THE BAR ASSOCIATION OF SAN FRANCISCO
VOLUNTEER LEGAL SERVICES PROGRAM

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**San Francisco Bay Area Law Firm**
**Pledge in Support of Pro Bono Services**

1. Our firm will reaffirm its commitment to pro bono service both internally and externally.

2. To underscore our institutional commitment to pro bono activities, our firm agrees to use our best efforts to contribute annually, at a minimum, an amount of time equal to either (a) 5% of the firm's total billable hours (or 100 hours per attorney) or (b) 3% of the firm's total billable hours (or 60 hours per attorney)[1] to pro bono work.[2]

3. Our firm's policies and practices on the compensation of attorneys will support our lawyers' pro bono work; in order to, and to the extent necessary to, carry out our commitment in paragraph 2, we will count all pro bono hours toward qualification for bonuses based on hours worked and for other compensation and evaluation goals.[3] We will ensure that firm practices and internal reports reinforce the understanding that the pro bono work our firm undertakes is equally valued with its billable work.

4. Our firm will also encourage and support partner involvement in pro bono work, including giving affirmative consideration to pro bono activity in determining compensation and career advancement.

5. Our firm will treat pro bono matters the same as any other matter handled by the firm, including not placing artificial limits on the number of hours spent on a particular matter, and providing equal access to firm resources.

6. Our firm agrees to track its progress toward meeting the goals set forth above and to report the findings annually.

Name: _____

Title: _____

On behalf of: _____
*firm name*

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**Please complete and return to:**

Dan Burkhardt, Acting Executive Director
The Bar Association of San Francisco
465 California Street, Suite 1100
San Francisco, CA 94104

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[1] These levels reflect the national consensus about levels of pro bono work established in connection with the American Bar Association-sponsored Law Firm Pro Bono Challenge.

[2] Based on the Statement of Principles of the Law Firm Pro Bono Challenge, 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

> (a) 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;
>
> (b) the provision of legal assistance to individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties or public rights; and
>
> (c) 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.

[3] By including the words "in order to, and to the extent necessary to, carry out our commitment in paragraph 2," the Pledge envisions that a law firm that exceeds the commitment to contribute pro bono hours equal to 3% or 5% of billable hours using a different system of credit toward bonuses will be in conformity with the Pledge. Moreover, because such goals are set prospectively, a firm must give full pro bono credit toward bonus hours goals unless it is assured that the firm will exceed the level of its pro bono commitment while using a different credit system.