



PRO BONO
INSTITUTE



LAW FIRM PRO BONO PROJECT



Report on the Law Firm Pro Bono Challenge[®]



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

Mission

The Pro Bono Institute is mandated to explore and identify new approaches to and resources for the provision of legal services to the poor, disadvantaged, and other individuals or groups unable to secure legal assistance to address critical problems. We do so by supporting, enhancing, and transforming the pro bono efforts of major law firms, in-house legal departments, and public interest organizations in the U.S. and around the world.

Law Firm Pro Bono Project

PBI's Law Firm Pro Bono Project is the only global effort designed to support and enhance the pro bono culture and performance of major law firms in the U.S. and around the world. The Project's goal is to fully integrate pro bono into the practice, philosophy, and culture of firms so that large law firms provide the institutional support, infrastructure, and encouragement essential to fostering a climate supportive of pro bono service and promoting attorney participation at all levels.

Law Firm Pro Bono Challenge®

PBI's Law Firm Pro Bono Challenge®, launched in 1993 and implemented in 1995, is a unique, aspirational pro bono standard. Developed by law firm leaders and corporate general counsel, the Challenge articulates a voluntary, single standard for one key segment of the legal profession – major law firms. (A copy of the Challenge is attached.) Challenge Signatories publicly acknowledge their institutional, firm-wide commitment to provide pro bono legal services to low-income individuals and nonprofit groups that serve them. The Challenge includes a narrow, but thoughtful definition of pro bono that has become the industry standard for large law firms and others, as well as an accountability mechanism and measurement tool through its performance benchmarks and annual reporting requirement.

Download additional copies of this Report at www.probonoinst.org.

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EXECUTIVE SUMMARY

The Report on the 2015 Pro Bono Institute Law Firm Pro Bono Challenge® statistics examines the pro bono performance of Signatories to the Law Firm Pro Bono Challenge® during the 2015 calendar year. Challenge Signatories have committed to contribute 3 or 5% (or at a few firms, 60 or 100 hours per attorney) of their annual total paying client billable hours to pro bono activities as defined by the Challenge and report their performance to PBI's Law Firm Pro Bono Project each year.

Overall Performance

Total pro bono hours remained steady in 2015. One hundred twenty-nine firms reported performing an aggregated total of 4,238,979 hours of pro bono work in 2015, a slight increase in total pro bono hours over 2014, even with four fewer firms reporting in 2015. Viewed as a percentage of total paying client billable hours, pro bono hours increased to 3.5% in 2015 from 3.4% in 2014.

Participation

The percentage of attorneys engaged in pro bono increased in 2015. The percentage of partners participating in pro bono increased to 66.0% from 65.0% in 2014, while the percentage of associates participating in pro bono increased to 83.6% from 81.1%. The combined participation rate increased, with 74.6% of attorneys participating in pro bono in 2015, compared to 73.0% in 2014.

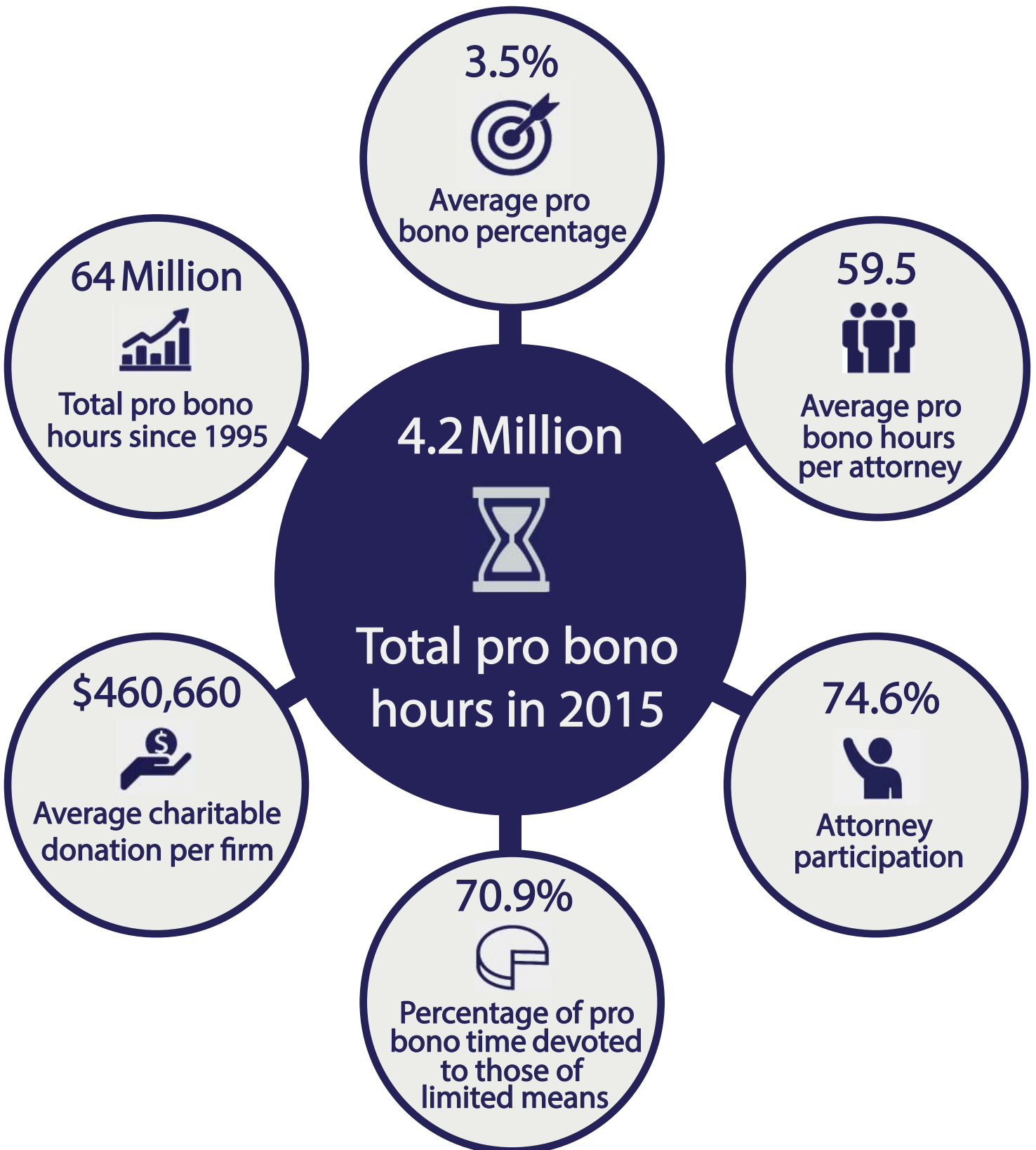
Pro Bono for Those of Limited Means

In 2015, firms reported more than 3.0 million pro bono hours for those of limited means and the organizations serving them, up from 2.7 million hours in 2014. Seventy-one percent of all pro bono time was devoted to those of limited means and the organizations serving them in 2015.

Charitable Donations

Although ten fewer firms reported their donations to legal services organizations in 2015, the total amount of charitable giving increased to \$24,414,996 from \$22,819,684 in 2014. The average firm donation in 2015 was \$460,660, which represents a 27.2% increase over the average firm donation in 2014, which was \$362,217.

SNAPSHOT



INTRODUCTION

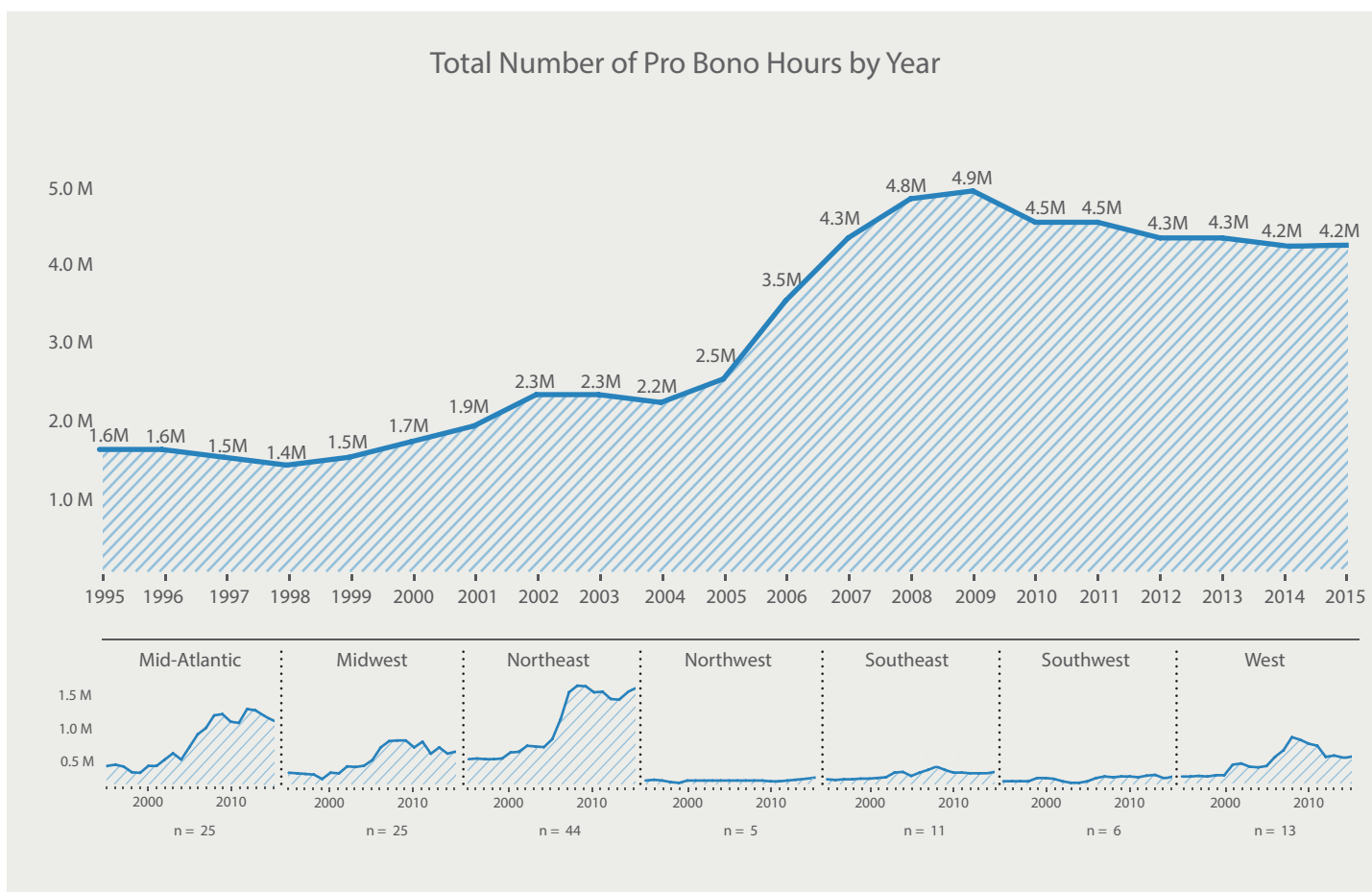
In 2015, Signatories to the Law Firm Pro Bono Challenge® contributed more than 4.2 million hours of pro bono service, a small increase (0.7%) in total pro bono hours from 2014.

2015 CHALLENGE PERFORMANCE DATA

Highlights of Overall Pro Bono Performance

One hundred twenty-nine firms reported in 2015, performing an aggregated total of 4,238,979 hours of pro bono work, approximately 30,800 hours more than in 2014, when 133 firms reported an aggregated total of 4,208,173 hours of pro bono work.¹ This minimal increase is particularly notable, however, because it occurred despite four fewer firms reporting.

From a regional perspective, the Northeast, with 44 firms reporting, had the highest number of hours of pro bono at 1,544,203 total hours, followed by the Mid-Atlantic region with 25 firms reporting an aggregate of 1,062,420 total pro bono hours.² The results are significantly impacted by the number of firms reporting in each region (i.e. regions with more firms report more hours).³



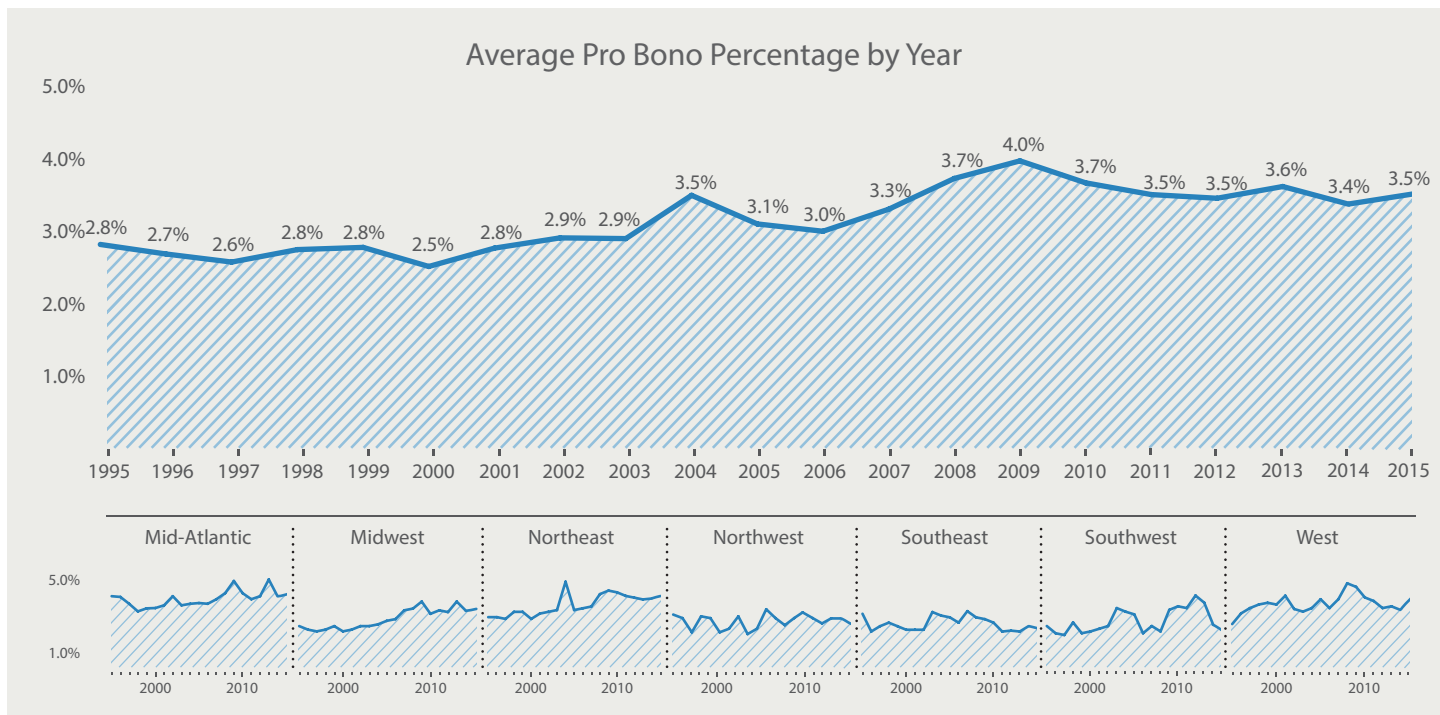
1. Due to reporting errors by a number of firms for 2014, which have been corrected, certain figures in the 2015 Report on the Law Firm Pro Bono Challenge® are different from those included in last year's Report.

2. For a representation of the states included in each region, see Appendix A.

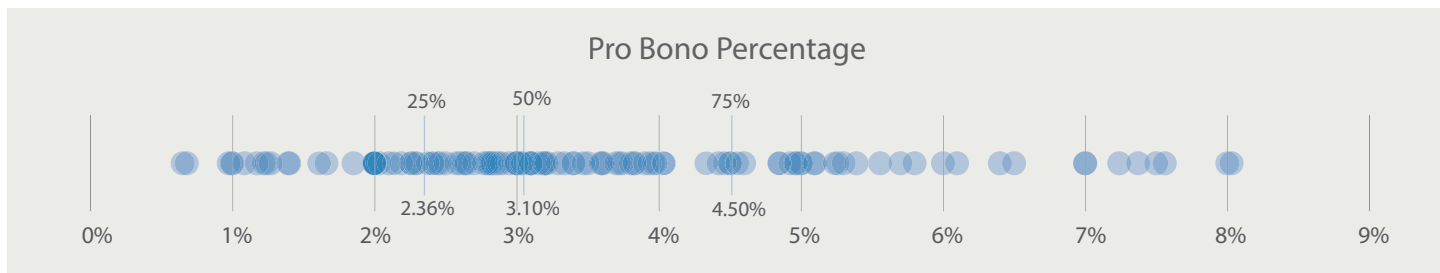
3. For a detailed breakdown of total pro bono hours by region and average pro bono hours per firm by region, see Tables 1 and 2 in Appendix B.

Average Pro Bono Percentages

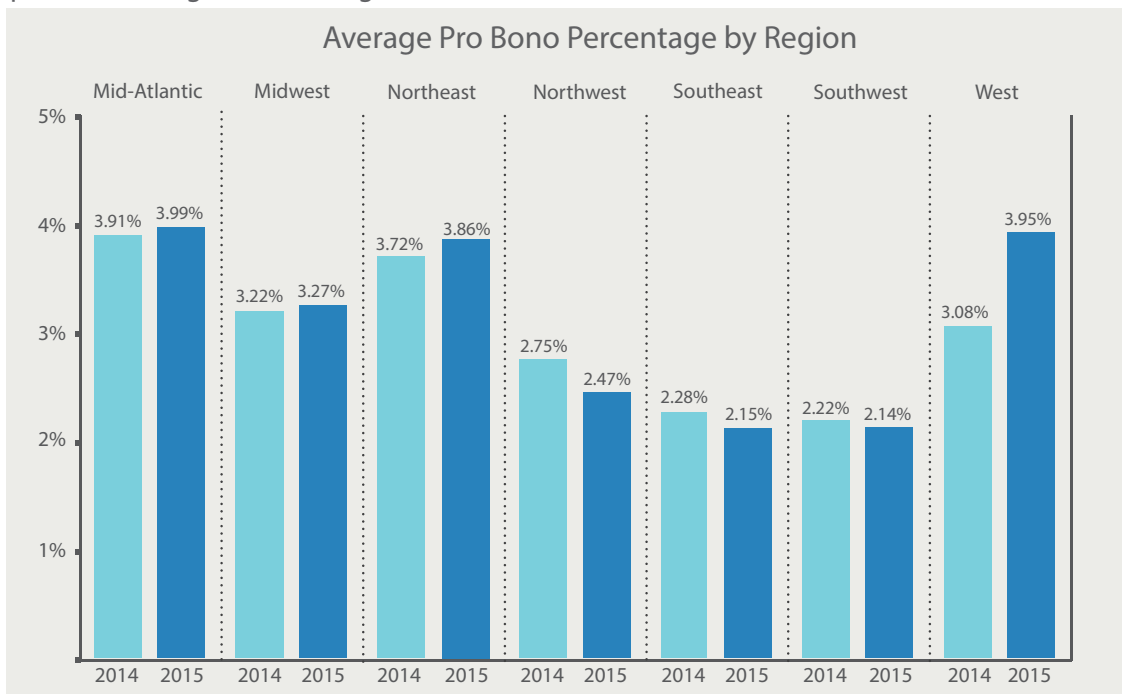
Viewed as a percentage of total paying client billable hours, pro bono hours increased in 2015, to an average of 3.50%.



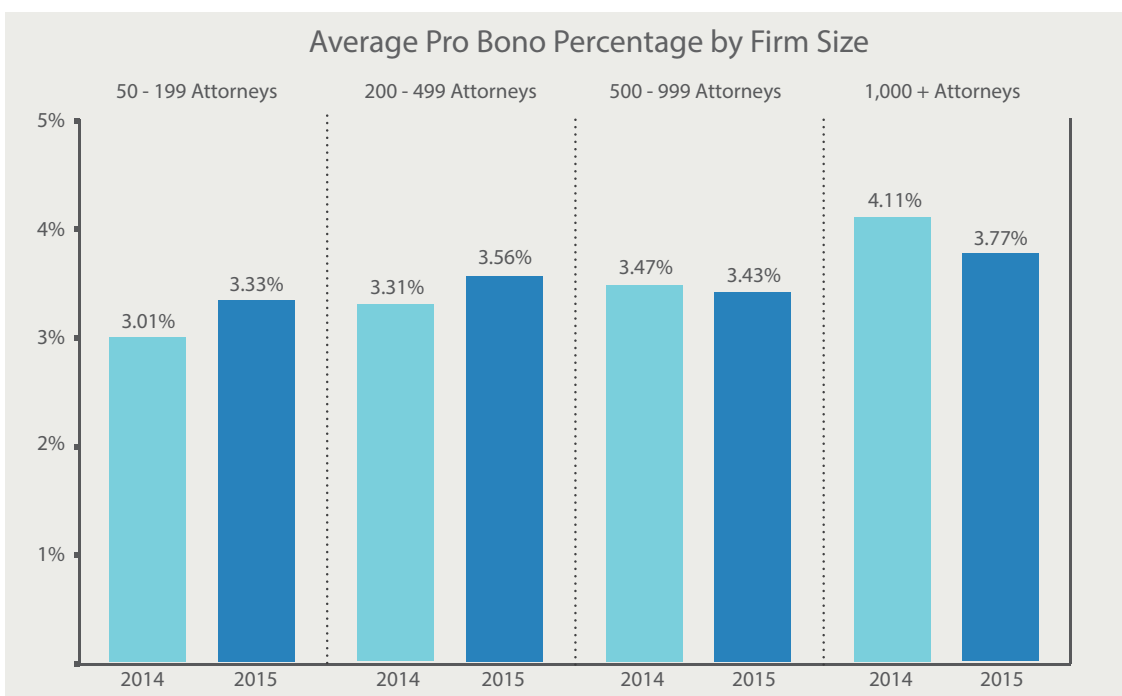
The following graph illustrates the distribution of pro bono percentages for all reporting firms in 2015. Percentages range from less than 1% to more than 8% of total paying client billable hours. The median is 3.10% and the average is 3.50%. The top 25% of firms contributed at least 4.50% of their time to pro bono work.



Regionally, the Mid-Atlantic was the leader in average pro bono percentage at 3.99%, followed closely by the West at 3.95% and the Northeast at 3.86%. The Midwest reported an average of 3.27%, while the Northwest reported an average of 2.47%. The Southeast and the Southwest reported that an average of 2.15% and 2.14%, respectively, of their total paying client billable hours was spent on pro bono. As compared with 2014, the firms in the West experienced the greatest average increase in percentage of total paying client billable hours spent on pro bono, while the firms in the Northwest experienced the greatest average decline.⁴



For the first time this year, we analyzed pro bono performance by firm size. Firms with headcounts of more than 1,000 attorneys had the highest average pro bono percentage in 2015 (3.77%), same as in 2014 (4.11%).⁵

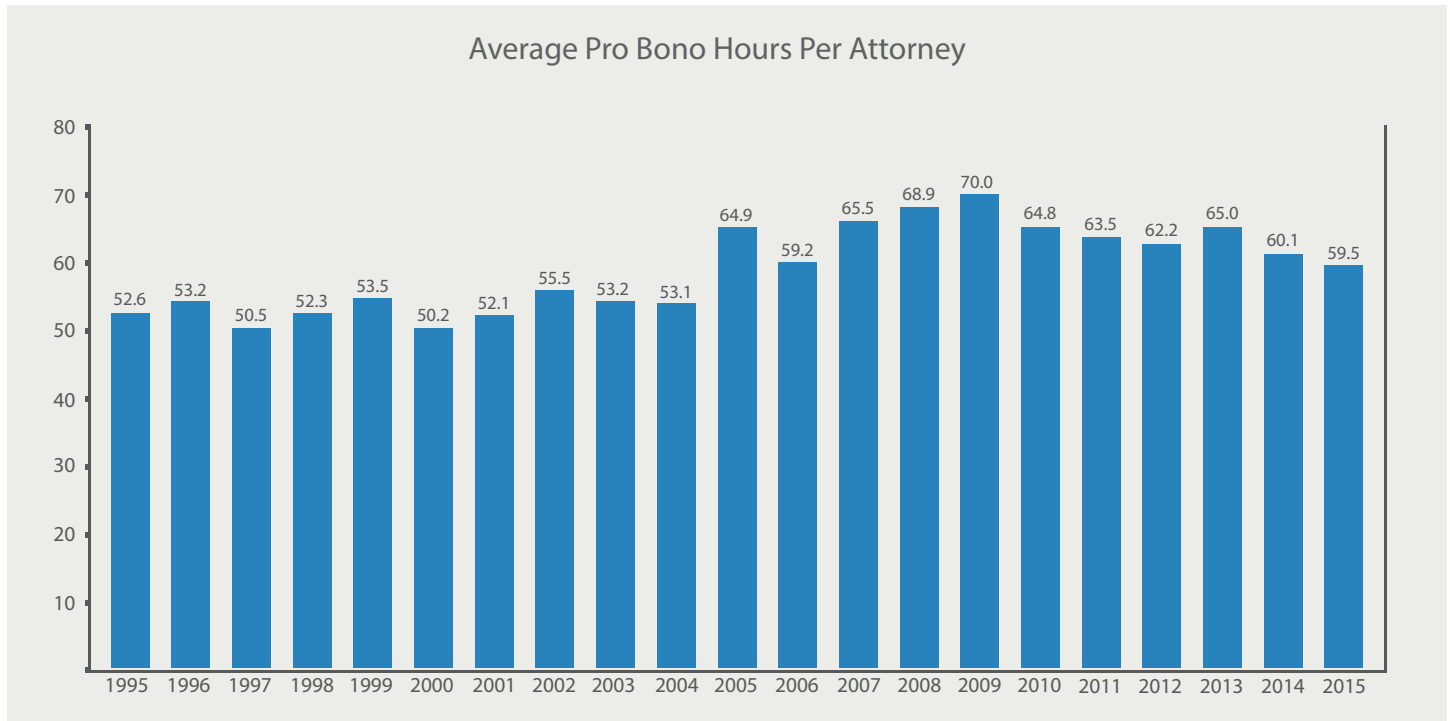


4. For a detailed breakdown of average pro bono percentage by region, see Table 3 in Appendix B.

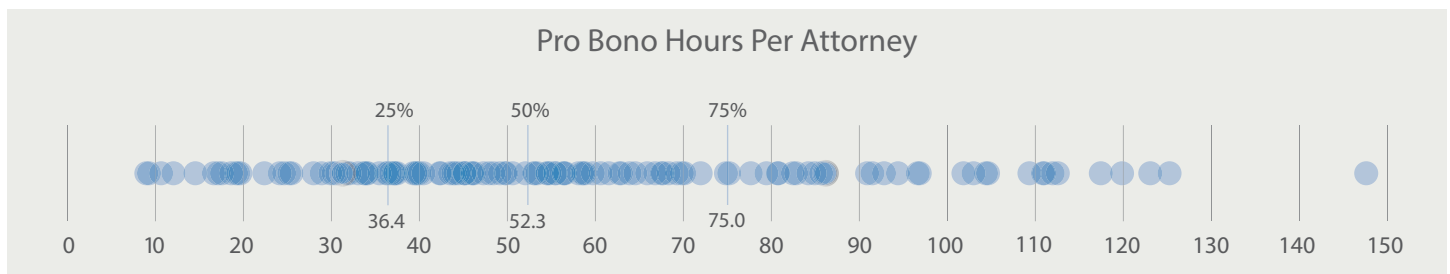
5. For a detailed breakdown of average pro bono percentage by firm size, see Table 4 in Appendix B.

Average Pro Bono Hours Per Attorney

In 2015, the average number of pro bono hours per attorney decreased insignificantly to 59.5 hours per attorney, from 60.1 hours per attorney in 2014.

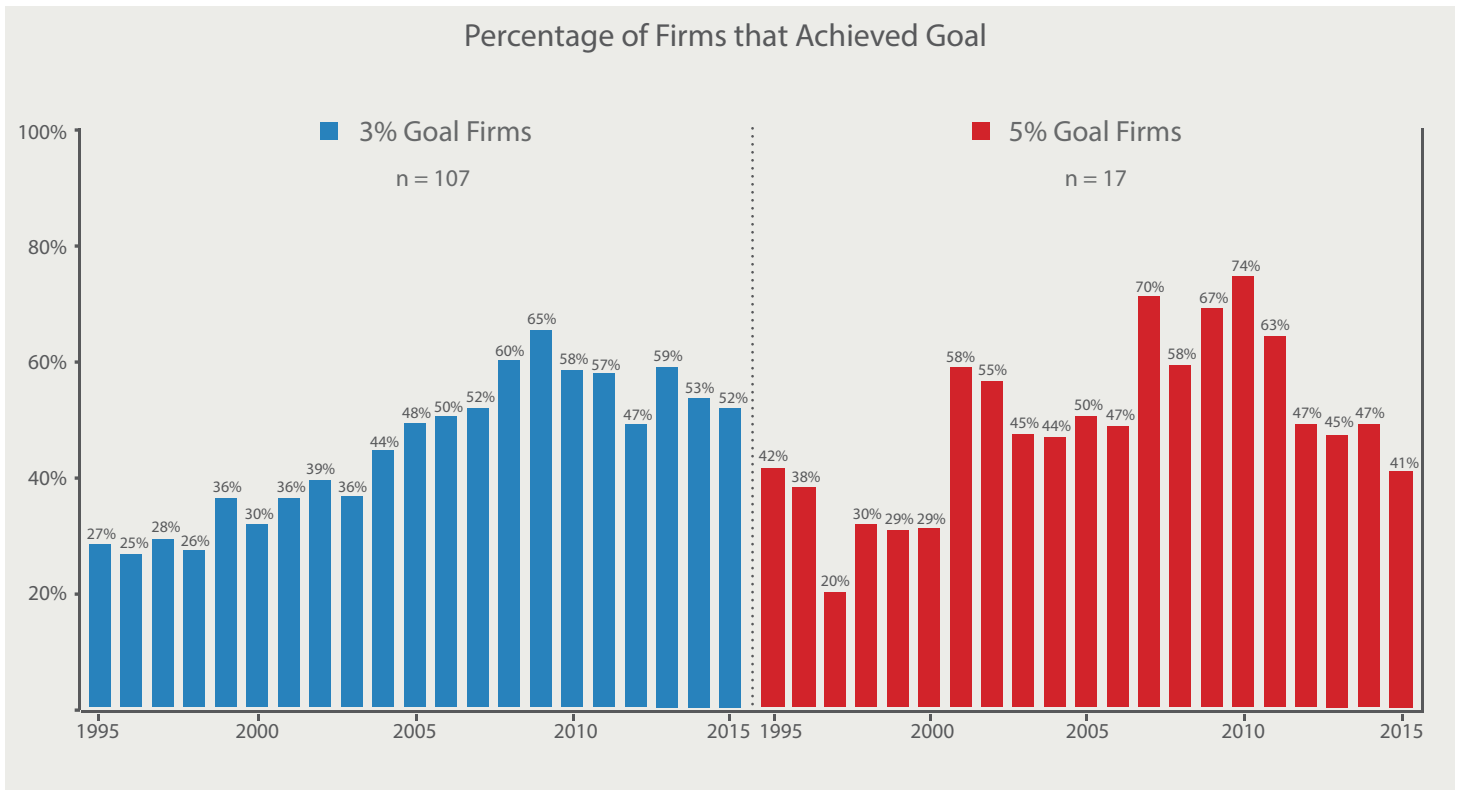


The graph below illustrates the distribution of average pro bono hours per attorney in 2015 for each Challenge Signatory. The bottom quarter of reporting firms contributed between 9.0 and 36.4 hours per attorney. At the upper end of the scale, the top quarter of firms contributed between 75.0 and 147.7 hours per attorney. The median number of hours contributed per attorney in 2015 was 52.3 and the average was 59.5.



Reaching the Challenge Goal

In 2015, 51% of all Challenge Signatories met or exceeded their stated Challenge goal, whereas 52% of all Challenge Signatories met or exceeded their Challenge goal in 2014. As seen below, 52% of the Challenge Signatories that articulate a 3%/60 hour/attorney goal met or exceeded that Challenge goal in 2015, while 41% of the Challenge Signatories that articulate a 5%/100 hour/attorney goal met or exceeded that goal in 2015.

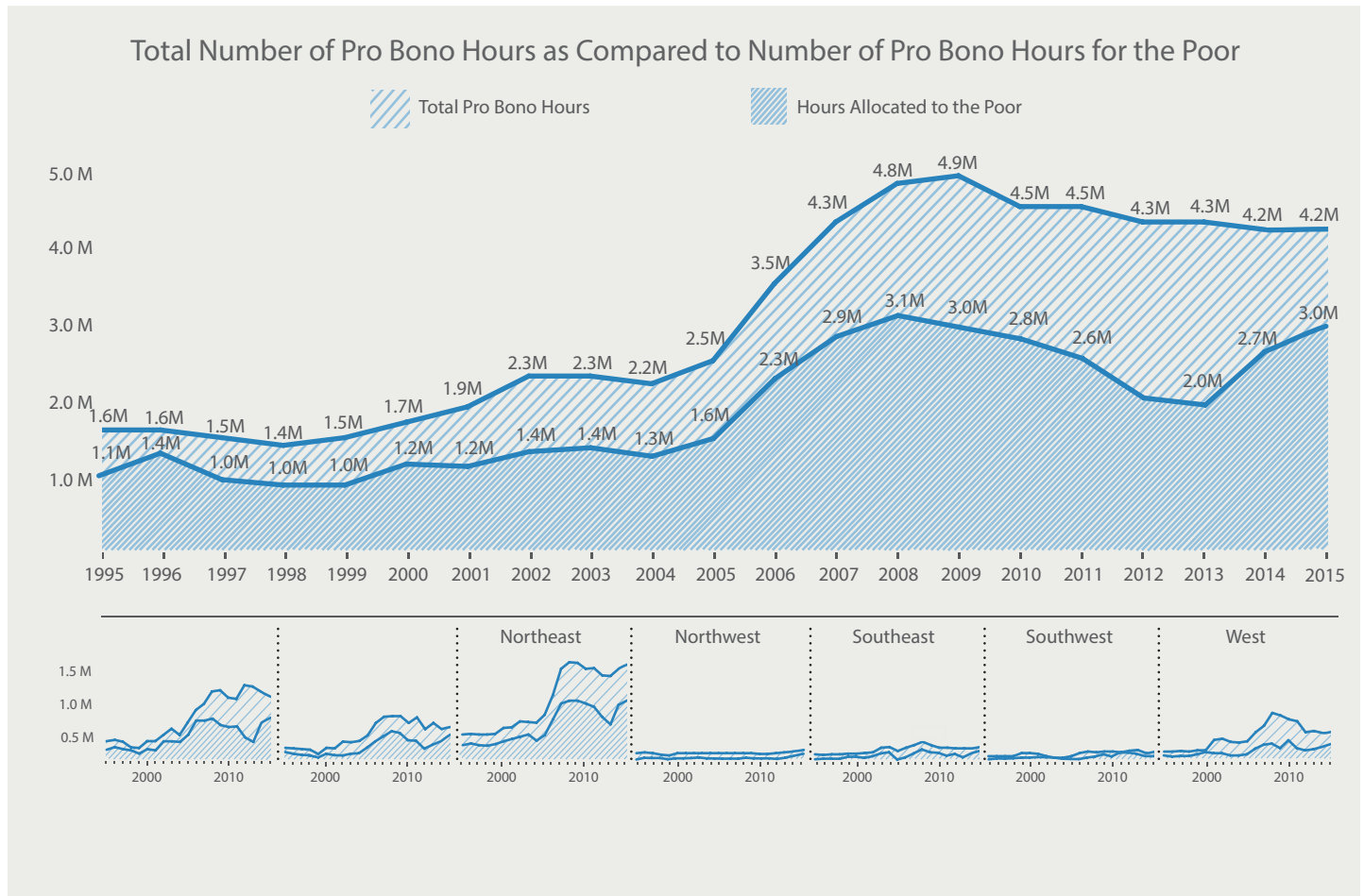


Service to Persons of Limited Means

In addition to establishing ambitious, progressive benchmarks — 3 or 5% of total paying client billable hours — for overall pro bono participation, the Challenge (Principle 3) asks firms to devote a majority of their pro bono time “to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means.” This element of the Challenge remains particularly critical at this time, when poverty in the U.S. remains high and resources and staffing for legal aid have been severely diminished.

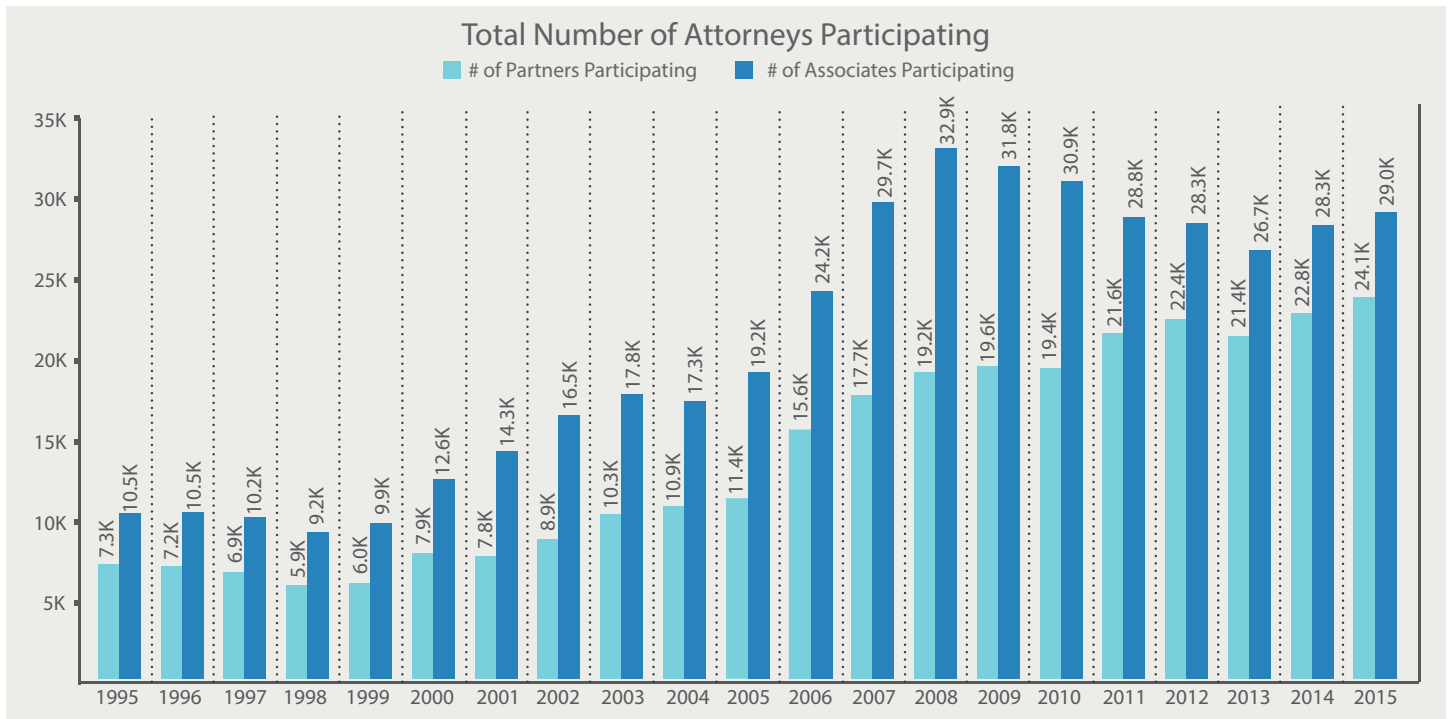
After a persistent decline in the number of Challenge Signatories reporting reliable data on the hours and percentage of total pro bono time committed to persons of limited means and the organizations that serve them, last year marked the first year since 2008 that saw an increase in the number of firms reporting this data, with 121 firms reporting 2,749,693 hours of service. PBI has encouraged and worked with Challenge Signatories to report these hours and 2015 marked a continuation of this upward trend.

In 2015, 124 Challenge Signatories reported 3,005,610 actual or estimated hours of service to persons of limited means and the organizations that serve them, an increase of 255,917 hours over 2014. Seventy-one percent of all pro bono time was devoted to those of limited means and the organizations serving them, showing that collectively, Signatories are meeting their Challenge commitment to devote a “majority” of their pro bono time to people of limited means.



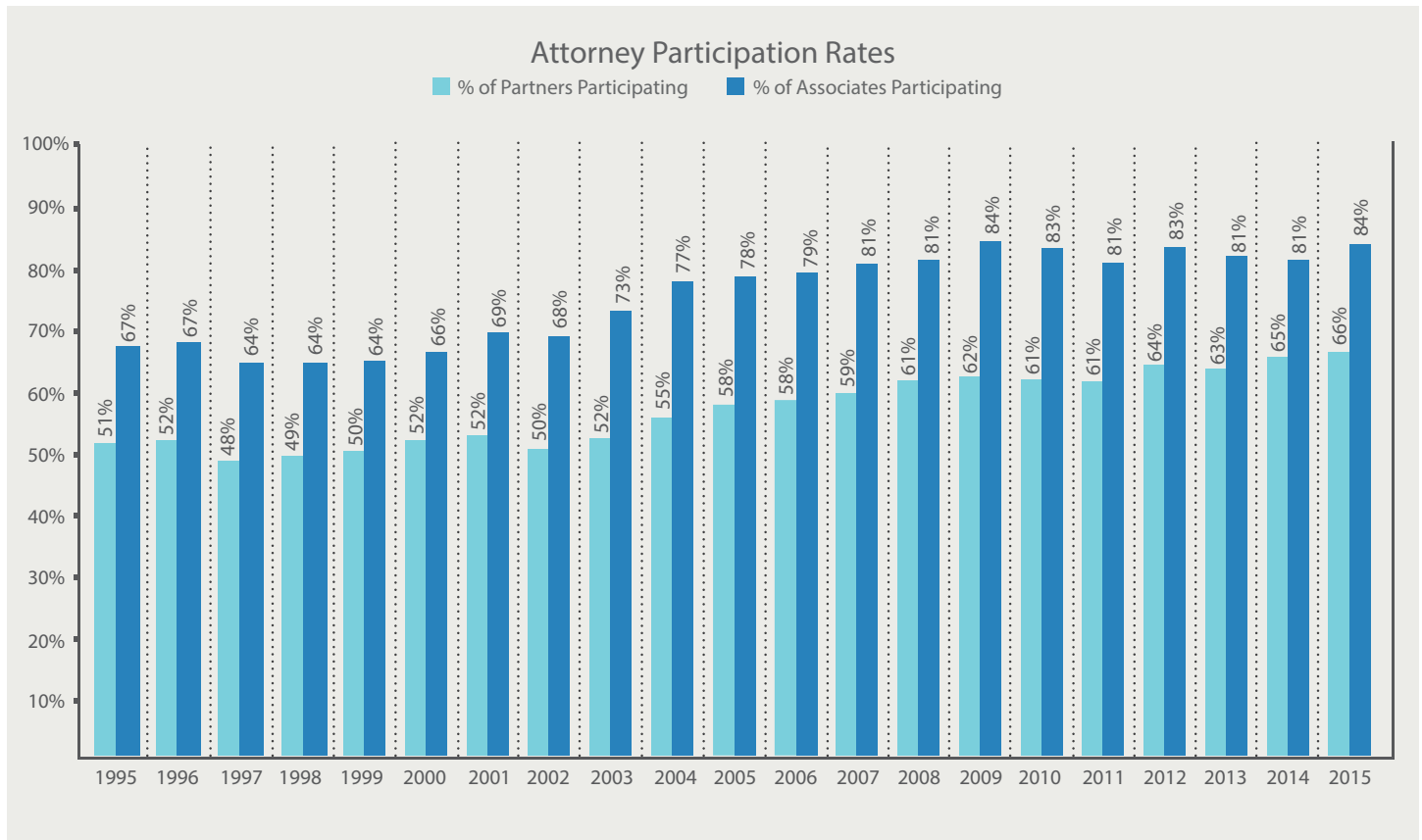
Participation

Challenge Signatories reported total firm headcounts of 71,230 in 2015, an increase from 69,961 total attorneys in 2014. In 2015, a total of 53,135 attorneys participated in pro bono compared to a total of 51,079 attorneys who participated in 2014. These numbers include 19,739 partners; 27,542 associates; 4,365 counsel; and 1,489 staff and other attorneys who participated in 2015 as compared to 18,825 partners; 26,254 associates; 3,997 counsel; and 1,995 staff and other attorneys who participated in 2014.⁶

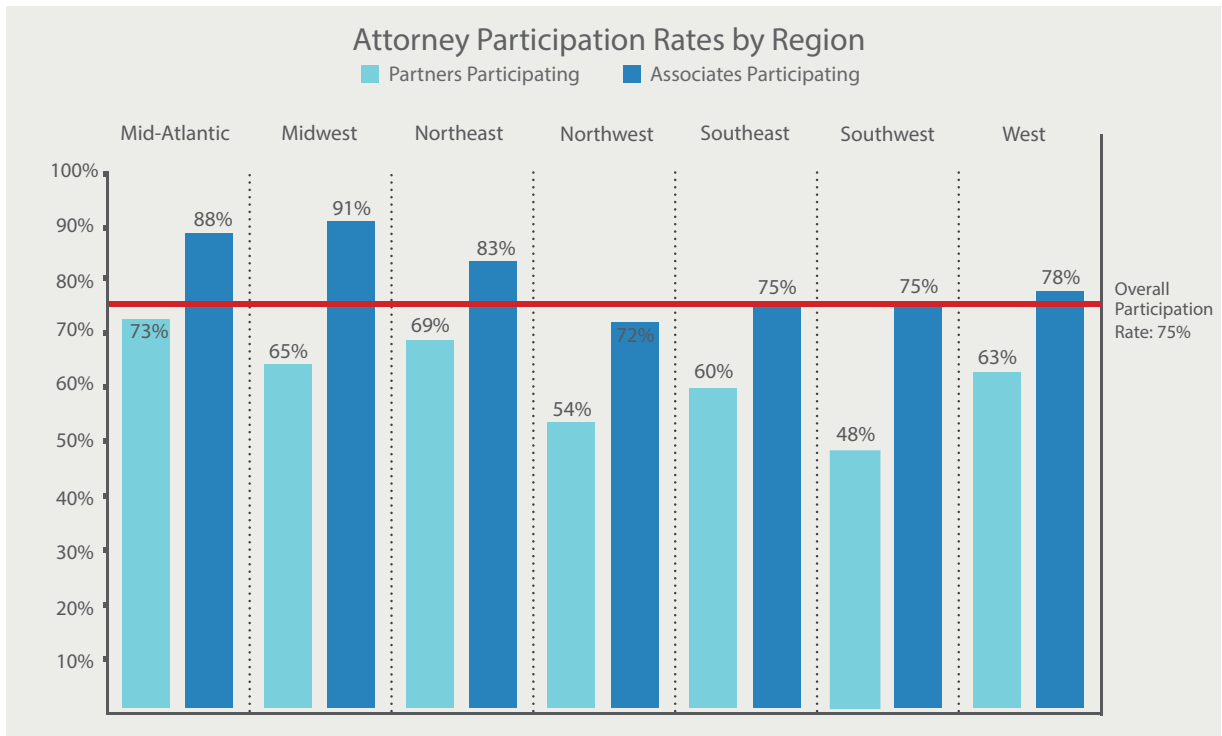


6. For detailed data on the participation of counsel and staff/other attorneys, see Table 5 in Appendix B.

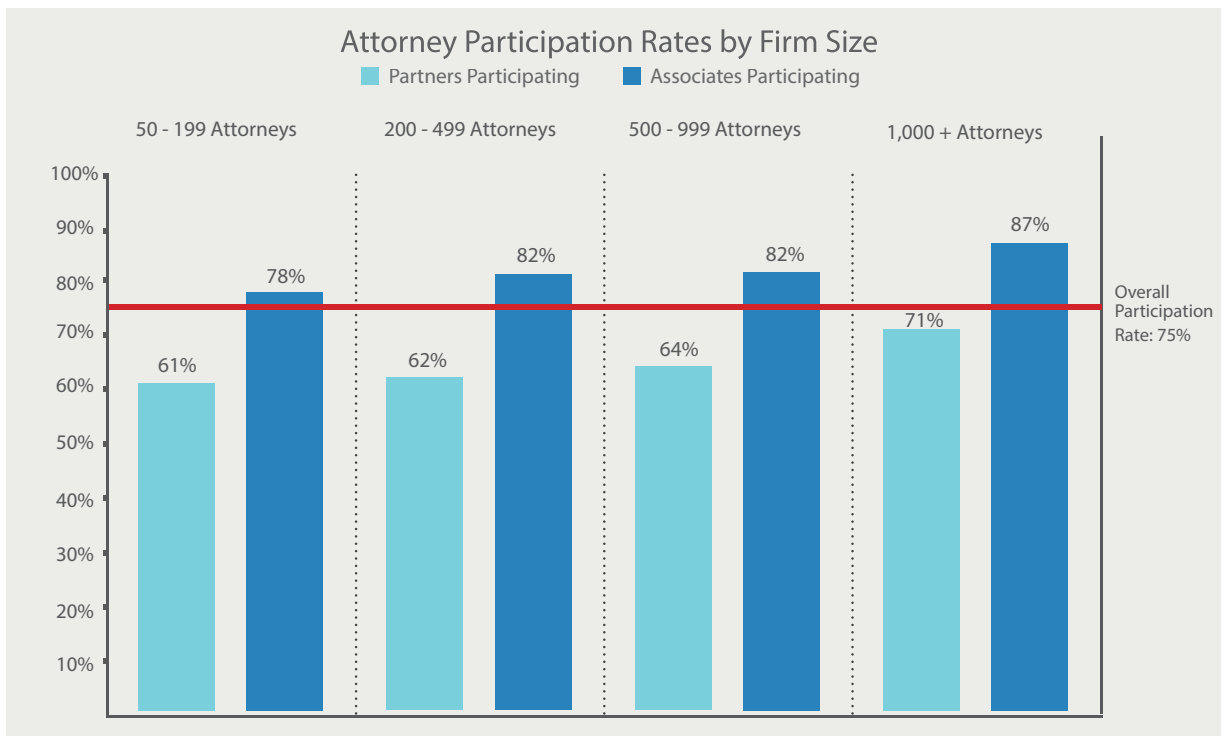
Participation rates in 2015 increased for both partners and associates. As seen below, 66.0% of partners and 83.6% of associates participated in pro bono in 2015, compared to 65.0% and 81.1%, respectively, in 2014. Collectively, 74.6% of attorneys participated in pro bono in 2015, up from 73.0% in 2014.



The graph below shows a regional breakdown of partner/associate participation in pro bono. Regionally, associate participation is greatest in the Midwest, Mid-Atlantic, and Northeast regions, where associate participation was 90.5%, 88.3%, and 83.4%, respectively. The Mid-Atlantic at 72.8% and the Northeast at 69.2% led the way in partner participation.⁸



The graph below shows a breakdown of partner/associate participation in pro bono by firm size. Participation rates steadily increase as firm size increases.⁹

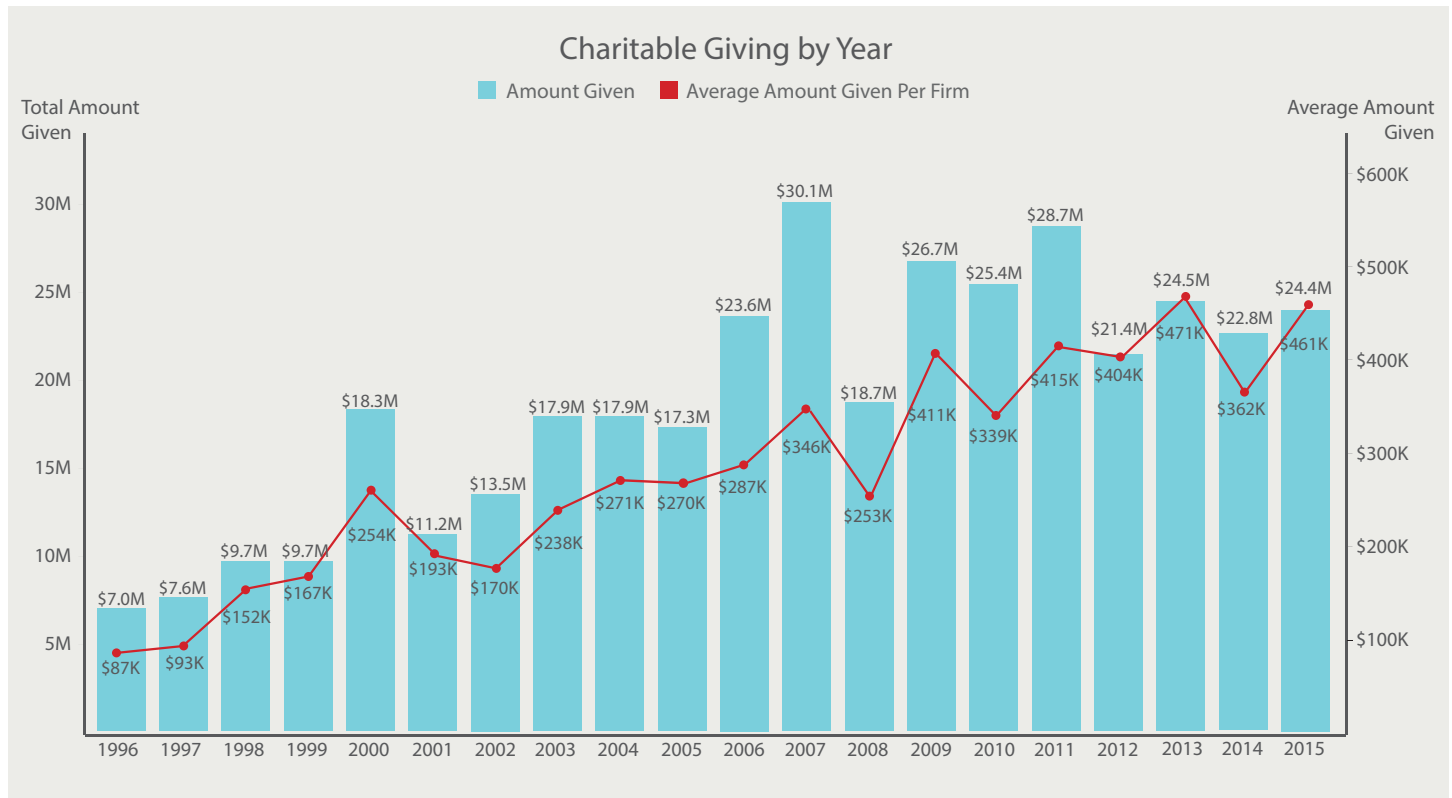


8. For a detailed breakdown of attorney participation rates by region, see Table 6 in Appendix B.

9. For a detailed breakdown of attorney participation rates by firm size, see Table 7 in Appendix B.

Charitable Donations

In addition to asking Challenge Signatories to provide statistical information as required by the Challenge, PBI asks firms to respond to several optional questions, including providing supplemental information on charitable donations to legal services organizations. In 2015, 53 firms reported that they had donated \$24,414,996 to legal services organizations. Despite ten fewer firms reporting, this dollar total is up from 2014, when 63 firms reported they had donated \$22,819,684 to legal services organizations. In 2015, the average per firm donation was \$460,660, up significantly from 2014, when the average firm donation was \$362,217. See the graph below for a comparison of firm donations since 1996.¹⁰



10. Analysis of raw total giving requires additional context in order to be accurately interpreted. Real world factors, such as prepaying commitments and making advance or multiple payments in any calendar or fiscal year, account for a portion of the year-to-year fluctuation in charitable donations, but stability in the overall amounts donated.

REFLECTIONS

Law firm pro bono in 2015 can be characterized by one word: optimism. This is not magical thinking or misguided hope, but an empirical, evidence-based reality. One hundred twenty-nine Signatories to the Law Firm Pro Bono Challenge® collectively reported increases in total pro bono hours, pro bono hours for the poor, participation rates, and charitable giving. To be sure, they were not record-breaking increases. But at a time when uncertainty, pessimism, and bad vibes are the prevailing sentiments, even small victories are notable and worth celebrating.

Meeting or Exceeding Challenge Goals

- Total pro bono hours increased slightly in 2015. Even with four fewer firms reporting in 2015, total pro bono hours increased by almost 31,000 hours.
- A majority of firms of all sizes and across all regions either held steady or increased their pro bono performance. Pro bono is healthy and vibrant, with nineteen firms reporting significant expansion (in excess of 20% over 2014), demonstrating that substantial growth is feasible.
- Despite a slight dip in average pro bono hours per attorney — from 60.1 hours per attorney to 59.5 hours per attorney — as a percentage of total paying client billable hours, pro bono hours rose from 3.4% to 3.5%. Fifty-seven percent of firms either performed the same amount of pro bono or increased their pro bono hours over 2014. Eighty-six percent of firms either maintained their participation rate or increased the percentage of their lawyers who do pro bono. While there is always room for improvement, these statistics indicate that pro bono is a critical element of law firm culture, a core value, and integral to how Challenge Signatories operate and do business.
- When the Challenge was implemented in 1995, one fundamental goal was to encourage more than half of a firm's attorneys to participate in pro bono, which at the time was ambitious. For 2015, the overall attorney participation rate was 74.6% — up from 73.0% in 2014. Participation rates for both partners and associates increased in 2015.

Enhancing Access to Justice through Service and Charitable Giving

- In addition to the commitment to devote 3 or 5% of the total paying client billable hours to pro bono, Challenge Signatories also agree to devote a majority of their pro bono time “to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means” (Principle 3). Challenge Signatories reported a significant increase (6.7%) in pro bono time committed to persons of limited means and organizations serving them in 2015. Seventy-one percent of all pro bono time was devoted to those of limited means and organizations serving them — a clear indication that this goal of the Challenge is being met. Furthermore, this important data point helps expose as myth the perception that large law firms are not adequately supporting legal aid programs and that they should do more before other funding streams, particularly public ones, are tapped.
- The financial support provided by Challenge Signatories to nonprofit legal services organizations, whose expertise and assistance make law firm pro bono possible, is critical. Although ten fewer firms reported this number for 2015 as compared to 2014, almost \$1.6 million more was donated to legal services organizations. The average firm donation to legal services organizations increased from \$362,217 to \$460,660 in 2015, yet another positive indicator that rebuts the gloomy conventional wisdom. We applaud those firms who not only gave their time but also contributed their dollars to local and other legal services organizations. Even if they will never on their own, absent government and other support, comprise full funding for legal services, firm contributions are critical to maintaining an effective pipeline and support network for legal services programs, and, in return for law firm pro bono efforts.

Innovation and Impact

- The march toward access to justice for all is slow, difficult, and collective. Progress comes from the quiet, persistent efforts of law firm pro bono leaders, supporters, and doers. Despite flaws and obstacles, we press on, believing that for all the setbacks and disappointments there will be some days when we will succeed in, to paraphrase the immortal aspiration, bending the long arc of the moral universe ever closer toward justice.
- Despite our bullish outlook on law firm pro bono, we must guard against complacency. Pro bono was never meant to be the exclusive answer to closing the justice gap. It is one tool in the access to justice toolbox. Deployed in combination with other tools, pro bono can be leveraged to effectuate meaningful and lasting change for both individuals and communities.
- Moreover, numbers don't tell the whole story. They are a relatively straightforward and efficient way to capture quantitative productivity. We will continue thinking about additional, but realistic, measures to help the pro bono community better evaluate and improve overall pro bono performance and service to clients: Quality and consistency of work? Timeliness and helpfulness of services provided? The worth to the client? The "social good"? The quality of the volunteer experience, engagement, and impact on the firm? Answers to these and similar (but difficult) questions will help us tell a more complete and meaningful pro bono story.
- As we have written elsewhere, rather than exclusively trying to build "bigger" law firm pro bono programs, we advocate a focus on building "better" pro bono programs. This process requires being open to experimentation and evaluation and resisting the pull of the status quo and the power of the fear of failure to try new ideas to provide improved services to our pro bono clients. We cannot enable "entrenched success" to make law firm pro bono vulnerable or be blinded by past success. In other words, neither we nor law firm pro bono programs can afford to rest on our laurels.
- Collaborating with players beyond the usual cohort can bring fresh ideas, solutions to timeless problems, and unique operational challenges. Challenge Signatories are leading the way with innovative, thought-provoking efforts. To that end, PBI has gathered several Challenge Signatories and a diverse group of other stakeholders to take part in a pilot effort to serve the needs of some of the most vulnerable in our society by implementing an agreed upon and measurable plan to reduce a persistent societal problem — the successful reentry of men and women released from federal and state facilities. The Minnesota Collaborative Justice Initiative is working with lawyers, social workers, legislators, federal and state agencies, community service organizations, and many others to identify and eliminate barriers to the successful reentry of men and women in two counties in Minnesota. We've seen the success of collaborative efforts in the medical/legal partnerships that are now commonplace; in the joint efforts of firms and public interest organizations to secure Holocaust reparations for eligible survivors in the United States and around the world; in the joint efforts of firms, in-house departments, and legal services organizations to ensure our veterans receive the benefits due to them for serving our country. There is still much to be done working together to strengthen access to justice and we'll look forward to sharing lessons learned from our pilot project.
- While we cannot claim that Challenge Signatories are more successful than their peers who have not yet enrolled in the Challenge, Signatories repeatedly report that making a public commitment to the Challenge heightens awareness of pro bono internally, increases attorney participation, engages firm leadership, and sets clear and shared goals for success. All of these elements combine to make it more likely that a firm's pro bono program will grow and succeed. For firms that have concerns about meeting the Challenge goals, we encourage you to join us and use this tool, and all of the related resources and support services, to advance pro bono at your firm. There is no downside to enrolling, as we do not publish disaggregated statistics, nor do we in any way identify individual firms as having met or not met their Challenge goals.

- Although the Challenge questions are not perfect, the information reported annually provides the reliability and rigor that are essential to tracking performance; identifying trends, obstacles, and opportunities; and enabling us to use that data to enhance pro bono and better serve our pro bono clients. We will continue to recruit additional Signatories, work with firms to collect accurate and comprehensive data, and use this information to assess and make informed recommendations about pro bono service.
- The Law Firm Pro Bono Project will continue to listen to the pro bono community and to serve as a counselor, resource, strategic advisor, trainer, and catalyst and offer expert guidance on law firm pro bono. We will also serve as a convener to promote experimentation, dialogue, and collaboration on how, working together, we can build on the strength, dedication, creativity, and maturation of law firm pro bono to strengthen access to justice and all segments of the legal profession.

“We do not need magic to transform the world. We carry all the power we need inside ourselves already. We have the power to imagine better.” — J.K. Rowling (June 2008, Harvard University)

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METHODOLOGY

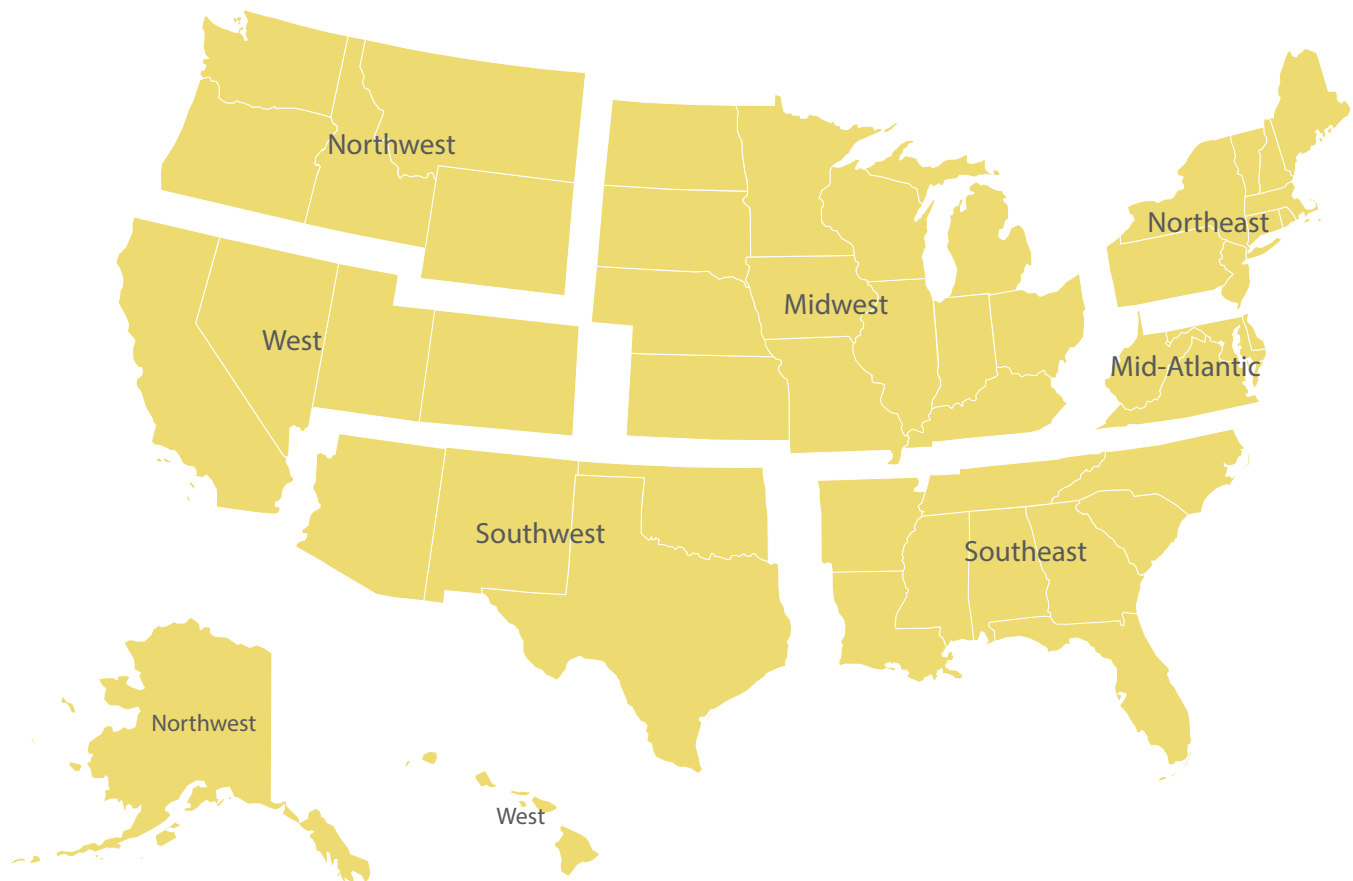
Once again, the survey was distributed exclusively in an electronic format, which allows for greater efficiency in the data-gathering process and improved accuracy of the data, which is carefully vetted prior to analysis.

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

In 2015, aggregated data collected on pro bono hours devoted to those of limited means included both tracked and estimated data. The Law Firm Pro Bono Project will continue to work with firms to develop comprehensive and accurate tracking systems.

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

The regional breakdown included in this analysis classifies firms by their historical headquarters, although it is now rare for a firm to claim a particular city as its headquarters. With the globalization of the practice of law, categorizing firms in this manner may cause inaccuracies, but still provides a snapshot of pro bono in different regions of the U.S.



DATA TABLES

Pro Bono Hours

Table 1: Total Pro Bono Hours by Region

Region	2015 # of Firms Reporting	2015 Pro Bono Hours	2014 # of Firms Reporting	2014 Pro Bono Hours	% Increase/Decrease
Mid-Atlantic	25	1,062,420	29	1,188,515	-10.6%
Midwest	25	683,586	24	657,178	4.0%
Northeast	44	1,544,203	43	1,473,480	4.8%
Northwest	5	154,116	5	137,771	11.9%
Southeast	11	231,242	10	210,703	9.7%
Southwest	6	73,939	6	72,485	2.0%
West	13	489,473	16	468,041	4.6%
Totals	129	4,238,979	133	4,208,173	0.7%

Table 2: Average Pro Bono Hours Per Firm by Region

Region	2015 # of Firms Reporting	2015 Pro Bono Hours Per Firm	2014 # of Firms Reporting	2014 Pro Bono Hours Per Firm	% Increase/Decrease
Mid-Atlantic	25	42,497	29	40,983	3.7%
Midwest	25	27,343	24	27,382	-0.1%
Northeast	44	35,096	43	34,267	2.4%
Northwest	5	30,823	5	27,554	11.9%
Southeast	11	21,022	10	21,070	-0.2%
Southwest	6	12,323	6	12,081	2.0%
West	13	37,652	16	29,253	28.7%
Totals	129	32,860	133	31,640	3.9%

Pro Bono Percentage

Table 3: Average Pro Bono Percentage by Region

Region	2015# of Firms Reporting	2015 Average Pro Bono Percentage	2014 # of Firms Reporting	2014 Average Pro Bono Percentage	% Increase/Decrease
Mid-Atlantic	24	3.99%	28	3.91%	2.05%
Midwest	25	3.27%	24	3.22%	1.55%
Northeast	42	3.86%	43	3.72%	3.76%
Northwest	5	2.47%	5	2.75%	-10.18%
Southeast	10	2.15%	9	2.28%	-5.70%
Southwest	6	2.14%	6	2.22%	-3.60%
West	12	3.95%	15	3.08%	28.25%
Totals	124 ¹¹	3.50%	130	3.39%	3.24%

Table 4: Average Pro Bono Percentage by Firm Size

Firm Size	2015# of Firms Reporting	2015 Average Pro Bono Percentage	2014 # of Firms Reporting	2014 Average Pro Bono Percentage	% Increase/Decrease
50 - 199 Attorneys	23	3.33%	24	3.01%	10.63%
200 - 499 Attorneys	40	3.56%	47	3.31%	7.55%
500 - 999 Attorneys	45	3.43%	46	3.47%	-1.15%
1,000 + Attorneys	16	3.77%	13	4.11%	-8.27%
Totals	124	3.50%	130	3.39%	3.24%

11. For Tables 3 and 4, the number of firms reporting in 2015 and 2014 differs from the total number of firms reporting due to incomplete reporting by five firms in 2015 and three firms in 2014.

Participation

Table 5: Participation by Partners, Associates, Counsel, and Staff/Other Attorneys

Category	2015 # of Attorneys	2015 # of Attorneys Participating	2015 Participation Rate	2014 # of Attorneys	2014 # of Attorneys Participating	2014 Participation Rate
Partners	29,774	19,739	66.3%	28,872	18,825	65.2%
Associates	31,525	27,542	87.4%	31,066	26,254	84.5%
Counsel	6,732	4,365	64.8%	6,232	3,997	64.1%
Staff/Other Attorneys	3,199	1,489	46.5%	3,791	1,995	52.6%
Totals	71,230	53,135	74.6%	69,961	51,071	73.0%

Table 6: Average Participation Rate by Region

Region	2015 # of Firms Reporting	2015 Partner Participation Rate	2015 Associate Participation Rate	2015 Firm Participation Rate	2014 # of Firms Reporting	2014 Partner Participation Rate	2014 Associate Participation Rate	2014 Firm Participation Rate
Mid-Atlantic	25	72.8%	88.3%	76.9%	29	68.0%	85.4%	76.6%
Midwest	25	64.6%	90.5%	74.7%	24	66.3%	88.3%	75.2%
Northeast	44	69.2%	83.4%	75.7%	43	67.8%	81.7%	75.7%
Northwest	5	53.6%	72.3%	56.6%	5	49.2%	67.0%	56.6%
Southeast	11	60.1%	75.1%	67.5%	10	64.4%	71.7%	67.5%
Southwest	6	47.8%	75.0%	57.9%	6	44.4%	70.6%	57.9%
West	12	63.1%	77.6%	67.4%	15	61.6%	72.5%	67.4%
Totals	128 ¹²	66.0%	83.6%	74.6%	132	65.0%	81.1%	73.0%

Table 7: Average Participation by Firm Size

Firm Size	2015 # of Firms Reporting	2015 Partner Participation Rate	2015 Associate Participation Rate	2015 Firm Participation Rate	2014 # of Firms Reporting	2014 Partner Participation Rate	2014 Associate Participation Rate	2014 Firm Participation Rate
50 - 199 Attorneys	23	61.1%	78.1%	67.8%	24	57.9%	73.5%	64.4%
200 - 499 Attorneys	43	62.1%	81.8%	70.9%	48	63.0%	79.2%	70.1%
500 - 999 Attorneys	46	64.4%	82.0%	73.4%	47	64.8%	79.6%	72.1%
1,000 + Attorneys	16	71.1%	87.2%	79.9%	13	69.5%	85.5%	78.7%
Totals	128	66.0%	83.6%	74.6%	132	65.0%	81.1%	73.0%

12. For Tables 6 and 7, the number of firms reporting in 2015 and 2014 differs from the total number of firms reporting due to incomplete reporting by one firm each year.

2015 REPORTING CHALLENGE SIGNATORIES

We thank and congratulate the 129 Challenge Signatories whose commitment to pro bono is positively reflected in this Report, and we look forward to a renewed and expanded level of commitment in 2016.

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

* denotes Charter Signatories to the Challenge

† special thanks to new Signatories and first-time responders

2015 NON-REPORTING CHALLENGE SIGNATORIES

These firms did not report in 2015:

Farella Braun + Martel
Finnegan, Henderson, Farabow, Garrett & Dunner
Hollingsworth
Loeb & Loeb
*Miller, Canfield, Paddock and Stone
Norton Rose Fulbright
Vorys, Sater, Seymour and Pease

Dissolved Firm:

Dickstein Shapiro

Merged Firms:

*McKenna Long & Aldridge
Oppenheimer Wolff & Donnelly
Van Cott, Bagley, Cornwall & McCarthy

* denotes Charter Signatories to the Challenge

ABOUT THE LAW FIRM PRO BONO CHALLENGE®

The Law Firm Pro Bono Challenge®, developed by law firm leaders and corporate general counsel, articulates a single standard for one critical segment of the legal profession – firms with 50 or more lawyers. The Challenge has become the definitive aspirational pro bono standard for large law firms throughout the world. It is unique for several reasons:

- It uses a progressive standard – i.e., a target of either 3 or 5% of a firm’s total paying client billable hours (equivalent to 60 or 100 hours per attorney) which ties pro bono performance to firm productivity and profitability.
- It calls for an institutional commitment, rather than an individual lawyer goal, in recognition of the reality that the policies and practices of law firms are keys to the ability and willingness of firm lawyers to undertake pro bono work.
- It creates goals not only with respect to the amount of pro bono work to be undertaken, but also with regard to the structural and policy elements that are essential for the creation and maintenance of a pro bono-friendly firm culture.
- It links Challenge Signatories to the extensive consultative services and resources available from PBI’s Law Firm Pro Bono Project.
- It includes an accountability mechanism and an outcome measurement through its annual reporting requirement.

While statistics are an important measurement tool, the Challenge is not limited to quantifiable goals. Rather, it provides a framework, a set of expectations, and operational and policy elements that are the keys to major law firms’ ability to institutionalize and strengthen the culture and operations of their pro bono programs. Since the inception of the Challenge, PBI has worked with law firms to promulgate pro bono policies; enhance their relationships with public interest, legal services, pro bono programs and other groups, including the courts; improve the oversight and staffing of firms’ pro bono work; design and implement pro bono partnerships with corporate legal departments; improve processes for planning and evaluating pro bono efforts; create more accurate time-keeping mechanisms; incorporate a number of innovative pro bono models – including signature projects, rotation/externship programs, global efforts, integration with other firm goals including professional development, talent management, diversity, and associate satisfaction, and more; and successfully encourage many firms to expand the breadth and depth of their pro bono docket. Indeed, the Challenge’s success in enhancing pro bono culture and performance led Corporate Pro Bono, the global partnership project of PBI and the Association of Corporate Counsel, to launch the Corporate Pro Bono Challenge® initiative in 2006.

With only minimal changes made in the language and principles of the Challenge since its creation, the Law Firm Pro Bono Challenge® has become the industry standard by which firms define, measure, and assess their pro bono achievements. It has also become a rallying point and a catalyst that enables firms, despite economic cycles and other pressures, to contribute meaningfully to their local communities, to the national justice system, and to communities around the world.

Law Firm Pro Bono Challenge[®]

Recognizing the growing severity of the unmet legal needs of the poor and disadvantaged in the communities we serve, and mindful that major law firms must – in the finest traditions of our profession – play a leading role in addressing these unmet needs, our firm is pleased to join with other firms across the country in subscribing to the following statement of principles and in pledging our best efforts to achieve the voluntary goals described below.

1. Our firm recognizes its institutional obligation to encourage and support the participation by all of its attorneys in pro bono publico activities. We agree to promulgate and maintain a clearly articulated and commonly understood firm policy which unequivocally states the firm's commitment to pro bono work.
2. To underscore our institutional commitment to pro bono activities, we agree to use our best efforts to ensure that, by no later than the close of the calendar year, our firm will either:
 - (1) annually contribute, at a minimum, an amount of time equal to 5% of the firm's total billable hours or 100 hours per attorney to pro bono work; or
 - (2) annually contribute, at a minimum, an amount of time equal to 3% of the firm's total billable hours or 60 hours per attorney to pro bono work.
3. In recognition of the special needs of the poor for legal services, we believe that our firm's pro bono activities should be particularly focused on providing access to the justice system for persons otherwise unable to afford it. Accordingly, in meeting the voluntary goals described above, we agree that a majority of the minimum pro bono time contributed by our firm should consist of the delivery of legal services on a pro bono basis to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means.
4. Recognizing that broad-based participation in pro bono activities is desirable, our firm agrees that, in meeting the minimum goals described above, we will use our best efforts to ensure that a majority of both partners and associates in the firm participate annually in pro bono activities.
5. In furtherance of these principles, our firm also agrees:
 - a. To provide a broad range of pro bono opportunities, training, and supervision to attorneys in the firm, to ensure that all of our attorneys can avail themselves of the opportunity to do pro bono work;
 - b. To ensure that the firm's policies with respect to evaluation, advancement, productivity, and compensation of its attorneys are compatible with the firm's strong commitment to encourage and support substantial pro bono participation by all attorneys; and
 - c. To monitor the firm's progress toward the goals established in this statement and to report its progress annually to the members of the firm and to the Law Firm Pro Bono Project.

- 6. This firm also recognizes the obligation of major law firms to contribute financial support to organizations that provide legal services free of charge to persons of limited means.
- 7. As used in this statement, the term “pro bono” refers to activities of the firm undertaken normally without expectation of fee and not in the course of ordinary commercial practice and consisting of (i) the delivery of legal services to persons of limited means or to charitable, religious, civic, community, governmental, and educational organizations in matters which are designed primarily to address the needs of persons of limited means; (ii) the provision of legal assistance to individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; and (iii) the provision of legal assistance to charitable, religious, civic, community, governmental, or educational organizations in matters in furtherance of their organizational purposes, where the payment of standard legal fees would significantly deplete the organization’s economic resources or would be otherwise inappropriate.

FIRM

PARTNER EXECUTING ON BEHALF OF FIRM

ADDRESS

ADDRESS (CONT.)

CITY / STATE / ZIP

PHONE / EMAIL

DATE