

## Another Exceptional Year in Pro Bono

FEBRUARY 19, 2014

Building on our pro bono success in 2012, last February, Winston asked that all attorneys strive to meet the firm's recommended goal of 35 hours and set an ambitious goal that 75% of all U.S. attorneys contribute at least 20 pro bono hours. We are pleased to report that we exceeded that goal – 77% of our attorneys met the 20-hour threshold – an increase of 9% from 2011. This speaks well of all who participated, and the firm generally, as pro bono services are tremendously important to the many in our communities who need our assistance and cannot afford counsel.

This was a collective effort that involved all offices, departments, and ranks of attorney and staff. An incredible 96% of our associates met the 20-hour minimum, including 100% of litigation associates. Partners contributed substantially – their 45% participation was an increase of 250% since 2010. Our paralegals also provided substantial support and resources to the effort; 55% contributed at least 20 pro bono hours.

Nearly every office and department increased the percentage of attorneys that contributed at least 20 hours. For the fourth consecutive year the San Francisco office led all offices with 85% meeting the 20-hour minimum. Trusts & estates led all departments at 88% participation.

The legal needs of our communities remain substantial and there is more we can do. In calendar year 2014, the firm is encouraging everyone strive to meet the firm's expected goal of 35 hours and has set a goal that 80% of all attorneys and paralegals achieve this goal or contribute at least 20 pro bono hours.

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