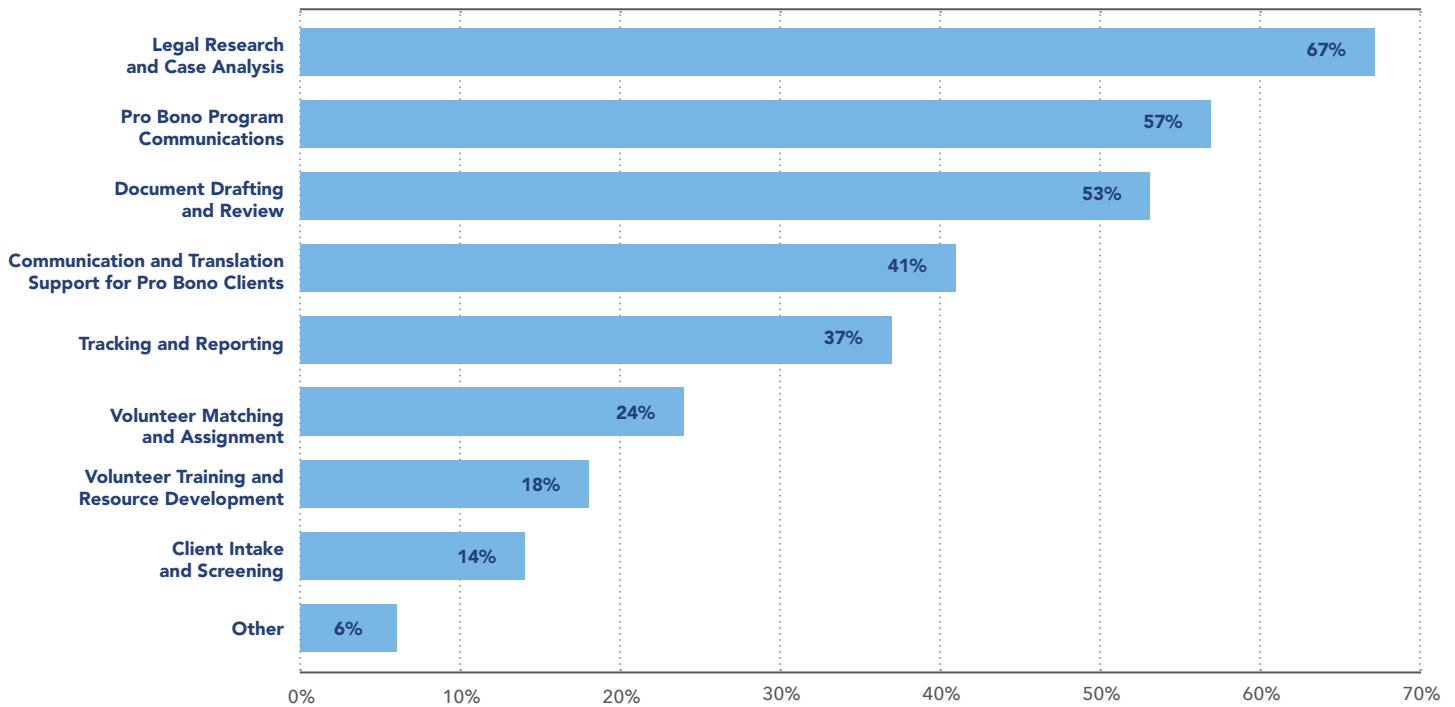
Plans to Start/Increase Use of Advanced Technology (n=63)



2025 CHALLENGE PERFORMANCE DATA

Current use of advanced technology centers on two key functional areas: (1) legal research and case analysis, and (2) pro bono program communications. These emerged as the most common reasons firms are integrating advanced technology into their pro bono efforts, reflecting a focus on internal coordination and support for legal work. While the use of advanced technology for volunteer management is not as common, it remains an area of opportunity.

Advanced Technology Use (n=49)

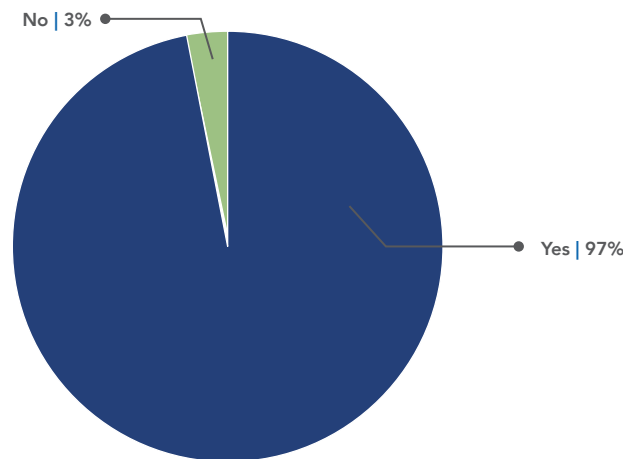


Overall, the data reveals that most responding firms are cautiously but steadily moving toward the greater use of advanced technology in their pro bono practices. While the most advanced applications are not widespread, the commitment is clear. As firms continue to navigate rising demands for services and evolving tools, advanced technology is poised to play an increasing role in the future of pro bono legal work.

Billable Hour Credit

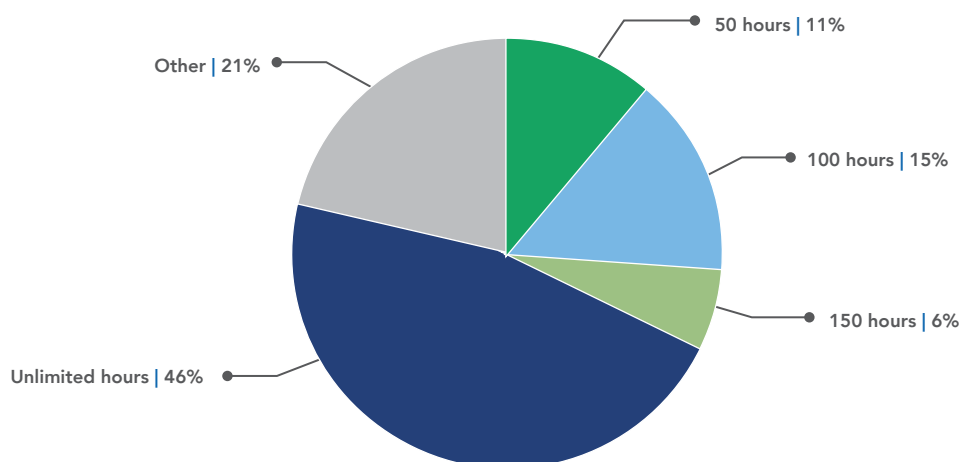
This year, we added a series of questions to the Challenge Survey regarding firms' billable hour credit policies for pro bono work. Of the 79 respondents, 97% reported offering billable hour credits for pro bono work. Most respondents (79%) indicated that the amount of time eligible for billable hour credit was not shared with other types of non-billable time, while 21% indicated that pro bono billable hour credit was shared with other non-billable time such as diversity initiatives, community service, innovation, recruiting, and business development.

Billable Hour Credit Offered for Pro Bono Work (n=79)



Nearly half (47%) of the responding firms offer unlimited billable hour credit for pro bono. Fifteen percent limit the amount of billable hour credits to 100 hours, 11% cap their firms' pro bono hour credit at 50 hours, and 6% cap pro bono hour credit at 150 hours. The remaining 21% of respondents ("Other") report a variety of limits on their firms' billable hour credit for pro bono policies, including distinct caps on pro bono hours that range from 25 to 300 hours; different caps for paralegals, staff attorneys, first-year associates, associates, counsels, and partners; and setting a cap on eligible pro bono hours that can be exceeded with additional approval. Among all respondents, 10% reported policies that require their lawyers to reach a target number of billable hours, prior to receiving credit for pro bono hours, to be eligible to receive a bonus.

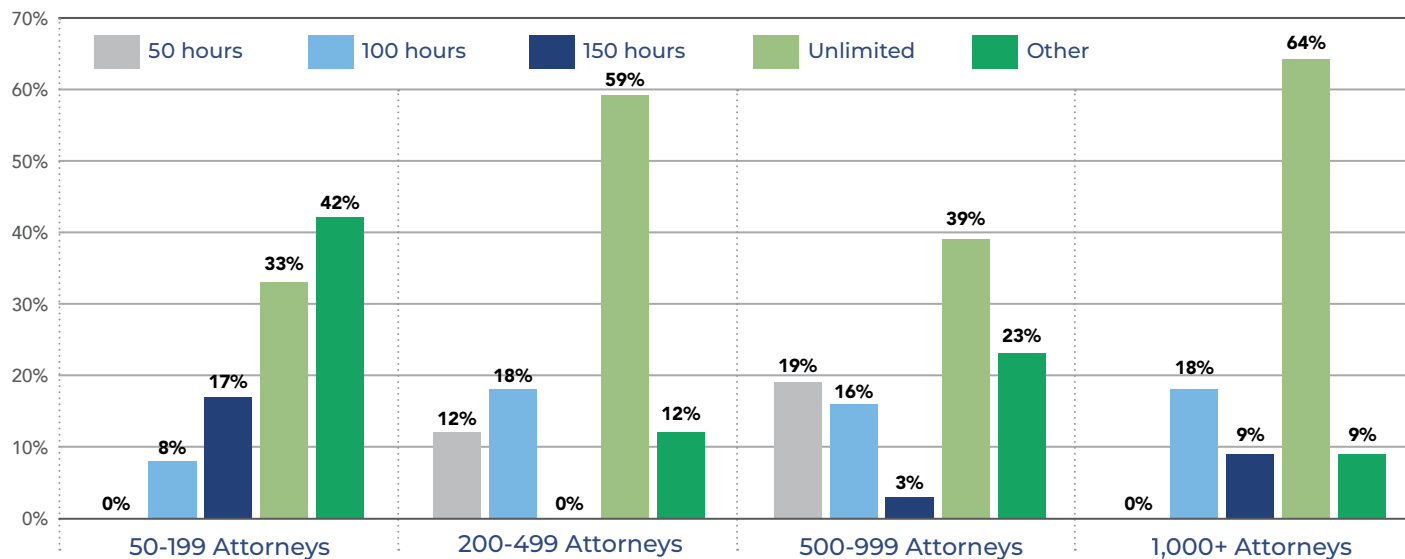
Pro Bono Hours Eligible for Billable Hour Credit (n=71)



2025 CHALLENGE PERFORMANCE DATA

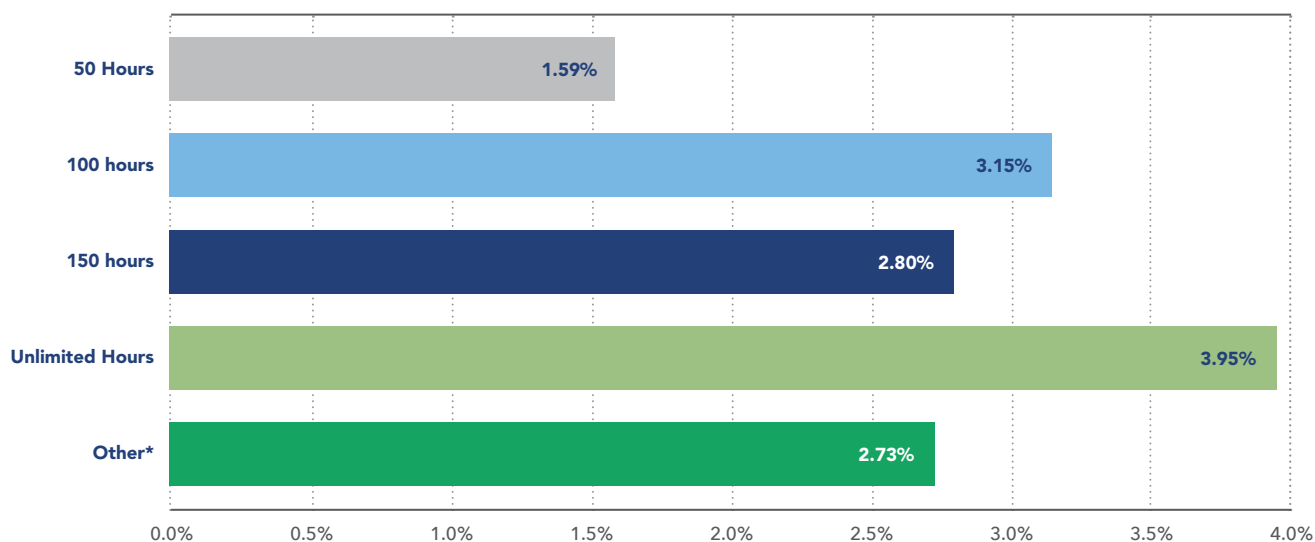
Across firm sizes, unlimited credit for pro bono hours emerges as the norm rather than the exception. The following graph presents a breakdown of billable hour credit for pro bono work by firm size.

Pro Bono Hours Eligible for Billable Hour Credit by Firm Size (n=71)



Firms offering unlimited billable hour credit report the strongest average pro bono engagement, at 3.95% of total billable hours, while firms with lower caps, such as 50 hours, report a substantially lower rate of 1.59%. This suggests that more generous billable hour credit policies may support higher pro bono engagement. However, the pattern is not consistent across all capped-credit levels: average pro bono engagement is 2.80% among firms with a 150-hour cap on pro bono credit and 3.15% among firms with a 100-hour cap. In addition, respondent pools vary in size across categories. Accordingly, these findings should be viewed as directional rather than conclusive.

Pro Bono Hours Eligible for Billable Hour Credit by Average Pro Bono Participation Rate (n=71)



* "Other" represents respondents that report a variety of limits on billable hour credits.

REFLECTIONS

Over the past several years, law firm pro bono has faced unprecedented challenges, beginning with the COVID-19 pandemic in 2020. In 2025, the pro bono community encountered additional pressures, including increased scrutiny of pro bono legal services and funding cuts to legal services and other nonprofit organizations, which are vital partners in law firm pro bono engagement. These challenges arise at a time when pro bono data indicate that law firms, as a community, have experienced shifts in pro bono engagement. Key metrics, including the percentage of total billable hours devoted to pro bono, average hours per attorney, and attorney participation, continue to reflect an overall post-pandemic decline. In 2024, some indicators suggested that certain measures might begin trending upward. From 2024 to 2025, however, pro bono performance remained relatively consistent, with slight dips in some key metrics that reversed gains made in 2024, alongside encouraging increases in other important measures of pro bono commitment.

A Measured Softening in Law Firm Pro Bono

Across key performance metrics in 2025, Challenge law firms experienced modest decreases in pro bono performance.⁷ The percentage of total billable hours devoted to pro bono decreased from 3.7% in 2024 to 3.5% in 2025; the average number of pro bono hours per attorney decreased from 55.6 to 53.8; attorney participation decreased from 73.6% to 73.0%; and partner participation decreased from 62.9% to 62.0%. Associate participation remained unchanged at 84.1% in both 2024 and 2025. Although these decreases were relatively small, they appeared across several core measures, suggesting that pro bono performance in 2025 remained stable overall while showing signs of renewed pressure.

Variation Among Law Firm Size-Groups

Challenge signatory firms do not all achieve the same level of pro bono performance, either individually or within firm-size groups. This variation underscores the importance of evaluating both the depth of pro bono work performed and the breadth of attorney participation when assessing overall performance.

“ For more than 30 years, the PBI Law Firm Pro Bono Challenge Report has provided the profession with an extraordinary body of longitudinal data. These benchmarks illuminate the history of law firm pro bono and help us move forward in innovative and strategic ways to maximize the impact of pro bono legal services.”

– Eve Runyon, PBI President & CEO

Firms with 50–199 lawyers showed increased pro bono intensity but narrower participation. The percentage of billable hours devoted to pro bono increased from 3.98% in 2024 to 4.27% in 2025, and average pro bono hours per attorney increased from 58 to 61. However, attorney participation decreased from 81% to 67%; partner participation decreased from 74% to 58%; and associate participation decreased from 95% to 89%.

⁷ This year, 116 firms responded to the Law Firm Pro Bono Challenge survey. This is up from 114 last year but down from 120 two years ago. While some non-response may reflect special circumstances, such as firm mergers, the Law Firm Pro Bono Project urges all Challenge signatories that are able to respond to do so, as an increased response rate results in more meaningful data that benefit the entire pro bono community.

Firms with 200–499 lawyers showed broader participation despite softer hours-based performance. The percentage of billable hours devoted to pro bono decreased from 3.71% in 2024 to 3.17% in 2025, while average pro bono hours per attorney remained level at 53. At the same time, attorney participation increased from 69% to 71%; partner participation increased from 60% to 64%; and associate participation remained level at 85%.

Firms with 500–999 lawyers showed broader engagement and somewhat higher individual activity, even as pro bono represented a smaller share of total billable hours. The percentage of billable hours devoted to pro bono decreased from 3.57% in 2024 to 3.22% in 2025. However, average pro bono hours per attorney increased from 48 to 51; attorney participation increased from 70% to 74%; partner participation increased from 62% to 64%; and associate participation increased from 78% to 86%.

Firms with 1,000 or more lawyers showed relatively stable performance overall, with some softening across participation measures. The percentage of billable hours devoted to pro bono remained level at 3.79%. However, average pro bono hours per attorney decreased from 63 in 2024 to 62 in 2025; attorney participation decreased from 77% to 76%; partner participation decreased from 63% to 60%; and associate participation decreased from 88% to 83%.

Taken together, the firm-size data present a nuanced picture of pro bono engagement in 2025. Some firm-size groups increased the intensity of pro bono work while participation narrowed, while others broadened participation despite softer hours-based performance. The data also suggest that pro bono engagement may be becoming more concentrated in some settings and more widely distributed in others. These results reinforce that no single metric captures the full story of Challenge firm performance and that both the amount of pro bono work performed and the breadth of attorney participation are essential to understanding the health and sustainability of law firm pro bono engagement.

Exceeding Challenge Goals and Serving Limited Means

An additional lens for understanding law firm pro bono engagement is the percentage of firms that met or exceeded their Challenge goal of devoting at least 3% or 5% of total billable hours to pro bono. In 2025, 51% of firms met or exceeded their 3% goal, a significant increase from 43% in 2024, and 71% of firms met or exceeded their 5% goal, a significant increase from 62% in 2024. These results add important refinement to the 2025 data, showing that although aggregate metrics softened in some areas, firm-level attainment of Challenge goals improved meaningfully.

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). While numerous causes are in urgent need of pro bono support, attention to persons of limited means remains crucial, particularly when resources for legal services organizations providing direct services are reduced. In 2025, pro bono hours directed to persons of limited means rose to 3.5 million, compared with 3.36 million hours in 2024 and 3.48 million hours in 2023. Limited means hours also increased slightly as a percentage of all pro bono hours, rising to 74.3% in 2025 from 73.4% in 2024.

As in prior years, direct and indirect service to persons of limited means does not appear to come at the expense of other worthy pro bono causes. The correlation between firms that perform more limited means pro bono work and those that perform other types of pro bono work remains consistent and positive at 0.60. Accordingly, when a law firm increases its commitment to limited means pro bono, other causes can benefit as well. This finding reinforces that emphasizing service to persons of limited means need not stand in the way of offering pro bono participants a wide range of meaningful opportunities.

Meeting the Challenge Commitment to Racial Justice Pro Bono

PBI began surveying racial justice pro bono in 2021, using data from 2020. In that first year, 77% of reporting signatories responded to these questions. The vast majority of those respondents, 94%, indicated that their pro bono programs had adopted a new or renewed focus on racial justice in 2020. Recognizing many firms' pre-existing commitment to this work, many of the remaining 6% of firms that did not adopt a new or renewed focus indicated that racial justice was already one of their key areas of focus. In 2022, we surveyed whether firms had devoted more, less, or the same amount of pro bono hours to racial justice pro bono. That year, nearly 56% reported an increase, 43% reported staying the same, and only 1% reported a decrease. This year's responses to the same questions reflect changing trends: 19.4% of firms reported an increase, down from 26.8% in 2024; 74.2% reported that their engagement remained the same, up from 58.9% in 2024; and 6.5% reported a decrease in racial justice pro bono, down from 14.3% in 2024.

Reporting firms' focus on racial justice pro bono at the systemic level has also fluctuated over time. In 2021, 58% of firms indicated that more than 20% of their racial justice pro bono focused on systemic work, compared with 42% in 2024 and 40% in 2025. Attorney participation has also declined by this measure: in 2024, 61% of firms reported that more than 20% of their lawyers had worked on racial justice matters, compared with 48% of firms in 2025. In addition, when asked about changes to the infrastructure of their pro bono practice related to racial justice pro bono, such as hiring a pro bono professional or developing a new committee or subcommittee focused on racial justice pro bono, 83% of responding firms reported that they made no such changes in 2025.

Taken together, the data suggest that racial justice pro bono remains an established part of many firms' pro bono programs, but the period of rapid expansion has slowed. Most firms are maintaining their level of engagement, fewer firms are reporting decreases, and the work appears to be stabilizing. At the same time, declines in systemic focus and attorney participation, combined with limited infrastructure changes, suggest that sustained attention may be needed if firms seek to deepen or expand their racial justice pro bono commitments. Notably, racial justice work still does not have a universal definition; however, it frequently includes pro bono services in areas such as economic empowerment, education, housing, health care, and criminal justice reform. This lack of a common definition also may affect how firms track, report, and compare racial justice pro bono activity over time.

Impact of Mandatory and Billable Hour Credit Policies

Some firms have explored mandatory pro bono policies as a way to support pro bono engagement, a topic we have now surveyed for three years. Although sample sizes remain limited, the data continue to suggest that firms requiring lawyers to participate in pro bono tend to report higher participation rates and higher pro bono hours overall. At the same time, after three years of reviewing these data, it also appears that the firms reporting the highest pro bono hours do not have mandatory pro bono policies.

These findings have been consistent over the past three years and present a nuanced picture of mandatory pro bono policies. They also raise important questions about whether such policies may create a perception that lawyers are expected to meet, but not exceed, the required number of pro bono hours. As firms consider policy changes, it remains critical to evaluate the potential implications carefully to ensure that any changes enhance, or at least do not diminish, the firm's pro bono culture.

The same need for careful analysis applies to billable hour credit for pro bono, which we surveyed for the first time this year. Of the firms that responded to this new question, 97% offer billable hour credit for pro bono work, and the largest share of those firms, 46%, offer unlimited credit for pro bono hours. Firms offering unlimited billable hour credit reported the highest percentage of billable hours devoted to pro bono, at 3.95%; however, findings across billable hour credit approaches were not consistent and should be understood as directional rather than conclusive. We will continue to study the impact of billable hour credit on pro bono in future reports. In the meantime, Law Firm Pro Bono Project staff are available to assist law firms in developing or adapting pro bono policies to meet current needs.

Harnessing Advanced Technology to Expand Access to Justice

The past few years have seen an increasing role for advanced technology in access to justice, including the growing potential of automation tools and generative AI to increase efficiency in law firm pro bono practices. For the second year, we surveyed law firms about their adoption of these tools to support their pro bono practices. The data indicate that firms are making steady progress toward greater use of advanced technology in pro bono work, although adoption remains uneven.

Of the firms that responded, 80% reported using advanced technology in some aspects of their pro bono practices, an increase from 67% in 2024. The uses most often noted by respondents were legal research or case analysis and pro bono program communications, similar to last year. Categories related to volunteer training and resource development, as well as client intake and screening, were selected by the fewest respondents, indicating ample room for growth in these applications.

PBI continues to encourage firms to integrate tools they are adopting firmwide into their pro bono practices where appropriate. Advanced technologies offer many promising applications for pro bono work, but the data suggest that firms are still in the early stages of using these tools to support volunteer training, management, client intake, and screening. As legal needs continue to rise and innovative tools evolve to meet these needs, law firm pro bono practices that invest thoughtfully in technology will be better positioned to expand their reach, efficiency, and impact. Law Firm Pro Bono Project staff are available to help firms identify opportunities to use these applications to scale their pro bono impact more efficiently.

Donations to Legal Services Organizations

Challenge signatories continue to provide important financial support to LSOs, whose expertise and assistance are critical to effective pro bono programs. In 2025, these donations increased, with 33 firms reporting aggregate donations of \$19,438,409 to LSOs. This translates to an average donation of \$589,043 per reporting firm, up from \$425,943 in 2024, a 38.3% increase. This increase is especially encouraging in a year when many legal services organizations experienced funding cuts.

Law firm contributions to LSOs remain indispensable to sustaining healthy and effective legal services programs, which in turn strengthen law firm pro bono efforts. This is true now more than ever. We encourage firms to continue evaluating their financial and in-kind support for LSOs; to consider creative and meaningful increases when possible; and to accurately track and report these amounts in connection with the Challenge survey. As always, such giving should be in addition to, not in lieu of, pro bono service.

Pro Bono as a Core Value: A Strong Foundation for the Future

Law firm pro bono has seen many ups and downs over the past 31 years of the Law Firm Pro Bono Challenge initiative. Yet, time and again, law firms have risen to the occasion. The 2025 data present a refined picture of law firm pro bono: a community that remains deeply committed but is operating under renewed pressures. While several aggregate performance measures softened modestly, firm-level attainment of Challenge goals improved, service to persons of limited means increased, and many firms continued to invest in technology, policy development, and support for legal services organizations. At the same time, variation by firm size, slowing growth in racial justice pro bono, uneven technology adoption, and mixed findings on mandatory and billable hour credit policies underscore that no single measure captures the full health of law firm pro bono. Sustaining and strengthening pro bono impact will require continued attention to both the depth and breadth of engagement, thoughtful policy choices, meaningful partnerships with legal services organizations, and a commitment to meeting evolving legal needs. This requires leadership, vision, and commitment, the same kind that existed more than three decades ago when signatories to the Law Firm Pro Bono Challenge came together to support a shared value and professional duty to promote access to justice for all. As firms carry out their pro bono commitments, they are deciding in real time what the future of pro bono will look like and how their communities will be impacted.

PBI encourages Challenge signatory firms that did not meet their Challenge goals, including greater than 50% partner and associate participation and devoting at least 3% or 5% of billable hours to pro bono, or that have slipped in the average number of pro bono hours per lawyer, to assess how their pro bono programs may be improved. PBI stands ready to assist individual firms as they build upon their existing programs and consider new ways to generate momentum within their ranks.

Join the Law Firm Pro Bono Challenge Today!

If you have not yet signed onto the Law Firm Pro Bono Challenge initiative, we invite you to join us and take that meaningful step. It is a commitment that directly impacts the individuals and organizations in our communities in need of pro bono assistance. Making this important commitment also benefits our signatory firms themselves by promoting a strong culture of pro bono and forming a baseline for individual firm performance. It likewise provides important support to the broader pro bono and legal aid communities by facilitating the longitudinal tracking of key pro bono metrics, providing perspective and insights that inform the future of pro bono.

For firms that have not yet joined the Challenge due to a concern that they may not meet their Challenge goals, we encourage them to sign on and use this tool to advance pro bono at their firms. There is no downside to enrolling—there are no dues or other fees associated with Challenge signatory status, we do not publish disaggregated statistics, nor do we in any way publicly identify individual firms as having met or not met their Challenge goals. All Challenge signatories are also entitled to unlimited free “What Counts?” advice.

Additional assistance and valuable benefits to strengthen your pro bono practice are also available through membership in the Law Firm Pro Bono Project initiative. Project member firms are encouraged to use their 20+ hours of free consulting time to explore their individual performance in more detail with PBI staff. This can be helpful for identifying innovative and practical ways to improve pro bono programs. Additional information can be found at <https://www.probonoinst.org/projects/law-firm-pro-bono/>.

2025 CHALLENGE PERFORMANCE DATA

Law Firm Pro Bono Project staff continues to listen to the pro bono community, to serve as counselor, resource, strategic advisor, trainer, and catalyst, and to offer expert guidance on law firm pro bono. We recognize that this moment calls for innovation, commitment, and creativity, and we welcome new and continued opportunities to partner and engage with our stakeholders as we forge ahead together to strengthen pro bono and access to justice.

Law Firm Pro Bono Project
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June 2026

2026*

Report on the Law Firm
Pro Bono Challenge® Initiative

APPENDICES

METHODOLOGY

In accordance with our standard practice, 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% of each firm's respective year-end head count.

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. Starting in 2020, we also asked firms to separately report on: 1) law students; and 2) paralegals, legal assistants and other (non-lawyer) staff. These additional groups represent an important resource for current law firm pro bono programs and their involvement with pro bono now will lead to future lawyers, members of the judiciary and policy makers with a greater appreciation for access to justice and the challenges that have yet to be overcome.

For ease of reference, we now present the data over a 20-year period (from 2005 to 2025 in this Report).

DATA TABLES

Table 1: Average Pro Bono Reporting by Firm Size

Firm Size	2025 # of Firms Reporting	2025 Average Pro Bono Percentage	2025 Average Pro Bono Hours Per Attorney	2024 # of Firms Reporting	2024 Average Pro Bono Percentage	2024 Average Pro Bono Hours Per Attorney	Average Pro Bono Percentage Change
50 - 199 Attorneys	16	4.27%	60.95	17	3.98%	58.07	0.29%
200 - 499 Attorneys	24	3.17%	53.02	22	3.71%	52.81	-0.54%
500 - 999 Attorneys	45	3.22%	51.47	46	3.57%	48.08	-0.35%
1,000 + Attorneys	29	3.79%	61.50	29	3.79%	62.71	0.00%

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

Category	2025 # of Attorneys	2025 # of Attorneys Participating	2025 Participation Rate	2024 # of Attorneys	2024 # of Attorneys Participating	2024 Participation Rate
Partners	36,003	22,339	62.0%	34,016	21,394	62.9%
Associates	46,415	39,291	84.1%	43,631	36,707	84.1%
Counsel	9,949	6,379	64.1%	8,416	5,564	66.1%
Other Attorneys	3,062	1,766	57.4%	2,510	1,527	60.8%
Totals	95,429	69,775	73.1%	88,573	65,192	73.6%

Table 3: Average Participation by Firm Size

Firm Size	2025 # of Firms Reporting	2025 Partner Participation Rate	2025 Associate Participation Rate	2025 Attorney Participation Rate	2024 # of Firms Reporting	2024 Partner Participation Rate	2024 Associate Participation Rate	2024 Attorney Participation Rate
50 - 199 Attorneys	16	58%	89%	67%	17	74%	95%	81%
200 - 499 Attorneys	24	64%	85%	71%	22	60%	85%	69%
500 - 999 Attorneys	45	64%	86%	74%	46	62%	78%	70%
1,000 + Attorneys	30	60%	83%	76%	29	63%	88%	77%

2026 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 an increasing level of commitment this year as the legal world adapts to changing business conditions and the access-to-justice crisis becomes ever clearer.

- * Akin Gump Strauss
Hauer & Feld
- Alston & Bird
- 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
- † Brown Rudnick
Brownstein Hyatt
Farber Schreck
- * Bryan Cave Leighton Paisner
Buchanan Ingersoll & Rooney
- † Butler Snow
Carlton Fields
Clark Hill
- * Cleary Gottlieb
Steen & Hamilton
- Cooley
- * Covington & Burling
- † Cozen O'Connor
- † Cravath, Swaine & Moore
- Crowell & Moring
- Day Pitney
- Davis Wright Tremaine
- * Debevoise & Plimpton
- † Dechert
- * DLA Piper (US)
- * Dorsey & Whitney
- * † Duane Morris
Epstein Becker & Green
WASHINGTON, DC, OFFICE ONLY
- Eversheds Sutherland
- † Faegre Drinker
Fenwick & West
- † Foley & Lardner
- † Foley Hoag
- * Foster Garvey
- * Fredrikson & Byron
Freshfields Bruckhaus
Deringer (US)
- Fried, Frank, Harris,
Shriver & Jacobson
- * Gibbons
- † Gibson, Dunn & Crutcher
Goodwin Procter
- Goulston & Storrs
- Greenberg Traurig
- Herbert Smith Freehills Kramer
- * Hogan Lovells
- * Holland & Knight
Hughes Hubbard & Reed
- * Hunton Andrews Kurth
Husch Blackwell
Irell & Manella
- * † Jenner & Block
- † K&L Gates
Kilpatrick Townsend & Stockton
King & Spalding
Kirkland & Ellis
Latham & Watkins
Linklaters
Loeb & Loeb
Lowenstein Sandler
Manatt, Phelps & Phillips
Maslon
Mattos Filho, Veiga
Filho, Marrey Jr. e
Quiroga Advogados
- Mayer Brown
- McCarter & English
- † McDermott Will & Emery
- † McGuireWoods
Michael Best & Friedrich
Milbank
Miller & Chevalier
WASHINGTON, DC OFFICE ONLY
- Miller Nash

* Denotes Charter signatories to the Challenge
† Denotes reporting on global offices, including U.S.

2026 REPORTING CHALLENGE SIGNATORIES

Mintz, Levin, Cohn, Ferris, Glovsky and Popeo	† Pillsbury Winthrop Shaw Pittman	* Steptoe Stinson
Mitchell Silberberg & Knupp	* † Proskauer Rose	Thompson Coburn
* Morrison & Foerster	Pullman & Comley	Troutman Pepper Hamilton Sanders
Munger Tolles	Quarles & Brady	* Venable
* Nelson Mullins Riley & Scarborough	* Reed Smith	Vinson & Elkins
† Nixon Peabody	Robins Kaplan	White & Case
Norton Rose Fulbright Canada	Robinson & Cole	Williams & Connolly WASHINGTON, DC OFFICE ONLY
Nutter McClennen & Fish	Ropes & Gray	Willkie Farr & Gallagher
O'Melveny & Myers	Saul Ewing	* Wilmer Cutler Pickering Hale and Dorr
* Orrick, Herrington & Sutcliffe	Seyfarth Shaw	Wilson Sonsini Goodrich & Rosati
Patterson Belknap Webb & Tyler NEW YORK, NY OFFICE ONLY	Shipman & Goodwin	* Winston & Strawn
* Paul, Weiss, Rifkind, Wharton & Garrison	Shook, Hardy & Bacon	Womble Bond Dickinson
Perkins Coie	† Sidley Austin	Zuckerman Spaeder WASHINGTON, DC OFFICE ONLY
	Simpson Thacher & Bartlett	
	* Skadden, Arps, Slate, Meagher & Flom	

* Denotes Charter signatories to the Challenge

† Denotes reporting on global offices, including U.S.

2026 NON-REPORTING CHALLENGE SIGNATORIES

These firms did not report in 2026 for the 2025 calendar year:

- * A&O Shearman
- * ArentFox Schiff
- Armstrong Teasdale
- * Carrington, Coleman, Sloman & Blumenthal
DALLAS, TX OFFICE ONLY
- Coblentz Patch Duffy & Bass
- Dentons
- Finnegan, Henderson, Farabow, Garret & Dunner
- Foley & Mansfield
- * Holland & Hart
- Hollingsworth
- Miller, Canfield, Paddock & Stone
- Morgan, Lewis & Bockius
- Norton Rose Fulbright U.S.
- Paul Hastings
- Snell & Wilmer
- Weil, Gotshal & Manges
- Wiley Rein

*Denotes Charter signatories to the Challenge

†Denotes reporting on global offices, including U.S.

ABOUT THE LAW FIRM PRO BONO CHALLENGE INITIATIVE

The Law Firm Pro Bono Challenge initiative, 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 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 Law Firm Pro Bono Project staff.
- > It includes an accountability mechanism and an outcome measurement through its annual reporting process.

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 meaningful 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, associate satisfaction, and more; and successfully encourage many firms to expand the breadth and depth of their pro bono docket.

In keeping with its status as the industry standard by which firms define, measure, and assess their pro bono achievements, PBI has endeavored to minimize any changes in the Challenge language over time. However, PBI also recognizes that the Challenge must be kept current, so as to continue to promote pro bono service that meets the needs of an evolving world. To that end, in 2022, we added a new clause (d) to Principle 5 calling for attention to systemic justice system inequities, including racial injustice. We also recently reviewed the definition of “pro bono” embodied in Challenge Principle 7 and issued revised supporting documents to ensure that our guidance is clear in areas that many Challenge signatories find the most difficult to put boundaries around, including: 1) global, 2) public rights; 3) racial justice; and 4) social enterprise and impact finance pro bono matters. The materials can be found at <http://www.probonoinst.org/projects/law-firm-pro-bono/law-firm-pro-bono-challenge/>. With these refinements, we hope the Challenge will continue to constitute a rallying point and a catalyst that enables firms, despite economic cycles and other pressures, to contribute materially to their local communities, to the national justice system, and to communities around the world.

LAW FIRM PRO BONO CHALLENGE STATEMENT

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; and
 - d. To support the proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all by identifying and volunteering for pro bono opportunities that target racial injustice and other systemic inequities in the legal system.

LAW FIRM PRO BONO CHALLENGE STATEMENT

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 human rights, civil rights, civil liberties, public rights or environmental 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