IN-HOUSE PRO BONO IN PRACTICE PROFILE: EXELON CORPORATION
June 2019

Exelon Corporation's** legal department founded its pro bono program in 2002. The program has continued to grow throughout the past two decades.

Subsequent legal department leaders have continued to strongly support the program as well as participate in pro bono work. "Pro bono work is a deeply rooted tradition at Exelon, and reflects our core values to serve the communities where we work, live, and deliver clean, affordable, and reliable energy," said General Counsel Thomas O'Neill.

The department has embraced the message from the top that pro bono is important and valued. To demonstrate this message, since about 2005, Exelon's legal department has hosted an annual "All Hands" pro bono clinic, beginning in its Philadelphia and Chicago offices and then expanding to the Baltimore and Washington, DC offices, in which all employees of the department are expected to participate. In 2006, Exelon joined the Corporate Pro Bono Challenge® initiative.

Exelon offers a flexible and diverse pro bono program that encourages employees to engage in the opportunities that are the most meaningful to them. Exelon's pro bono program has greatly enriched the legal department by providing employees consistent and meaningful opportunities to give back to the communities in which they live and work.

General Program Information	
Offices with Legal Staff	HQ: Chicago, IL; Other North America offices: Baltimore, MD; Philadelphia, PA; Washington, DC; Newark, NJ; Houston, TX; Louisville, KY
Size of Legal Department	The legal department has 225 employees, of which 129 are attorneys and 96 are other professionals and staff.
Pro Bono Leadership Structure	The legal department has a pro bono committee comprised of "pro bono leads" from each of the major offices: Baltimore, Chicago, Washington, DC, and Philadelphia. The leads are responsible for identifying and communicating pro bono opportunities in their respective offices, partnering with law firms and outside organizations to facilitate pro bono opportunities, planning the legal department's Annual All Hands pro bono event, and increasing pro bono participation.
Pro Bono Policy	Exelon adopted a pro bono policy in 2004. The legal department is updating the policy in 2019. The policy addresses topics including

	the following: • the nature of pro bono services available to our employees; • the ability to participate in pro bono services during work hours; • the availability of pro bono opportunities to all legal department employees; • the voluntary nature of Exelon's pro bono program; and • the responsibilities of the pro bono program and individual participants.
Mandatory Pro Bono	Pro bono is voluntary, but strongly encouraged and recommended. The Legal Department established a department goal of 20 individual pro bono service hours per year.
Communications	The pro bono program communicates regarding pro bono opportunities through emails, personal recruitment, an internal team site, legal department meetings, and a newsletter. The program also receives direct contact from third party community organizations about pro bono needs and opportunities.
Recognitions/Awards	Both attorneys and staff are recognized for their pro bono service. Exelon gives an annual pro bono award in recognition of an employee's pro bono service, and the legal department regularly recognizes individuals and offices throughout the year. The department's offices and employees also receive recognition through outside community awards and acknowledgments.
Tracking Pro Bono	Exelon has a timesheet code block for pro bono activities through which it can track individual employees' pro bono hours. Pro bono service is a component of the legal department's RFP process for hiring outside counsel. Once a firm is selected as a core firm, it is required to provide annual reporting on its pro bono metrics, segmented by partners, associates, and paralegals. These metrics are also discussed during the firm's annual relationship meeting.
Partnerships	The legal department partners with outside firms for some pro bono activities, and with community or legal service organizations for other pro bono activities.
Professional Liability	Exelon's pro bono program is self-insured.
Involvement of Paralegals and Staff	The department encourages attorneys and paralegals and staff alike to participate in pro bono.

Pro Bono Projects	
Nonprofits and small businesses	Exelon has a 10-year history of providing one-on-one legal advice in clinics for nonprofit organizations and small business incubators, working with Philadelphia Volunteers for Indigent People (VIP) Law Works. Exelon also hosted the first – and subsequent – Corporate Pro Bono Clinic in a Box® programs to serve nonprofits in Philadelphia, and continues to participate in these clinics. Exelon developed a benefits restructuring project for Family Rescue, a domestic violence agency in Chicago for which the legal department has also provided day-to-day employment counseling.
First responders	Exelon's lawyers and staff regularly volunteer at monthly Wills for Heroes estate-planning clinics for first responders. These clinics, held in partnership with the Chicago Bar Association, have assisted as many as 127 first responders in a single day.
Immigration	Exelon's lawyers and staff volunteer at quarterly Asylee/Refugee clinics in Chicago, in partnership with Sidley Austin*. Volunteers have also participated in adjustment of immigration status clinics.
Homeless individuals	In partnership with Homeless Advocacy Project (HAP), Exelon lawyers and staff in Philadelphia have participated in birth certificate clinics and intake clinics at homeless shelters.
Criminal matters	Exelon lawyers have participated in clemency proceedings, criminal expungements, and juvenile life without parole sentencing hearings.
Lessons Learned	
Offer a menu of opportunities.	Offer a diverse selection of pro bono opportunities for your employees. Pro bono is not one size fits all. Having a range of pro bono options will more effectively engage employees who have varying interests and availability.
Partnerships strengthen pro bono.	Develop strong community and law firm relationships. These relationships allow for a robust and consistent pro bono program.
Keep innovating.	Keep it interesting. The pro bono program is always looking for new and interesting opportunities so that employees remain engaged and invested in pro bono work.

Need for continued support from the top.	The support of both our General Counsel and CEO has been pivotal in keeping pro bono front and center. Exelon's CEO delivers the annual pro bono award to the employee recipient at the Legal Department's annual meeting.
Focus on clients and their needs.	Remember why we are doing this. It can be easy to treat pro bono as just one more thing employees should do, but by remembering the people and causes that the pro bono program serves, employees feel lucky to be able to provide their time and skills in this way.

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