



PRO BONO
INSTITUTE

LAW FIRM PRO BONO PROJECT

Law Firm Pro Bono Challenge® Frequently Answered Questions

Q: What law firms are eligible to become Challenge Signatories?

A: Firms with 50 or more lawyers are eligible to join the Law Firm Pro Bono Challenge®, which is tailored to the resources and needs of large law firms. Other [leading firms](#) like yours have successfully used the Challenge as a catalyst and organizing principle to enhance pro bono performance within the firm.

Q: Is the Challenge a new initiative?

A: No, the Challenge was launched in 1993, and implemented in 1995. This year marks the 20th anniversary of the Challenge. A list of current Challenge Signatories may be viewed [here](#).

Q: How can my firm enroll?

A: Complete and sign the Challenge enrollment [form](#) and send it to PBI's Law Firm Pro Bono Project at 1025 Connecticut Ave., NW, Suite 205, Washington DC, 20036 or by [email](#).

Firms are welcome to join at any time of the year and enjoy a one-year grace period before the annual reporting requirement kicks in. The Law Firm Project is happy to work with your firm to effectively and efficiently track pro bono time.

Q: Does it cost anything to become a Challenge Signatory?

A: There is no cost to join the Challenge, but we are a [Member](#) driven Project that is 100 percent supported by dues and law firm contributions.

Q: Does specific information about my firm's pro bono activities become public?

A: Absolutely not. We have developed processes and safeguards to preserve and protect the confidentiality of information received from Challenge Signatories. We do not include disaggregated information in our Challenge Report or elsewhere.

Q: What commitment do Challenge Signatories make?

A: The Challenge is an institutional obligation to encourage and support the participation of all attorneys in pro bono activities through a clearly articulated and commonly understood firm pro bono policy. Signatories make:

- A firm-wide commitment to provide 3 or 5 percent of your firm's billable hours or 60 or 100 hours per attorney to pro bono work (at the level of your choosing).
- A commitment that a majority of the firm's pro bono time should consist of legal services to persons of limited means or to the organizations that serve them.
- A commitment to use your best efforts to ensure that a majority of both partners and associates participate in pro bono activities.

Once a year, Challenge Signatories complete a brief, confidential online survey about the firm's pro bono performance. The annual reporting requirement acts as an accountability mechanism and an outcome measurement tool for your firm and PBI, and allows PBI to provide you with guidance on emerging trends in law firm pro bono.

Q: What happens if my firm is unable to meet our aspirational pro bono goal?

A: While we encourage your firm to do its best to meet your chosen goal, there are no negative consequences. Rather, we work with your firm to help you improve your pro bono performance. Challenge Signatories have access to expert services, publications, and individual assistance, tailored to help you meet your pro bono goals.