

D.C. Bar Pro Bono Initiative



2016 Pro Bono Initiative Report

OUR MISSION

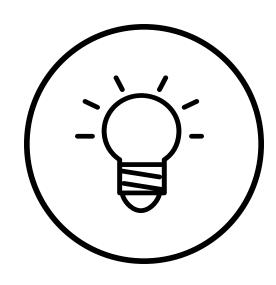
The Pro Bono Initiative's mission is to improve the delivery of pro bono legal services in the District of Columbia. Signatory firms agree to:



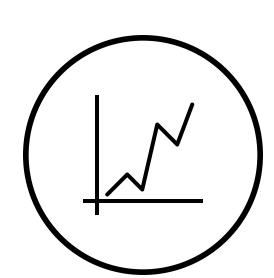
- Set a minimum pro bono goal for the firm's D.C. office (3% or 5% of total client billable hours, or alternatively, an average of 60 or 100 hours per lawyer each year).
- 2. Manage to the pro bono goal.
- Sign up for, and/or develop, specific pro bono opportunities that help D.C.'s indigent population.
- Report the firm's D.C. office results to the D.C. Bar Pro Bono Center.

The D.C. Bar Pro Bono Initiative is a unique, aspirational pro bono standard for D.C. firms.

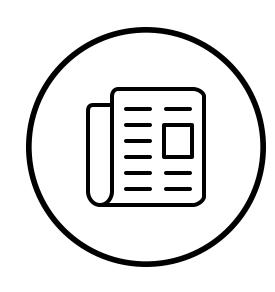
OUR BACKGROUND



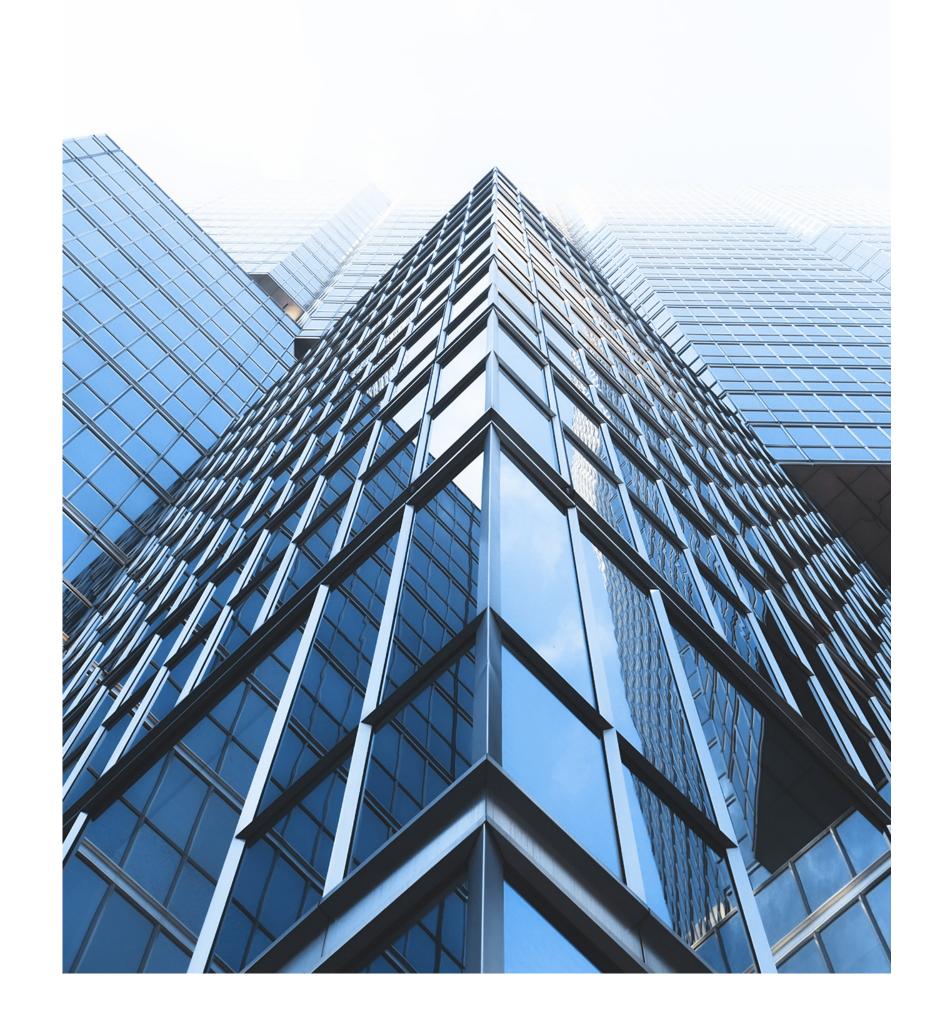
In 2001, 41 of the District's largest law firms joined the D.C. Bar Pro Bono Initiative ("Initiative") and pledged to provide pro bono legal services at specified levels (1).



The number of firm Signatories to the Initiative has varied over the years due in part to mergers. Peak participation occurred in 2009, when all 64 Signatory firms responded to the survey.



In April of 2017, the D.C. Bar Pro Bono Center circulated a survey to all 60 Signatory firms, gathered survey responses, and aggregated the statistics in this report (2). This reporting year, 59 Signatory firms responded to the survey, at least in part (3).



⁽¹⁾ The Initiative's standards were created by, and are used with permission from, the Pro Bono Institute and modeled on the Institute's Law Firm Pro Bono Challenge®: http://www.probonoinst.org/resources/what-counts/. The D.C. Bar Pro Bono Center thanks the Pro Bono Institute for permission to use and affiliate with the Law Firm Pro Bono Challenge®. The Law Firm Pro Bono Challenge® name is the property of the Pro Bono Institute and may not be further used or cited, in whole or in part, without prior written permission from the Pro Bono Institute.

(2) 60 Signatory firms were sent the PBI survey, and 59 Signatory firms reported their progress.

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2016 Reporting Signatories

The D.C. Bar Pro Bono Center thanks the Initiative Signatories whose commitment to pro bono service is reflected in this Pro Bono Initiative Report. We look forward to reporting a renewed and increased level of commitment next year.

Akin Gump Strauss Hauer & Feld LLP

Arent Fox PLLC

Arnold & Porter LLP

Baker Botts LLP

Beveridge & Diamond

Blank Rome LLP

Bryan Cave LLP

Cooley LLP

Cleary Gottlieb Steen & Hamilton LLP

Covington & Burling LLP

Crowell & Moring LLP

Davis Wright Tremaine LLP

Dechert LLP

Dentons US LLP

DLA Piper US LLP

Drinker Biddle & Reath LLP

Epstein Becker & Green

Eversheds Sutherland US LLP

Finnegan, Henderson, Farabow, Garrett &

Dunner, LLP

Foley & Lardner LLP

Gibson, Dunn & Crutcher LLP

Goodwin Procter LLP

Hogan Lovells US LLP

Holland & Knight LLP

Hunton & Williams LLP

Jenner & Block LLP

Jones Day LLP

Kelley Drye & Warren LLP

King & Spalding LLP

Kirkland & Ellis LLP

K&L Gates LLP

Latham & Watkins LLP

Mayer Brown LLP

McDermott, Will & Emery LLP

Miller & Chevalier Chartered

Mintz Levin Cohn Ferris Glovsky & Popeo PC

Morgan Lewis & Bockius LLP

Morrison & Foerster LLP

Nixon Peabody LLP

Norton Rose Fulbright LLP

O'Melveny & Myers LLP

Orrick, Herrington & Sutcliffe LLP

Paul, Hastings, Janofsky & Walker LLP

Perkins Coie LLP

Pillsbury Winthrop Shaw Pittman LLP

Reed Smith LLP

Shearman & Sterling LLP

Sidley Austin LLP

Skadden, Arps, Slate, Meagher & Flom LLP

Squire Patton Boggs LLP

Steptoe & Johnson LLP

Venable LLP

Vinson & Elkins LLP

Weil Gotshal & Manges LLP

Wiley Rein LLP

Williams & Connolly LLP

WilmerHale LLP

Winston & Strawn LLP

Zuckerman Spaeder LLP

2017 New Signatories

Debevoise & Plimpton LLP

Duane Morris LLP

Kilpatrick Townsend & Stockton LLP

Ropes & Gray LLP

Please Note: These four firms' D.C. offices joined the D.C. Bar Pro Bono Initiative in May 2017 and are not included in this report.

2016 EXECUTIVE SUMMARY

The 2016 Pro Bono Initiative Report examines the pro bono performance of reporting Signatories to the D.C. Bar Pro Bono Initiative during the 2016 calendar year. Initiative Signatories have committed to contribute 3 or 5% (or alternatively, 60 or 100 hours per attorney) of their annual total paying client billable hours to pro bono activities and report their performance to the D.C. Bar Pro Bono Center each year.



Overall Performance

Total pro bono hours increased significantly in 2016. 59 firms reported performing an aggregated total of 852,286 hours of pro bono work in 2016, an approximate 11% increase in total pro bono hours from the same 59 firms in 2015.



Attorney Participation

The percentage of attorneys engaged in pro bono slightly decreased in 2016. The participation rate was 81% in 2016, down from 84% in 2015. However, the total number of attorneys participating in pro bono increased in 2016 from 8,066 to 8,874 attorneys.



Pro Bono for Those of Limited Means

In 2016, firms reported approximately 576,114 pro bono hours for those of limited means or organizations serving them. 68% of all pro bono time was devoted to those of limited means or organizations serving them.



Innovative Activities

Several firms reported on their engagement in one or more new probono activities, including: a partnership with a corporate in-house department (19); a firm-wide signature project (11); an international program (10); a rotation/fellowship/externship program (8); or other (8).

2016 Highlights

Average Pro Bono Hours as a Percentage of Billable Hours

4.4%

Attorney Participation in Pro Bono

81%

852,286



total pro bono hours in 2016

Average Pro Bono Hours Per Attorney

78

Pro Bono Percentage Devoted to Persons of Limited Means or Organizations That Serve Them

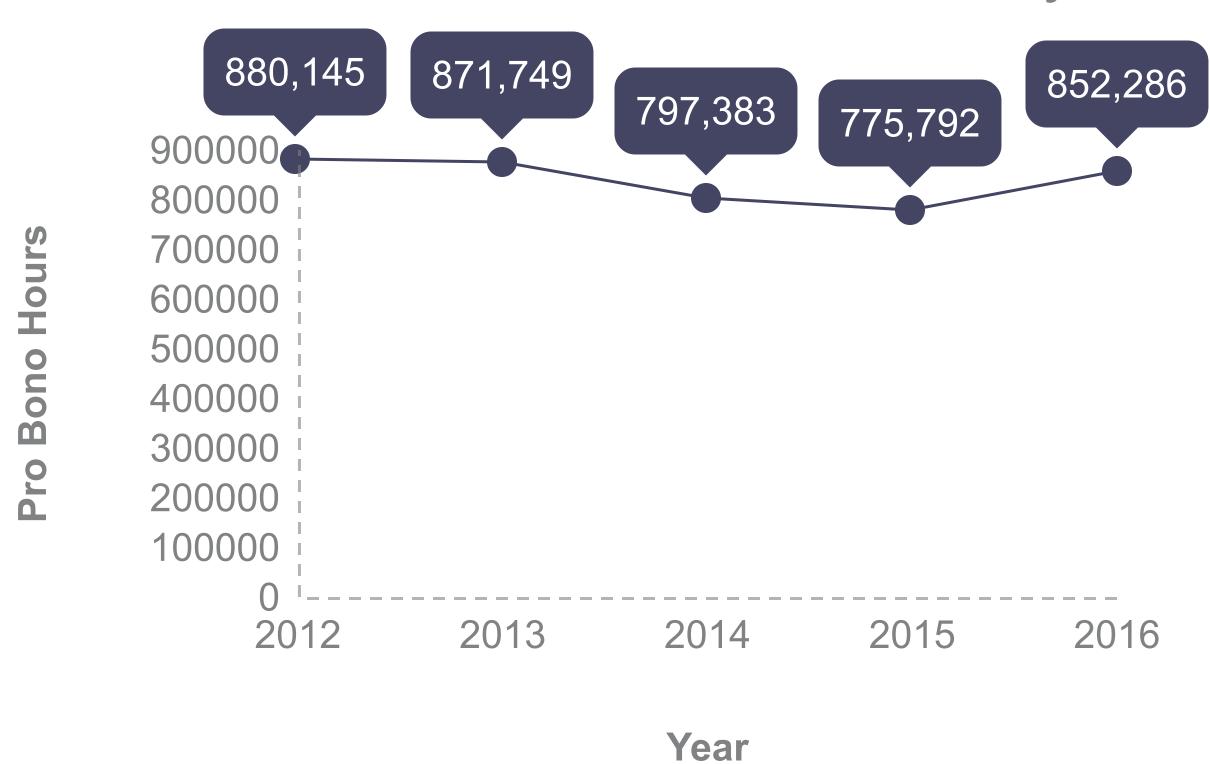
68%

Total Pro Bono Hours

In 2016, 59 firms performed an aggregated total of **852,286 hours** of pro bono service -- approximately 76,494 hours more than in 2015, when 60 firms reported an aggregated total of 775,792 pro bono hours.

Total pro bono hours increased significantly in 2016, despite the decrease in the number of reporting firms.





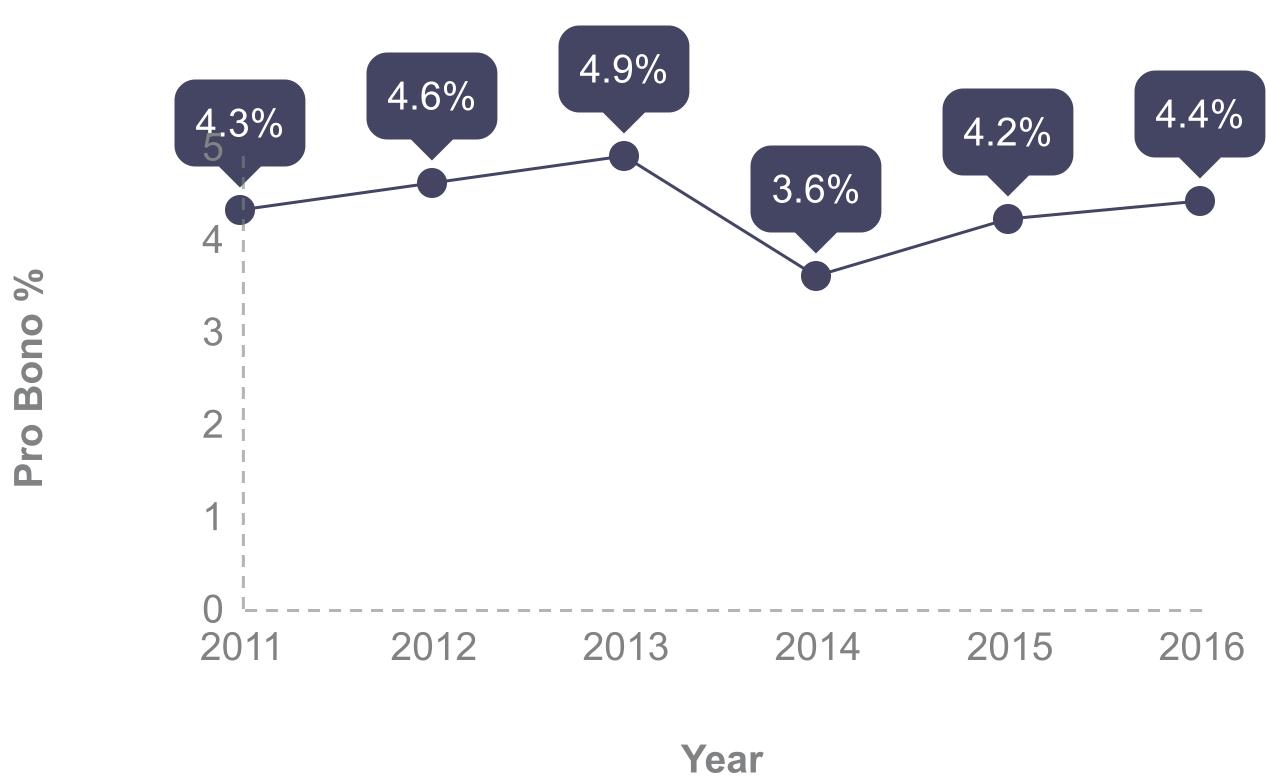
In a year-to-year comparison, the 59 firms that provided both their 2015 and 2016 progress figures reported a total of 768,123 pro bono hours in 2015 and 852,286 pro bono hours in 2016 -- an approximate 11% increase.

Average Pro Bono Percentage

In 2016, 56 of the 59 reporting firm Signatories provided enough information to verify whether they achieved the 3% or 5% benchmarks set by the Initiative.

Viewed as a percentage of total paying client billable hours, pro bono hours increased in 2016, and firms contributed an average of of their billable hours to pro bono work.





- reporting firms contributed between 3% and 4.9% of their billable hours to probono work in 2016 -- meeting or exceeding the first benchmark set by the ProBono Initiative.
- reporting firms contributed between 3% and 4.9% of their billable hours to probono work in 2015.
- reporting firms contributed 5% or more of their billable hours to pro bono work in 2016 -- meeting or exceeding the highest benchmark set by the Pro Bono Initiative.
- reporting firms contributed 5% or more of their billable hours to pro bono work in 2015.

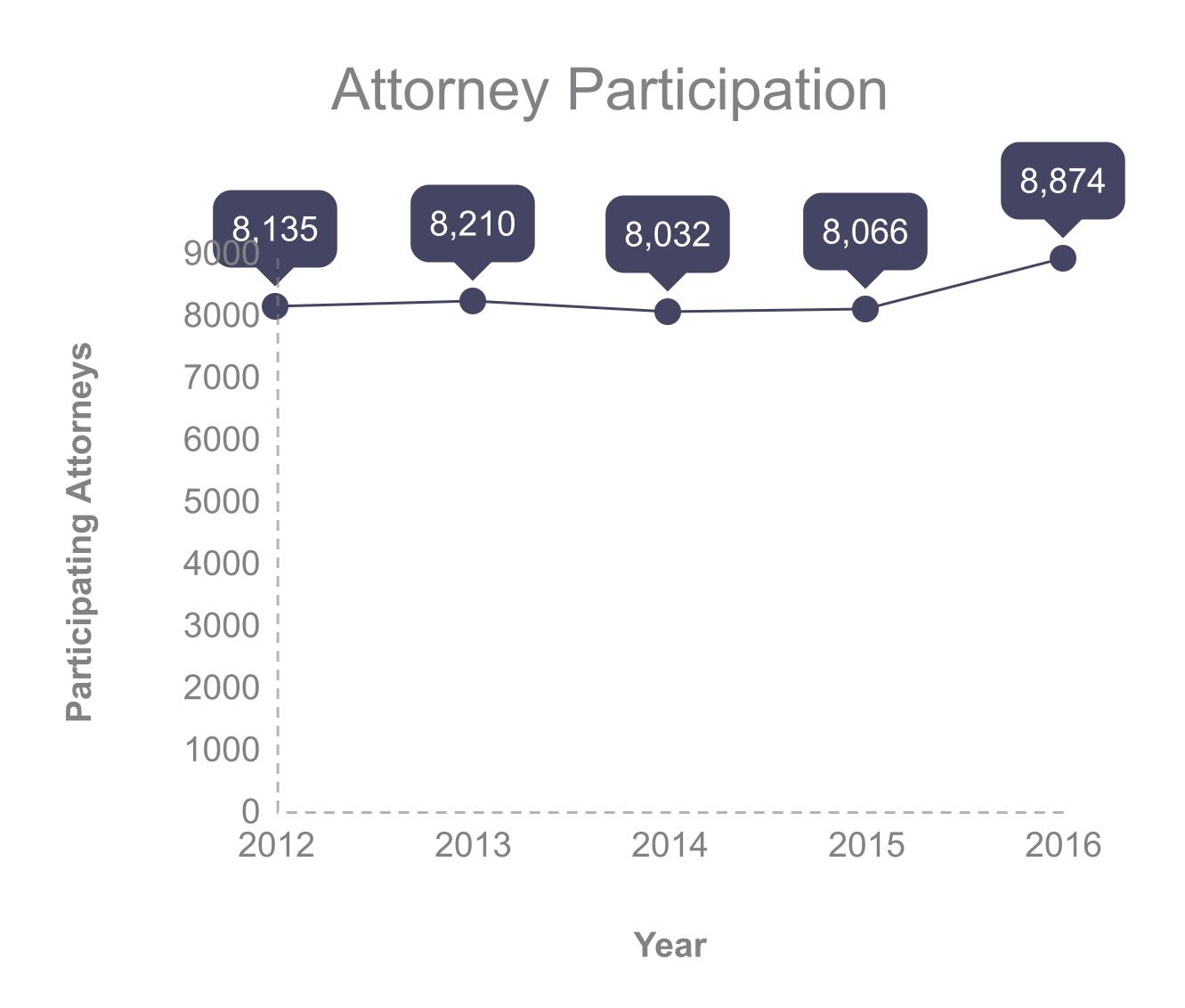
From 2015 to 2016, there was a 40% increase in the number of firm Signatories that met or exceeded the 5% benchmark.

Attorney Participation

In 2016, Initiative Signatories reported 10,907 full-time equivalent attorneys in their D.C. offices, an increase from 9,641 total attorneys in 2015.

In 2016, a total of **8,874 attorneys** participated in pro bono at the reporting firms, including 3,028 partners; 4,268 associates; 1,176 counsel; and 402 staff and other attorneys. By comparison, a total of 8,066 attorneys at reporting Signatories participated in pro bono in 2015.

The number of attorneys participating in pro bono legal work **Increased** between 2015 and 2016, despite the decrease in the number of reporting firms.

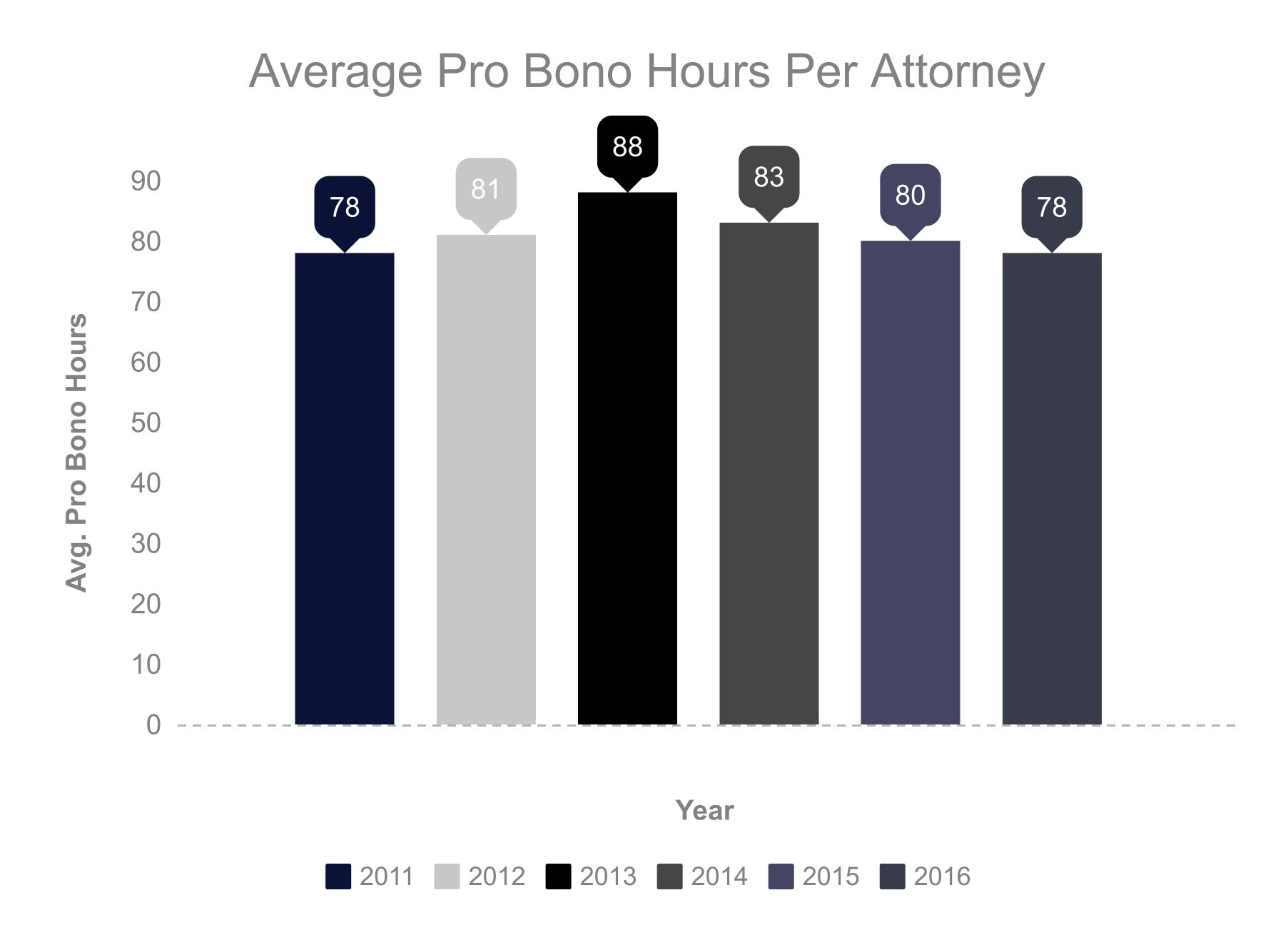


Approximately 81%

of full-time equivalent attorneys in the reporting firms participated in pro bono work in 2016, a decrease of approximately 3 percentage points from attorney participation in 2015.

Average Pro Bono Hours Per Attorney

In 2016, the average number of pro bono hours was **78 hours** per attorney, which is consistent with last year's statistic of approximately 80 hours per attorney.

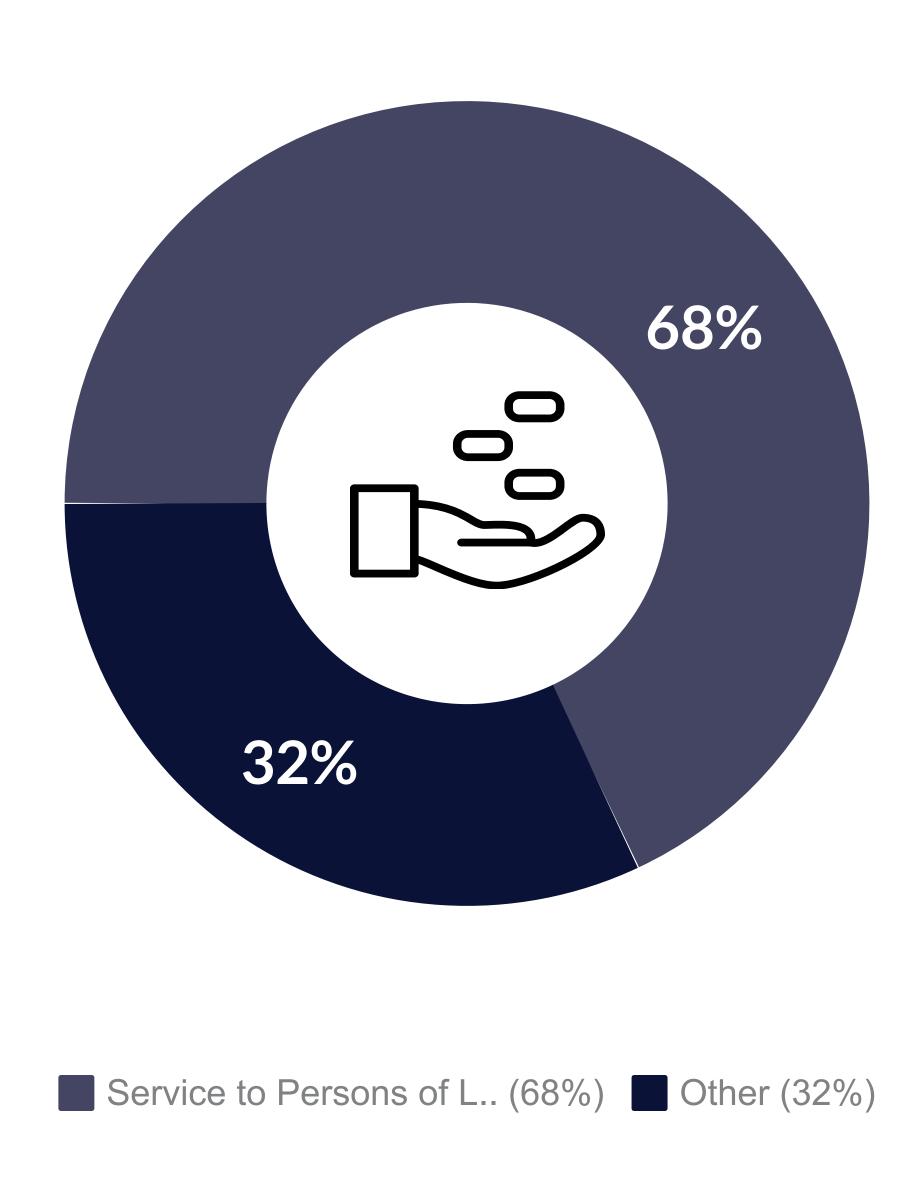


Service to Persons of Limited Means or Organizations That Serve Them

In 2016, 59 firms reported approximately **576,114** actual or estimated hours of pro bono service to persons of limited means or the organizations that serve them (4).

Approximately 68% of all pro bono time in 2016

was devoted to those of limited means or the organizations serving them, showing that, collectively, firm Signatories are meeting their Initiative commitment to devote a majority of their pro bono time to persons of limited means.



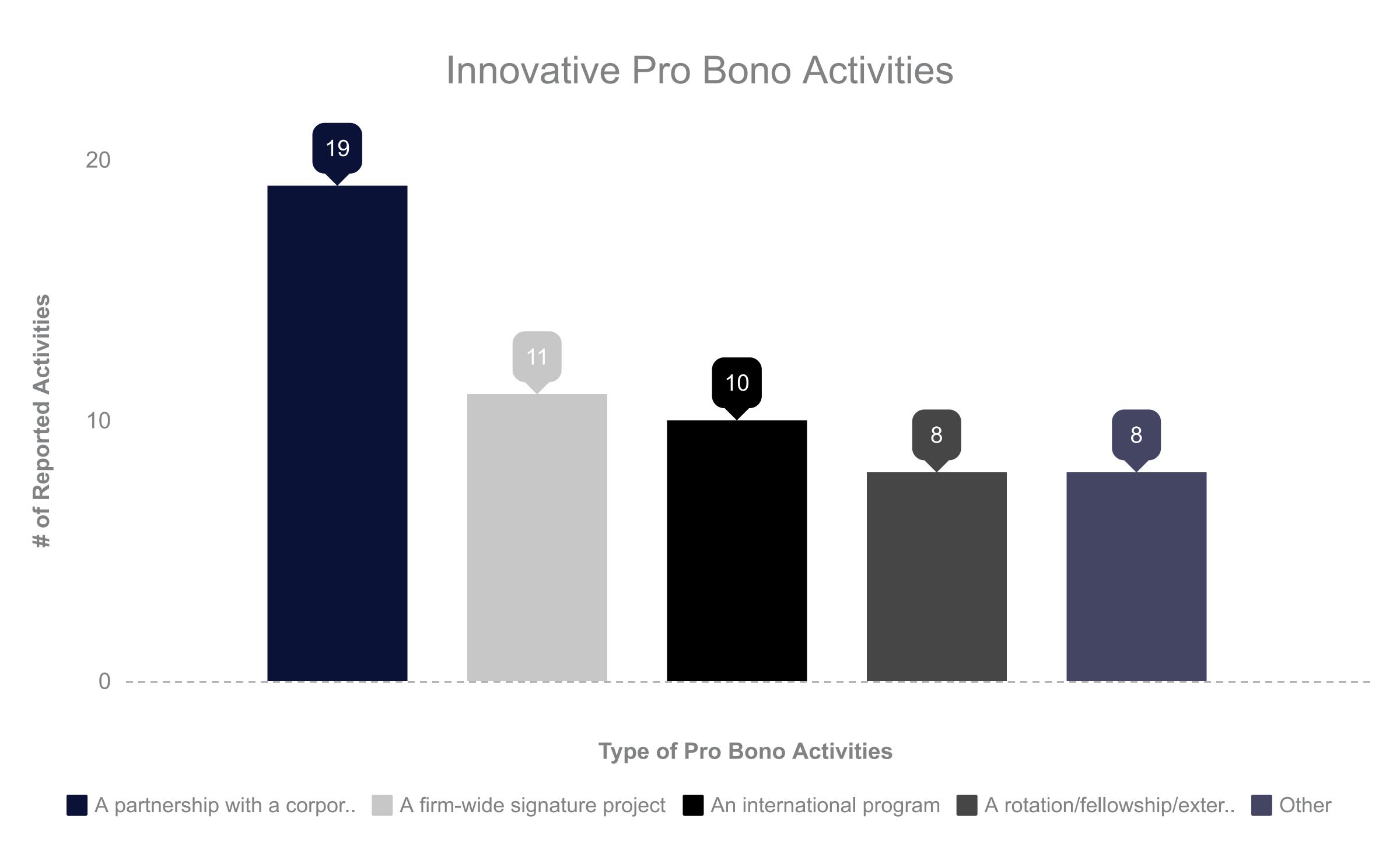
(4) In 2016, 27 firms (46%) reported tracking pro bono hours, and 32 firms (54%) reported estimating pro bono hours. In 2015, 34 firms (57%) reported tracking pro bono hours, and 26 firms (43%) reported estimating pro bono hours.

Innovative Pro Bono Activities

In 2016, firm Signatories strived to meet the Initiative goal of undertaking or increasing their involvement in

one or more specific probono activities

in order to increase their pro bono legal services. Of the firms that reported survey results, the following indicates the number of innovative pro bono activities -- a partnership with a corporate in-house department (19); a firm-wide signature project (11); an international program (10); a rotation/fellowship/externship program (8); or other (8) -- undertaken in 2016:



Innovative Pro Bono Activities

The following are examples* of other innovative pro bono activities that Signatory firms have undertaken in 2016:



"In the 8 years since Squire Patton Boggs took the unique step of launching its Public Service Initiative [which focuses on resource-intensive matters, including capital and actual innocence cases], the group has obtained some tremendous results that have changed the lives of indigent inmates who otherwise would have been forgotten in the country's vast criminal justice system and led to significant changes to prison policy concerning solitary confinement."

- Squire Patton Boggs LLP

"Starting in 2016, all lawyers were required to devote at least 50 hours of pro bono work annually. We were heartened by the enthusiastic response of our lawyers, at all levels of the firm, to this new initiative: nearly 80 percent of the firm's employees exceeded the 50 hour benchmark in the first year."







"In partnership with the Tahirih Justice Center, we took on child marriage in the state of Virginia. We researched the problem, analyzed existing law, and helped draft the bill, which became law on July 1, 2016, raising the minimum age for marriage to 18 (except in cases of emancipated minors)...We're continuing to research the child marriage problem and laws in other states and to press for legislative reform to end child marriage in the United States. "

- Hogan Lovells US LLP

^{*}Reprinted with permission from each firm.

REFLECTIONS

In 2016, law firm pro bono trends were generally positive, reflecting the commitment of D.C.'s largest law firms to improving the delivery of pro bono legal services in the District of Columbia. The findings in this report provide important insights into the role of law firms in addressing the public's unmet needs for legal services.

Notable Trends

The following trends were observed in law firm pro bono in 2016:

- The highest total number of pro bono hours contributed since 2013
- The highest total number of attorneys participating in pro bono since the Pro Bono Initiative began in 2001 (to the best of our knowledge)
- A consistent number of average pro bono hours per attorney
- A majority of all pro bono time devoted to persons of limited means or the organizations that serve them

Key Takeaways

After a significant decrease in the average pro bono percentage in 2014, trends demonstrate that D.C. firms have renewed and expanded their commitment to pro bono service in the years since.

Significantly, more attorneys participated in pro bono in 2016 than ever before -- a strong indicator of progress. Additionally, a majority of Signatory firms met or exceeded their Pro Bono Initiative benchmarks (3% or 5%), indicating that pro bono is a critical component of law firm culture in the District.

In a time of increased need for pro bono legal services, we encourage D.C. firms to continue to devote the majority of their pro bono hours to persons of limited means or the organizations that serve them.

The D.C. Bar Pro Bono Initiative will continue to recruit additional Signatories and assess gathered information to make informed recommendations about pro bono service.

GET IN TOUCH WITH US



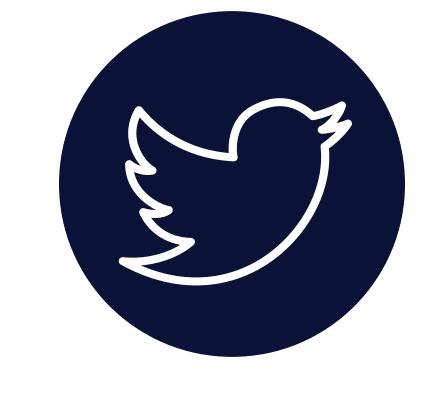
D.C. Bar Pro Bono Center 1101 K Street NW, Suite 200 Washington, D.C. 20005



www.dcbar.org/pro-bono

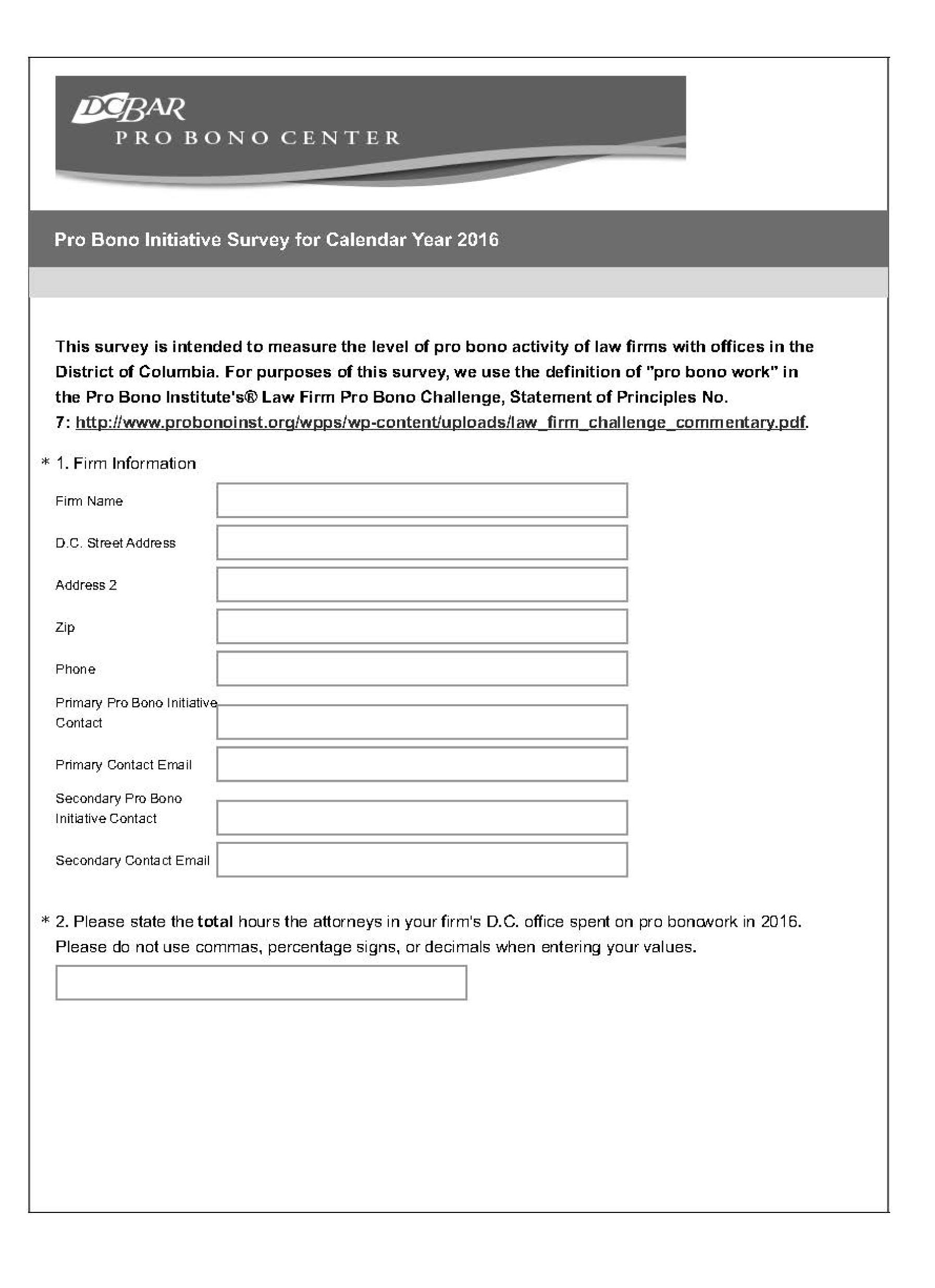


(202) 737-4700 ext. 3360



@DCBarProBono

2016 Pro Bono Initiative Survey Questions



2016 Pro Bono Initiative Survey Questions

| * 3. In addition to the nu | umber of pro bono hours, please also provideone of the following metrics: | |
|--|---|--|
| % of total paying client billable hours dedicated to pro bono work (from 0 to 100) for your firm's D.C. office in 2016 | | |
| Total paying client billable hours for your firm's D.C. office, including hours dedicated to pro bono clients, in 2016 | | |
| * 4. Does your firm's D.C. office track the number of pro bono hours dedicated to those of limited means or | | |
| Tracked | ve them, or are you providing an estimate? | |
| Estimated | | |
| | | |
| | of attorney pro bono hours performed during the reporting period, how many hours e of limited means or organizations that serve them? | |
| * 6. Please state the nu | mber of attorneys in your firm's D.C. office as of December 31, 2016. | |
| *For purposes of Questions 6 and 7, staff/other attorneys refers to practicing attorneys who are employees of the firm but who are not on a partnership track. This category does not include attorneys employed via an agency who are not firm employees. | | |
| Enter 0 if there are no | attorneys for a category. | |
| Partners | | |
| Associates | | |
| Counsel | | |
| Staff/Other Attorneys | | |
| | | |
| | | |
| | | |
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| | | |

2016 Pro Bono Initiative Survey Questions

| * 7. Please state the number of attorneys in your firm's D.C. office who participated in pro bono legal work during the reporting period. |
|---|
| Enter 0 if there are no attorneys for a category. |
| Partners |
| Associates |
| Counsel |
| Staff/Other Attorneys |
| 8. Has your firm developed any innovative pro bono activity or project since the last reporting period? (Please check all that apply.) An international program |
| A partnership with a corporate in-house department |
| A firm-wide signature project A rotation/fellowship/externship program |
| Other activity or project not mentioned above (describe below): |
| |
| |