

PROGRAM

CAPITAL HILTON | WASHINGTON, DC

2018 PRO BONO INSTITUTE ANNUAL CONFERENCE

FEBRUARY 21-23, 2018

www.probonoinst.org/conference
#PBI2018



TUNE IN to the PBI Podcast Network

PBI's podcasts deliver timely and insightful pro bono expertise from pro bono leaders from across the legal profession. Subscribe on Apple Podcasts or YouTube to get the latest content!



Law Firm Pro Bono Project's Pro Bono Happy Hour

The Pro Bono Happy Hour podcast features lively conversations about pro bono news, infrastructure, and best practices with insightful and entertaining expert guests from Law Firm Pro Bono Project member firms, Law Firm Pro Bono Challenge® signatories, public interest organizations, and other authorities on pro bono and access to justice. www.probonoinst.org/podcast



Corporate Pro Bono's CLO & Pro Bono Podcast Series

CPBO's CLO & Pro Bono Podcast series is a collection of insightful discussions with chief legal officers of Corporate Pro Bono Challenge® signatories about the pro bono efforts at their departments and how they are working to improve access to justice.

www.cpbo.org/podcast

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2018 PRO BONO INSTITUTE ANNUAL CONFERENCE

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GENERAL INFORMATION

REGISTRATION DESK

Registration is located in the Presidential Foyer (2nd Floor):

Wednesday, February 21 7:30 a.m. – 6:30 p.m.

Thursday, February 22 7:30 a.m. – 5:30 p.m.

Friday, February 23 7:30 a.m. – 11:00 a.m.

Badges

Badges should be worn at all sessions, meals, breaks, and networking events. If you forget or lose your badge, you may obtain a replacement at the PBI Conference Registration Desk.

GENERAL CONFERENCE INFORMATION

Accessibility for Registrants with Disabilities

The Conference staff will work with attendees to provide reasonable accommodations for those who have special needs. To request assistance on-site, please contact the PBI Conference Registration Desk.

Business Center

A complimentary computer kiosk and print station is located in the lobby and is accessible to hotel guests 24 hours a day.

Cameras, Recording Devices, & Cell Phones

The use of cameras, recording devices, and cell phones is strictly prohibited during Conference sessions. Personal photography is allowed at the Thursday night reception at the National Museum of Women in the Arts and at the Pro Bono EXPO.

Hotel

All Conference sessions take place at the Capital Hilton.

Capital Hilton

1001 16th Street, NW (at K Street)

Washington, D.C. 20036

Tel: 202.393.1000

Fax: 202.639.5784

Fitness Club

MINT Health Club & Spa is located on the lobby level and is open Monday through Friday, 5:00 a.m. – 10:00 p.m. and Saturday and Sunday, 8:00 a.m. – 8:00 p.m. MINT Health Club offers an extensive array of state-of-the-art cardio equipment with individual entertainment systems, a studio room, and weights, as well as a full-service day spa with massages, facials, and treatments. MINT Health Club is complimentary for silver, gold, and diamond HHonors members, and \$15 per day for hotel guests.

Lost & Found

Lost & Found is located at the PBI Conference Registration Desk.

Daily Parking

Valet parking at the Capital Hilton is \$56 per day with in and out privileges (self-parking is not available).

Public Transportation

The hotel is located near three Metro Stations: Farragut North (Red Line), Farragut West (Blue, Orange, and Silver Lines), and McPherson Square (Blue, Orange, and Silver Lines). For more information on the Washington, D.C. Metro, visit: www.wmata.com.

Social Media

All conference sessions may be shared on social media sites (Twitter, Facebook, LinkedIn, etc.). We invite you to post about your experiences at the Annual Conference but ask that you respect the candid nature of the session discussion and not attribute remarks to specific participants or post confidential or sensitive information. When posting, use **#PBI2018** and tag us. We're **@ProBonoInst**.

Wireless Internet

Complimentary wireless, high-speed Internet is available in the lobby and in The Statler Lounge located on the ground level. Complimentary Internet is available in guest rooms.

Please visit

www.probonoinst.org/conference/materials

to access the materials.

Password: **"pbi18"**

DIRECTIONS TO THE EVENING RECEPTION

NATIONAL MUSEUM OF WOMEN IN THE ARTS

National Museum of Women in the Arts

1250 New York Ave., NW
Washington, D.C. 20005

The National Museum of Women in the Arts is located approximately a half-mile from the Capital Hilton and is in walking distance or accessible via taxi, Uber, or Lyft.



Walking: Head south (left from hotel entrance) on 16th Street toward K Street. Turn left onto K Street. Turn right onto 13th Street. Turn left onto New York Avenue, NW. The museum will be on your right.

Taxi: Taxis, Uber, and Lyft are readily available. Have your driver drop you off at the front of the National Museum of Women in the Arts on New York Avenue, NW. ***Please keep in mind that you will be traveling during rush hour traffic, so you may want to allow additional travel time.***

2018 ESTHER F. LARDENT HALL OF FAME FOR EXCELLENCE IN PRO BONO AWARD

ASSOCIATE JUSTICE RUTH BADER GINSBURG SUPREME COURT OF THE UNITED STATES



PBI is honored to present the inaugural Esther F. Lardent Hall of Fame for Excellence in Pro Bono Award to Associate Justice Ruth Bader Ginsburg, Supreme Court of the United States. Justice Ginsburg is a deeply deserving recipient of the award for her decades of work to improve access to justice and pave the way for equal treatment for all people under the law.

Justice Ginsburg has tenaciously pursued equal justice for all throughout her career. Her own experiences of gender discrimination throughout her life informed her later work championing equal treatment for women and members of other groups subjected to discrimination. She was one of nine women in her class at Harvard Law School and the first female member of the Harvard Law Review. Despite her graduating tied for top of her class, finding employment as a law clerk was difficult because of her gender and status as a mother.

She taught at Rutgers School of Law–Newark and Columbia Law School where she became the first tenured woman. She later co-founded the *Women's Rights Law Reporter*, the first U.S. law journal to focus on women's rights exclusively. As director and co-founder of the Women's Rights Project at the American Civil Liberties Union, she argued six cases before

the Supreme Court. Justice Ginsburg was appointed to the Federal Bench in 1980, and to the Supreme Court in 1993 by President Bill Clinton, approaching her 25th anniversary as an associate justice.

Throughout her career and time on the Court, Justice Ginsburg has made incredible strides for equal treatment on the basis of gender including her decision that influenced the passage of the Lilly Ledbetter Fair Pay Act of 2009.

The Justice has also been a tireless advocate for increasing pro bono participation and support for legal aid services. While addressing the pro bono community, she once said, "Without Government prodding, you have taken the initiative to serve those without the wherewithal to pay for legal assistance. Your compensation is not monetary, but the large satisfaction one gains from helping to repair tears in society, making people's lot a little better because of one's aid."

PLEASE NOTE:

**The Evening Reception will start at 6:00 p.m.,
the program will start at 7:00 p.m., and the program
will conclude at approximately 8:00 p.m.**

About the Esther F. Lardent Hall of Fame for Excellence in Pro Bono Award

The Esther F. Lardent Hall of Fame for Excellence in Pro Bono was established in 2017, in memory of PBI's founding president, to recognize individuals and organizations that have shown an extraordinary commitment to pro bono and have made a profound impact on advancing the aspirational goal of access to justice for all. Lardent's 45-year legal career was dedicated to fighting for civil rights and equal protection under the law, during which she pioneered creative approaches to tackling access to justice issues. One such innovative tactic was the Law Firm Pro Bono Challenge® initiative which has since become the gold standard for measuring law firm pro bono engagement among large firms.

Those recognized with the Hall of Fame Award have demonstrated a significant commitment to pro bono over a substantial period of time, demonstrated exemplary leadership promoting access to justice, or served as a thought leader and inspiration to the legal profession. Justice Ginsburg's dedication to increasing access to justice and fighting gender discrimination is legendary and spans decades.

CONTINUING LEGAL EDUCATION (CLE) CREDIT FAQS

Q. How do I get CLE credit for my attendance?

- A. There is a special CLE desk near the PBI Conference Registration Desk with information about obtaining CLE credit. Some states require attorneys to sign in and out each day. Following the event, attendance must be requested through our online affidavit form, which will remain open for requests for 14 days after the event. Specific information is available at the CLE desk. You must complete the online affidavit to receive CLE credit.

www.probonoinst.org/conference/CLE

Q: When will I receive my credit?

- A. Within 30 days after the event, those who filled out the online affidavit will receive an email containing information about the Certificate of Completion. This Certificate is for your own records, you do not need to sign and return it to PBI or West LegalEdcenter. The current status of the credit will be noted on your Certificate. We have made every effort to seek credit in states for which we normally receive requests and in which we have received past credit. Once approval is received from the state, the information will be updated in the system and you will receive another email informing you of the change in status.

Q: Where is credit for the PBI Conference available?

- A. Credit is anticipated in: AK, AL, AR, AZ, CA, CO, CT, DE, FL, GA, HI, IA, ID, IL, IN, KY, LA, ME, MN, MO, MS, MT, NC, ND, NH, NJ, NV, NY Experienced, NY New Admittee, OH, OK, OR, PA, PR, RI, SC, TN, TX, UT, VI, VT, WA, WI, WV.

Q: How is my credit reported to my state MCLE board?

- A. Many states require the attorney to report credit. Please check with your state regulations or with the state requirement pages on West LegalEdcenter.

Q. Whom may I contact with questions about CLE credit?

- A. You may reach the Thomson Reuters / West LegalEdcenter accreditation team at was@thomsonreuters.com

All accreditation is subject to review. Accreditation is based on our best estimate, but credit is subject to final program review by state regulators.

Please Note: You will not receive CLE Credit without completing the online affidavit.

2018 LAURIE D. ZELON PRO BONO AWARD

GREGORY B. JORDAN and the Legal Department of THE PNC FINANCIAL SERVICES GROUP, INC.



Pro Bono Institute's (PBI) annual Laurie D. Zelon Pro Bono Award honors Justice Zelon's leadership and her singular contributions to enhancing justice for all. PBI is honored to present the 2018 award to Gregory B. Jordan, General Counsel & Chief Administrative Officer, and the Legal Department of The PNC Financial Services Group, Inc. (PNC). Building a culture of pro bono, especially in a larger legal department, such that every member is encouraged and empowered to engage in pro bono, does not happen overnight. It takes effort, time, and dedication. This commitment to invest that and more is evident in the pro bono program and work performed by PNC's legal department.

Operating primarily in 19 states and the District of Columbia, PNC provides retail and business banking, including a full range of lending products; specialized services for corporations and government entities, including corporate banking, real estate finance and asset-based lending; wealth management and asset management. PNC's commitment to "helping to build strong communities and create financial opportunities for individuals, families and businesses" shines through in its dedication to pro bono. PNC has engaged its legal staff in pro bono across every legal department office: Chicago, Cincinnati, Kansas City, Philadelphia, Pittsburgh, and Washington, D.C.

Under Jordan's leadership, PNC began developing its pro bono program in December 2013. One of the department's first steps was to form a pro bono committee, chaired by Mark Gittelman, chief practice counsel for asset recovery at PNC. Gittelman and his colleagues spent months researching pro bono opportunities, drafting policies, and addressing common concerns, like malpractice insurance and matter management. The committee created an infrastructure, including a website to manage the program and forms to streamline volunteer engagement. With 30 engagements in the second half of 2014 and more than 70 in 2015, the project far surpassed its goals. Those numbers also show the program is achieving its goal of ingrainning pro bono work in the culture of the company's legal employees.

PNC's lawyers are engaged in a range of pro bono projects, including: helping aspiring small-business owners with the legal aspects of forming their business, and creating wills and living wills for senior citizens. Staff are involved with initiatives like The Name Change Project, which helps transgender people navigate the legal aspects of changing their names to match their identities, and the Special Immigrant Juvenile Project, which assists guardians obtain legal custody of refugee children.

PNC lawyers are also providing legal services to Guardian Angels Medical Service Dogs to assist disabled veterans, and to youths in the Pittsburgh and Philadelphia foster care system, making sure that, while other lawyers are looking out for their parents' interests, someone is advocating for them. The program also recently added a Pittsburgh location to the work PNC's lawyers in Philadelphia have been doing with the Pennsylvania Innocence Project. PNC's pro bono program has also added legal service clinics in more cities across the company's footprint, and begun coordinating efforts between SeniorLAW Center locations in Philadelphia and Pittsburgh to protect the rights of older Pennsylvanians.

"We are honored by this recognition from Pro Bono Institute, a leader in the provision of pro bono by law firms and legal departments," Jordan said. "PNC strongly advocates for the physical, financial and personal well-being of our communities. Providing pro bono legal services to the most vulnerable among us is one important way we can deliver on this value."

PAST AWARDEES

CHESTERFIELD SMITH AWARD

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, 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 particularly outstanding achievement.

2013

Hon. Jonathan Lippman
Chief Judge of the New York
Court of Appeals

2011

Hon. Robert A. Katzmman
U.S. Court of Appeals
for the Second Circuit

2010

Hon. Eric H. Holder, Jr.
Attorney General of the
United States

2007

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

2005

John D. Hamilton, Jr.
Of Counsel
Wilmer Cutler Pickering Hale
and Dorr

LAURIE D. ZELON PRO BONO AWARD

The award is presented 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® initiative. Justice Zelon is a long-time member of the California Commission on Access to Justice and has served as its chair. She is an active member of several statewide judicial committees addressing administration of justice issues. Justice Zelon served on PBI's Board for many years.

2017

The Legal Department of **Exelon Corporation**

2016

Executive Vice President, General Counsel
and Corporate Secretary **John Schultz**
and the Office of the General Counsel of
Hewlett Packard Enterprise Company

2015

Executive Vice President and
General Counsel **William J. Casazza**
and the Law & Regulatory Affairs
Department of **Aetna Inc.**

2014

General Counsel & Executive
Vice President **Brad Smith** and the
Department of Legal and Corporate
Affairs of **Microsoft Corporation**

2013

Executive Vice President and General
Counsel **Bruce Kuhlik** and the Legal
Department of **Merck & Co., Inc.**

2012

Senior Executive Vice President and
General Counsel **Jane Sherburne** and
the Legal Department of **The Bank
of New York Mellon Corporation**

2011

Intel Corporation

2010

Brckett B. Denniston III
Senior Vice President and General Counsel
General Electric Company

2009

Robert C. Sheehan
Executive Partner
Skadden, Arps, Slate, Meagher & Flom

2008

Executive Vice President and General
Counsel **Timothy J. Mayopoulos**
and the Legal Department of
Bank of America Corporation

2007

General Counsel and Corporate Secretary
Michael Helfer and the
Legal Department of **CitiGroup**

2006

Jeffrey B. Kindler
Vice Chairman, General Counsel and
Chief Compliance Officer
Pfizer Inc.

2005

Marc Gary
Executive Vice President and General Counsel
BellSouth Corporation

2004

Judith C. Areen
Dean
Georgetown University Law Center

2003

Kenneth C. Frazier
Senior Vice President and General Counsel
Merck & Co., Inc.

2002

Scott Atlas
Partner
Vinson & Elkins

Bill McBride

Former Managing Partner
Holland & Knight

Chesterfield Smith

Chair Emeritus
Holland & Knight

2001

John H. Pickering
Senior Partner
Wilmer Cutler & Pickering

2000

Laurie D. Zelon
Morrison & Foerster

CPBO PRO BONO PARTNER AWARD

The award recognizes unique pro bono partnerships between in-house legal departments, law firms, and public interest organizations. Corporate Pro Bono is a partnership project of PBI and the Association of Corporate Counsel. In 2015, CPBO introduced separate categories for Large Law (a legal department of 50 or more lawyers) and Small Law (a legal department of 49 or fewer lawyers) to better recognize exceptional partnerships involving legal departments of all sizes.

2017

LARGE LAW – UnitedHealth Group Incorporated in partnership with **Connecticut Veterans Legal Center**

SMALL LAW – Alcoa Corporation and **Arconic Inc.** in partnership with **Meyer, Unkovic & Scott**

2016

Entergy Corporation in partnership with **Louisiana Civil Justice Center** and the **Orleans Parish Civil District Court**

2015

LARGE LAW – BNY Mellon in partnership with **White & Case**, and **The National LGBT Bar Association**

SMALL LAW – Best Buy in partnership with **Volunteer Lawyers Network**

2014

American International Group, Inc.'s Global Legal, Compliance, Regulatory, and Government Affairs department, and the **Iraqi Refugee Assistance Project**

2013

Hewlett-Packard Company, in partnership with **Morgan, Lewis & Bockius**, and the **National Veterans Legal Services Program**

2012

Ford Motor Company Office of the General Counsel, in partnership with **Dykema Gossett, Legal Aid and Defender Association, Inc.**, and **Michigan Community Resources**

2011

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

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**

2008

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

2007

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

2006

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

2005

U.S. Bank with **Dorsey & Whitney, 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**

JOHN H. PICKERING AWARD

The 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 (now WilmerHale), and the Pickering family to honor a law firm for its outstanding commitment to pro bono legal services.

2017

Kirkland & Ellis

2016

White & Case

2015

Sidley Austin

2014

Skadden, Arps, Slate, Meagher & Flom

2013

Alston & Bird

2012

Latham & Watkins

2011

Morrison & Foerster

2010

DLA Piper

2009

Hunton & Williams

2008

Weil, Gotshal & Manges

2007

Arnold & Porter Kaye Scholer

2006

Jenner & Block

2005

Wilmer Cutler Pickering Hale and Dorr

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Lowenstein
Sandler

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Skadden, Arps, Slate, Meagher & Flom LLP
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Aetna Inc.	K&L Gates
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Deere & Co.	Moore & Van Allen
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Exelon Corporation	Paul Hastings
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Foley & Lardner	Sitko Bruno
The Hertz Corporation	The Veterans Consortium Pro Bono Program
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McGlinchey Stafford	Wolfe & Wyman

PRO BONO EXPO TABLE HOSTS

ABA Death Penalty Representation Project

Emily Olson-Gault

AILA/Council Immigration Justice Campaign

Karen Lucas

Alameda County Bar Association

Tiela Chalmers

**American Immigrant
Representation Project (AIRP)**

Tanaz Moghadam

Animal Legal Defense Fund

Tom Linney

Appleseed

Elisa Ortiz

Bet Tzedek

Molly Meltzer

California Lawyers for the Arts

Robert Pimm

Center for Reproductive Rights

Marlene Halpern

**Cyrus R. Vance Center
for International Justice**

Leire Larrachoechea

Fundación ProBono Colombia

Anamaría Sanchez

Inner City Law Center

Vidhyra Ragunathan

**International Refugee
Assistance Project (IRAP)**

Wendy Fu

Kids in Need of Defense, Inc. (KIND)

Nirupa Narayan

Lambda Legal

Christopher Clark

Lawyers Clearinghouse

Maribeth Perry

Los Angeles Center for Law and Justice

Jenny Farrell

Louisiana Civil Justice Center

Jonathan Rhodes

National Juvenile Defender Center

Serena Holthe

**National Law Center
on Homelessness & Poverty**

Janet Hostetler

National Veterans Legal Services Program

Rochelle Bobroff

Erin Mee

National Women's Law Center

Emily Martin

NC Bar Pro Bono Resource Center

Sylvia Novinsky

Pro Bono Partnership

Courtney Darts

Nancy Eberhardt

Pro Bono Resource Center of Maryland

Sharon Goldsmith

Public Counsel

David Daniels

Swords to Plowshares

Cathy Wong

The Arc

Shira Wakschlag

The Chicago Bar Foundation

Samira Nazem

The Florida Bar Foundation

Ericka Garcia

Claud Nelson

The Human Trafficking Legal Center

Martina Vandenberg

The Veterans Consortium Pro Bono Program

Edmund Glabus

Courtney Smith

We The Action

Sarah Baker

Jacek Pruski

Katie Waldo



You won't need a selfie stick to share your story.

Visit our attendee Engagement Station in the hall opposite Registration to snap a photo with friends and share your proudest moment in pro bono.

Follow the #PBI2018 conversation on Twitter, Facebook, and Instagram. We're @ProBonoInst.

#ProBonoProud
#ProBonoStrong
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2018 PRO BONO INSTITUTE ANNUAL CONFERENCE

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Arnall Golden Gregory

* Arnold & Porter

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Baker, Donelson, Bearman,
Caldwell & Berkowitz

Baker McKenzie

Ballard Spahr

Barnes & Thornburg

Beveridge & Diamond

Blank Rome

Bradley Arant Boult Cummings

Briggs and Morgan

Brown Rudnick

Brownstein Hyatt Farber Schreck

* Bryan Cave

Buchanan Ingersoll & Rooney

Buckley Sandler

* Carlton Fields

Carrington, Coleman,
Sloman & Blumenthal

* Cleary Gottlieb Steen & Hamilton

Coblentz Patch Duffy & Bass

Cohen Milstein Sellers & Toll

Cooley

* Covington & Burling

Cozen O'Connor

Crowell & Moring

Davis Wright Tremaine

Day Pitney

* Debevoise & Plimpton

Dechert

* Dentons US

* DLA Piper (US)

* Dorsey & Whitney

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Faegre Baker Daniels

Farella Braun + Martel

Fenwick & West

Finnegan, Henderson, Farabow,
Garrett & Dunner

Foley & Lardner

Foley & Mansfield

Foley Hoag

Foster Pepper

* Fredrikson & Byron

Fried, Frank, Harris,
Shriver & Jacobson

* Garvey Schubert Barer

* Gibbons

Gibson, Dunn & Crutcher

Goodwin Procter

Goulston & Storrs

Graves Dougherty
Hearon & Moody

Greenberg Traurig

* Hogan Lovells

* Holland & Hart

* Holland & Knight

Hollingsworth

Hughes Hubbard & Reed

* Hunton & Williams

Husch Blackwell

Irell & Manella

* Jenner & Block

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* Orrick, Herrington & Sutcliffe	Stinson Leonard Street	
Patterson Belknap Webb & Tyler	Strasburger & Price	
Paul Hastings	Thompson Coburn	

LAW FIRM PRO BONO CHALLENGE® STATEMENT

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

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

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

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LAW FIRM PRO BONO PROJECT RESOURCE CLEARINGHOUSE

The Law Firm Pro Bono Project Resource Clearinghouse is your one-stop resource for all of PBI's publications, best practices, model policies, and other materials on law firm pro bono. The Resource Clearinghouse catalog consists of more than 20 years of PBI's research and expert analysis with additional resources from trusted and verified sources.

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CORPORATE PRO BONO CHALLENGE® STATEMENT



As Chief Legal Officers, we recognize the critical importance of pro bono service as a cornerstone of our professional identity and accept the unique role that we can play in promoting pro bono in our legal departments. As leaders, we understand that the legal and business interests of our clients are furthered when access to the legal system is readily available to resolve disputes.

In recognition of our commitment and as signatories to this Corporate Pro Bono Challenge® statement, we will encourage and promote pro bono service by our legal department staff and use our best efforts to encourage our staffs, including at least one-half of our legal staff, to support and participate, as appropriate, in pro bono service.

To underscore the importance of promoting pro bono service, we will encourage the outside law firms with whom we work to acknowledge publicly their support for pro bono by becoming signatories to Pro Bono Institute's Law Firm Pro Bono Challenge® initiative.

On behalf of my legal department, I hereby sign the Corporate Pro Bono (CPBO) Challenge® statement:

Signature (Chief Legal Officer) _____ Date _____

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Please send completed forms to CPBO at tsun@probonoinst.org. For more information about the CPBO Challenge® statement, please contact Tammy Sun, CPBO director, at 202.729.6980 or at tsun@probonoinst.org. Thank you for your interest and support.

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Unwrap a Clinic in a Box[®] Program!

The Clinic in a Box[®] program, developed by CPBO, is a suite of off-the-shelf models designed to create pro bono opportunities for legal departments and ACC chapters anywhere.

Clinics utilize the strengths of four co-hosts to engage in-house counsel for a half-day event during which volunteers receive training and work in teams to provide free legal services to clients in need while earning CLE credit. Clinics are produced in collaboration with legal departments or ACC chapters, major law firms, and local public interest organizations.

Clinic in a Box[®] Program – Legal Audit:

These half-day clinics provide in-house counsel the opportunity to conduct a legal audit of nonprofit organizations or small businesses. The legal audit clinic focuses broadly on five areas of law: governance, employment, intellectual property, real estate, and tax.

Clinic in a Box[®] Program – Select Topic:

The select topic clinic focuses in depth on specific legal areas, identified by the host organizations.

Clinic in a Box[®] Program – Legal Education:

This model provides in-house counsel the opportunity to educate nonprofit organizations or small businesses on select legal topics, answer questions, and provide brief advice. The two hour program may be hosted as a series or may stand alone as an individual event.

**Interested in co-hosting a Clinic in a Box[®] program?
Contact CPBO Director Tammy Sun at 202.729.6980.**

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ACKNOWLEDGEMENTS

Pro Bono Institute (PBI) would like to thank the many supporters, stakeholders, volunteers, and friends who help us accomplish our ambitious mission to support and enhance efforts to increase access to justice for those individuals and communities in need.

Many thanks to:

The Board of Directors of PBI for their wisdom and guidance.

The members of the Law Firm Pro Bono Project Advisory Committee, for their leadership of the Project from its inception. Special thanks go to Advisory Committee Co-Chairs Kim Koopersmith and Regina Pisa, who have provided exceptional contributions to the Law Firm Project.

The members of the Corporate Pro Bono (CPBO) Advisory Board comprised of general counsel who have generously provided their time and expertise, particularly the Advisory Board Co-Chairs Brad Smith and Laura Stein, whose personal commitment to pro bono and access to justice is an inspiration.

The staff, board, and leadership of the Association of Corporate Counsel, whose wonderful partnership with PBI in creating and strengthening CPBO has been invaluable. Particular thanks to Veta Richardson, Kevin Buck, Jennifer Chen, and Amar Sarwal with whom we continue to work to grow and expand in-house pro bono efforts.

Our generous in-kind contributors: Bank of America, Bloomberg, Holland & Knight, K&L Gates, Latham & Watkins, Microsoft, and Sidley Austin.

The 2018 Laurie D. Zelon Pro Bono Award recipients Gregory B. Jordan and the Legal Department of The PNC Financial Services Group, Inc., whose dedication to pro bono and access to justice has helped deepen and broaden pro bono culture.

Our Conference speakers, who have shared their time, knowledge, and expertise to help us fulfill our mission and inspire current and future generations of pro bono champions.

Our Conference sponsors, who not only provide the financial support needed for this event but also make substantive contributions to our sessions to ensure they are dynamic and educational and continue the advancement of pro bono.

Associate Justice Ruth Bader Ginsburg, the inaugural recipient of the Esther F. Lardent Hall of Fame for Excellence in Pro Bono Award. We can't imagine a more deserving awardee!

Our attendees, whose candor, thoughtfulness, and receptiveness help us fulfill the promise of pro bono through their work.

Our generous partner Alston & Bird for hosting the annual pre-Conference reception.

K&L Gates for staffing the CLE information desk.

And to all of you, our attendees, our deepest thanks.

PBI Staff: Elysse DeRita, Misha Garrison, Reena Glazer, Shannon Graving, Kim Kerker, Virginia Lyon, Chris Niebling, Danny Reed, Kate Rice, Eve Runyon, Tammy Sun, and Tammy Taylor.

PNC is proud to support the Pro Bono Institute

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In the short time since Greg Jordan established PNC's pro bono program, it has grown quickly — both in the scope of services it offers and the breadth of the population it serves. We salute Greg and our legal staff for helping us enhance our communities in ways that truly make a difference.

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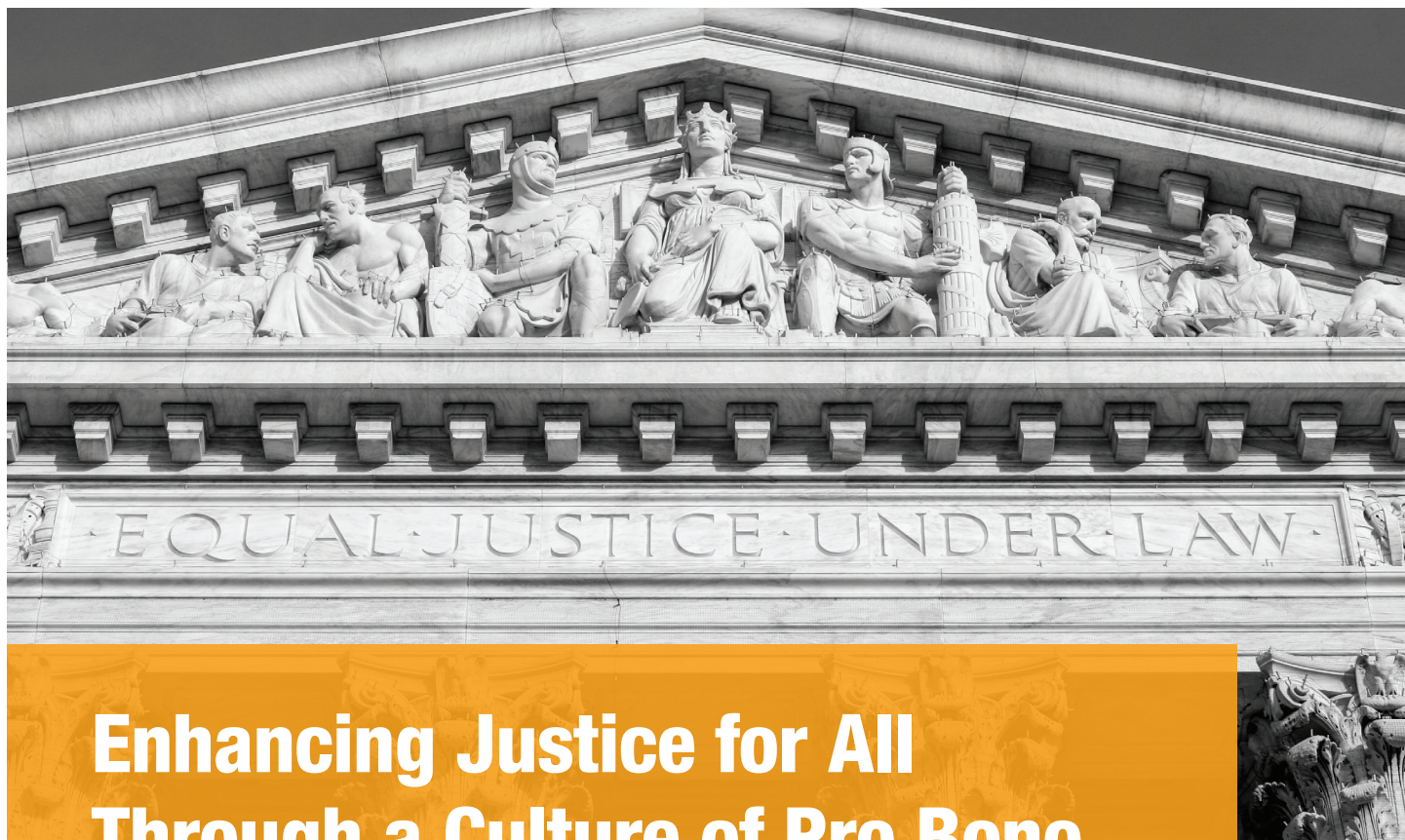
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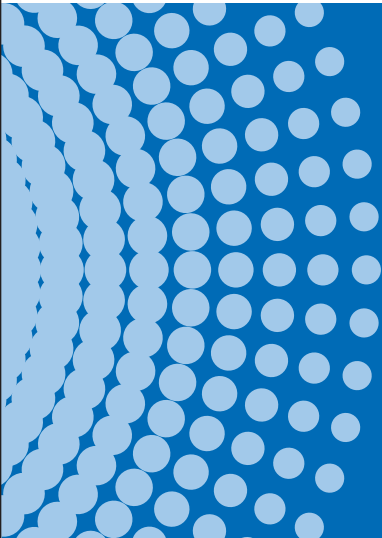
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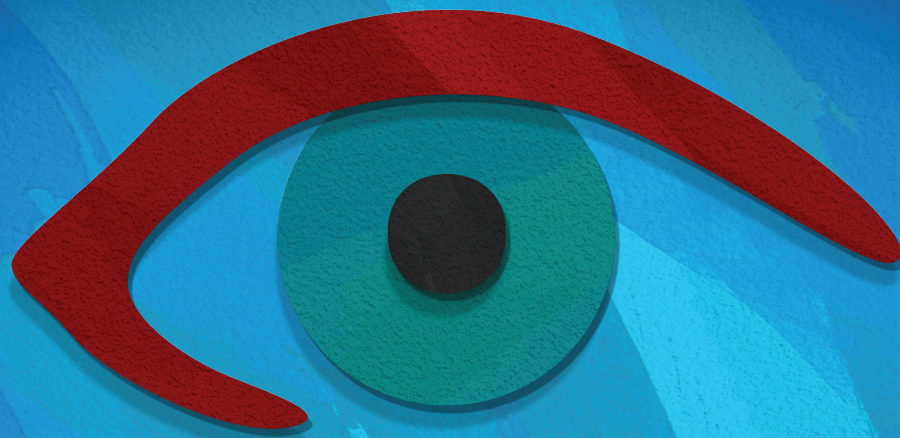
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