



# PRO BONO INSTITUTE

CELEBRATING 15 YEARS









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## A Message from James W. Jones



James W. Jones  
Chair  
*Pro Bono Institute  
Board of Directors*

The Pro Bono Institute was founded in 1996 by a small group of pro bono supporters who were concerned about the widening gap in access to justice, but who also believed there was an opportunity for the development, maturation, and growth of pro bono service in new and imaginative ways. At that time, legal services providers, public interest groups, and bar associations were strongly supportive of pro bono service, but their efforts were focused almost exclusively on individual attorneys, despite the fact that the number of lawyers employed in large law firms and other institutional settings was growing exponentially.

PBI's founders saw the need for a small, nimble organization that could use the strengths and size of legal institutions to transform both pro bono and the values and practices of the institutions themselves. At a time when many large law firms and most corporate law departments were unconcerned about — and sometimes even unwelcoming to — pro bono activities, PBI's supporters saw the promise of pro bono efforts that leveraged the size, sophistication, and sheer human capital of these major institutions. Rather than viewing pro bono as simply the ethical responsibility of each individual attorney, we conceived of it as an institutional obligation. From a vision of pro bono that focused primarily on individual matters, we evolved a vision based on sustained, multi-level partnerships and focused signature projects. While others saw pro bono as an end in itself, we introduced the importance of clear benchmarks and a focus on outcomes. It was, in other words, an opportunity to think bigger, bolder, and more imaginatively about pro bono.

Even in our most optimistic moments, however, no one involved in the creation of the Pro Bono Institute could have ever imagined what it has become over the past 15 years, and, more importantly, what pro bono service has become.

- PBI's Law Firm Pro Bono Challenge<sup>®</sup>, highly controversial when it was launched, has become the industry gold standard for effective and successful law firm pro bono programs. Cited by practitioners, the media, and industry insiders, the



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Challenge not only set — but also raised — the bar by which pro bono is measured. Over the past 15 years, law firm pro bono contributions, as defined and reported through the Challenge, have increased more than 300 percent.

- Corporate Pro Bono, the Pro Bono Institute's project for in-house law departments in conjunction with the Association of Corporate Counsel, has worked with more than 450 legal departments to create and strengthen their pro bono efforts and has enlisted more than 100 departments to sign the Corporate Pro Bono Challenge<sup>SM</sup>.
- Begun as a brief meeting for a dozen participants, the Pro Bono Institute's Annual Conference is now the world's premier gathering for law firm and in-house pro bono leaders.
- Starting with a blank slate at a time when no reliable information on law firm and in-house pro bono existed, PBI has built an extraordinary compilation of empirical research and innovative, tested best practices that enable law firms, legal departments, and public interest groups to put the most effective pro bono practices in place without having to reinvent the wheel.
- PBI has become a thought leader, resource, and expert consultant to law firms, legal departments, governments, and other groups in nations around the world, helping to instill and expand a pro bono culture in legal professionals outside the U.S.

PBI's reach has always exceeded its small size and limited resources, and I am confident that in the years to come PBI will continue to defy conventional wisdom, break barriers, innovate, and generate results unimaginable today.



## A Message from Esther F. Lardent



Esther F. Lardent  
President and CEO  
*Pro Bono Institute*

When the Pro Bono Institute was founded 15 years ago, none of us imagined what PBI would become. In light of that failure of imagination, it is somewhat daunting to try to predict where the next 15 years will take us. PBI, however, has always been a forward-looking institution, and, in the seeds of the work we are starting today, we can see the potential for our future and the future of pro bono.

Given the retreat on public funding, not only for legal services to the poor and disadvantaged, but also for the courts and other core institutions fundamental to our system of justice in the U.S., and, increasingly, throughout the world, we must find new solutions to the persistent and growing gap (soon to be a chasm) between the need for legal assistance for those who have no capacity to pay yet desperately need expert legal help to live decently and humanely and the legal resources available to address that need. Pro bono cannot and should not be the sole answer to that seemingly intractable problem. We need to reduce the complexity of the system and create societal solutions to the underlying problems that result in legal needs, and, of course, we need to secure adequate and reliable funding for legal services. However, in ways yet untapped, pro bono can be part of the solution.

Looking to the future, PBI should play a key role as catalyst, convener, and consultant to ensure that:

- While continuing to make certain that the quantity of pro bono assistance grows, we must move from a focus on hours and numbers to a focus on outcomes and quality. Pro bono is a finite and valuable resource, and we must develop the knowledge and tools to track, measure, assess, improve, and restructure pro bono efforts so that we are truly making a difference.
- The current pro bono system which is often highly inefficient, randomized, and atomized is re-engineered. We must design systems that provide not only better but smarter pro bono; that have the capacity to go to scale without diminishing quality;



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and that use resources as wisely and efficiently as possible. In order to design that system, we need to use evidence-based research and rigorous analysis, rather than uninformed guesswork, to determine what works best.

- No single law firm or legal department alone, regardless of its size, expertise, and skill, has the capacity to solve the problems of the poor and disadvantaged. However, together, through effective partnerships and broader collaborations, we can create the change and improvements that are so important to people's lives and our world's future. Pro bono efforts must be linked to and integrated with the key elements of the justice system: courts; public interest groups; administrative agencies; and legislatures. And, because legal solutions are often inadequate in and of themselves, these strategic and planned partnerships and collaborations must engage those outside the legal profession who have the skills and capacity to help — other professionals, public schools, health providers, and more.
- In a multi-national world, where fairness and democracy still fall short of our dreams, pro bono can and should become the core value and emblem of the legal profession everywhere. Despite cultural and historical differences, a legal profession committed to service, giving back to its community, and to the world as a whole, is a profession that can preserve and protect the rule of law.

I know that PBI cannot do this work and accomplish these ambitious and audacious goals alone. In our work, we have always been blessed with generous ideas, leadership, support, and creativity from the greater legal community. With your help, these goals — making pro bono truly global; transforming the work we do so that we make a real dent in the justice gap; and understanding clearly how to perform pro bono more effectively, efficiently, and with better results — are within reach. I look forward to the promise and the reality of that future.



## The Pro Bono Institute at 15

# Congratulations

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On the occasion of the 15<sup>th</sup> Anniversary of the Pro Bono Institute, we invited stakeholders, friends, and those who have been instrumental to our organization to submit letters of congratulations. The following pages showcase these letters and the impression that PBI has made.



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RICHARD W. RADKE  
SCOTT Q. STIGALL  
AMY E. STOLL  
SARA A. TOLLIVER  
MINDY D. YERGIN

August 3, 2011

Pro Bono Institute  
1025 Connecticut Avenue, N.W.  
Suite 205  
Washington, D.C. 20036

ATTENTION: Ms. Esther F. Lardent

RE: 15<sup>th</sup> Anniversary Publication

Ladies and Gentlemen:

During its 15 - year history, the Pro Bono Institute has made monumental contributions to the American legal system and made the legal profession better in the process. I am pleased that, through the American Bar Association and as a member of the PBI's Board, I was able to contribute to the Institute's work.

I commend particularly the leadership of Ms. Esther Lardent - a magnificent lawyer, leader and person. The lives of millions of people across America have been improved because of Esther's determination to do the right thing and, as her favorite admirer Chesterfield Smith always said, to "do good". Ms. Lardent is one of the brightest stars in the constellation of lawyers who have made a positive difference in American jurisprudence.

Congratulations!

Sincerely,



Bill McBride  
Barnett, Bolt, Kirkwood, Long & McBride  
and formerly Managing Partner of  
Holland & Knight

BMB/rrb

BBKLM#535739





LAURIE D. ZELON  
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August 25, 2011

Esther Lardent, Esq.  
1025 Connecticut Avenue, NW Suite 205  
Washington, D.C. 20036

Re: PBI 15th Anniversary

Dear Esther:

How the world has changed in 15 years.

Before PBI, the notion that large law firms were “special” for reasons other than their ability to provide a broad range of services in many markets was not commonly understood. The idea that pro bono could be something more than an obligation of a lawyer as an individual was not broadly accepted. The concept that the assets – both in personnel and operations – of major law firms could change the way pro bono was delivered was something only a few people talked about. And the understanding that there could be an institutional obligation tied to the overall for-profit work of a law firm, now recognized on the pages of the New York Times, was only a glimmer in the eye.

I am humbled to have been there from the beginning—from the time when the Ford Foundation first gave funding for the radical notions that are now gospel – to the time that you wisely knew it was time to become an independent force, untethered from the politics of a membership body with many competing goals. You took the vision, and the hopes, and created a revolution. PBI has changed lives, has changed law firms and corporations, and has changed our profession. I can only imagine with awe the next 15 years.

Happy Birthday, PBI. May you continue to challenge us all to make justice real.

With all my best wishes,

  
Laurie



Michael S. Helfer  
General Counsel &  
Corporate Secretary

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August 31, 2011

Ms. Esther F. Lardent  
President  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Suite 205  
Washington, DC 20036

Dear Ms. Lardent:

Congratulations on the 15<sup>th</sup> Anniversary of the Pro Bono Institute! PBI has made a significant difference in establishing a robust pro bono culture among law firms and corporate legal departments around the world, and Citi in particular has benefitted from the existence of PBI. PBI played an important role in assisting us to structure the Citi Legal Pro Bono initiative and helping us to consider how to sustain it for years to come.

Citi is also proud to be a charter signatory of PBI's Corporate Pro Bono Challenge. At Citi, we firmly believe that pro bono work is an extension of our commitment to serve individuals and communities where we work and live, as well as a fundamental part of what it means to be a lawyer. Our lawyers all over the world are using their legal skills to better the lives of those in need.

We thank PBI for the role it has played in our own and countless other pro bono programs, and we look forward to working with PBI in its next 15 years and beyond.

Sincerely,

A handwritten signature in black ink, appearing to be "MSH", followed by a long horizontal flourish.

MSH:aab





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August 10, 2011

VIA U.S. MAIL

Esther Lardent  
President and CEO  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Washington, DC 20036

Dear Esther:

Congratulations to you and the Pro Bono Institute for its 15 years of remarkable service. There has been significant progress in the pro bono field since the mid-1990s and much of it can be attributed to your and PBI's leadership and guidance. This leadership and guidance has been particularly important during the economic downturn in recent years when support for pro bono could have easily waned. It has not and your strong and steady voice has clearly made a difference. I also commend PBI for its major contributions in encouraging collaboration among law firms and between law firms and the corporate community. PBI should also be commended for its efforts to encourage the expansion of pro bono initiatives globally.

It has been our good fortune at DLA Piper to have you serve as Co-Chair of New Perimeter and to have had your advice and counsel as we expanded our domestic pro bono program into more focused and longer term Signature projects. We look forward to another 15 years of inspired PBI leadership as we face the challenges ahead.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Sheldon Krantz', written over a horizontal line.

Sheldon Krantz  
Former Director, New Perimeter  
Retired Partner

A handwritten signature in blue ink, appearing to read 'Lisa Dewey', written over a horizontal line.

Lisa Dewey  
Director, New Perimeter  
US Pro Bono Partner



The Honourable R. Roy McMurtry, O.C., O.Ont., Q.C.  
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Assistant (416) 369-6692

August 16, 2011

Ms. Esther F. Lardent  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Suite 205  
Washington, DC 20036

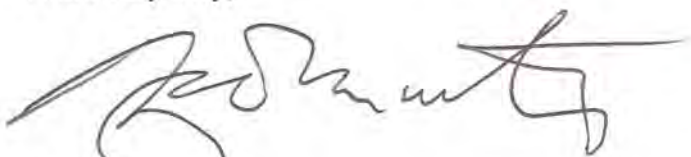
Dear Esther,

I would like to congratulate the Pro Bono Institute on its 15<sup>th</sup> Anniversary. It has been a most effective leader in the provision of greater access to justice both in the U.S. and Canada.

I shall always remember my visit to the Institute in Washington which inspired me to assist in the creation of Pro Bono Law Ontario which was created almost ten years ago.

Wishing you every continuing success and with warmest personal regards.

Yours very truly,



R. Roy McMurtry  
RRM:sn



August 13, 2011

Pro Bono Institute  
1025 Connecticut Avenue NW, Suite 205  
Washington, DC 20036

Gentlepersons,

I'm happy to recognize and honor this Institute on its 15th anniversary and most specifically its principal founder, Esther lardent, whom it has been my privilege to know and be constantly inspired by for more than 27 years.

It was through her that we learned of the concept and observed the creation and later flowering of the idea of this Institute. Though unable daily for many years to participate in the Institute's manifold activities, my law firm continues its deep involvement and thus I have been able to follow with deep interest, pride and admiration that remarkable development through the years. Particularly outstanding is the pro bono outreach around the developing world. However the mission is not yet accomplished. It is ongoing and here is so much left to do here at home especially now with the daily worsening of our economic strictures.

So it is most gratifying and a great privilege to applaud and cheer on every phase of your daily efforts.

Esther has that unique combination of qualities of understanding and appreciation of the needs of disadvantaged persons and families and the ability to communicate the urgency of those needs to those of us more fortunate in ways to impel us to corrective action in their behalf and to help organize our efforts effectively to achieve real results. She has the vision worldwide of pervasive existence of those needs in every country and how joint assistance can move to make required changes.

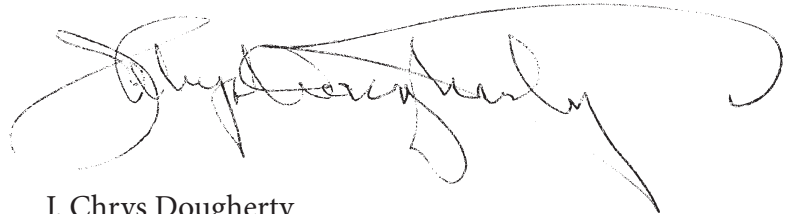
Esther's inspiration and that of the entire Pro Bono Institute's growing membership continues to provide models for firms like Graves, Dougherty, Hearon & Moody of Austin, Texas in its every day legal practice. In the spring of 1993, the firm became a charter member of the American Baris law Firm Pro Bono Project, and in each year, except for the very first, we have exceeded the promised 5% of pro bono billable hours. In Austin, for many years, GDHM has led the way in providing individual assistance to our low-income neighbors with divorces, estate planning, and landlord-tenant disputes. The firm's attorneys also provide legal representation for children from families in which violence or neglect has occurred. GDHM has assisted non-profits throughout the community in different ways, such as rezon-



ing for low-income veterinary services for Animal Trustees of Austin, and more recently negotiations for space on behalf of Austin City limits. The firm has long been a substantial contributor to and participant in Texas Community Building with Attorney Resources (C-BAR), a program that coordinates and connects transactional and business law attorneys with low-income community-service non profits who need nonlitigation legal assistance. GDHM attorneys are currently assisting state-wide non-profit organizations in developing and evaluating alternatives to payday loans for low-income workers. In the area of major litigation, GDHM recently helped a legal advocacy organization, Mexican American legal Defense & Education Fund (MALDEF), with its recent victory to invalidate Texas Department of Public Safety rules and directives that impermissibly restricted the ability of legal immigrants to obtain Texas driver's licenses and required issuance of non-standard licenses that resulted in discrimination when presented for identification.

We know, for all of us, this is an ongoing effort to try to meet the inexhaustible need for improving access to systems of government and the lives of low-income citizens and their communities. We are thankful and grateful for the inspiring examples set by Esther Iardent and by The Pro Bono Institute and its many member law firms across the country.

Respectfully and admiringly,

A handwritten signature in black ink, appearing to read "J. Chrys Dougherty". The signature is fluid and cursive, with a long, sweeping horizontal line extending from the end of the name.

J. Chrys Dougherty



# Holland & Knight

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Stephen F. Hanlon  
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September 7, 2011

The Pro Bono Institute  
1025 Connecticut Avenue, N.W.  
Suite 205  
Washington, DC 20036

Dear Pro Bono Institute:

Congratulations on your 15<sup>th</sup> Anniversary!

When I began practicing law with my father in 1966, my father told me that if I wanted to make a lot of money, I should do something else, because the law was a profession and not a business.

In the ensuing forty-five years, things changed. By the late 1980's lawyers -- especially lawyers at the large firms beginning to emerge at the end of that decade -- had learned how to make a whole lot of money.

In the early and mid-1990's Esther Lardent began the quixotic task which would be her everlasting legacy. She started to ask America's largest law firms, now that they were making more money than they ever dreamed they would make, just how they intended to fulfill our profession's historic obligation to ensure access to a justice system for those who could not afford it, where we hold an effective monopoly on entry to the courthouse.

When she didn't get the answers she wanted, she used the best tactics of the great organizer she was and is. She rounded up pledges from some of America's largest law firms to devote a given percentage of the firms' billable hours to pro bono work. Then she published the list of the promises she obtained. Then peer pressure took over. The rest is history.

After she got them to promise to do it, she showed them how to do it. Definitions of pro bono, models of pro bono, pro bono policies, teams of pro bono lawyers, law firms

Atlanta | Bethesda | Boston | Chicago | Fort Lauderdale | Jacksonville | Lakeland | Los Angeles | Miami | New York  
Northern Virginia | Orlando | Portland | San Francisco | Tallahassee | Tampa | Washington, D.C. | West Palm Beach  
Abu Dhabi | Beijing | Mexico City



and their corporate clients doing pro bono together, corporate law departments doing pro bono, international pro bono, seminars for pro bono, awards for pro bono, dinners for pro bono. You name it, she did it.

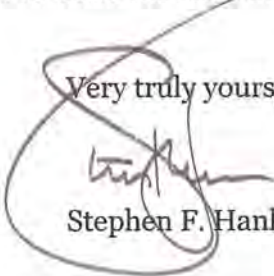
Esther's effect on the 1990 to 2010 generation of lawyers and law firms was profound. That generation of lawyers, probably more than any generation of lawyers before it, contributed an enormous body of pro bono work, to an extent unthinkable to any previous generation of lawyers.

That is the legacy of Esther Lardent and the Pro Bono Institute. The challenge ahead is indeed daunting. The Great Recession. Retrenchment. The profession is now called an industry. The claim to self regulation now rests on an increasingly feeble reed. The inexorable drive for partner profit challenges the values of what we used to unfailingly and proudly call a profession.

How will we meet the obligation of the oath we took when we were sworn in into the practice? "I will never reject, from any consideration personal to myself, the cause of the defenseless or oppressed, or delay anyone's cause for lucre or malice. So help me God."

That is the challenge for the next generation at the Pro Bono Institute and the next generation of lawyers. Let's hope the Pro Bono Institute helps us get this one right. Again.

Very truly yours,



Stephen F. Hanlon





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August 24, 2011

Esther F. Lardent, President  
Pro Bono Institute  
1025 Connecticut Avenue, NW-Suite 205  
Washington, D.C. 20036

Dear Esther,

Congratulations on the 15<sup>th</sup> anniversary of the Pro Bono Institute and best of luck with the book you plan to publish to mark this important occasion.

As you know, my interest in promoting pro bono initiatives among lawyers in private practice and those employed by corporations goes back to the early 1980s. At the time I established a formal pro bono program in the Office of the General Counsel at Ford Motor Company there was no Pro Bono Institute to provide guidance and very few examples of other successful corporate pro bono programs to emulate. In the years that followed, I, and others, working through the Association of General Counsel, the ABA Corporate Counsel Group, ACCA (now ACC) and other entities worked to encourage general counsels to establish pro bono programs, but success was spotty.

It was a red letter day when the Pro Bono Institute decided to expand its efforts beyond its very successful law firm challenge and set its sights on the growing number of lawyers practicing in corporate legal departments. The Pro Bono Institute's efforts in this area have not only expanded the availability of pro bono services, but they have served to enhance the professionalism of the inside bar.

My thanks and best wishes for your continued success in the future.

Sincerely,

John W. Martin, Jr.  
Volunteer Attorney  
(retired Vice President-General Counsel, Ford Motor Company)





August 3, 2011

**President**  
James J. Sandman

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Gloria Valencia-Weber  
Albuquerque, NM

Esther F. Lardent, Esq.  
President  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Washington, DC 20036

Dear Esther:

Congratulations to you, your staff, and your board on PBI's fifteenth anniversary.

I believe PBI has done more to increase pro bono work in large law firms and corporate legal departments than any other organization in the world. By collecting and analyzing solid data, collaborating with other thought leaders, promoting healthy competition among law firms and corporate legal departments, demanding that pro bono be recognized as a marker of professionalism, and effectively making the business case for pro bono, PBI has brought an unprecedented level of innovation, entrepreneurship, and success to the field.

Because of your work, pro bono is today far more extensive, effective, and professionally managed than it was 15 years ago. And as a result, millions of clients who would not otherwise had the assistance of a lawyer have seen their lives changed for the better.

What a difference PBI has made. Thank you for your leadership.

Sincerely yours,

James J. Sandman  
President



**Kenneth C. Frazier**  
President & Chief Executive Officer

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August 8, 2011

Ms. Esther F. Lardent  
President  
Pro Bono Institute  
1025 Connecticut Avenue, N.W., Suite 205  
Washington, DC 20036

Dear Esther:

It has been an honor and privilege to be associated with you and the Pro Bono Institute for the past 15 years. At a time when many practicing lawyers have become more and more disillusioned with the "business of law," the Pro Bono Institute reminds all of us that pro bono work can be profoundly rewarding. In fact, PBI stands as one of the brightest beacons of our profession's core values -- equal justice for all citizens and the rule of law. The work of PBI supports and fosters the basic democratic ideal that everyone who has a cause should be heard and that our courts should provide fair and equal access to all. Of course, these cherished values would ring hollow if not for the work of dedicated people like those who work with and within organizations like PBI.

On behalf of my many colleagues in the Merck Legal Department who have worked closely with PBI, I congratulate you on reaching this important milestone. I wish you maximum future success and impact as you continue your important work on behalf of lawyers and clients alike.

Very truly yours,



/AdR  
cc: Ms. Christina Gordon  
Director of Strategic Communications  
and Stewardship





August 25, 2011

Esther Lardent  
President and CEO  
Corporate Pro Bono  
1025 Connecticut Avenue N.W.  
Suite 205  
Washington, D.C. 20036

Dear Esther,

The milestone, 15-year anniversary of the Pro Bono Institute (PBI) provides an opportunity for the entire legal community to reflect on your extraordinary leadership and the work of your dedicated staff in the name of pro bono service.

As Co-Chair of the Corporate Pro Bono Advisory Board, I have witnessed your power of persuasion and your commitment to galvanizing the legal profession together to do good work for those who need it most. During these challenging economic times, when the need for pro bono service continues to grow, your commitment has never wavered. In fact, you and your staff have done more and inspired corporate law departments and law firms to do more – a testament to your vision and tenacity.

Over the past decade and a half, pro bono service has benefited millions of under-represented people in communities around the world. More important, this service continues to make us better professionals. On behalf of the legal community, I would like to thank you and PBI for all that you do.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bradford L. Smith", with a long horizontal flourish extending to the right.

Bradford L. Smith  
General Counsel and Senior Vice President  
Microsoft Corporation





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FOUNDED 1866

August 11, 2011

Esther F. Lardent  
President  
Pro Bono Institute  
1025 Connecticut Avenue, NW Suite 205  
Washington, D.C. 20036

Dear Esther:

Sidley Austin LLP is pleased to congratulate the Pro Bono Institute on its 15th Anniversary. Over the past 15 years, PBI has been at the forefront of pro bono practice in this country, encouraging law firms and in-house legal departments to use their resources to help fill the gap that has left millions of Americans without access to basic legal services. PBI has been the catalyst for the development of countless law firm and corporate pro bono programs over the last 15 years. By analyzing and publicizing best pro bono practices, PBI has enabled law firms and legal departments to act strategically to maximize the impact of their pro bono efforts. PBI's work in identifying and communicating measures of pro bono success has spurred pro bono participation by allowing legal organizations to evaluate the effectiveness of their efforts.

In addition to lauding these broader accomplishments, we want to highlight two specific successes. First, through PBI's leadership and its collaboration with the National Veterans Legal Services Program and legal organizations throughout the country, PBI has been instrumental in establishing pro bono legal services for military service members and veterans. Recognizing service members' emerging need for legal assistance highlighted PBI's extraordinary ability to galvanize support for those facing daunting and arbitrary legal hurdles.

We also want to recognize PBI's campaign to make pro bono a standard component in corporate law departments. PBI's innovative work in this area has encouraged many successful collaborations among in-house lawyers and law firms and legal services agencies. Among these successes is Sidley's work with outstanding lawyers from firm clients Aon and Exelon on our death penalty cases in Alabama. Forming these teams to handle pro bono matters has strengthened relationships with clients, and significantly increased resources available for pro bono legal services. PBI's work has reassured law firms that clients want to hire firms that demonstrate a commitment to pro bono and the community, helping convince them that indeed, they can do well by doing good.

Sidley Austin LLP is a limited liability partnership practicing in affiliation with other Sidley Austin partnerships





August 11, 2011  
Page 2

Over the last fifteen years, the Pro Bono Institute has played a unique and increasingly important role in improving pro bono legal services in this country. We congratulate the Pro Bono Institute, and thank its board and staff for their unswerving commitment to providing access to justice for all Americans.

Sincerely,

A handwritten signature in cursive script that reads "Ronald S. Flagg".

Ronald S. Flagg



SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP

FOUR TIMES SQUARE  
NEW YORK 10036-6522

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FAX: (212) 735-2000  
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7 777-3350  
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TORONTO  
VIENNA

September 8, 2011

Esther F. Lardent  
President  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Suite 205  
Washington, DC 20036

Dear Esther:

Congratulations on your celebration of Pro Bono Institute's 15<sup>th</sup> Anniversary.

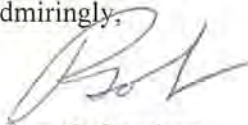
It has been a great pleasure to have served on your Law Firm Advisory Committee almost from its beginning, and now for some years as its Co-Chair -- first along with the spectacular Jim Sandman and currently with the superb Regina Pisa.

I enjoyed leading Skadden, Arps for some 15 years, and in that role I was determined to see Skadden, Arps fulfill the Pro Bono Challenge which PBI initiated. We not only achieved our goals, we recently spent 8% of our total time working on pro bono matters.

Thank you for that spur to action on my part, my firm's part, and -- I'm confident -- on the part of scores of large law firms around the country. Thousands and thousands of poor people have been beneficiaries of those increased pro bono hours.

The Pro Bono Institute should be deservedly proud of its role as catalyst in fostering justice. Daily, you provide the answer to Congressman Robert Drinan's perennial question: "Did we do good today?"

Admiringly,



Robert C. Sheehan



FOUR TIMES SQUARE  
24TH FLOOR  
NEW YORK 10036-6522  
—  
(212) 735-3000

August 16, 2011

Esther F. Lardent, President  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Suite 205  
Washington, DC 20005

Dear Esther:

Congratulations on the 15<sup>th</sup> anniversary of the Pro Bono Institute!

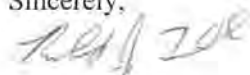
As you know, I have been – as Special Counsel coordinating Skadden, Arps, Slate, Meagher & Flom LLP's pro bono program – a "charter consumer" of the Pro Bono Institute's services ever since its creation. I am delighted that – in large part because of PBI's efforts – there has been a tremendous increase in organized pro bono programs at law firms and, in recent years, corporate law departments. The creation and development of these pro bono infrastructures have substantially improved both the quantity and the quality of pro bono work.

The Pro Bono Institute's publications, its annual seminar, its confidential advice, and its special programs have all materially helped me in coordinating my firm's pro bono program. Thanks to PBI, I have learned about a wide variety of "best practices," ideas on how to deal with many complex legal ethics issues, systematic efforts to overcome some countries' barriers to pro bono, and cutting-edge ideas about how pro bono programs might evolve as the legal marketplace changes.

In sum, if the Pro Bono Institute did not exist, there would be a far less advanced pro bono culture in the United States and elsewhere. Indeed, if it did not already exist, it would long be past time for it to be created! Fortunately, the foresight of those who *did* create it 15 years ago has been bearing great fruit ever since.

Congratulations again!

Sincerely,



Ronald J. Tabak



United States Court of Appeals  
For The Second Circuit

CHAMBERS OF  
ROBERT A. KATZMANN  
UNITED STATES CIRCUIT JUDGE

PHONE (212) 857-2180  
FAX (212) 857-2189

September 25, 2011

Christina Gordon  
Director, Strategic Communications and Stewardship  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Washington, DC 20036

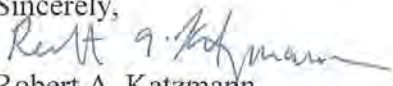
As we celebrate 15 years of the Pro Bono Institute, I write with deep admiration for its extraordinary role in promoting pro bono work in firms, in corporations, across the globe. The Pro Bono Institute has been a singular beacon of leadership; a catalyst of innovative action in furtherance of justice; the premier convenor of firms and corporations; a repository of knowledge; the “go to” organization for anyone or interest seeking to undertake pro bono. As a judge, I salute the Pro Bono Institute for its incomparable work promoting equal justice under the law.

On a personal note, my appreciation extends also to Esther Lardent, the president and CEO of the Pro Bono Institute. No single person has done more to promote pro bono than she; no one has made more of a difference than Esther. The story of pro bono cannot be told without reference to her pioneering efforts to embed pro bono in the law firm and corporate culture, her entrepreneurial skill, her ceaseless commitment, and dynamic leadership. Some 17 or 18 years ago, in my pre-bench days, I first met Esther when, through the Governance Institute and the Brookings Institution, I was directing a project the Law Firm and the Public Good, a project which sought to encourage firms to deepen their commitment to pro bono. Esther’s involvement in that project was critical to its success. I have been grateful for her warm friendship and counsel ever since.

It is a great privilege to offer these words of congratulations to an organization whose contributions have been so vital.

Bravo for a job well done and for all of PBI’s continuing leadership.

Sincerely,

  
Robert A. Katzmann  
U.S. Circuit Judge

10 Foley Square, New York, N.Y. 10007



Randal S. Milch  
Executive Vice President &  
General Counsel



140 West Street, Room 2910  
New York, NY 10007

Phone 212 395-2384  
Fax 908 766-3834  
Mobile 202 494-9054  
randal.s.milch@verizon.com

August 16, 2011

Esther F. Lardent  
Pro Bono Institute  
1025 Connecticut Avenue, NW  
Suite 205  
Washington, DC 20036

Dear Esther:

I write to congratulate the Pro Bono Institute on the celebration of its 15<sup>th</sup> Anniversary. Over the last 15 years, the legal community's devotion to pro bono has grown exponentially and PBI deserves the credit for this change.

PBI's efforts in support of pro bono have consistently been advanced by the unique blend of education, exhortation and assistance that PBI provides to law firms, corporations and public interest organizations. PBI's conferences are an extraordinary source of information on the needs of pro bono clients and best practices for conducting successful pro bono programs. PBI's outreach efforts – exemplified by the Law Firm and Corporate Pro Bono Challenges – have helped to raise the profile of pro bono and create a culture of participation among the nation's leading law firms and corporations. PBI's assistance in setting up effective pro bono programs that make a real difference in the lives of needy clients is second to none.

PBI's aid to Verizon in setting up its pro bono program is a case in point. From the beginning, PBI was instrumental in helping Verizon develop its pro bono policy and set up a workable organization for its program that would facilitate maximum participation. This advice was backed up by PBI's extraordinary depth of experience in helping other companies make the most of their pro bono programs. The Corporate Pro Bono Challenge gave us a goal to shoot for and an added motivation to succeed. Corporate Pro Bono's assistance setting up and managing a number of very successful Clinics-in-a-Box gave us a powerful vehicle to connect the business law talents of Verizon's attorneys with a large number of non-profit clients in need. Now, as we are expanding our program outside the United States, PBI has been there again, offering key advice on program organization and partnership opportunities.

Verizon's pro bono program would not be what it is today without PBI's support. Likewise, the cause of pro bono would not be where it is today – underpinned by a deep and growing recognition among law firms and corporate counsel of the need to give back – without all of the hard work that PBI has done since its founding. Congratulations on PBI's Anniversary and on all of your extraordinary achievements over the past 15 years. We look forward to our continued work together to build on this success.

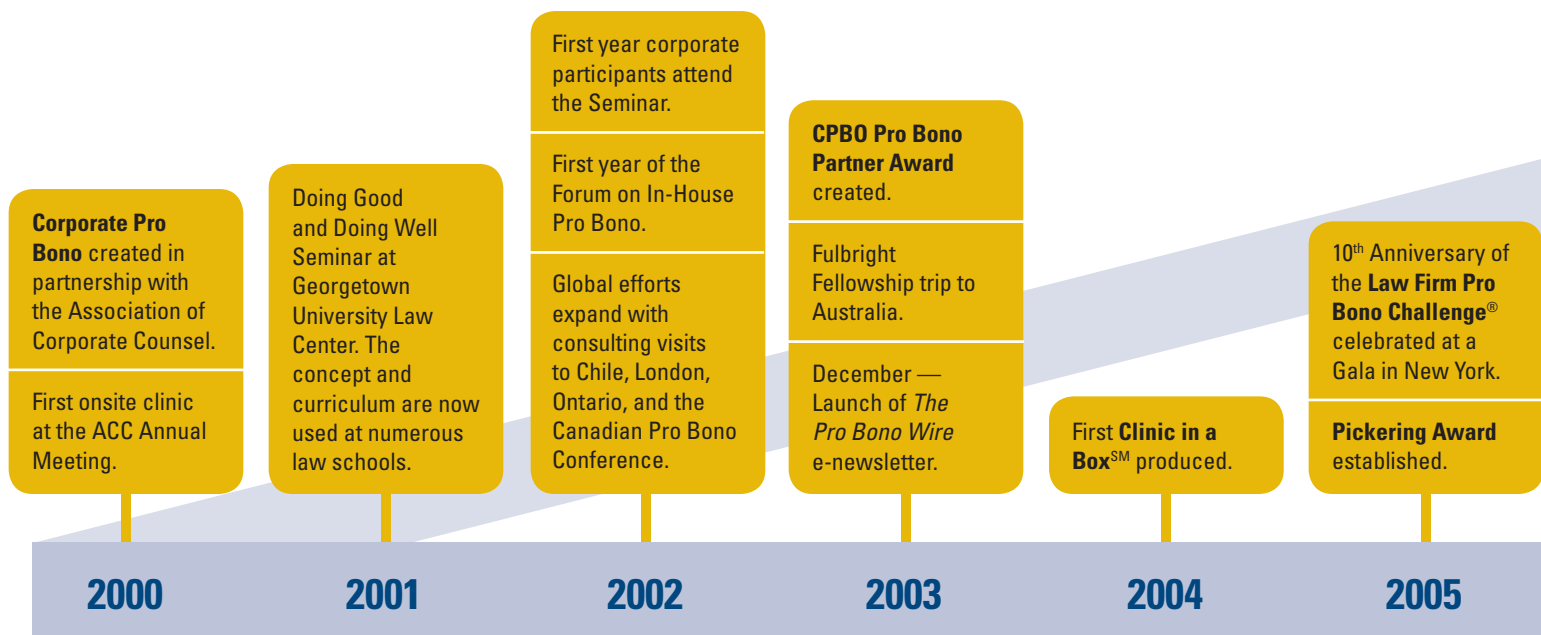
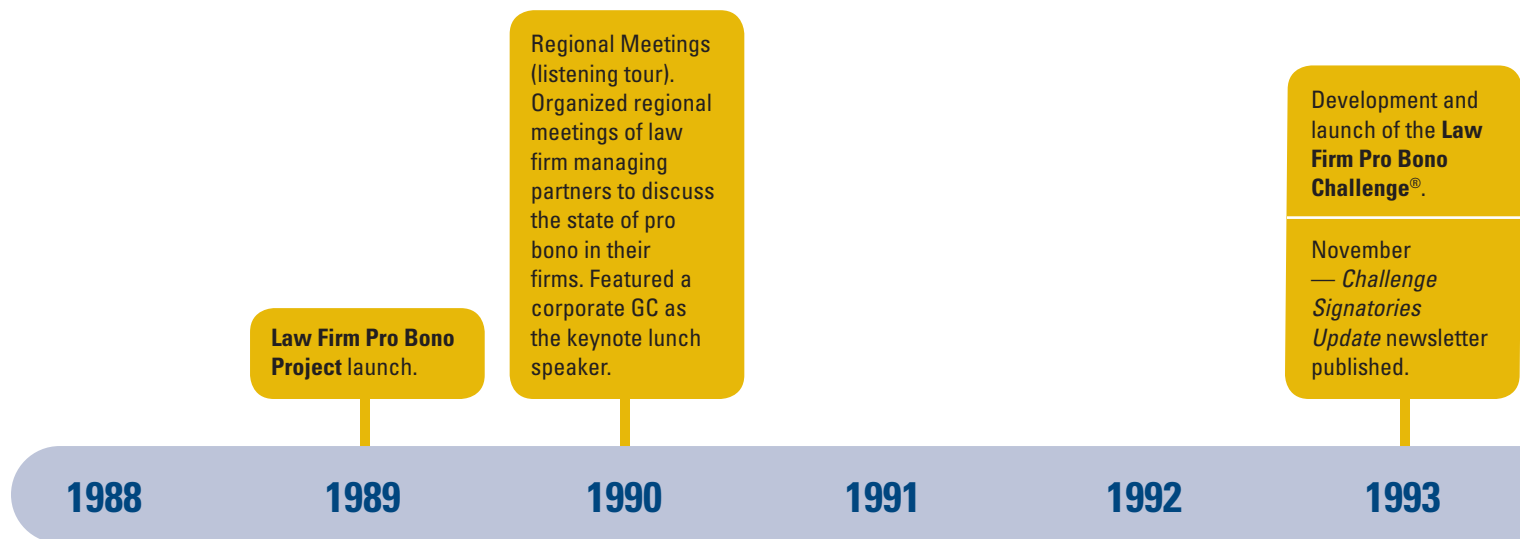
Best Regards,

A handwritten signature in black ink, appearing to read "Randy", with a long, sweeping horizontal line extending to the right.

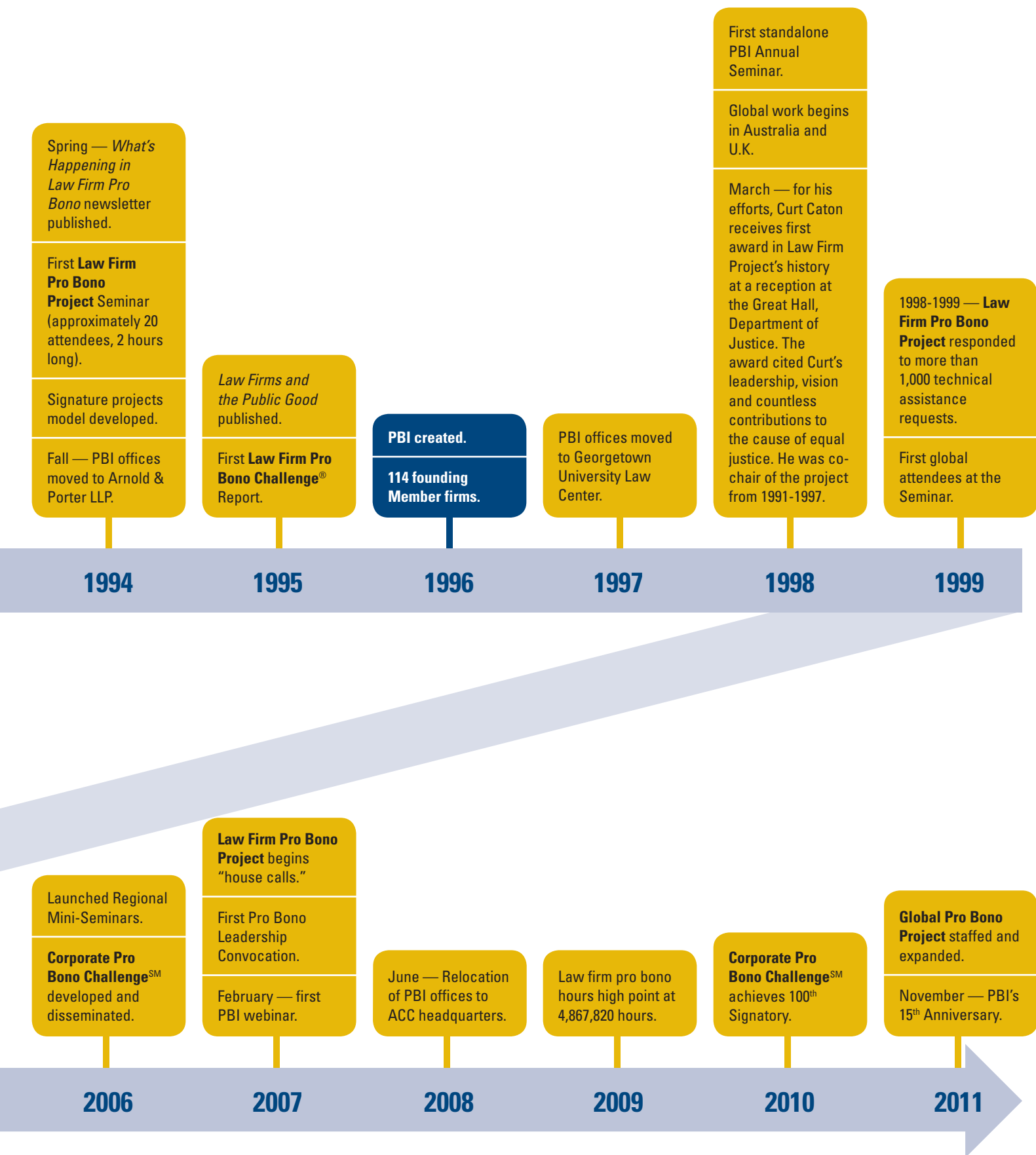


# The Pro Bono Institute at 15

## Our History









## The Pro Bono Institute at 15 Annual Conferences

The forerunner of the PBI Annual Seminar was held in 1990 with a dedicated group of 20 participants, and lasted for two hours. In recent years, the meeting has stretched over three information-packed days, with more than 400 attendees from law firms, legal departments, and public interest organizations from the U.S. and around the world. In 2012, we are moving forward yet again, renaming our event the PBI Annual Conference and looking at the best ways to meet the needs of all of our attendees — with hot topic sessions, a focus on global issues, and innovative approaches used by pro bono leaders from around the world to transform pro bono.



**Clockwise from top left:** Scott Atlas; Eric Holder; James W. Jones; John H. Pickering; Attorney General Janet Reno.







**Above, clockwise from the top left:** Scott Atlas, William McBride, and Esther F. Lardent; Annual Conference session; Kenneth C. Frazier; Chesterfield Smith; Susan Hackett and John H. Pickering.

**Below, left to right:** U.S. Supreme Court Associate Justice Ruth Bader Ginsburg and Judith C. Areen; Esther F. Lardent; Robert C. Sheehan, Stephen F. Hanlon, James W. Jones, and Judith C. Areen.







**Clockwise from the top left:** Pro Bono Expo Lunch; Brackett B. Denniston III and U.S. Supreme Court Associate Justice Ruth Bader Ginsburg; PBI Staff and Attorney General Eric Holder; Esther F. Lardent and Attorney General Eric Holder.







**Clockwise from the top left:** Judge Robert A. Katzmann and U.S. Supreme Court Associate Justice Ruth Bader Ginsburg; Associate Justice Laurie D. Zelon and Laurence H. Tribe; Annual Seminar reception at the National Museum of Women in the Arts.

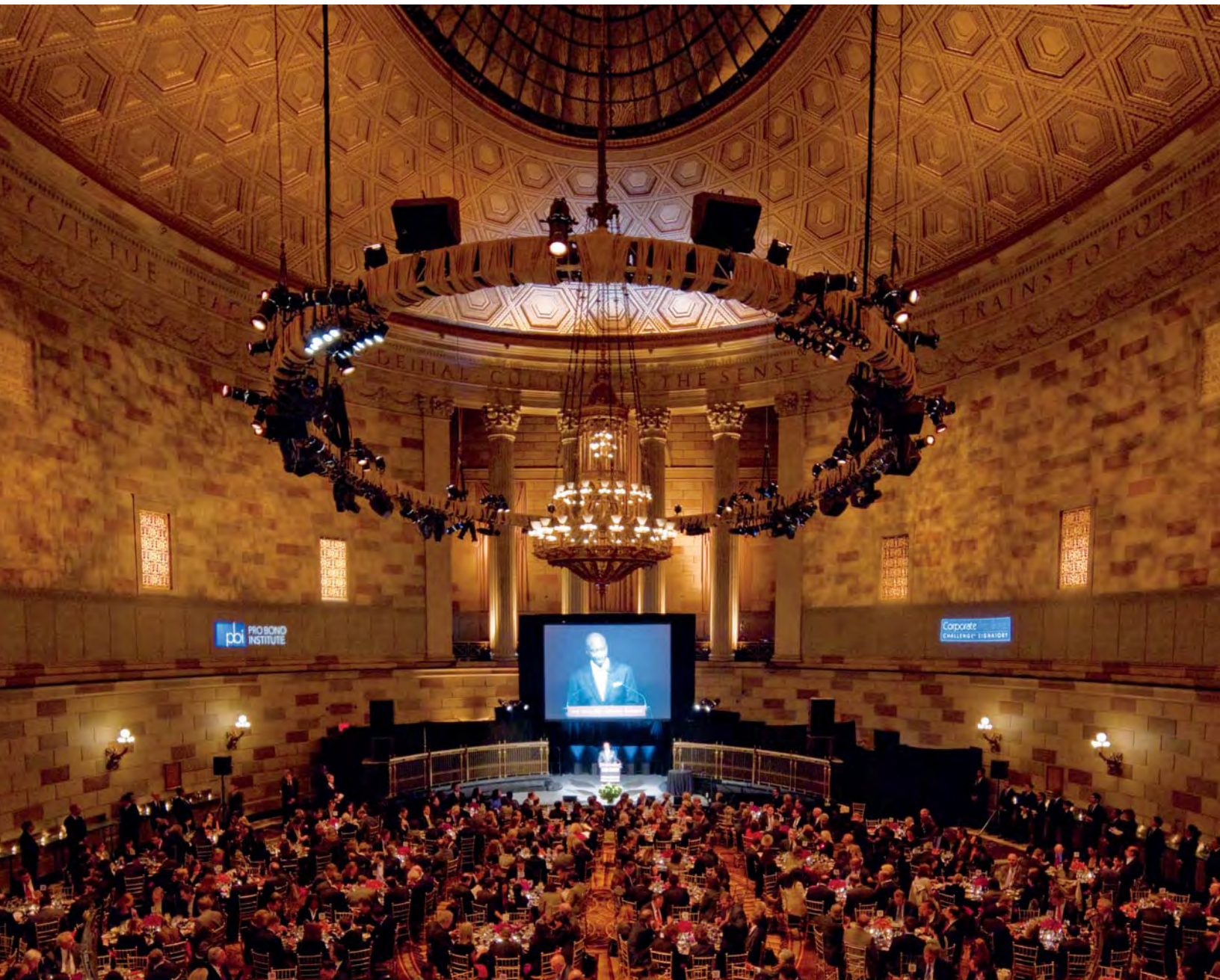




## The Pro Bono Institute at 15 Annual Dinners

The PBI Annual Dinner is held in the fall each year and is preceded by the Pro Bono Leadership Convocation. These two events bring together the brightest minds in the legal profession to focus on pro bono. For five years, the Pro Bono Leadership Convocation has examined the pressing issues that are facing pro bono practitioners, large law firms, and legal departments. Attendees meet prior to the Dinner to focus on the tough questions and cutting-edge solutions that keep pro bono strong.

The Convocation is followed by the Annual Dinner, which celebrates the year's achievements in pro bono. With leaders from law firms and legal departments in attendance, PBI presents the John H. Pickering Award to a law firm exemplifying the highest pro bono tradition and the CPBO Pro Bono Partner Award to a partnership that represents the best in pro bono collaboration.







**Facing page:** Gotham Hall, New York.

**Clockwise from the top left:** Laura Stein; Brackett B. Denniston III, Regina M. Pisa, William J. Perlstein, Esther F. Lardent, Associate Justice Laurie D. Zelon, and Robert C. Sheehan; Dan Abrams.











**Facing page, clockwise from the top left:** Pro Bono Leadership Convocation; Jennafer Bonello, Christina Gordon, Tammy Taylor, and Reena Glazer; William J. Perlstein and Barry M. Levenstam.

**Clockwise from the top left:** Lester Holt and Tammy Taylor; Regina M. Pisa, Esther F. Lardent, and William J. Perlstein; Bruce N. Kuhlik and Michael Holston; David S. Williams; Robert C. Sheehan and Regina M. Pisa.





# The Pro Bono Institute at 15

## Past Awardees

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### Chesterfield Smith Award

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The award recognizes extraordinary courage and commitment to pro bono by a legal leader. It honors the memory of the late Founder and Chairman Emeritus of Holland & Knight LLP Chesterfield Smith, who grew his firm from a two-lawyer office to the eighth largest law firm in the country. He believed, passionately and completely, in equal justice for all, while standing firm in his conviction that public service and pro bono are absolutely essential elements in the lives of lawyers and in the work of great law firms. The award is not given annually; rather only when warranted by outstanding achievement.

2011 **The Honorable Robert A. Katzmann**  
U.S. Court of Appeals for the Second Circuit

2010 **The Honorable Eric H. Holder, Jr.**  
Attorney General of the United States

2007 **Thomas A. Gottschalk**  
Executive Vice President  
Law and Public Policy of General Motors

2005 **John D. Hamilton, Jr.**  
Of Counsel  
Wilmer Cutler Pickering Hale and Dorr LLP  
Co-Chair, PBI Law Firm Pro Bono Project  
Advisory Committee

### CPBO Pro Bono Partner Award

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The award recognizes unique pro bono partnerships between in-house legal departments, law firms, and public interest organizations. CBPO, the co-founder with PBI of the Pro Bono Partner Award, is a partnership project of PBI and the Association of Corporate Counsel.

2011 **Verizon Communications Inc. in partnership with DLA Piper LLP**

2010 **Accenture plc, Caterpillar Inc., and Merck & Co., Inc. in partnership with Baker & McKenzie and PILnet** (formerly the Public Interest Law Institute)

2009 **Aetna Inc., with Lawyers for Children America and Bet Tzedek Legal Services in cooperation with Manatt, Phelps & Phillips, LLP**

2008 **The Williams Companies, Inc. in partnership with Hall, Estill, Hardwick, Gable, Golden & Nelson, P.C. and Legal Aid Services of Oklahoma, Inc.**

2007 **3M with Children's Law Center of Minnesota**

2006 **Microsoft Corporation and Volunteer Advocates for Immigrant Justice with collaborating law firms Davis Wright Tremaine LLP, Dorsey & Whitney LLP, Heller Erhman LLP, Holland & Knight LLP, Perkins Coie LLP, Preston Gates & Ellis LLP, and Riddell Williams P.S.**

2005 **U.S. Bank with Dorsey & Whitney LLP, Central Minnesota Legal Services, Inc., and Volunteer Lawyers Network, Ltd.**

2004 **State Farm Insurance Companies with Prairie State Legal Services, Inc.**

2003 **Abbott Laboratories with Baker & McKenzie and Midwest Immigrant & Human Rights Center**



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## John H. Pickering Pickering Award

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This award is given in honor of John H. Pickering, a distinguished appellate attorney and leader of the legal profession who was equally well-known for his extraordinary commitment to pro bono and public interest law. It is presented in conjunction with his law firm, Wilmer Cutler Pickering Hale and Dorr LLP (now Wilmer Hale), and the Pickering family to honor a law firm for its outstanding commitment to pro bono legal services.

2011	<b>Morrison &amp; Foerster LLP</b>	2007	<b>Arnold &amp; Porter LLP</b>
2010	<b>DLA Piper LLP</b>	2006	<b>Jenner &amp; Block LLP</b>
2009	<b>Hunton &amp; Williams LLP</b>	2005	<b>Wilmer Cutler Pickering Hale and Dorr LLP</b>
2008	<b>Weil, Gotshal &amp; Manges LLP</b>		

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## Laurie D. Zelon Pro Bono Award

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The award is given each year to an individual or organization that has provided exemplary pro bono service. It honors the legal leadership of Associate Justice of the California Court of Appeal Laurie D. Zelon, who was one of the originators of the Law Firm Pro Bono Challenge®. Justice Zelon is a long-time member and has served as Chair of the California Commission on Access to Justice, and she is an active member of several statewide judicial committees addressing administration of justice issues.

2011	<b>Intel Corporation</b>	2005	<b>Marc Gary</b> Executive Vice President and General Counsel BellSouth Corporation
2010	<b>Brackett B. Denniston III</b> Senior Vice President and General Counsel General Electric Company	2004	<b>Judith C. Areen</b> Dean, Georgetown University Law Center
2009	<b>Robert C. Sheehan</b> Executive Partner Skadden, Arps, Slate, Meagher & Flom LLP	2003	<b>Kenneth C. Frazier</b> Senior Vice President and General Counsel Merck & Co., Inc.
2008	<b>Timothy J. Mayopoulos</b> Executive Vice President and General Counsel Legal Department of Bank of America Corporation	2002	<b>Scott Atlas</b> Partner, Vinson & Elkins LLP  <b>Chesterfield Smith</b> Chair Emeritus, Holland & Knight LLP  <b>Bill McBride</b> Former Managing Partner, Holland & Knight LLP
2007	<b>Michael Helfer</b> General Counsel and Corporate Secretary Legal Department of CitiGroup	2001	<b>John H. Pickering</b> Senior Partner, Wilmer Cutler & Pickering
2006	<b>Jeffrey B. Kindler</b> Vice Chairman, General Counsel and Chief Compliance Officer Pfizer Inc.	2000	<b>Laurie D. Zelon</b> Morrison & Foerster LLP



# The Pro Bono Institute at 15

## Pro Bono Institute Staff

### Current PBI Staff

Julia Alanen  
Meaghan Delaney  
Julie DeMareo  
Reena Glazer  
Christina Gordon

Shannon Graving  
Esther Lardent  
David Lipscomb  
Sarah Neuman  
Christopher Niebling

Eve Runyon  
Amy Saltzman  
Christine Sutherland  
Tammy Taylor



PBI staff and interns



PBI staff

### Past PBI Staff

Mary Baroch  
Benjamin Bay  
Sharon Boatwright  
Jennafer Bonello  
Jessica Cohen  
Rachel Erickson  
Simon Fischer  
Todd Floyd  
Kristen Flynn  
Mandy Foulks  
Meredith Gallaspy  
Lily Garcia  
Ericka Gaston

Jessica Glynn  
Micole Haris  
John Harrelson  
Andrew Johnston  
Tiffany Joly  
Ashton Kunkle  
Ariel Landau  
Cynthia Lovinger  
Eva-Marie Malone  
Michael Murphy  
Dee Mebane  
Mytrang Nyugen  
Nadia Olson

Edward Parker  
Margo Roberts  
Ingrid Rodrick  
Nima Rowhani  
Jodi Sackel  
Christina Salib  
Tessa Shambaugh  
K.J. Shockey  
Dennis Sykes  
Duncan Warner  
John Wesley



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## Interns

---

Rebecca Adams	Margaret Henn	Katherine Meister
David Almeling	Brad Henson	Sarah Mengers
Elly Bennett	Denise Ho	Anthony Moffa
Ashley Binetti	Michael Hoffmann	Clint Morrison
Jonathan Blair	Amanda Hollis	Andrew Neal
Nicolas Boedicker	AJ Huber	Dennis O'Reilly
Anne Booker	Kelly Hughes	Cory Palansky
Christina Brenha	Russell Husen	Ryan Pohlman
Jessica Brierly-Snowden	Dan Huston	Arthur Price
Jamee Brody	Cecil Craig Jackson	Lauren Rabb
Megan Brown	Nneka Jackson	Courtney Roberts
Daniel Catalanello	Drake Jenkins	Robert Routh
Constance Chang	Derek Johnson	Kelly Rutan
Catherine Chess	Mallory Kennedy	Younna Sakr
Caroline Chien	Megan Kerin	Andrew Samuel
Nathan Chubb	Kelly Kibble	Jennifer Shim
Steven Davis	Chi Soo Kim	Sally Shinkel
Craig Dukin	Thomas King	Ryan Sigurdson
Shana Eaton	Larkin Kittel	Emma Snoyer
Joanna Evans	Kate Klimczak	Michael Stanisich
Danielle Feldman	Samuel Kubernick	Lucy Stephenson
Adam Fischer	Lauren Kuhlik	Kelly Stolpman
Danielle Flores	Jennifer Lynn Lee	Jennifer Tashman
Paul Ghosh-Roy	Alec Levy	Sara Britta Thornquist
Edward Glynn	Britney Lewis	Margaret Tretter
Elizabeth Goergen	Cindy Lin	Melissa Vogel
Leah Goldmann	Andrea Lofgren	Kristy Waldron
Anne Gooch	Jessica My-Thien Luan Ly	Stephen Wamhoff
Michael Griswold	Matthew Magner	Ryan Whitney
Alex Gutierrez	Ian Mahoney	Eric Wu
Erik Hansen	Tara Marshall	
Catherine Harrington	Melissa Medoway	

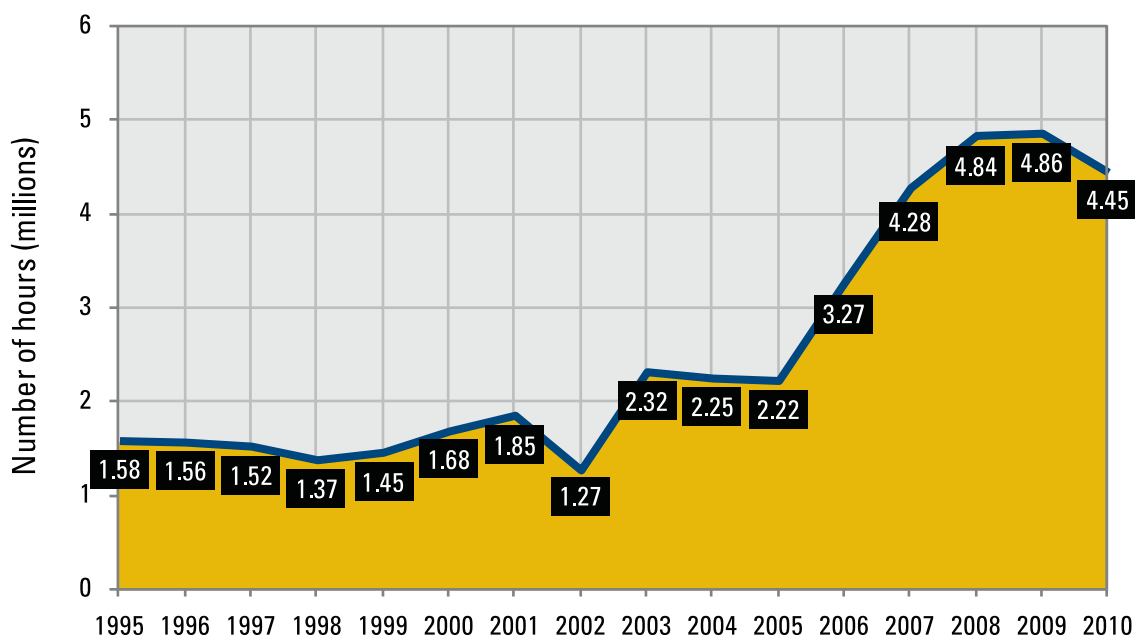


## The Pro Bono Institute at 15

# Law Firm Pro Bono

The chart below represents the total hours reported by Signatories to the Law Firm Pro Bono Challenge® each year, between 1995 and 2010.

### Total Number of Law Firm Pro Bono Hours by Year



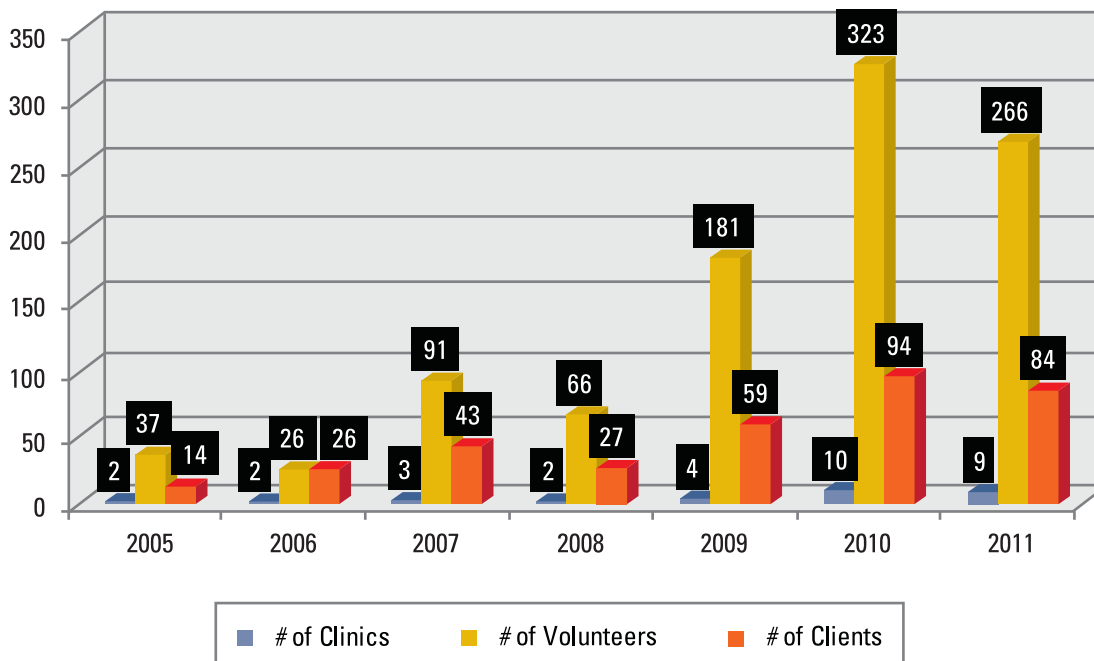


# The Pro Bono Institute at 15

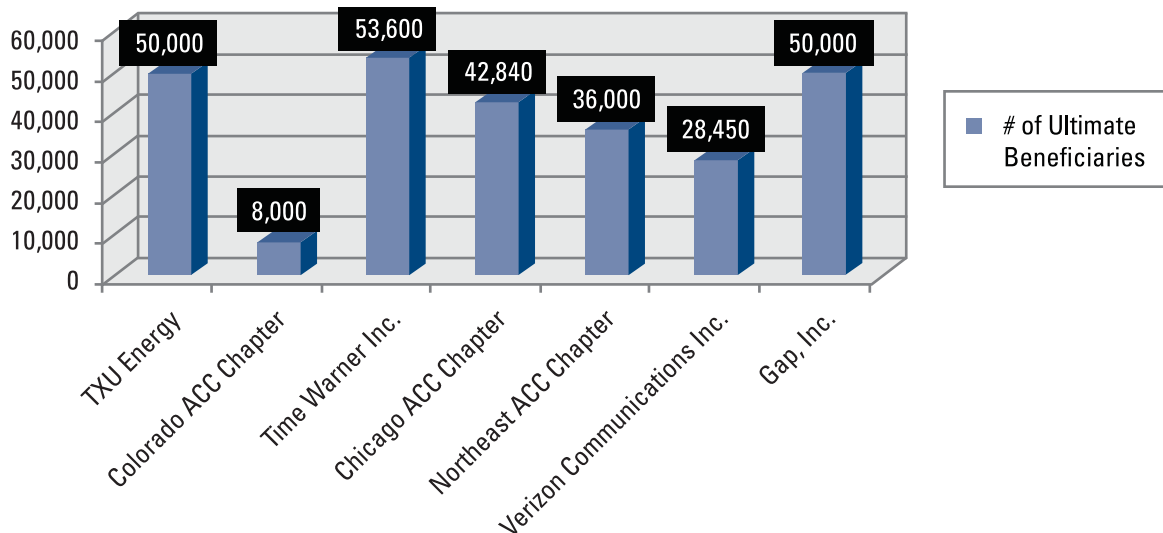
## Corporate Pro Bono

CPBO's Clinic in a Box<sup>SM</sup> provides in-house counsel with the opportunity to earn CLE credit while advising nonprofit organizations or small businesses. Clinics are produced in collaboration with legal departments, ACC Chapters, local nonprofit organizations, and major law firms. The charts below represent the number of Clinics since 2005; and the ultimate number of beneficiaries of these Clinics.

### CPBO Clinic in a Box<sup>SM</sup> by the Numbers



### Ultimate Beneficiaries of CPBO Clinic in a Box<sup>SM</sup> Serving Nonprofit Clients





# The Pro Bono Institute at 15

## Our Influence

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Lisa R. Dewey  
*Pro Bono Partner*  
*DLA Piper LLP*

It is difficult to recall when I first learned of the Pro Bono Institute or how I began to know and work with Esther, Tammy, Eve, and all of the wonderful people who have been associated with PBI. PBI is a supportive presence and force that has always been there for me and my firm as our pro bono program has grown and taken shape in various ways. It is hard to imagine what the state of pro bono would be without PBI. The impact that PBI and the Law Firm Pro Bono Challenge®, and now the Corporate Pro Bono Challenge<sup>SM</sup>, have had on our profession is beyond measure. Our world is no doubt a better place, and we are better lawyers and people because of PBI.

.....

Scott Atlas  
*2002 Laurie D. Zelon Pro Bono Award Recipient*

Esther is a genius in creating new trends in law firm pro bono. First, she persuades a few firms to experiment with a new practice. Then she invites firm members to describe their experience at the Annual Conference and in PBI publications. If successful, the practice spreads. So it was with giving billable credit for pro bono time. This was the topic of an annual conference plenary session in 1995. In 1996, I wrote in “What’s New” about Vinson & Elkins’ experience with its new billable credit policy and joined discussions on the topic in subsequent conferences. By 1998, the Law Firm Project Advisory Committee minutes reflected “a substantial increase” in the number of firms giving such credit and “a concomitant increase in pro bono participation and hours resulting from [such] a policy...” Now, such policies are widespread. As a result of this and many other innovative ideas, Esther and PBI have improved the lives of countless people who received desperately needed legal services.

Steven H. Schulman  
*Pro Bono Partner*  
*Akin Gump Strauss Hauer & Feld LLP*

The Pro Bono Institute played a critical role in the development of full-time pro bono counsel in law firms, helping to expand the cadre of pro bono professionals from just a handful in a few big cities to more than a hundred across the world today. PBI made the case to law firm leaders that effective, efficient, and ambitious management of their pro bono practices was not only a good idea, but also a business imperative. By presenting informative sessions at its Annual Conference, working directly with attorneys seeking to become pro bono professionals, and providing networking opportunities for those in the law firm pro bono community, PBI also gave pro bono professionals the tools to make the case to their firms. I am grateful for the role that PBI played in my own career as a pro bono professional, which started as Latham & Watkins’ first pro bono counsel, and which now continues as Akin Gump’s first pro bono partner.



---

**John Frantz**

*Vice President and Associate General Counsel  
Verizon Communications Inc.*

Verizon's pro bono program is built on partnerships. Our most foundational partnership is with our law firm partner, DLA Piper. When Verizon began designing its program, we approached DLA Piper about creating a unique partnership where the operation of Verizon's program would be truly integrated with DLA Piper's. After working together to develop Verizon's pro bono policy, committee, and other infrastructure needed to support the program, we began teaming on a broad range of programs across the country, including clinics and individual client representations. Verizon's program has grown very quickly because this partnership has allowed us successfully to plan and execute a wide range of events and representations in the many locations where Verizon has attorneys.

Verizon's second key partner is the Pro Bono Institute. PBI provided critical guidance from the very beginning on designing a program that would facilitate maximum participation. This advice was backed up by PBI's extraordinary depth of experience helping companies develop successful pro bono programs. Corporate Pro Bono has partnered with Verizon on a number of very successful Clinics in a Box<sup>SM</sup>, which gave us a powerful vehicle to connect the business law talents of Verizon's attorneys with nonprofit clients. Now, as we are expanding our program internationally, PBI has again stepped up to offer essential advice on program organization and partnership opportunities.

It is no exaggeration to say that the success of Verizon's program is based on these partnerships.

**Bruce N. Kuhlik**

*Executive Vice President and General Counsel  
Merck & Co., Inc.*

All of us involved in pro bono work know firsthand the difference we make in the lives of others and in the administration of justice. We also know how important the Pro Bono Institute is to leading and facilitating this work throughout the profession. Thanks to PBI, we also are working toward making sure that we can document these contributions through meaningful metrics. When fully developed, these metrics will help attract support for pro bono work and direct our efforts to where they can do the most good.

On a personal level, it has been a privilege and a delight to work with Esther and all of the wonderful staff at PBI on your important mission. With your help, my colleagues in the Merck Office of General Counsel have been able to fulfill our professional and personal obligations to give back to our communities and to contribute to the goal of ensuring that the rule of law serves everyone.

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**Susan Hackett**

*CEO, CLO, Principal  
Legal Executive Leadership, LLP*

When we started doodling with the concept of pushing forward an aggressive project to promote sophisticated pro bono commitment in law departments, a lot of people were skeptical: but when you work with an organization that truly believes in its mission, with lawyers who yearn to engage in meaningful pro bono service, and with PBI staff who are so talented at what they do, failure is not on the playlist ... only amazing projects and unprecedented in-house engagement are! CPBO is the in-house bar's professional heart — congrats and thank you to PBI!



# The Legal Intelligencer

## Drinker Biddle & Reath 1st to Sign Pro Bono Pledge

The Philadelphia law firm Drinker Biddle & Reath is one of 46 charter signers of the American Bar Association's Pro Bono Challenge.

Drinker was the first city firm to pledge to spend at least 3 percent of its billable hours on pro bono and public interest matters.

The ABA announced on April 30, its challenge to the nation's largest 500 law firms to meet the goal.

hours spent on matters relating to the delivery of legal services to persons in need. The firm also agreed to develop a clearly articulated policy on pro bono work, and to use its resources to ensure that a majority of billable and associates participate in pro bono activities.

In addition to signing the pledge, Drinker Biddle & Reath will also be participating in the ABA's Pro Bono Challenge.

# CORPORATE PHILANTHROPY

## Lawyers' New Activism

Wanting to put an end to all those lawyer jokes, the legal profession is embracing social activism as never before. Pro bono and public service activities are on the rise. The country's top law firms are creating sophisticated programs that link giving and volunteering (see Spotlight, pp. 6-7). And corporate law departments are shaping pro bono programs that are tied to the philanthropy programs of their company's corporate foundations (p. 5).

BY CRAIG SMITH

With 370,000 members, the American Bar Association is not just the largest professional organization in the world, it also is one of the most liberal. Although many still think of it as conservative, its current policies are not unlike those of, say, Hillary Rodham Clinton, who is one of ABA's leaders. The situation is vexing to conservatives who worry that the radicalization of lawyers will result in endless litigation and intrusive government, just as the 1950s and 1960s saw judicial activism in the Supreme Court, the last two decades

match indigent cases for free. ABA's Committee on Pro Bono Involvement produced a 200-page report that calls for groups to involve pro bono, in all 50 states, has dozens of applying attorneys.

A decision to generate legal aid programs at the state level, to speak activity, ABA's "pro bono" committee is establishing well-focused programs, including events. The association recommends that each firm earmark 5 percent of billable hours for pro bono, which translates into 80 hours per year for each lawyer.

Not all law firms agree with the example, Jones, Day, Reaves & Pogue ABA Challenge on the grounds that "pro bono" seemed too literal. "By accepting public service, the ABA diminishes other activities," said an internal ABA's pro bono committee rejects all forms of public service can be in

## Pro Bono Call

THE AMERICAN Bar Association is asking the nation's top law firms to take a bite out of their bottom line to donate more billable hours to pro bono work.

The ABA, together with Attorney General Janet Reno, April 30 issued the "Pro Bono Challenge," calling on firms to donate either 3 percent or 5 percent of their billable hours to pro bono. More than 500 of the nation's largest firms already committed; the ABA hopes to sign more.

Esther Lardent, director of the ABA's Pro Bono Project, says that 1 percent of the participants have chosen the 3 percent target. If all the major firms met the target, more than 81,000 lawyers would be donating more than 7 million hours annually. Though many have said they cannot afford to, Lardent says many have been swayed by the two leaders, Jim Jones of Washington, D.C., and

# THE WALL STREET JOURNAL

## ABA Is Asking Lawyers to Boost Help for the Poor

By MILO GEYELIN  
Staff Reporter of THE WALL STREET JOURNAL

The nation's biggest law firms are being asked by the American Bar Association to increase the time and money they allot to helping poor people get legal help.

"This really throws the spotlight, from the standpoint of the administration, on the positive side of the legal system," said San Francisco attorney Curtis M. Caton, the ABA program chairman in charge of

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## Pro bono catastrophe?

Law firm pro bono is not broken, but it must be rethought

Esther F. Lardent  
July 12, 2011

The media's initial take on the recently published statistic that the nation's largest law firms are devoting less than 1 percent of their billable hours to pro bono work is striking: The Wall Street Journal Law Blog said "charity is dying."

Los Angeles Daily Journal

# CNN Money

## Hard times for law firms spell pro bono cuts

By CNN Money Staff

As the economy pushes more people into poverty, some law firms are cutting back on the hours they are devoting to pro bono work.

# The Nation

## Pro Bono Plugged

### 500 Largest Firms Urged to Devote up to 5 Percent of Billable Hours to Pro Bono Work

By Charley Roberts  
Daily Journal Staff Writer

WASHINGTON — The American Bar Association Friday challenged the nation's 500 largest law firms to commit 3 percent to 5 percent of their total annual billable hours to providing free legal services to those who cannot afford a lawyer.

Curtis M. Catron, the chairman of the ABA Law Firm Pro Bono Project, said the goal is to obtain a commitment from all 500 firms by 1995. "If we're successful, we'll have 90,000 lawyers involved."

Although the project is only a few weeks old, said Catron, at San Francisco's White & McLaughlin, have accepted the challenge of 2.5 million hours.

In addition, a group of law firms from the nation's top law schools are developing a new model for lawyers work. The ABA also has a government lawyers in the "The challenge spot

light of lawyers," said Catron. "The negative publicity the profession has received is generated by a few. This shows that the majority of lawyers are generous."

James W. Jones, chairman of the

'The challenge spotlights the generosity of

percent of their legal problems, said ABA President J. Michael McWilliams. To formally kick-off the challenge, these ABA leaders gathered in a church in northwest Washington that operates homeless shelters for women.

They were joined by U.S. Attorney General Janet Reno, who toured one shelter and spoke to a woman there who had regained custody of her four children with the aid of local attorneys.

tices to do pro bono work. "If you're going to be a lawyer, you're going to be a lawyer and grandchild. Among the have accepted based in California, Duke & Les; Best, Best & Cooley Goddard

## LAW FIRM PRO BONO PROJECT

# Supporting Firms That Strive To Donate Services

By CURTIS M. CATON  
AND JAMES W. JONES

SPECIAL TO THE NATIONAL LAW JOURNAL

Pro Bono Project is an independent Committee on Service Responsibility, has been charged by the American Bar Association with promoting pro bono work as a part of the legal profession. It is funded through a grant from the Ford Foundation and support from the ABA Fund for the Bar.

The long history of support for pro bono work by the practicing bar is a testament to the Pro Bono Project, its

Just as many firms now have professional marketing and training departments, a growing number of firms are taking on the responsibility for administering pro bono programs to a full-time staffer at the firm, typically in conjunction with an advisory committee. The majority of administrators are not attorneys, but have been a substantial increase in the number of attorneys—and even those who have full-time responsibilities for their firms' pro bono programs.

More law firms now have a pro bono parity for time spent on pro bono matters. A growing number of firms are using varying techniques to ensure that pro bono time and to ensure that pro bono evaluation and advancement of the firm, time spent on pro bono is treated the same as time spent on matters for paying clients.

Some firms, for example, count attorney hours as "credit" for pro bono hours, consisting of a combination of pro bono client hours. Other firms count pro bono hours as "bonuses" for those who exceed their targets. Although many firms place any limit on the



# THE WALL STREET JOURNAL.

MARCH 6, 2007 1:18 PM ET

## Want to Build a Corporate Pro Bono Program? Here's How



Last Friday night, the **Pro Bono Institute** awarded Citigroup for its commitment to pro bono work. Accepting the award was counsel. Among other things, the PBI — housed at George Washington University — pointed out a few things that one very different from building

1. "You need the support of the most senior executive, and, luckily for me, is (or was) a lawyer himself."
2. "You need the strong support of your senior legal team. Well, you need the support of your senior legal team, well, you need the support of your senior legal team."
3. "Try to take advantage of existing company lawyers and overhead. In that environment, it's lawyers they do, let alone why those lawyers v of question is easy providing pro bono service lawyer."
4. "Spend some time thinking about what kind available type of pro bono work involves litigation expertise to take on litigation work. As part of

JANUARY 25, 2009 1:03 PM ET

## A Good (Jones) Day for Indict



Winston & Strawn **look some heat** at governor George Ryan. The firm represented which didn't go exactly as the firm planned corruption and was sentenced to 6 1/2

Lawyers at Jones Day likely have this has agreed to represent former Orange County corruption charges, on a pro-bono

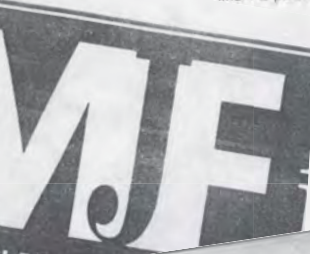
# The Legal Intelligencer

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## 'Doom and Gloom' Headlines Important Pro Bono Data

The media's initial take on the recently published statistics detailing the impact of the recession on the legal profession. The Wall Street Journal Law Blog said the data "plunged," "plummeted" and "slid." The media-catching. However, this topic can benefit the public, and what's next for law firm pro bono.



When James DeLong, left, was charged with disorderly conduct after attending a Bush rally last October, the American Civil Liberties Union asked Al Corcoran, an ACLU attorney, to represent him. DeLong is pictured here with Corcoran.

## For the public good

Law firms' pro bono work eases plight of the poor. The public good is a goal that many law firms pursue. Pro bono work is a way for law firms to give back to the community. It is a way for law firms to help those in need. It is a way for law firms to make a difference. It is a way for law firms to be part of the solution. It is a way for law firms to be part of the future.

# THE NATIONAL LAW JOURNAL

## The crisis in Legal Services funding

Pro bono is not a panacea. It's effective only if lawyers can rely on expertise and community presence of LSC programs.

BY ESTHER F. LARDENT

When Congress returns from its recess, it will address the issue of approving a final budget for fiscal year 2011. One small, but critically important, item in that budget is the funding level for the Legal Services Corp. On Feb. 19, the U.S. House of Representatives passed a \$70 million budget cut for LSC, reducing grants to its 136 local legal aid programs by an average of 18%.

The impact of these cuts on programs that are already inadequately funded—and that have seen deep losses in other sources of revenue including Interest on Lawyers' Trust Accounts, foundation grants and state and local contributions—would be devastating. LSC reports that more than 160,000 fewer low-income people would receive civil legal assistance, 370 legal services staff attorneys would be laid off, and offices in rural and outlying areas would have to be closed. This at a time when the number of Americans living in poverty is at an all-time high, and when their legal problems have become more frequent, more complex and more pressing.

Why, even at a time of cost-cutting fervor, further shred the safety net that provides fundamental fairness—the most critical foundation of our democracy—for the most vulnerable of our people and those hardest hit by the recession and a slow recovery?

One unspoken but tacit assumption behind the willingness to cut this vital service so deeply is that lawyers, through their pro bono efforts, will pick up the slack. There are certainly grounds to be optimistic about the promise of pro bono. In 2009, more than 11% of all cases closed by LSC programs involved private attorneys. Among major law firms and in-house legal departments, the segments of the legal profession with whom the Pro Bono Institute works closely, pro bono

pro bono service by attorneys in practice is possible only if these attorneys can rely upon the expertise and community presence of LSC programs. Pro bono is not a panacea. All too often, pro bono is not available or appropriate for a wide range of matters. Conflicts of interest, for example, have severely limited pro bono service in foreclosure matters, often endemic in smaller cities and areas. And pro bono resources are often stretched to secure in emergency matters a strong core of full-time attorneys. Pro bono simply does not work.



The 2009 data provide a stark picture. Although attorneys at major law firms provide more pro bono service than any other group, the amount of pro bono service provided to low-income families and individuals has declined. The reason is simple: The economic crisis has led to a sharp decline in the number of legal services programs. The impact of the recession on the legal profession is a crisis of infrastructure that threatens the very foundation of our democracy. The legal profession must take action to address this crisis. It must ensure that the legal system remains accessible to all. It must ensure that the legal system remains a place where justice is served. It must ensure that the legal system remains a place where the public good is served.

# THE NATIONAL LAW JOURNAL

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## Is it time for mandatory pro bono?

There is much that the legal profession can and should do to ease the crisis and restore the public's faith in our justice system before resorting to mandatory pro bono.

Esther F. Lardent  
September 13, 2011

The U.S. legal system is facing a crisis of unparalleled proportions that threatens the heart of our democracy — our commitment to the rule of law, our courts and our legal profession. The gap — more accurately now a chasm — between the need for legal assistance and the availability of free legal services for the poor has been repeatedly documented in legal needs studies and most recently highlighted by *The New York Times*. With the spike in the U.S. poverty population resulting from the Great Recession and the precipitous drop in funding and staffing of legal services programs, it's likely that the documented 80% of low-income Americans without access to a lawyer has grown to an unthinkable 90%. Today, poor families in the wealthiest nation in the world — and moderate-income families in the poorest — have a far better chance of winning the lottery than of finding a lawyer.

2010 than in the past and highest in the world.



Major Law Firm and Corporate sponsors of the Pro Bono Institute were invited to share their pro bono programs' stories for inclusion in this book. The following pages reflect the words of:

- Accenture plc
- Baker & McKenzie
- Caterpillar Inc.
- Deloitte
- Ford Motor Company
- Kirkland & Ellis LLP
- Merck & Co., Inc.
- Morrison & Foerster LLP
- Paul, Weiss, Rifkind, Wharton & Garrison LLP
- Pfizer Inc.
- Reed Smith LLP
- Wilmer Cutler Pickering Hale and Dorr LLP
- Verizon Communications Inc.

The Pro Bono Institute is grateful for the ongoing support of these and all of our sponsors, partners, and friends.





- **What date did your pro bono program begin?**

In 2004, the Accenture Legal Group launched its Corporate Citizenship Program to encourage participation in corporate citizenship and pro bono programs. While participation is voluntary, the program has grown from a handful of people to more than half of our 1,200 global legal professionals.

In 2009, Accenture launched Skills to Succeed, a companywide program aimed at equipping 250,000 people around the world with the skills to get a job or build a business by 2015. The Legal Group has identified pro bono and corporate citizenship programs around the world that align with this program while tapping the unique skills of legal professionals.

- **What is your one proudest pro bono accomplishment?**

The initiative that has made the greatest impact on the greatest number of people around the world is pro bono work with Planet Finance, an international NGO that provides financial, technical and advisory services to micro-entrepreneurs. Dozens of Accenture attorneys designed, developed, and delivered six legal handbooks, now available in four languages.

But this question is like asking a parent, which is your favorite child? The Accenture Legal Group has participated in many meaningful pro bono activities:

- In 2008, Accenture sent lawyers from multiple countries to teach at the Addis Ababa Law School in Ethiopia.
- Since 2009, Chicago attorneys have been assisting at a senior citizen center, preparing living wills and powers of attorney for health care and property.
- A team of 50 Accenture lawyers across four continents wrote a comprehensive research memorandum on democratic law for an NGO that was used initially by Nepal in its constitutional process. This program earned Accenture the prestigious 2010 CPBO Pro Bono Partnership Award.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

Corporate social responsibility is fundamental to Accenture's culture. So by being an active contributor to the company's corporate citizenship activities, the Legal Group enhances its relationship with company leadership and internal business partners.

Beyond supporting corporate culture, a strong pro bono and corporate citizenship effort by legal professionals also provides opportunities to expand and improve attorneys' professional skills. And last but not least, the work is also personally rewarding to Accenture's legal professionals. They can see the practical impact they make through initiatives that help others in need.



## The Pro Bono Institute at 15

# Sponsor Spotlights *(Continued)*

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### BAKER & MCKENZIE

- **What date did your pro bono program begin?**

Since its inception in 1949, Baker & McKenzie has been committed to providing pro bono legal assistance to those in need and serving the communities in which we live and work. In 2010 we launched our Global Corporate Social Responsibility Program, comprising three pillars: pro bono and community service, diversity and inclusion, and sustainability, to further expand our global corporate citizenship.

- **What is your one proudest pro bono accomplishment?**

Across regions, we work to reduce poverty, promote access to education, promote access to healthcare, and foster civic and environmental security. We are proud of our program, our people and our progress. We are proud of the in-house counsel with whom we team on pro bono representations. We are proud of the nonprofit and non-governmental organizations with which we work to affect change. We are most proud of those in need with whom we collaborate, whose extraordinary resilience, determination and innovation inspires us everyday.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

In a world where millions of people lack food, water, basic healthcare, education and access to justice, we as lawyers can use our training, experience, and resources to make a difference in our respective communities by advocating for those in need and by helping develop creative solutions to ongoing global challenges.





- **What date did your pro bono program begin?**

November 1, 2006.

- **What is your one proudest pro bono accomplishment?**

We are most proud of the continuing commitment of our multinational team to find new ways to deliver pro bono service involving professionals in all practice areas. From neighborhood cases and clinics to international projects we are always looking for new ways to get involved and to make a difference in the local and global communities where we live and work.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

At Caterpillar, "Commitment" is one of our Values in Action. We take action when we commit our time and resources to improve the communities where we live and work. Our legal professionals donate services pro bono as part of our commitment to the community. We believe that this course of action benefits us by providing the chance to use existing skills and to learn new skills. It further gives us a sense of satisfaction from giving back to the community in a unique and valuable way. We know that our presence in the community on behalf of Caterpillar strengthens the company by highlighting its role as a positive and active corporate citizen. Finally, we understand that the stronger we can make the communities around us the more opportunity exists for the company, its employees, customers, and stockholders to thrive in the long term. For us, commitment to pro bono is an established precedent that is hard to refute.



# Deloitte.

- **What date did your pro bono program begin?**

Deloitte had done pro bono for decades, but it wasn't tracked as part of a formal organization-wide program nor linked to a formal organizational goal. In 2008, the Corporation for National and Community Service announced Billion + Change to encourage businesses to champion pro bono work by complementing their philanthropy with in-kind services contributions. We responded to the challenge with a strategic commitment to deliver \$50 million in pro bono services by 2011. We've met that goal and are proud to have transformed our commitment to the community in the process. With many more pro bono projects underway, our initial Billion + Change commitment truly did change the way we support our communities.

- **What is your one proudest pro bono accomplishment?**

Deloitte has engaged in hundreds of meaningful projects both nationally and around the world. It's difficult to select just one. When it comes to our pro bono accomplishments, it's our people that we're most proud of. We ask a lot of our professionals and they always deliver in a big way. Even with their busy client schedules, they always have time to give back via a skills-based or pro bono project. They engage in every project with a 100 percent commitment to excellence that never ceases to impress and inspire our leadership, as well as those we serve.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

It is the right thing to do. The Pro Bono Institute and legal industry have led the way for many organizations including Deloitte. While, it's a challenge for organizations to channel professionals away from client work or corporate matters for any amount of time, organizations that ensure the pro bono work they do matters and generates results, will find in addition to giving back, it also makes solid business sense. It makes them not only better corporate citizens, but better corporations.

Deloitte's commitment to pro bono is rooted in the genuine desire to create moments that matter within our communities. When we think about results, it's not just helping an organization build capacity, expand donor base, or any of the thousands of services these organizations can provide — it also adds to our experience in helping our clients solve challenges.





## Ford Motor Company

- **What date did your pro bono program begin?**

Launched in 1984 and significantly revitalized in 2009.

- **What is your one proudest pro bono accomplishment?**

Our proudest moment was having 77 percent of Ford U.S. attorneys participate in pro bono work in 2010 after the program was revitalized.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

Ford Motor Company has a long history of good corporate citizenship through encouraging its employees to participate in community service. The Ford Pro Bono Program allows attorneys to use their legal skills to provide a more impactful form of community service through promoting access to justice for those who could not otherwise afford it. This specifically benefits the recipients of the pro bono service and generally elevates the level of confidence in the judicial system and the stature of the legal profession.



## KIRKLAND & ELLIS LLP

- **What date did your pro bono program begin?**

While Kirkland attorneys have done pro bono work for many years, the formal pro bono program began in 2007, when Tom Gottschalk returned to the firm to chair the firm's newly-instituted Pro Bono Management Committee.

- **What is your one proudest pro bono accomplishment?**

We are reluctant to highlight one accomplishment as more significant than another, as all of our matters are equally important to the clients we represent.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

There are a number of reasons why a firm should make an institutional commitment to pro bono. Pro bono service provides substantial benefits to the communities in which we live and work. A law firm's attorneys benefit from the practice opportunities, experience, and personal satisfaction of making a significant, positive difference in the lives of those who cannot afford legal counsel. Most important, we as lawyers have an ethical obligation to work to assure that access to adequate legal representation is available to all who need it, not just those who can afford it.





- **What date did your pro bono program begin?**

Merck's Pro Bono program began in 1994 when a small group of attorneys and support staff piloted a program to assist low-income individuals in obtaining free legal services. Today, the program has expanded to include more than 150 attorneys, paralegals and administrative associates providing pro bono legal services to residents and nonprofit companies in the U.S. and internationally, who cannot otherwise afford legal representation.

- **What is your one proudest pro bono accomplishment?**

One of Merck's proudest accomplishments is the longevity and success we have had as a volunteer pro bono program. Since 1994, Merck volunteers have devoted thousands of hours to provide equal justice to those in need throughout our communities. With strong leadership, a steadfast commitment by Merck attorneys and staff to provide legal services, and creative partnerships, Merck has maintained and expanded its program significantly throughout the years. Merck is currently working with our partners at Legal Services of New Jersey, Central Jersey Legal Services, Legal Services of Northwest Jersey, Legal Aid of Southeastern Pennsylvania, the Volunteer Lawyers for Justice and the Homeless Advocacy Project, in the areas of guardianship, landlord/tenant, bankruptcy, family law, domestic violence, immigration, veteran affairs, social security disability, and special education law. Merck has also partnered with Bet Tzedek Legal Services to help Holocaust survivors petition the German government for pensions. In 2011, Merck partnered with Community Hope, in collaboration with Legal Services of Northwest Jersey and the law firm Lowenstein Sandler PC, to provide legal assistance to displaced or transitioning veterans.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

A formal pro bono program allows attorneys and administrative staff the opportunity to provide the poor and disadvantaged with access to justice. While attorneys have an ethical obligation to provide pro bono services, a formal program enables all legal professionals to serve others and improve the community. A commitment to pro bono also benefits firms and legal departments by allowing individuals to broaden their life experiences, expand their professional skills and be of service to those most in need.



## The Pro Bono Institute at 15

# Sponsor Spotlights *(Continued)*

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### MORRISON | FOERSTER

- **What date did your pro bono program begin?**

The Morrison & Foerster pro bono program began around the time of the establishment of the firm, which was in 1883. As we like to say, pro bono is in the firm's DNA. Founding partner Alexander Morrison set the tone as a founder of the San Francisco Legal Aid Society in 1917, and his legacy has endured through the generations. We are a charter signatory of the Law Firm Pro Bono Challenge®, and normally exceed our commitment to devote 5 percent of billable hours to pro bono work. Soon after Kathi Pugh joined the firm in 1990, she transitioned to full-time pro bono duties, making her one of the first full-time pro bono counsel in the country, and in 2008 we established a second full-time pro bono counsel position.

- **What is your one proudest pro bono accomplishment?**

Morrison & Foerster's 20 years of education advocacy has brought lasting change to the public education system that has assisted hundreds of thousands of disadvantaged children and those with disabilities in pursuing the quality education that is their right. We believe this right deserves special protection because while education is a cornerstone of our nation's future prosperity and its commitment to equal opportunity, support for equal educational opportunity too often gives way to fiscal or political pressures. Over the years, we have committed major resources to providing direct, sustained representation in individual cases and impact litigation to improve public schools and to vindicate the rights of children with special needs to obtain a free and appropriate public education. This body of work is our single proudest pro bono accomplishment.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

Not only is doing pro bono work a moral obligation, but pro bono work also benefits the firm in a number of ways. Pro bono builds skills. New associates have their first client meetings, take their first depositions, draft their first contracts and argue their first motions in pro bono matters, learning to take responsibility for using the law to solve clients' problems. Pro bono builds relationships. Lawyers from different offices and practice groups work together, and in-house counsel team up with firm attorneys to serve pro bono clients. Most importantly, pro bono builds people. Pro bono engagements challenge lawyers to meet society's most pressing needs and teaches lessons of the heart that enrich their lives.



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# Paul | Weiss

- **What date did your pro bono program begin?**

Throughout the history of Paul Weiss, we have maintained an unwavering commitment to provide pro bono legal assistance to those in need and to serve the public interest.

- **What is your one proudest pro bono accomplishment?**

We are extremely proud of the culture of our firm that fosters the variety, complexity, and volume of our pro bono work, with participation from every level of seniority. Our attorneys work on the most significant, high-profile cases with broad impact; however, we are proudest to provide personal pro bono assistance to individuals in need of legal representation.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

We believe lawyers at every level, in every practice area, at any institution, have the obligation and privilege to use their specific skills to advance the legal rights of the disadvantaged, to serve the public interest, and to benefit those in need of legal representation.





- **What date did your pro bono program begin?**

Continuous.

- **What is your one proudest pro bono accomplishment?**

We are most proud of the creation of the Pfizer Pro Bono Alliance for Health. Attorneys from Pfizer and four outside firms partner together to staff a monthly clinic at NYU Cancer Institute to provide legal advice to low-income individuals who are patients of the hospital.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

Companies and firms are part of a community, and it is important to give back to your community. It is the right thing to do as good citizens, corporate or individual.



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# ReedSmith

- **What date did your pro bono program begin?**

Our pro bono program was organized when we became a Charter Signatory to the Pro Bono Institute's Law Firm Pro Bono Challenge®. Before that time our lawyers performed pro bono service on an individual basis.

- **What is your one proudest pro bono accomplishment?**

Our proudest pro bono achievement was saving the life of our Pennsylvania death row client Lawrence Christy in 1998. For six years beginning in 1993, firm partners Thomas McGough and John Unkovic in Pittsburgh led Reed Smith's pro bono representation of Mr. Christy. Despite a heinous factual record of the shooting death of a night watchman in 1980, our team succeeded in having Mr. Christy's death sentence vacated and permanently modified to life in prison without possibility of parole based on prior counsel's ineffectiveness in failing to present available evidence of mitigating circumstances. We are also proud to have upheld the integrity of the presidential election of 2004, when a pro bono team of lawyers led by our firm proved in court that more than 30,000 signatures supporting a third-party candidate's petition to get on the Pennsylvania ballot as a candidate for president were forged or otherwise invalid, resulting in the removal of the candidate (Mr. Ralph Nader) from the ballot. In striking the candidate's name from the ballot, the Commonwealth Court of Pennsylvania's President Judge, speaking for the entire Court, said: "I am compelled to emphasize that this signature gathering process was the most deceitful and fraudulent exercise ever perpetrated upon this court."

- **Why should a firm/legal department make an institutional commitment to pro bono?**

Lawyers and judges have a fundamental responsibility—and a dose of self-interest as well—to make our legal system as fair and as accessible to all as possible. A strong law firm pro bono program is the best way for those groups of lawyers who constitute law firms to marshal their efforts to improve the accessibility of the legal system to those unable to pay: especially the poor, the disadvantaged, and the nonprofits that serve them.



## The Pro Bono Institute at 15

# Sponsor Spotlights *(Continued)*

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- **What date did your pro bono program begin?**

November 2009.

- **What is your one proudest pro bono accomplishment?**

The accomplishment of which we're most proud is building and sustaining an innovative pro bono partnership with our law firm partner DLA Piper LLP. This partnership has formed the basis for a program with broad participation that has successfully helped clients with a wide range of needs, including students, nonprofits, returning veterans, and victims of domestic violence.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

The unmet client needs are vast, and it is an obligation of our profession to help meet these needs in our communities. Beyond this, pro bono work enhances job satisfaction, helps attorneys develop their skills, and creates unique and valuable opportunities for team building.





WILMER CUTLER PICKERING HALE AND DORR LLP<sup>®</sup>

- **What date did your pro bono program begin?**

In 1919, our partner Reginald Heber Smith published “Justice and the Poor,” a book in which he challenged the legal profession to assume the obligation to make access to justice available to all, without regard to ability to pay. Thus began our firm’s commitment to pro bono work, a tradition that continued with Joseph Welch and our lawyers’ pro bono representation of the U.S. Army in the Army-McCarthy hearings in 1954, the work of Lloyd Cutler and others in creating the Lawyers’ Committee for Civil Rights Under Law at the behest of President Kennedy in 1963, and John Pickering’s effort to establish the Pro Bono Institute’s Law Firm Pro Bono Challenge<sup>®</sup> in 1992, to which our firm is a Charter Signatory. The Challenge institutionalized what Reginald Smith had written about some 70 years earlier.

- **What is your one proudest pro bono accomplishment?**

As the firm has demonstrated a steadfast commitment to pro bono representation since the early 20<sup>th</sup> century, and given the depth and breadth of our pro bono work, it is difficult to choose our one proudest pro bono accomplishment. Our commitment to providing a voice for the least powerful ranges from litigation on behalf of individuals to cases of national importance. Our work led to the landmark ruling in *Rosie D. v. Romney*, which held that Massachusetts violated the federal Medicaid Act by failing to provide medical assessments, service coordination and in-home behavioral supports for 15,000 children with psychiatric disabilities. We also litigated *Roper v. Simmons* in which the Supreme Court of the United States declared unconstitutional the death penalty for juvenile offenders, and *Boumedienne v. Bush*, in which the Court affirmed that Guantanamo prisoners had a right to habeas corpus under the U.S. Constitution.

- **Why should a firm/legal department make an institutional commitment to pro bono?**

An institutional commitment to pro bono ensures an environment in which lawyers have the resources and support to represent those who otherwise could not afford legal counsel and to advance the civil and public rights that define us as a nation. That commitment reaps immeasurable benefits through the enhanced professional development of firm lawyers, heightened firm morale, and improvement of the communities in which we live and work.













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