

Current Status of Pro Bono Service Among Maryland Lawyers

FY 2021



Administrative Office of the Courts

March 2023

Contents

Executive Summary.....	1
Introduction	3
General Characteristics of Maryland Lawyers	5
Geographical Location	5
Table 1. Location of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service Admitted to Practice in Maryland.....	5
Table 2. Practice Jurisdictions of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service (First-Ranked Jurisdiction in 2021).....	7
Table 2.1 Practice Jurisdictions of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service (Up to 3 Jurisdictions in 2021)	8
Years Admitted	9
Table 3. Mean and Median Years Admitted by Location for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service.....	9
Practice Areas.....	9
Figure 1: Percent of First-Ranked Practice Areas of Law for Full-Time for Attorneys Not Prohibited from Providing Pro Bono Service.....	10
Table 4. First-Ranked Practice Areas of Law for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service.....	11
Figure 1.1 Percent of Practice Areas of Law (Up to 3) for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service	12
Table 4.1 Practice Areas of Law (Up to 3) for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service.....	13
Pro Bono Service.....	14
Pro Bono Service by Primary Address Location.....	14
Table 5. Percentage of Lawyers with Any Pro Bono Activity	14
Figure 3. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Any Pro Bono Hours by Region	15
Figure 4. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Any Pro Bono Hours by Jurisdiction	16
Table 6. Pro Bono Service by Region for Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	17
Table 7. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland with ≥ 50 Hours of Pro Bono Service by Jurisdiction	18
Figure 5. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with ≥ 50 Hours of Pro Bono Service by Primary Address Jurisdiction	19
Pro Bono Service Beneficiaries.....	19
Table 8. Distribution of Pro Bono Service by Full-Time Lawyers Not Prohibited from Providing Pro Bono Service by Service Type and Region	20
Table 9. Percentages of Pro Bono Hours Reported in Step III.A on Matters from a Pro Bono or Legal Services Organization by Region	20
Practice Areas and Pro Bono Service.....	21
Table 10. Comparison of Pro Bono Service Areas and Practice Areas Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland with Any Pro Bono Activity.....	21
Figure 6. Percent of Attorneys Reporting 50 Hours or More or Reporting Any Pro Bono Hours by First-Ranked Practice Area	22
Table 11. Reported Pro Bono Service by Attorneys' First-Ranked Practice Areas of Law Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service	23
Table 11.1. Reported Pro Bono Service by Attorneys' Reported Practice Areas of Law (Up to 3) Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	24
Financial Contributions.....	24
Table 12. Percentages of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service Who Reported Financial Contributions to Agencies that Provide Legal Services to People of Limited Means, by Region.....	25
Table 13. Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland Who Reported Financial Contributions by Practice Areas	26

Pro Bono Service by Employment Type and Firm Size	27
Table 14. Distribution of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service by Employer Type	27
Table 15. Distribution of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service in Private Firms by Firm Size	27
Table 16. Employer Type and Pro Bono Service Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service	28
Table 17. Firm Size and Pro Bono Service Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service in Private Firms	29
Table 18. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	30
Figure 7. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	30
Table 19. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	31
Figure 8. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	31
Table 20. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland Working in Government Agencies	32
Conclusion.....	33
Notes on Methods.....	34
Appendix A	36
Table A1. Pro Bono Hours Distribution by Location Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service.....	36
Table A2. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service	36
Table A3. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service	37
with Primary Addresses in Maryland.....	37
Figure A1. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service	37
Table A4. Type of Employer by Years Admitted Among Full-Time Lawyers with Primary Addresses in Maryland	38
Appendix B. Sample Pro Bono Legal Service Report	39
Appendix C. Attorneys Reporting Something Other than Full-Time Practice, Being Prohibited from Providing Pro Bono Service, or Both	42
Table C1. Status and Pro Bono Participation by Attorneys Reporting Something Other than Full-Time Practice, Being Prohibited from Providing Pro Bono, or Both	42
Table C2. Distribution of Pro Bono Service by Service Type for Lawyers Who Report Not Full Time, Prohibited from Pro Bono, or Both.....	43
Appendix D. Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services	44
Table D1. What Would Be an Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services? Responses from Full-Time Lawyers Not Prohibited from Providing Pro Bono	44
Figure D1. What Would Be an Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services? Responses from Full-Time Lawyers Not Prohibited from Providing Pro Bono	45

Executive Summary

Maryland Rules [19-306.1](#) and [19-503](#) establish an aspirational goal of 50 hours of pro bono service annually per attorney and require all attorneys authorized to practice law in Maryland to report on their pro bono activities. Rule 19-306.1(b) elaborates upon that goal, noting:

(1) Unless an attorney is prohibited by law from rendering the legal services described below, a substantial portion of the applicable hours should be devoted to rendering legal service, without fee or expectation of fee, or at a substantially reduced fee, to:

(A) people of limited means;

(B) charitable, religious, civic, community, governmental, or educational organizations in matters designed primarily to address the needs of people of limited means;

(C) individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; or

(D) charitable, religious, civic, community, governmental, or educational organizations in matters in furtherance of their organizational purposes when the payment of the standard legal fees would significantly deplete the organization's economic resources or would otherwise be inappropriate.

(2) The remainder of the applicable hours may be devoted to activities for improving the law, the legal system, or the legal profession.

This summary report presents results from data collected from Pro Bono Service Reports for July 1, 2020 through June 30, 2021. Highlights of the results are below.

- Among all 40,954 lawyers certified to practice law in Maryland who submitted Pro Bono Service Reports, 16,956 (41.4%) reported some pro bono activity. They collectively provided 1,323,546 hours of pro bono service.
- 6,147 lawyers (15.0%) reported making \$6,184,396 in financial contributions to agencies that provide legal services to people of limited means
- Among the 26,959 attorneys who report practicing law full time and not being prohibited from providing pro bono service, 13,057 (48.4%) reported some pro bono activity and they collectively provided 1,002,661 hours of pro bono service.
- Among 15,733 lawyers with primary addresses in Maryland who report practicing law full time and not being prohibited from providing pro bono service, 49.4% provided some pro bono service. Lawyers in the Eastern Region had the highest percentage of full-time lawyers not prohibited from providing pro bono service who reported providing any pro bono service (64.3%), followed by the Western Region (61.5%).
- Among lawyers with primary addresses in Maryland who report practicing law full time and not being prohibited from providing pro bono service, 21.1% met the aspirational goal of

providing 50 or more hours of pro bono service across the categories outlined in Rule 19-306.1(b).

- The Eastern Region had the largest percentage of full-time lawyers not prohibited from providing pro bono service who reported providing 50 or more hours of pro bono service (31.8%), followed by 22.1% in the Capital Region and 21.0% in the Western Region.
- Talbot County had the largest percentage of full-time lawyers not prohibited from providing pro bono service reporting 50 or more pro bono hours (41.8%), followed by Dorchester County (39.1%), and Garrett County (36.8%).
- The total reported financial contributions by full-time lawyers not prohibited from providing pro bono service to organizations that provide legal services to people of limited means was \$4,719,669 from 4,368 contributing lawyers.
- Full-time lawyers not prohibited from providing pro bono service reported providing 39.4% of reported pro bono hours to people of limited means and 11.9% of reported hours to organizations helping people of limited means. Entities seeking to secure or protect rights and liberties were the reported recipients of 9.4% of reported hours, attorneys reported providing 11.0% of hours to organizations in matters furthering their organizational purposes, and attorneys reported 28.3% of hours on activities that improve the law, legal system, or the legal profession. In comparison to full-time lawyers not prohibited from providing pro bono service with out-of-state primary addresses, those with primary addresses in Maryland reported a smaller percentage of hours provided to entities on civil rights matters and similar or larger percentages in other categories.
- Among full-time lawyers not prohibited from providing pro bono service, about 79% of lawyers who report practicing in government agencies and 83% of lawyers who do not practice reported providing no pro bono service, as compared to 36% of lawyers in private firms. Only 7.0% of full-time lawyers not prohibited from providing pro bono service in government and 10.2% of those in corporate counsel reported providing 50 or more hours of pro bono service, compared to 29.8% among those in private firms.
- Lawyers submitting their Pro Bono Legal Service Reports are asked to consider making a one-time voluntary donation to a Maryland legal services provider upon completing the report. In total 2,053 lawyers provided information on unconfirmed donations through the Attorney Information System totaling \$268,197.

Introduction

Filing a Pro Bono Legal Service Report is mandatory, pursuant to Maryland Rule [19-503](#), as a condition precedent to the practice of law in Maryland. The Administrative Office of the Courts is responsible for managing the reporting process and promptly submitting a compilation of non-identifying information and data from the Pro Bono Legal Service Reports to the Standing Committee on Pro Bono Legal Service.

Lawyers submit their Pro Bono Legal Service Reports annually through the Maryland Judiciary's Attorney Information System (AIS).¹ The current report summarizes Pro Bono Legal Service Reports submitted for Fiscal Year 2021 (i.e., July 1, 2020, to June 30, 2021). Appendix B provides a sample Pro Bono Legal Service Report. Instructions on completing the report in AIS are available at

<https://mdcourts.gov/sites/default/files/import/lawyers/pdfs/probonoreportinginais.pdf>.

During 2021 and 2022, several communications were sent out to Maryland attorneys on active status regarding reporting of their pro bono activities during the reporting cycle. Pursuant to Maryland Rule [19-801\(c\)](#), all communications with attorneys may be sent electronically:

- First round: An initial email was sent on July 11, 2021, to all lawyers who were on active status in AIS.
- Second round: An email reminder was sent out on August 24, 2021, to lawyers who had not filed their pro bono report as of that date.
- Third round: A Reminder and Late Fee Notice was sent on September 8, 2021, to lawyers who had not filed their pro bono report as of that date.
- Fourth round: An AIS Alert and Compliance Reminder was emailed on December 19, 2021, to lawyers who had not filed their pro bono report as of that date.
- Fifth round: A "Notice of Failure to File" was sent out on February 10, 2022, to approximately 1,591 lawyers who had not filed their pro bono report, IOLTA report, and/or pay the required assessment to the Client Protection Fund.
- Sixth round: A final courtesy reminder was sent out on March 1, 2022, to lawyers who had not yet filed the pro bono report.
- Seventh round: On March 24, 2022, a 'Decertification/Temporary Suspension Order' signed by the Court of Appeals was sent to 110 lawyers who had failed to file the pro bono report by that date.

This report covers the 40,954 Pro Bono Legal Service Reports received from lawyers listed as active in AIS by September 10, 2022, for the FY 2021 reporting period.

The purposes of this summary report are:

1. to identify and evaluate the status of pro bono service engaged in by Maryland lawyers;

¹ In addition to annual reporting on pro bono activity, AIS consolidates attorney registration and maintenance of current contact information, payment of Client Protection Fund assessments, and reporting on IOLTA accounts. Prior to AIS, the compliance requirements did not all follow the same fiscal year-based reporting cycle. Implementing AIS entailed shifting pro bono reporting from a calendar year to fiscal year report cycle. This shift resulted in an 18 month reporting period for January 1, 2018, through June 30, 2019. More information about AIS is available at <https://mdcourts.gov/lawyers/ais>.

2. to assess whether a target goal of 50 hours of pro bono service for lawyers in the full-time practice of law not prohibited from providing pro bono service was achieved;
3. to determine the level of financial contribution to legal services organizations by Maryland attorneys; and
4. to identify areas that need to be improved for promoting pro bono services.

General Characteristics of Maryland Lawyers

This section provides an overall picture of Maryland lawyers’ practices using descriptive statistics from the Pro Bono Legal Service Report data. The main body of this report concerns attorneys who indicated in their Pro Bono Legal Service Reports that during the reporting period they engaged in the full-time practice of law and were not prohibited by statute from providing pro bono service,² except where otherwise noted. Limited information concerning attorneys who reported something other than full-time practice of law, that they were prohibited by statute from providing pro bono service, or both, is available in Appendix C.

Geographical Location

Table 1 below shows the distribution of lawyers by address in AIS.

Although the legacy (i.e., pre-AIS) reports categorized attorneys by their business addresses, the current report uses addresses designated in AIS as primary. Primary addresses in AIS include 15,824 business addresses (58.7%), 6,186 personal addresses (22.9%), 4,921 addresses of unknown type (18.3%), and 28 temporary addresses (0.1%).³

About 59% of full-time lawyers certified to practice in Maryland and not prohibited from providing pro bono report a primary address in Maryland, followed by 18% in Washington, D.C. The table includes numbers from previous years for reference. These are not directly comparable due to the change from business to primary address and the changes as indicated previously in notes 1 and 2.

Table 1. Location of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service Admitted to Practice in Maryland

	AIS – Primary Address						Legacy Reports – Business Address			
	FY 2021 ^a		FY 2020 ^b		January 2018 to June 2019 ^b		CY 2017 ^b		CY 2016 ^b	
			<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
Maryland	15,733	58.4%	24,227	60.3%	24,205	60.4%	22,448	55.8%	22,482	56.5%
Washington, D.C.	4,950	18.4%	6,488	16.2%	6,637	16.6%	9,432	23.5%	9,232	23.2%
Virginia	2,495	9.3%	3,537	8.8%	3,453	8.6%	2,999	7.5%	2,978	7.5%
Other U.S.	3,689	13.7%	5,767	14.4%	5,631	14.1%	5,146	12.8%	4,920	12.4%
Foreign	92	0.3%	143	0.4%	140	0.3%	183	0.5%	182	0.5%
Total	26,959	100.0%	40,162	100%	40,066	100%	40,208	100%	39,794	100%

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

² Limiting the main body of this report to full-time practitioners not prohibited from providing pro bono service is a departure from prior iterations of this report, which included information about all active attorneys. Information from previous years is therefore not necessarily directly comparable.

³ The AIS data include 10 attorneys who each have 2 addresses designated as a primary address. This report uses the business address for these attorneys.

In Table 1, and throughout this report, “Other U.S.” includes attorneys in Puerto Rico, the U.S. Virgin Islands, or overseas military or diplomatic addresses.

In addition to the lawyer’s primary address in AIS, the Pro Bono Legal Service Report collects information on up to 3 jurisdictions where each lawyer reports practicing. Sixty percent of the full-time attorneys not prohibited from providing pro bono service (16,106) reported practicing in one or more Maryland jurisdictions (including practice in “All of Maryland”), while about 40% (10,775) reported practicing outside of Maryland only.

Table 2 shows the first-ranked practice jurisdiction for the fiscal year 2021 reporting period and includes numbers from previous years for reference. In AIS, lawyers can report up to 3 practice jurisdictions. The current report distinguishes which practice jurisdiction an attorney ranked first, which was not possible prior to the fiscal year 2021 reporting period. The pre-AIS legacy reports included a single practice jurisdiction, in Maryland only, per attorney. For prior AIS reporting periods, the total reported jurisdictions was greater than the total number of lawyers because lawyers could report up to 3 jurisdictions, and percentages shown were percentages of all lawyers, not all reported jurisdictions. Table 2.1 shows the distribution of all reported practice jurisdictions (not just first ranked) for fiscal year 2021. For Tables 2 and 2.1, numbers from years prior to 2021 are not directly comparable to the current numbers due to the methodological differences (*see also* notes 1 and 2).

The Maryland jurisdictions where the largest numbers of attorneys reported practicing remain Montgomery County, Baltimore City, Baltimore County, Prince George’s County, Anne Arundel County, and Howard County.

Table 2. Practice Jurisdictions of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service (First-Ranked Jurisdiction in 2021)

	AIS First Ranked Jurisdiction		AIS Up to 3 Jurisdictions				Legacy Reports 1 Jurisdiction			
	FY 2021a		FY 2020b		January 2018 to June 2019b		CY 2017b		CY 2016b	
	N	%	N ^c	% ^d	N ^c	% ^d	N	%	N	%
Allegany County	85	0.3%	127	0.3%	139	0.3%	122	0.6%	116	0.6%
Anne Arundel County	1,008	3.7%	1,847	4.6%	2,188	5.5%	1,641	8.3%	1,607	8.2%
Baltimore City	2,842	10.5%	3,856	9.6%	5,247	13.1%	4,831	24.5%	4,860	24.8%
Baltimore County	1,812	6.7%	3,486	8.7%	4,288	10.7%	2,727	13.8%	2,703	13.8%
Calvert County	77	0.3%	289	0.7%	248	0.6%	123	0.6%	130	0.7%
Caroline County	28	0.1%	100	0.2%	96	0.2%	40	0.2%	41	0.2%
Carroll County	150	0.6%	353	0.9%	367	0.9%	243	1.2%	231	1.2%
Cecil County	91	0.3%	198	0.5%	192	0.5%	114	0.6%	103	0.5%
Charles County	132	0.5%	421	1.0%	413	1.0%	186	0.9%	187	1.0%
Dorchester County	30	0.1%	103	0.3%	100	0.2%	37	0.2%	37	0.2%
Frederick County	276	1.0%	670	1.7%	698	1.7%	429	2.2%	403	2.1%
Garrett County	20	0.1%	88	0.2%	79	0.2%	34	0.2%	36	0.2%
Harford County	208	0.8%	609	1.5%	624	1.6%	365	1.9%	367	1.9%
Howard County	469	1.7%	1,248	3.1%	1,383	3.5%	901	4.6%	890	4.5%
Kent County	25	0.1%	76	0.2%	71	0.2%	51	0.3%	43	0.2%
Montgomery County	3,012	11.2%	4,622	11.5%	5,331	13.3%	5,137	26.0%	5,147	26.3%
Prince George's County	1,425	5.3%	3,200	8.0%	3,324	8.3%	2,004	10.2%	1,943	9.9%
Queen Anne's County	42	0.2%	165	0.4%	153	0.4%	58	0.3%	64	0.3%
Saint Mary's County	72	0.3%	195	0.5%	108	0.3%	99	0.5%	101	0.5%
Somerset County	16	0.1%	108	0.3%	195	0.5%	22	0.1%	18	0.1%
Talbot County	54	0.2%	161	0.4%	163	0.4%	118	0.6%	110	0.6%
Washington County	111	0.4%	243	0.6%	242	0.6%	142	0.7%	159	0.8%
Wicomico County	128	0.5%	250	0.6%	240	0.6%	184	0.9%	173	0.9%
Worcester County	81	0.3%	216	0.5%	202	0.5%	112	0.6%	101	0.5%
All of Maryland	2,211	8.2%	8,467	21.1%	3,679	9.2%	3,172	-	3,061	-
Out of State	12,476	46.3%	13,923	34.7%	16,506	41.2%	16,514	-	16,203	-
Blank or Missing	78	0.3%	5,349	13.3%	6,007	15.0%	809	-	966	-
Total	26,959		50,370		52,283					

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

^c Total reported jurisdictions exceed the total number of lawyers because lawyers can report up to 3 jurisdictions.

^d Percentages shown are percentages of lawyers, not all reported jurisdictions.

Table 2.1 Practice Jurisdictions of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service (Up to 3 Jurisdictions in 2021)

	AIS Up to 3 Jurisdictions						Legacy Reports 1 Jurisdiction			
	FY 2021 ^a		FY 2020 ^b		January 2018 to June 2019 ^b		CY 2017 ^b		CY 2016 ^b	
	<u>N^c</u>	<u>%^d</u>	<u>N^c</u>	<u>%^d</u>	<u>N^c</u>	<u>%^d</u>	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
Allegany County	136	0.5%	127	0.3%	139	0.3%	122	0.6%	116	0.6%
Anne Arundel County	2,393	8.9%	1,847	4.6%	2,188	5.5%	1,641	8.3%	1,607	8.2%
Baltimore City	4,599	17.1%	3,856	9.6%	5,247	13.1%	4,831	24.5%	4,860	24.8%
Baltimore County	4,187	15.5%	3,486	8.7%	4,288	10.7%	2,727	13.8%	2,703	13.8%
Calvert County	282	1.0%	289	0.7%	248	0.6%	123	0.6%	130	0.7%
Caroline County	94	0.3%	100	0.2%	96	0.2%	40	0.2%	41	0.2%
Carroll County	389	1.4%	353	0.9%	367	0.9%	243	1.2%	231	1.2%
Cecil County	235	0.9%	198	0.5%	192	0.5%	114	0.6%	103	0.5%
Charles County	498	1.8%	421	1.0%	413	1.0%	186	0.9%	187	1.0%
Dorchester County	98	0.4%	103	0.3%	100	0.2%	37	0.2%	37	0.2%
Frederick County	815	3.0%	670	1.7%	698	1.7%	429	2.2%	403	2.1%
Garrett County	81	0.3%	88	0.2%	79	0.2%	34	0.2%	36	0.2%
Harford County	684	2.5%	609	1.5%	624	1.6%	365	1.9%	367	1.9%
Howard County	1,462	5.4%	1,248	3.1%	1,383	3.5%	901	4.6%	890	4.5%
Kent County	72	0.3%	76	0.2%	71	0.2%	51	0.3%	43	0.2%
Montgomery County	4,878	18.1%	4,622	11.5%	5,331	13.3%	5,137	26.0%	5,147	26.3%
Prince George's County	3,809	14.1%	3,200	8.0%	3,324	8.3%	2,004	10.2%	1,943	9.9%
Queen Anne's County	180	0.7%	165	0.4%	153	0.4%	58	0.3%	64	0.3%
Saint Mary's County	218	0.8%	195	0.5%	108	0.3%	99	0.5%	101	0.5%
Somerset County	117	0.4%	108	0.3%	195	0.5%	22	0.1%	18	0.1%
Talbot County	137	0.5%	161	0.4%	163	0.4%	118	0.6%	110	0.6%
Washington County	297	1.1%	243	0.6%	242	0.6%	142	0.7%	159	0.8%
Wicomico County	245	0.9%	250	0.6%	240	0.6%	184	0.9%	173	0.9%
Worcester County	213	0.8%	216	0.5%	202	0.5%	112	0.6%	101	0.5%
All of Maryland	3,584	13.3%	8,467	21.1%	3,679	9.2%	3,172	-	3,061	-
Out of State	14,083	52.2%	13,923	34.7%	16,506	41.2%	16,514	-	16,203	-
Blank or Missing	78	0.3%	5,349	13.3%	6,007	15.0%	809	-	966	-
Total	43,864		50,370		52,283					

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

^c Total reported jurisdictions exceed the total number of lawyers because lawyers can report up to 3 jurisdictions.

^d Percentages shown are percentages of lawyers, not all reported jurisdictions.

The remaining sections of this report use lawyers' primary addresses in AIS to designate the locations of lawyers rather than their reported practice jurisdictions.

Years Admitted

Table 3 shows the mean and median numbers of years admitted as of June 30, 2021 (i.e., the end of the reporting cycle) for full-time practicing lawyers not prohibited from providing pro bono service. The minimum number of years admitted was zero, for 3 lawyers admitted on the final day of the reporting period,⁴ while the maximum was 67.7 years. The table shows that lawyers with primary addresses in Maryland have generally practiced law longer than lawyers with primary addresses elsewhere.

Table 3. Mean and Median Years Admitted by Location for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

	Maryland	Washington D.C.	Virginia	Other U.S.	Foreign	Total
<i>N</i>	15,733	4,950	2,495	3,689	92	26,959
Mean	19.5	16.1	16.3	16.1	16.7	18.1
Median	17.5	14.5	15.5	14.5	15.0	16.5

Practice Areas

Similar to geographical practice jurisdictions, AIS collects data on up to 3 primary practice areas of law per attorney. See Figure 1 and Table 4 for first-ranked primary practice areas of law among all 26,959 full-time practicing lawyers not prohibited from providing pro bono service and for the 15,733 with primary addresses in Maryland. See Figure 1.1 and Table 4.1 for all practice areas (i.e., not just first ranked).

Among first-ranked practice areas of law, Litigation is the most common reported for both groups, followed by Corporate/Business and Criminal for all lawyers, and for the Maryland subset as well in reverse order. The third and fourth most common practice areas are Government and Administrative Law, respectively, for all lawyers; and Family/Domestic and Government, respectively, for full-time lawyers in Maryland.

⁴ The current report excludes a small number of lawyers admitted after the end of the reporting period who submitted Pro Bono Legal Service Reports. These lawyers were not subject to the 50 hour aspirational goal or to the reporting requirement for the current reporting cycle.

Figure 1: Percent of First-Ranked Practice Areas of Law for Full-Time for Attorneys Not Prohibited from Providing Pro Bono Service

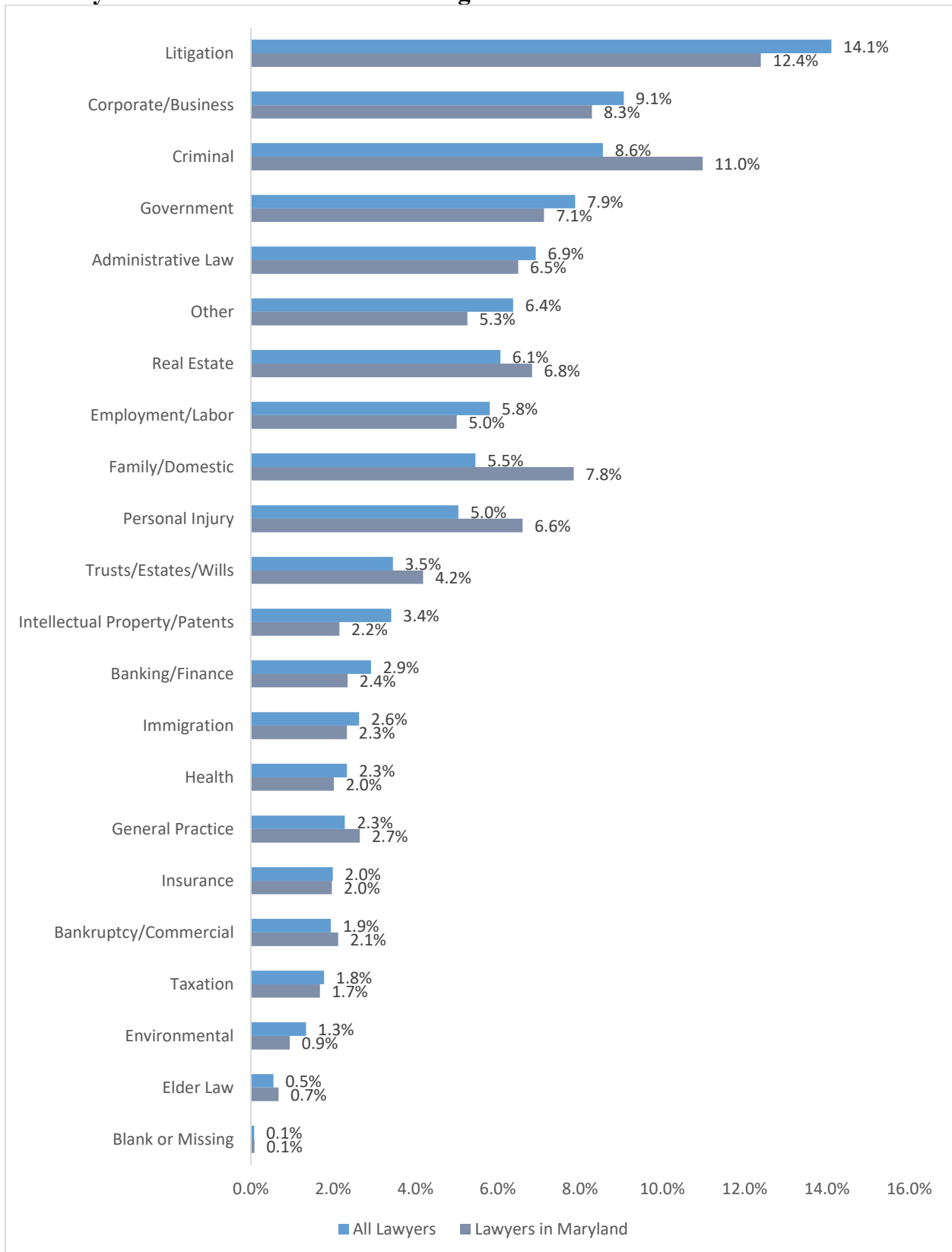


Table 4. First-Ranked Practice Areas of Law for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	N	%	N	%
Litigation	3,803	14.1%	1,950	12.4%
Corporate/Business	2,443	9.1%	1,304	8.3%
Criminal	2,307	8.6%	1,727	11.0%
Government	2,124	7.9%	1,121	7.1%
Administrative Law	1,867	6.9%	1,022	6.5%
Other	1,719	6.4%	828	5.3%
Real Estate	1,635	6.1%	1,075	6.8%
Employment/Labor	1,565	5.8%	787	5.0%
Family/Domestic	1,472	5.5%	1,234	7.8%
Personal Injury	1,360	5.0%	1,039	6.6%
Trusts/Estates/Wills	931	3.5%	659	4.2%
Intellectual Property/Patents	919	3.4%	339	2.2%
Banking/Finance	787	2.9%	370	2.4%
Immigration	710	2.6%	367	2.3%
Health	629	2.3%	317	2.0%
General Practice	616	2.3%	417	2.7%
Insurance	537	2.0%	310	2.0%
Bankruptcy/Commercial	525	1.9%	334	2.1%
Taxation	479	1.8%	264	1.7%
Environmental	361	1.3%	149	0.9%
Elder Law	148	0.5%	106	0.7%
Blank or Missing	22	0.1%	14	0.1%
Total	26,959	100.0%	15,733	100.0%

Figure 1.1 Percent of Practice Areas of Law (Up to 3) for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

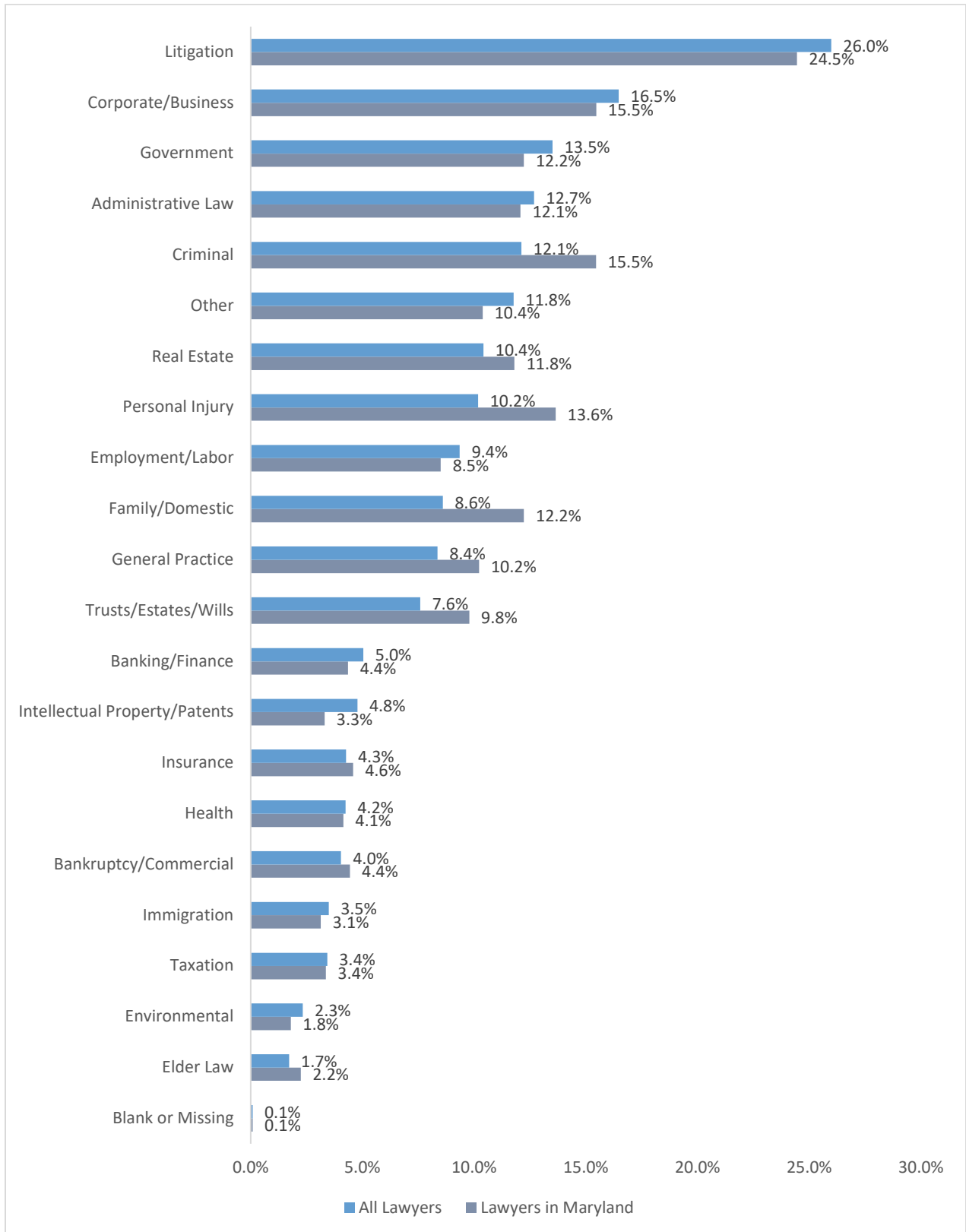


Table 4.1 Practice Areas of Law (Up to 3) for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	N ^a	% ^b	N ^a	% ^b
Litigation	7,005	26.0%	3,847	24.5%
Corporate/Business	4,440	16.5%	2,433	15.5%
Government	3,643	13.5%	1,923	12.2%
Administrative Law	3,419	12.7%	1,900	12.1%
Criminal	3,267	12.1%	2,431	15.5%
Other	3,172	11.8%	1,633	10.4%
Real Estate	2,808	10.4%	1,857	11.8%
Personal Injury	2,743	10.2%	2,147	13.6%
Employment/Labor	2,522	9.4%	1,338	8.5%
Family/Domestic	2,318	8.6%	1,924	12.2%
General Practice	2,253	8.4%	1,608	10.2%
Trusts/Estates/Wills	2,045	7.6%	1,539	9.8%
Banking/Finance	1,359	5.0%	685	4.4%
Intellectual Property/Patents	1,287	4.8%	520	3.3%
Insurance	1,150	4.3%	721	4.6%
Health	1,144	4.2%	652	4.1%
Bankruptcy/Commercial	1,089	4.0%	699	4.4%
Immigration	941	3.5%	494	3.1%
Taxation	924	3.4%	529	3.4%
Environmental	628	2.3%	283	1.8%
Elder Law	463	1.7%	352	2.2%
Blank or Missing	22	0.1%	14	0.1%
Total	48,542		29,475	

^a Total reported practice areas of law exceed the total number of lawyers because lawyers can report up to 3 areas of law.

^b Percentages shown are percentages of lawyers, not all reported practice areas of law.

Pro Bono Service

In this section, we present results of analyses of the Fiscal Year 2021 Pro Bono Legal Service Report data on pro bono service provided, hours spent to improve the law and the legal system, and financial contributions made by full-time Maryland lawyers not prohibited from providing pro bono service.

Pro Bono Service by Primary Address Location

In total, full-time Maryland lawyers not prohibited from providing pro bono service reported providing 1,002,661 hours of pro bono service.⁵ For reference, for fiscal year 2020, the total numbers of pro bono hours were 3 percent higher at approximately 1.4 million hours. The fiscal year 2020 total, however, did not include hours spent participating in activities that improve the law, legal system, or the legal profession,⁶ and handled extreme values differently than the current report,⁷ so these totals are not directly comparable.

As shown in Table 5, among 26,959 lawyers, 13,057 (48.4%) reported some pro bono activity. Among 15,733 lawyers with primary addresses in Maryland, 49.4% (7,771) rendered pro bono hours greater than zero, compared to 47.1% among lawyers with primary addresses out of state. The table includes percentages from previous years for reference, even though these are not comparable, due to the changes discussed in notes 1, 2, and 6.

Table 5. Percentage of Lawyers with Any Pro Bono Activity

	FY 2021 ^{a,c}	FY 2020 ^{b,d}	January 2018 to June 2019 ^{b,d}	CY 2017 ^{b,d}	CY 2016 ^{b,d}
All Reporting Lawyers	48.4%	38.5%	39.7%	41.2%	41.7%
Lawyers with Primary Addresses in Maryland	49.4%	39.8%	41.4%	44.4%	45.3%
Lawyers with Primary Addresses Out of State	47.1%	36.5%	37.1%	37.2%	37.1%

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

^c Includes hours under Rule 19-306.1(b)(1) or Rule 19-306.1(b)(2).

^d Includes hours under Rule 19-306.1(b)(1) (only).

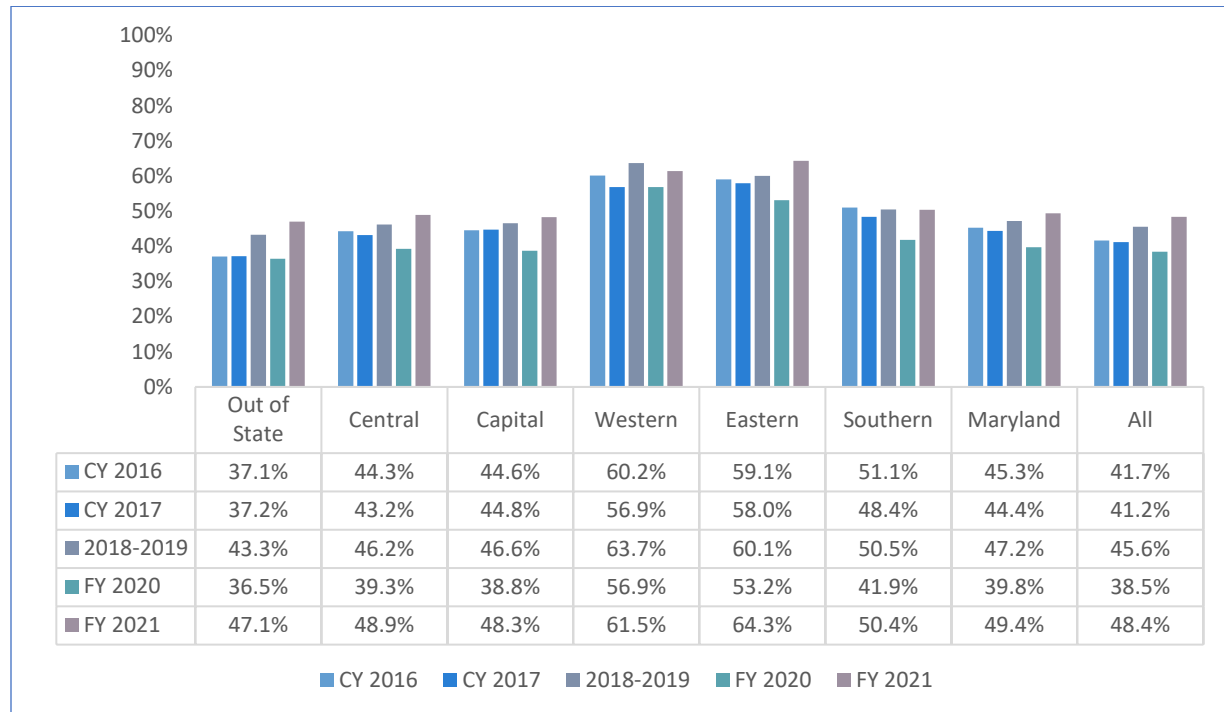
⁵ Some attorneys report implausible or impossible numbers of hours of pro bono service. Unless otherwise noted, analyses for this report top-code total hours of pro bono provided at the 99th percentile of 570 hours of pro bono service. We assume reports of more than this reflects data entry errors, calculation errors, or attorneys employed in public interest organizations incorrectly characterizing all their work as pro bono.

⁶ Prior versions of this report did not include hours on activities that improve the law, legal system, or the legal profession in determining whether an attorney had provided pro bono service or as counting towards the 50 hour aspirational goal. Pursuant to Rule 19-306.1(b)(2), however, these activities do qualify.

⁷ The fiscal year 2020 report, rather than top-coding at the 99th percentile, excluded attorneys who reported more than 40 hours per week of pro bono service. Following discussion with subject matter experts, we believe top-coding at the 99th percentile results in less measurement error than excluding reports above a 40 hour per week threshold.

As Figure 3 shows, the proportion of full-time Maryland lawyers not prohibited from providing pro bono service who rendered pro bono service differs by region of primary address within Maryland. Service was then analyzed by region, with regions defined as follows. The Central Region includes Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties, and Baltimore City. The Capital Region includes Frederick, Montgomery, and Prince George’s Counties. The Western Region includes Allegany, Garrett, and Washington Counties. The Eastern Region includes Caroline, Cecil, Dorchester, Kent, Queen Anne’s, Somerset, Talbot, Wicomico, and Worcester Counties. The Southern Region includes Calvert, Charles, and St. Mary’s Counties. During the Fiscal Year 2021 reporting period, larger proportions of lawyers in rural areas of Maryland rendered pro bono services compared to lawyers in the Central and Capital Regions. We provide percentages from previous years for reference, although as discussed in notes 1, 2, and 6, these are not directly comparable.

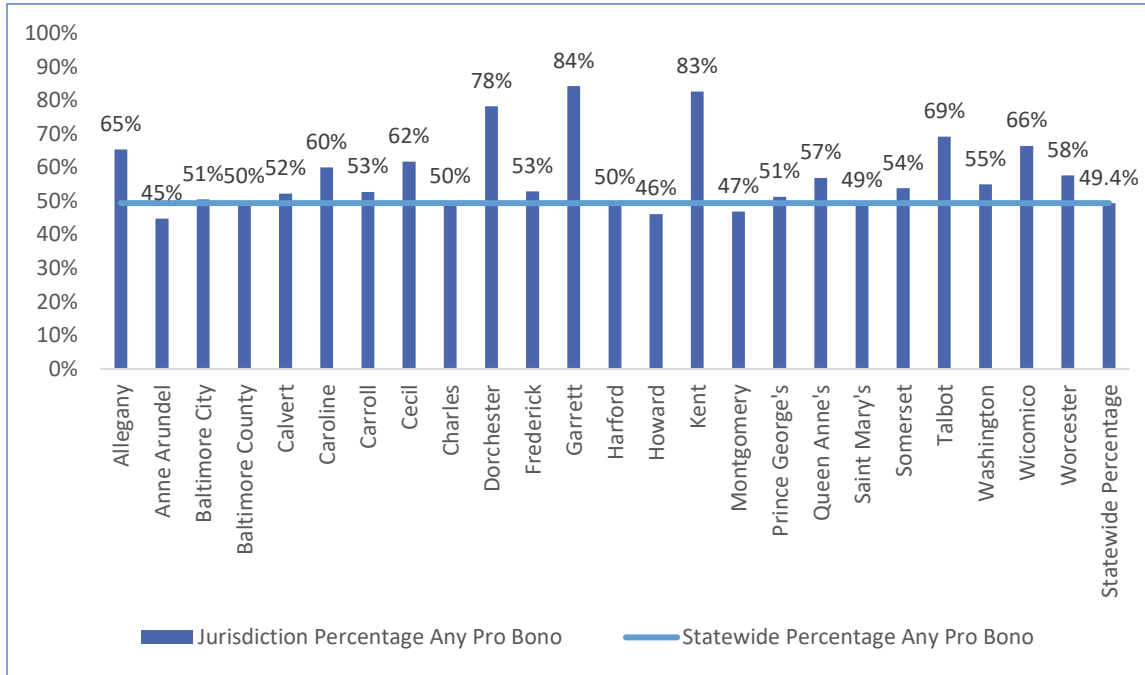
Figure 3. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Any Pro Bono Hours by Region



See notes to Table 5 *supra*.

Figure 4 displays pro bono participation by jurisdiction.⁸ The largest percentage of lawyers reporting any pro bono service was in Garrett County, with 84.2% of lawyers rendering pro bono service. Lawyers in Kent County reported the second highest level of pro bono participation (82.6%), followed by Dorchester County (78.3%).

Figure 4. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Any Pro Bono Hours by Jurisdiction



Maryland Rule [19-306.1](#) establishes an aspirational 50-hour pro bono service goal for lawyers practicing full time. As shown in Table 6, among full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland, 49.4% reported providing more than zero hours of pro bono service during the Fiscal Year 2021 reporting cycle with 21.1% reporting providing 50 or more hours of pro bono service. The Eastern Region had the largest percentage of full-time lawyers providing any pro bono (64.3%), followed by the Western Region (61.5%). The Eastern Region had the highest percentage of full-time lawyers who reported providing 50 or more hours of pro bono service (31.8%), followed by 22.1% in the Capital Region, and 21.0% in the Western Region. Lawyers in the Southern Region reported the lowest percentage of lawyers providing 50 or more pro bono hours (17.4%).

⁸ County is generally the county listed for the primary address in AIS. For attorneys with primary addresses in Maryland but missing a county in AIS, we used the ZIP code from the primary address and the ZIP Code Lookup Table available from the [Maryland Open Data Portal](#) (updated September 18, 2018).

Table 6. Pro Bono Service by Region for Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	All Areas	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of Maryland	Out of State
No pro bono	51.6%	51.1%	51.7%	38.5%	35.7%	49.6%	50.6%	52.9%
< 50 Hours	26.9%	28.9%	26.2%	40.5%	32.6%	33.0%	28.3%	25.0%
≥ 50 Hours	21.5%	20.0%	22.1%	21.0%	31.8%	17.4%	21.1%	22.1%
No pro bono	13,902	4,470	3,062	79	183	168	7,962	5,940
< 50 Hours	7,253	2,534	1,553	83	167	112	4,449	2,804
≥ 50 Hours	5,804	1,750	1,307	43	163	59	3,322	2,482

Table 7 shows the percentages of full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland reporting any pro bono service and with 50 or more pro bono hours by primary address location. Garrett County had the largest percentage of lawyers who reported any pro bono service (84.2%), followed by Kent County (82.6%), and Dorchester County (78.3%). Talbot County (41.8%) had the largest proportion of lawyers who reported providing at least 50 hours or pro bono service, followed by Dorchester County (39.1%) and Garrett County (36.8%).

Table 7. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland with ≥ 50 Hours of Pro Bono Service by Jurisdiction

Jurisdiction	Number of Lawyers	No Pro Bono	< 50 Hours Pro Bono	≥ 50 Hours Pro Bono
Allegany	75	34.7%	46.7%	18.7%
Anne Arundel	1,483	55.2%	27.2%	17.6%
Baltimore City	3,549	49.5%	28.5%	22.0%
Baltimore County	2,275	50.1%	30.5%	19.4%
Calvert	111	47.7%	32.4%	19.8%
Caroline	20	40.0%	35.0%	25.0%
Carroll	203	47.3%	30.5%	22.2%
Cecil	68	38.2%	39.7%	22.1%
Charles	152	50.0%	34.2%	15.8%
Dorchester	23	21.7%	39.1%	39.1%
Frederick	365	47.1%	30.1%	22.7%
Garrett	19	15.8%	47.4%	36.8%
Harford	286	50.3%	29.7%	19.9%
Howard	958	53.9%	28.9%	17.2%
Kent	23	17.4%	56.5%	26.1%
Montgomery	4,177	53.1%	25.7%	21.2%
Prince George's	1,380	48.7%	26.7%	24.6%
Queen Anne's	65	43.1%	23.1%	33.8%
Somerset	76	51.3%	31.6%	17.1%
St. Mary's	13	46.2%	38.5%	15.4%
Talbot	91	30.8%	27.5%	41.8%
Washington	111	45.0%	35.1%	19.8%
Wicomico	125	33.6%	33.6%	32.8%
Worcester	85	42.4%	28.2%	29.4%
Statewide Total	15,733	50.6%	28.3%	21.1%

Figure 5. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with ≥ 50 Hours of Pro Bono Service by Primary Address Jurisdiction

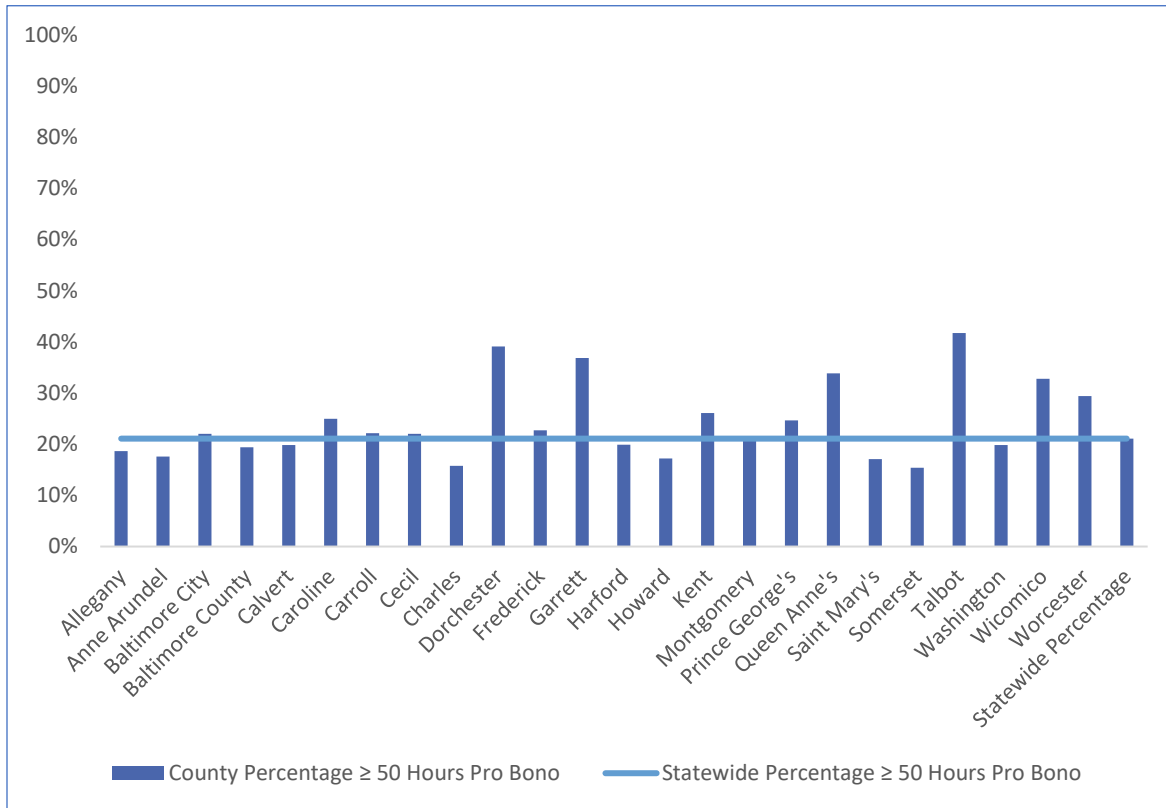


Figure 5 displays the percentages of lawyers with 50 or more hours of pro bono service visually.

Pro Bono Service Beneficiaries

The Pro Bono Legal Service Report includes a series of items regarding the recipients of pro bono legal service. The possible responses in Sections A and F of Step III of the Pro Bono Legal Service Report in AIS are:

- III.A.1 People of limited means;
- III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means;
- III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights;
- III.A.4 Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization’s economic resources or would be inappropriate; and
- III.F Activities that improve the law, legal system, or the legal profession.

Table 8 presents the results from these items. Overall, people of limited means received the plurality of pro bono hours provided (39.4%), followed by activities that improve the law, legal

system, or the legal profession (28.3%).⁹ Lawyers with primary addresses in Maryland rendered a smaller proportion of their pro bono service on civil rights and liberties than out-of-state lawyers.

Table 8. Distribution of Pro Bono Service by Full-Time Lawyers Not Prohibited from Providing Pro Bono Service by Service Type and Region

Section ^a	All Areas	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of Maryland	Out of State
III.A.1	39.4%	37.9%	41.2%	66.1%	57.2%	47.2%	40.7%	38.0%
III.A.2	11.9%	12.1%	13.9%	11.2%	11.9%	7.7%	12.7%	11.0%
III.A.3	9.4%	6.5%	7.0%	3.2%	1.0%	2.0%	6.3%	12.9%
III.A.4	11.0%	13.2%	10.8%	9.7%	15.5%	10.5%	12.2%	9.5%
III.F	28.3%	30.3%	27.2%	9.8%	14.5%	32.7%	28.1%	28.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

^a Reporting Sections are as follows: III.A.1 People of limited means; III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means; III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; III.A.4 Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization’s economic resources or would be inappropriate; and III.F Activities that improve the law, legal system, or the legal profession.

The Pro Bono Legal Service Report asks how many of the pro bono service hours provided in Section III.A were on matters referred by pro bono and legal services organizations. Among all reporting full-time lawyers not prohibited from providing pro bono service, 30.0% of pro bono hours reported in Section III.A on matters referred by an organization (*see* Table 9). Lawyers with primary addresses in Maryland reported providing less of their Section III.A pro bono service on matters referred by a pro bono or legal services organization than lawyers with primary addresses out of state.

Table 9. Percentages of Pro Bono Hours Reported in Step III.A on Matters from a Pro Bono or Legal Services Organization by Region

Section	All Areas	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of Maryland	Out of State
III.A.1-4	30.0%	28.1%	24.9%	9.8%	37.2%	27.7%	26.9%	33.6%

^a Reporting Sections are as follows: III.A.1 People of limited means; III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means; III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; III.A.4 Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization’s economic resources or would be inappropriate; and III.F Activities that improve the law, legal system, or the legal profession.

⁹ To avoid assumptions about the distribution of reporting errors, percentages shown are out of the raw total pro bono hours reported.

Practice Areas and Pro Bono Service

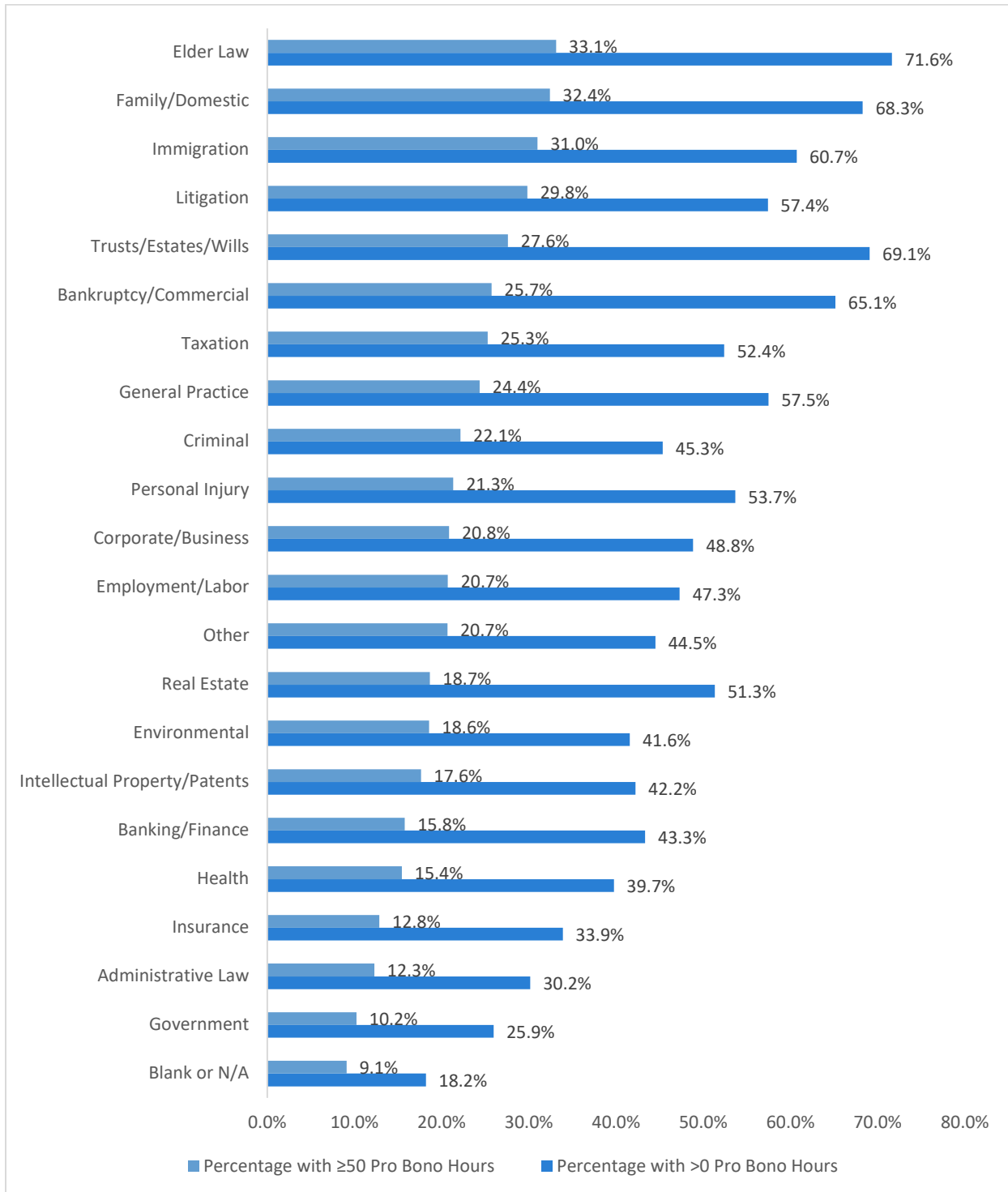
Table 10 shows the five most frequent attorney practice areas contrasted with the five most frequent pro bono service areas among full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland. Rankings are similar whether limited to attorneys' first-ranked pro bono service areas and practice areas of law or including up to 3 pro bono service areas and practice areas of law.

Table 10. Comparison of Pro Bono Service Areas and Practice Areas Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland with Any Pro Bono Activity

Rank	Pro Bono Service Area - First Ranked	Practice Area - First Ranked	Pro Bono Service Area - Any	Practice Area - Any
1	General Practice	Litigation	General Practice	Litigation
2	Family/Domestic	Family/Domestic	Family/Domestic	Family/Domestic
3	Corporate/Business	Criminal	Corporate/Business	Corporate/Business
4	Other	Corporate/Business	Other	Personal Injury
5	Criminal	Real Estate	Criminal	Criminal

The percentages of lawyers who reported providing pro bono services differs greatly by their reported practice areas of law. Among full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland, Figure 6 and Table 11 shows that 33.1% of lawyers who reported Elder Law as the first-ranked practice area reported providing 50 or more pro bono hours, followed by 32.4% among those who reported Family/Domestic, and 31.0% among those reporting Immigration. The three first-ranked practice areas where the greatest percentages of lawyers reported providing any pro bono service were Elder Law (71.6%), Trust/Estates/Wills (69.1%) and Family/Domestic (68.3%). Table 11.1 provides corresponding figures based on all reported practicing areas of law (up to 3), not just first-ranked practice areas.

Figure 6. Percent of Attorneys¹⁰ Reporting 50 Hours or More or Reporting Any Pro Bono Hours by First-Ranked Practice Area



¹⁰ Includes attorneys not prohibited from providing pro bono services.

Table 11. Reported Pro Bono Service by Attorneys’ First-Ranked Practice Areas of Law Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	Number of Lawyers	Percentage with ≥ 50 Pro Bono Hours	Percentage with > 0 Pro Bono Hours
Administrative Law	1,867	12.3%	30.2%
Banking/Finance	787	15.8%	43.3%
Bankruptcy/Commercial	525	25.7%	65.1%
Corporate/Business	2,443	20.8%	48.8%
Criminal	2,307	22.1%	45.3%
Elder Law	148	33.1%	71.6%
Employment/Labor	1,565	20.7%	47.3%
Environmental	361	18.6%	41.6%
Family/Domestic	1,472	32.4%	68.3%
General Practice	616	24.4%	57.5%
Government	2,124	10.2%	25.9%
Health	629	15.4%	39.7%
Immigration	710	31.0%	60.7%
Insurance	537	12.8%	33.9%
Intellectual Property/Patents	919	17.6%	42.2%
Litigation	3,803	29.8%	57.4%
Personal Injury	1,360	21.3%	53.7%
Real Estate	1,635	18.7%	51.3%
Taxation	479	25.3%	52.4%
Trusts/Estates/Wills	931	27.6%	69.1%
Other	1,719	20.7%	44.5%
Blank or Missing	22	9.1%	18.2%
Total	26,959	21.5%	48.4%

Table 11.1. Reported Pro Bono Service by Attorneys’ Reported Practice Areas of Law (Up to 3) Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	Number of Lawyers ^a	Percentage with ≥ 50 Pro Bono Hours	Percentage with > 0 Pro Bono Hours
Administrative Law	3,419	16.1%	36.4%
Banking/Finance	1,359	17.7%	45.5%
Bankruptcy/Commercial	1,089	25.5%	62.5%
Corporate/Business	4,440	22.9%	53.6%
Criminal	3,267	26.0%	52.0%
Elder Law	463	35.2%	74.3%
Employment/Labor	2,522	22.0%	48.8%
Environmental	628	21.0%	42.5%
Family/Domestic	2,318	34.8%	71.2%
General Practice	2,253	30.4%	65.7%
Government	3,643	13.0%	31.1%
Health	1,144	17.8%	40.3%
Immigration	941	32.7%	62.3%
Insurance	1,150	16.9%	41.3%
Intellectual Property/Patents	1,287	21.7%	46.8%
Litigation	7,005	29.2%	58.3%
Personal Injury	2,743	25.4%	57.9%
Real Estate	2,808	22.2%	56.7%
Taxation	924	26.5%	58.1%
Trusts/Estates/Wills	2,045	31.6%	73.3%
Other	3,172	23.0%	48.4%
Blank or Missing	22	9.1%	18.2%
Total	48,642	24.1%	52.8%

^a Total reported practice areas of law exceed the total number of lawyers because lawyers can report up to 3 areas of law.

Financial Contributions

A total of 4,368 full-time lawyers not prohibited from providing pro bono service reported making financial contributions during the fiscal year 2021 reporting period to organizations that provide legal services to people of limited means¹¹ The total reported financial contributions was \$4,719,669, ranging from \$5 to \$300,000 (for reference \$7,413,443 in financial contributions were reported by 7,429 lawyers for fiscal year 2020, but this is not directly comparable as discussed in note 2). Smaller proportions of lawyers in Maryland reported providing financial support than lawyers with primary addresses elsewhere.

¹¹ Section A of Step IV of the Pro Bono Legal Services Report.

Table 12. Percentages of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service Who Reported Financial Contributions to Agencies that Provide Legal Services to People of Limited Means, by Region

Section ^a	All Areas	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of Maryland	Out of State
IV.A	16.2%	15.0%	16.1%	8.8%	8.4%	8.8%	15.0%	17.9%

^a Reporting sections are as follows: IV.A: financial contributions made to agencies that provide legal services to people of limited means.

The percentages of full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland who reported financial contributions also varied by reported practice areas. As shown in Table 13, attorneys who reported first-ranked practice areas of law of Environmental, Banking/Finance, and Elder Law had the largest percentages who reported making a financial contribution (regardless of amount). Attorneys who reported first-ranked practice areas of law of Intellectual Property/Patents, Insurance, and Criminal law had the smallest percentages reporting financial contributions.

Table 13. Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland Who Reported Financial Contributions by Practice Areas

	First Ranked Practice Area			Any Practice Area		
	Number of Lawyers	Number of Lawyers Reporting Contribution	Percentage of Lawyers Reporting Contribution	Number of Lawyers	Number of Lawyers Reporting Contribution	Percentage of Lawyers Reporting Contribution
Administrative Law	1,022	157	15.4%	1,900	311	16.4%
Banking/Finance	370	75	20.3%	685	133	19.4%
Bankruptcy/Commercial	334	58	17.4%	699	118	16.9%
Corporate/Business	1,304	209	16.0%	2,433	413	17.0%
Criminal	1,727	136	7.9%	2,431	219	9.0%
Elder Law	106	20	18.9%	352	58	16.5%
Employment/Labor	787	137	17.4%	1,338	231	17.3%
Environmental	149	34	22.8%	283	62	21.9%
Family/Domestic	1,234	167	13.5%	1,924	246	12.8%
General Practice	417	52	12.5%	1,608	202	12.6%
Government	1,121	185	16.5%	1,923	337	17.5%
Health	317	57	18.0%	652	134	20.6%
Immigration	367	66	18.0%	494	85	17.2%
Insurance	310	27	8.7%	721	90	12.5%
Intellectual Property/Patents	339	38	11.2%	520	73	14.0%
Litigation	1,950	353	18.1%	3,847	654	17.0%
Personal Injury	1,039	141	13.6%	2,147	261	12.2%
Real Estate^a	1,074	173	16.1%	1,856	299	16.1%
Taxation	264	47	17.8%	529	101	19.1%
Trusts/Estates/Wills	659	98	14.9%	1,539	236	15.3%
Other	828	123	14.9%	1,633	269	16.5%
Blank or Missing	14	1	7.1%	14	1	7.1%
Total^a	15,732	2,354	15.0%	29,528	4,533	15.4%

^a Total shown in Table 13 is less than indicated elsewhere in this report, The data included one lawyer, with real estate as the first-ranked practice area, who reported a negative financial contribution. As this was presumably a data entry error we recoded this lawyer to missing on the financial contribution field.

Pro Bono Service by Employment Type and Firm Size

Table 14 shows the distribution of full-time lawyers not prohibited from providing pro bono service by their reported type of employer. Overall, about 59% (15,955) of all lawyers reported practicing in a private firm. The percentage practicing in a private firm was slightly higher, at 60.2% among full-time lawyers with primary addresses in Maryland than lawyers with primary addresses elsewhere (57.8%).

Table 14. Distribution of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service by Employer Type

	Private Firm	Corporate Counsel	Government Agency	Not Practicing	Legal Services Organization	Public Interest Organization	Total
Lawyers with Maryland Primary Addresses							
<i>N</i>	9,465	1,434	4,081	16	352	385	15,733
%	60.2%	9.1%	25.9%	0.1%	2.2%	2.4%	100.0%
Lawyers with Out-of-State Primary Addresses							
<i>N</i>	6,490	1,547	2,575	7	172	432	11,226
%	57.8%	13.8%	22.9%	0.1%	1.5%	3.8%	100.0%
All Lawyers							
<i>N</i>	15,955	2,981	6,656	23	524	817	26,959
%	59.2%	11.1%	24.7%	0.1%	1.9%	3.0%	100.0%

Among 15,955 full-time lawyers not prohibited from providing pro bono service who reported practicing in a private firm, the plurality (25.2%) reported working at firms with 100 or more lawyers (see Table 15), with solo practitioners the second largest category (21.9%) and the percentages otherwise declining as firm size increases.

Table 15. Distribution of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service in Private Firms by Firm Size

	1 lawyer	2 to 5 lawyers	6 to 20 lawyers	21 to 49 lawyers	50 to 74 lawyers	75 to 99 lawyers	100 or more lawyers	Total
Lawyers in Private Firms with Maryland Primary Addresses								
<i>N</i>	2,577	2,561	1,735	784	416	105	1,287	9,465
%	27.2%	27.1%	18.3%	8.3%	4.4%	1.1%	13.6%	100.0%
Lawyers in Private Firms with Out-of-State Primary Addresses								
<i>N</i>	910	979	912	558	235	156	2,740	6,490
%	14.0%	15.1%	14.1%	8.6%	3.6%	2.4%	42.2%	100.0%
All Lawyers in Private Firms								
<i>N</i>	3,487	3,540	2,647	1,342	651	261	4,027	15,955
%	21.9%	22.2%	16.6%	8.4%	4.1%	1.6%	25.2%	100.0%

The percentages of lawyers in private firms of varying sizes differs greatly by their primary address location. The majority of full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland reported practicing as solo practitioners or in firms of 5 or fewer lawyers, compared to less than one third of lawyers with primary addresses out of

state. The difference is especially noticeable among lawyers in the largest firms. The percentage of lawyers with primary addresses in Maryland who reported working at firms with 100 or more lawyers (13.6%) less than one third of the percentage reported by lawyers out of state (42.2%).

Pro bono activity varied greatly by employment type. As Table 16 indicates, about 79% of full-time lawyers not prohibited from providing pro bono service who reported working in government agencies and 83% who reported that they do not practice¹² report providing no pro bono service, compared to about 36% of lawyers in private firms. About 7% of lawyers in government and 10% of corporate counsel reported providing 50 or more hours of pro bono service, compared to 29.8% among lawyers in private firms. A higher proportion of lawyers with Maryland addresses reported providing any pro bono service than lawyers elsewhere, but a smaller percentage reported providing 50 or more hours.

Table 16. Employer Type and Pro Bono Service Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	Private Firm	Corporate Counsel	Government Agency	Not Practicing	Legal Services Organization	Public Interest Organization	Total
All Lawyers							
No pro bono	36.2%	67.9%	79.2%	82.6%	59.5%	60.1%	51.6%
< 50 hours	33.9%	21.9%	13.7%	17.4%	20.8%	19.6%	26.9%
≥ 50 hours	29.8%	10.2%	7.0%	0.0%	19.7%	20.3%	21.5%
Lawyers with Maryland Primary Addresses							
No pro bono	35.6%	68.3%	77.7%	81.3%	58.2%	57.9%	50.6%
< 50 hours	35.7%	21.5%	14.6%	18.8%	22.7%	22.6%	28.3%
≥ 50 hours	28.7%	10.1%	7.7%	0.0%	19.0%	19.5%	21.1%
Lawyers with Out-of-State Primary Addresses							
No pro bono	37.1%	67.5%	81.6%	85.7%	62.2%	62.0%	52.9%
< 50 hours	31.4%	22.2%	12.4%	14.3%	16.9%	16.9%	25.0%
≥ 50 hours	31.5%	10.3%	5.9%	0.0%	20.9%	21.1%	22.1%

Among full-time lawyers not prohibited from providing pro bono service who reported working in private firms, firm size is an important predictor of pro bono hours. As Table 17 indicates, outside of lawyers in firms with 100 or more lawyers, as firm size increases the proportion of lawyers reporting any pro bono hours generally decreases.

¹² These lawyers indicated in Section I.A (“What type of practice did you engage in during the reporting period?”) that they engaged in the full-time practice of law but nevertheless selected Not Practicing in Section II.A (“Type of Organization where I work or worked”) of the Pro Bono Legal Service Report.

Table 17. Firm Size and Pro Bono Service Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service in Private Firms

	1 lawyer	2 to 5 lawyers	6 to 20 lawyers	21 to 49 lawyers	50 to 74 lawyers	75 to 99 lawyers	100 or more lawyers	Total
All Lawyers								
No pro bono	27.3%	35.4%	48.4%	49.6%	45.9%	52.1%	29.7%	36.2%
< 50 hours	38.2%	36.6%	30.1%	29.6%	29.5%	28.4%	32.9%	33.9%
≥ 50 hours	34.5%	28.0%	21.5%	20.9%	24.6%	19.5%	37.4%	29.8%
Lawyers with Maryland Primary Addresses								
No pro bono	25.7%	34.5%	46.5%	45.3%	42.8%	55.2%	33.1%	35.6%
< 50 hours	39.3%	37.3%	31.7%	32.1%	31.0%	28.6%	34.7%	35.7%
≥ 50 hours	35.0%	28.2%	21.8%	22.6%	26.2%	16.2%	32.2%	28.7%
Lawyers with Out-of-State Primary Addresses								
No pro bono	31.6%	37.7%	52.2%	55.6%	51.5%	50.0%	28.1%	37.1%
< 50 hours	35.2%	34.7%	27.0%	26.0%	26.8%	28.2%	32.1%	31.4%
≥ 50 hours	33.2%	27.6%	20.8%	18.5%	21.7%	21.8%	39.9%	31.5%

Appendix A provides more detailed analysis of pro bono hours provided.

Although providing pro bono service on matters referred by a pro bono or legal services organization entails several benefits,¹³ lawyers reported providing much of their pro bono service on matters not referred by such organizations. To understand why lawyers forego those benefits Step D Section III of the Pro Bono Legal Service Report asks why they provided pro bono outside of an organized program.

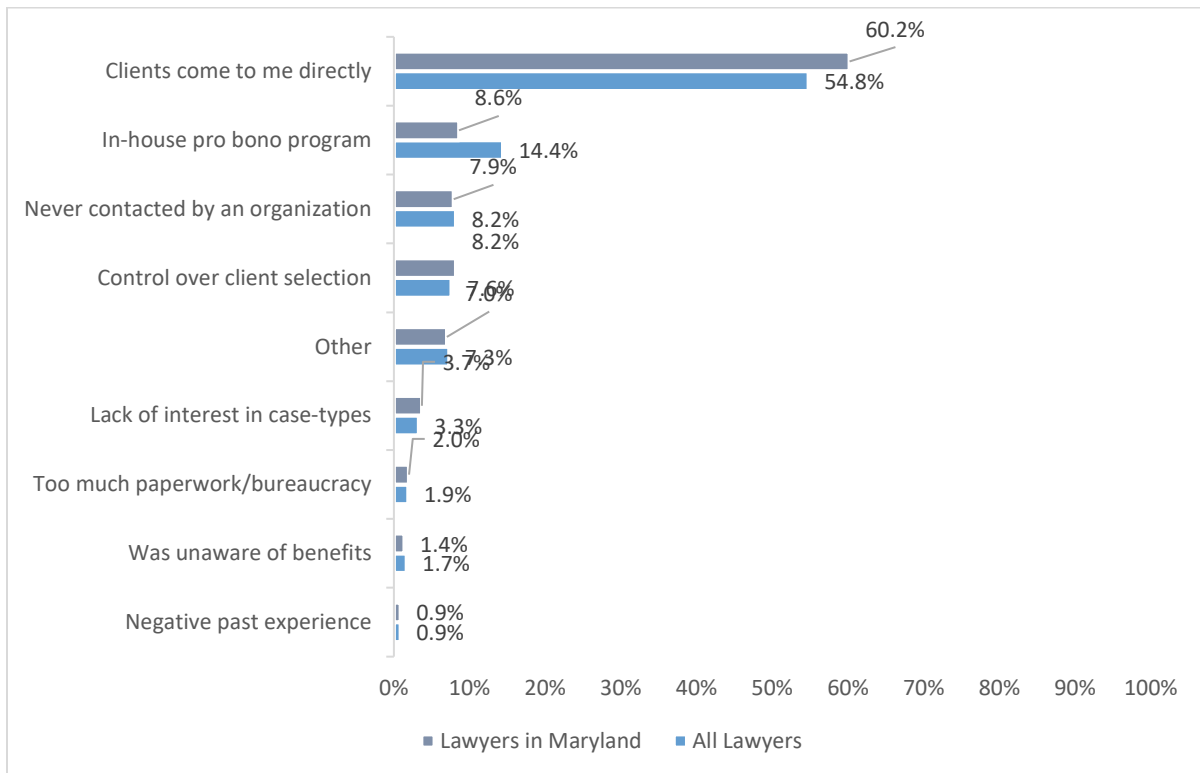
Table 18 and Figure 7 show responses from full-time lawyers not prohibited from providing pro bono service who provided a reason for providing pro bono service outside of an organization. The majority reported that clients come to them directly. About 14% of lawyers mentioned an in-house pro bono program, and about 8% selected control over client selection and that they were never contacted by an organization, each. Fairly small numbers of respondents selected other reasons.

¹³ Most legal services organizations provide training, mentoring, malpractice insurance, eligibility screening of clients, and a litigation fund.

Table 18. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
In-house pro bono program	1,254	14.4%	462	8.6%
Clients come to me directly	4,762	54.8%	3,223	60.2%
Control over client selection	659	7.6%	437	8.2%
Too much paperwork/bureaucracy	166	1.9%	109	2.0%
Negative past experience	75	0.9%	50	0.9%
Was unaware of benefits	147	1.7%	77	1.4%
Lack of interest in case-types	285	3.3%	198	3.7%
Never contacted by an organization	714	8.2%	425	7.9%
Other	633	7.3%	376	7.0%
Total	8,695	100%	5,357	100%

Figure 7. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service



The Pro Bono Legal Service Report asks lawyers who did not provide any pro bono service what prevented them (Step III Section E in AIS). Attorneys can select up to 3 reasons. Lack of time was by far the most common response selected among all full-time attorneys not prohibited from providing pro bono (44.6% of responses). Other frequent responses selected were medical issues (10.7%) and lack of

experience in relevant practice areas (10.5). Response patterns were similar among the subset of lawyers with primary addresses in Maryland. And Table 19 and Figure 8 show that response patterns were generally similar among all lawyers with primary addresses in Maryland and those in Maryland who report working in government agencies.

Table 19. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	<i>N</i>	%	<i>N</i>	%
Financial constraints	1,599	6.1%	1,027	6.7%
Insufficient support from office/firm	1,559	5.9%	832	5.4%
Lack of interest	1,001	3.8%	606	4.0%
Lack of time	11,756	44.6%	6,748	44.1%
Negative past experience	282	1.1%	177	1.2%
No experience in relevant practice areas	2,777	10.5%	1,648	10.8%
Not aware of needs or opportunities	1,794	6.8%	1,023	6.7%
Personal or family medical issues	2,826	10.7%	1,694	11.1%
Other	2,782	10.5%	1,554	10.2%
Total	26,376	100.0%	15,309	100.0%

Figure 8. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

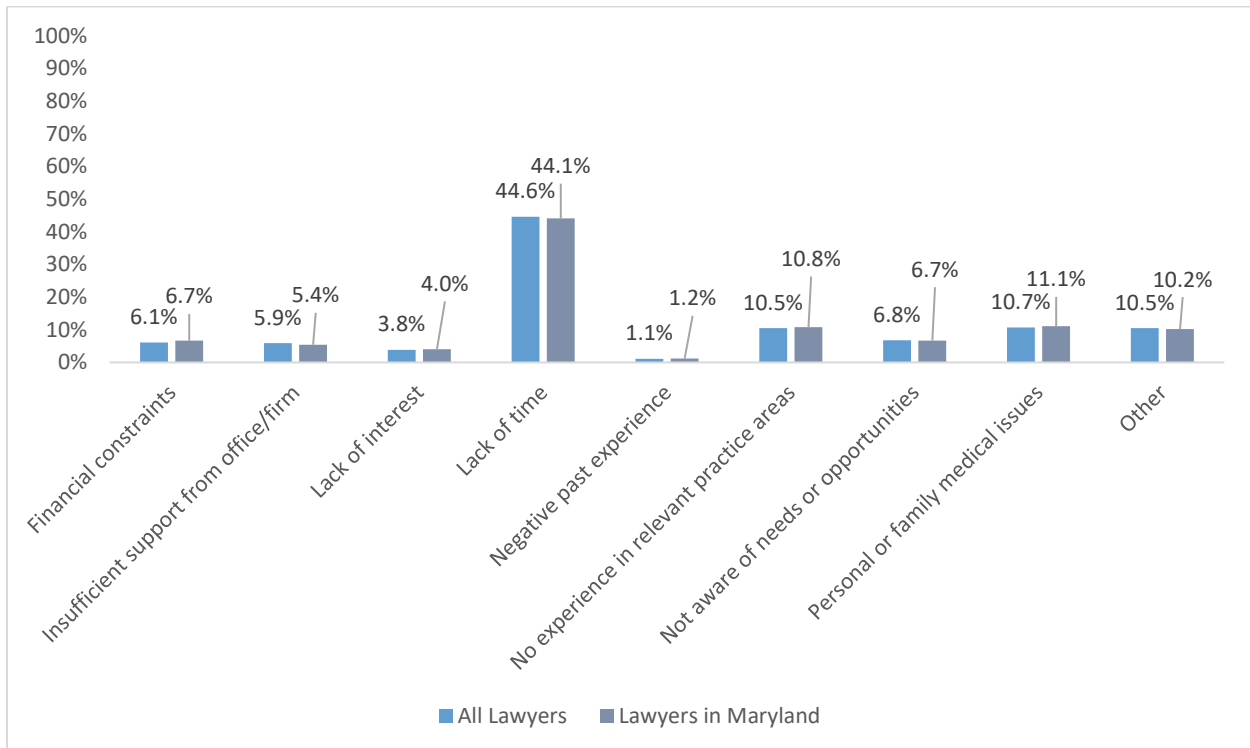


Table 20. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland Working in Government Agencies

	All Lawyers in Maryland		Government Lawyers in Maryland	
	<i>N</i>	%	<i>N</i>	%
Financial constraints	1,027	6.7%	212	3.7%
Insufficient support from office/firm	832	5.4%	335	5.8%
Lack of interest	606	4.0%	202	3.5%
Lack of time	6,748	44.1%	2560	44.2%
Negative past experience	177	1.2%	52	0.9%
No experience in relevant practice areas	1,648	10.8%	689	11.9%
Not aware of needs or opportunities	1,023	6.7%	326	5.6%
Personal or family medical issues	1,694	11.1%	676	11.7%
Other	1,554	10.2%	735	12.7%
Total	15,309	100.0%	5,787	100.0%

Conclusion

This report provides analyses of information reported by licensed Maryland attorneys on their pro bono activities during the Fiscal Year 2021 reporting period. The percentages of lawyers who reported participating in pro bono activities or making financial contributions are not directly comparable to previous reporting periods.

The data show large numbers of Maryland attorneys engaged in the full-time practice of law and not prohibited from providing pro bono service did not provide any pro bono service during the reporting period. Among those that do, significant numbers did not meet the 50-hour aspirational goal established by Maryland Rule 19-306.1.

The available data do offer some explanations why more attorneys did not participate or reach 50 or more hours. We further note that the relatively large percentages of Maryland lawyers practicing in smaller firms might not have the resources or margins available to lawyers in larger firms, making the financial burden of pro bono work relatively more difficult to bear. And the relatively large share of lawyers working in government agencies may be subject to rules or policies, whether official and formal, or implicit and informal, inhibiting outside legal practice, including pro bono service.

Direct questions about this report to:

Jamie L. Walter, Director, Research & Analysis

Jamie.Walter@MDCourts.gov

410-260-1725

Or

Justin Bernstein, Senior Research, Research & Analysis

Justin.Bernstein@MDCourts.gov

410-260-3527

Notes on Methods

1. The data retrieved from AIS include information from the Pro Bono Service Reports of 41,578 attorneys admitted to practice in Maryland and with active status in AIS. We exclude information from:
 - 1.1. reports of 612 attorneys where the date report submitted field was blank (i.e., missing) in the data, indicating the attorney did not submit the Pro Bono Legal Service Report;
 - 1.2. reports of 5 attorneys where the date report submitted field was not missing but the attorney's admission date in AIS is after the last day of the reporting cycle, as mentioned in note 4; and
 - 1.3. reports of 7 attorneys with both no report submitted and an admission date after the last day of the reporting cycle.
2. As indicated on page 5 most of the analyses in this report concern 26,959 attorneys practicing law full time who stated that they were not prohibited from providing pro bono service. We restrict analyses to these attorneys because they are the attorneys to whom the 50 hour aspirational goal applies.
 - 2.1. As indicated in note 2, because this restriction is a change from prior versions of this report the information from previous years may not be directly comparable.
 - 2.2. We consider attorneys who selected "Full-time practice of law" in Step I.A in response to the question "What type of practice did you engage in during the reporting period?" as engaged in full-time practice of law. As indicated in note 11 this criterion results in seemingly contradictory information for 23 full-time attorneys not prohibited from providing pro bono service who responded to the item "Type of organization where I work or worked" by selecting "Not Practicing" in Step II.A.
3. Much of this report analyzes attorneys by their primary address location.
 - 3.1. As mentioned in note 3, for 10 attorneys with more than 1 primary address in AIS we use the business address rather than personal address or address of unknown type. The address used affects the state or county for 5 of the 10 attorneys. Using business addresses places 2 attorneys in Baltimore City rather than Baltimore County or Montgomery County, 2 attorneys in Maryland (Frederick and Montgomery Counties) rather than Washington, D.C., and 1 attorney in Washington, D.C. rather than Maryland (Baltimore City).
 - 3.2. As mentioned on page 6, we categorize 20 full time attorneys not prohibited from providing pro bono as having other "Other U.S." (not Maryland; Washington, D.C.; nor Virginia) primary addresses if the primary address is an overseas military or diplomatic address (12 attorneys), in the U.S. Virgin Islands (5 attorneys), or Puerto Rico (3 attorneys).
 - 3.3. Analyses by county of attorneys with primary addresses in Maryland exclude 66 full-time attorneys not prohibited from providing pro bono who have a primary address in a state other than Maryland but also list a Maryland county.

- 3.4. As mentioned in note 8, for attorneys with primary addresses in Maryland, County is generally the county listed for the primary address in AIS. For 186 attorneys with primary addresses in Maryland but missing a county in AIS, we used the ZIP code from the primary address and the ZIP Code Lookup Table available from the [Maryland Open Data Portal](#) (updated September 18, 2018).
4. For questions on the Pro Bono Service Report where attorneys can select more than one response (e.g., practice jurisdiction, practice area of law):
 - 4.1. if an attorney selected the same choice more than once (e.g., immigration as first- and second-ranked practice area) we exclude any occurrence after the first.
 - 4.2. if an attorney has gaps in rankings (e.g., a second-ranked practice jurisdiction but not a first-ranked jurisdiction, first- and third-ranked practice areas but not a second-ranked practice area), we shift third-ranked to second, and second-ranked to first, as appropriate, removing any gaps in rankings.
5. The current report differs from prior versions of this report in how it categorizes attorneys as having provided pro bono service, or not, and in how it calculates the number of pro bono hours provided.
 - 5.1. As mentioned in note 6, this report considers activities under Rule [19-306.1\(b\)\(1\)](#) or Rule [19-306.1\(b\)\(2\)](#) as participation in pro bono and as counting towards Rule [19-503](#)'s 50 hour aspirational goal. Prior versions of this report included hours on activities under Rule [19-306.1\(b\)\(1\)](#) only.
 - 5.2. As mentioned in notes 5, 7, and 9, some attorneys reported implausible or impossible numbers of hours of pro bono service—including 2 attorneys who reported more hours of pro bono than there are hours in a year. Analyses for this report generally top-code total hours of pro bono provided at the 99th percentile of 570 hours of pro bono service. We assume reports of more than this reflects data entry errors, calculation errors, or attorneys employed in public interest organizations incorrectly characterizing all their work as pro bono. The exception to this top-coding is for the percentage of pro bono service provided by service type. To avoid assumptions about the distribution of reporting errors, these percentages are out of the raw total pro bono hours reported. The fiscal year 2020 report, rather than top-coding at the 99th percentile, excluded attorneys who reported more than 40 hours per week of pro bono service. Following discussion with subject matter experts, we believe top-coding at the 99th percentile results in less measurement error than excluding reports above a 40 hour per week threshold.
6. If an attorney reported a negative number of pro bono hours in Step III.A or Step III.F or a negative financial contribution in Step IV, see Table 13 note a, we recode the attorney to missing for that field. If an attorney reported a negative number of pro bono hours in one part of Step III.A or Step III.F, total hours uses the remaining valid responses.

Appendix A

This Appendix provides a more granular breakdown of pro bono service. Whereas the main body of this report presents information on any pro bono hours, as opposed to none, and 50 pro bono hours or more, this Appendix provides information with additional intermediate cutoffs. This Appendix also subdivides respondents by their number of years admitted. As in the main body of this report, analyses are limited to attorneys who report practicing law full time and not being prohibited from providing pro bono service, and hours include time on activities that improve the law, legal system, or the legal profession (see also notes 2 and 6 and accompanying text).

Table A1 shows the distribution of pro bono hours by attorney location. Although the differences are small, a lower percentage of lawyers with primary addresses in Maryland reported providing 50 or more hours of pro bono service than lawyers with primary addresses out of state, but larger percentages reported participation in pro bono at intermediate threshold levels greater than zero.

Table A1. Pro Bono Hours Distribution by Location Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	≥ 50 Hours	Total
All Lawyers	51.6%	3.8%	4.8%	18.4%	21.5%	100.0%
Lawyers with Primary Addresses in Maryland	50.6%	4.0%	5.2%	19.1%	21.1%	100.0%
Lawyers with Primary Addresses Out-of-State	52.9%	3.4%	4.2%	17.3%	22.1%	100.0%

Reported pro bono hours differ by years admitted as well. As Table A2 indicates, and although the relationship is by no means perfect, generally the more years admitted, the larger the percentage of attorneys who reported providing larger numbers of pro bono hours. Among lawyers with fewer than 5 years admitted, for example, 58.8% reported providing no pro bono service and 19.5% reported 50 or more hours of pro bono. In comparison, among full-time lawyers admitted 25 or more years, 38.0% reported providing no pro bono service and 29.4% reported 50 or more pro bono hours.

Table A2. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	≥ 50 Hours	Total
< 5 Years	58.8%	3.0%	4.4%	14.3%	19.5%	100.0%
≥ 5 Years & < 10 Years	59.4%	3.7%	4.6%	15.7%	16.7%	100.0%
≥ 10 Years & < 15 Years	60.3%	3.9%	4.4%	15.4%	16.0%	100.0%
≥ 15 Years & < 20 Years	55.8%	4.1%	4.9%	16.3%	18.9%	100.0%
≥ 20 Years & < 25 Years	48.8%	4.3%	4.8%	19.8%	22.3%	100.0%
≥ 25 Years	38.0%	3.7%	5.1%	23.8%	29.4%	100.0%

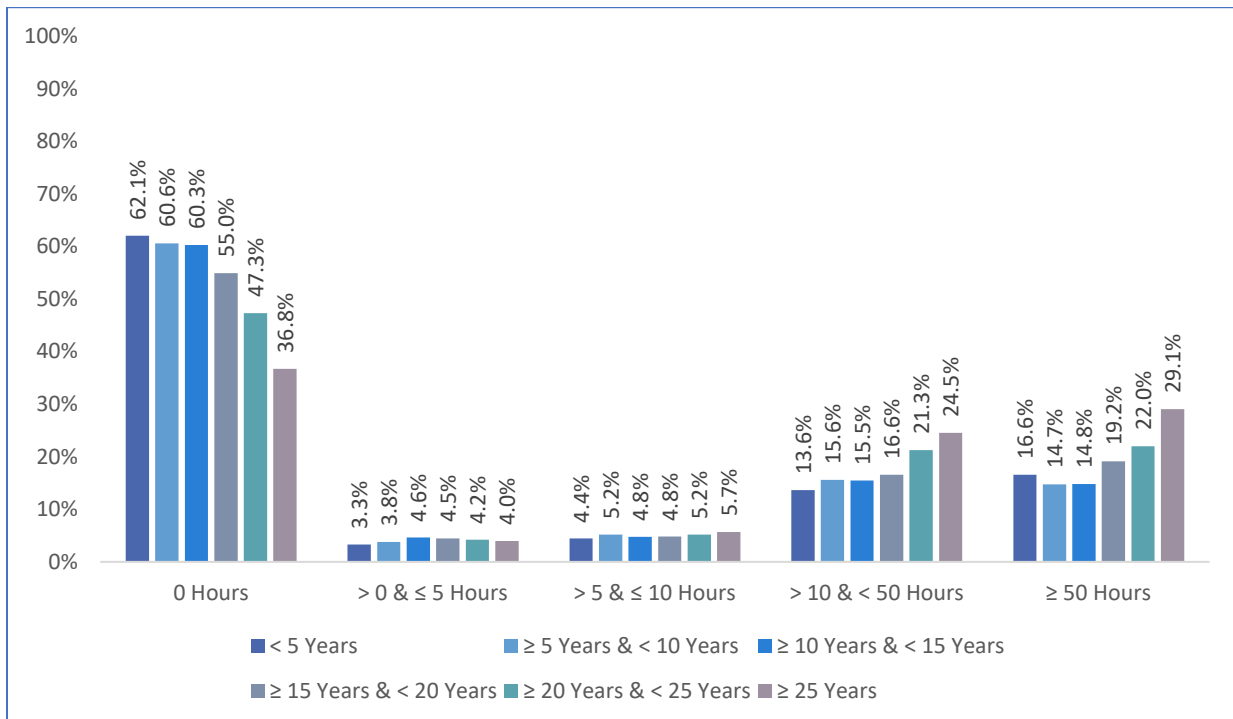
Table A3 shows the distribution limited to lawyers with primary addresses in Maryland. The distribution is generally similar, and in some ways more pronounced as the pattern shown in Table A2.

Table A3. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	≥ 50 Hours	Total
< 5 Years	62.1%	3.3%	4.4%	13.6%	16.6%	100.0%
≥ 5 Years & < 10 Years	60.6%	3.8%	5.2%	15.6%	14.7%	100.0%
≥ 10 Years & < 15 Years	60.3%	4.6%	4.8%	15.5%	14.8%	100.0%
≥ 15 Years & < 20 Years	55.0%	4.5%	4.8%	16.6%	19.2%	100.0%
≥ 20 Years & < 25 Years	47.3%	4.2%	5.2%	21.3%	22.0%	100.0%
≥ 25 Years	36.8%	4.0%	5.7%	24.5%	29.1%	100.0%

Figure A1 depicts the information from Table A4 visually.

Figure A1. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service



There could be many reasons for the above differences, one of which could be employer organization type. Table A4 compares the distribution of lawyers with primary addresses in Maryland by type of employer and years admitted. The more years admitted, the more likely

lawyers are to report practicing in a private firm. Other employer types generally show decreases as years admitted increases.

Table A4. Type of Employer by Years Admitted Among Full-Time Lawyers with Primary Addresses in Maryland

	Private Firm	Corporate Counsel	Government Agency	Not Practicing	Legal Services Organization	Public Interest Organization	Total
< 5 Years	59.1%	5.8%	25.7%	0.2%	5.1%	4.0%	100.0%
≥ 5 Years & < 10 Years	50.9%	10.1%	32.7%	0.2%	3.3%	2.8%	100.0%
≥ 10 Years & < 15 Years	52.5%	11.1%	31.5%	0.1%	2.0%	2.8%	100.0%
≥ 15 Years & < 20 Years	54.5%	10.7%	30.6%	0.1%	1.5%	2.6%	100.0%
≥ 20 Years & < 25 Years	56.7%	11.2%	28.2%	0.1%	1.3%	2.6%	100.0%
≥ 25 Years	71.7%	7.7%	17.8%	0.1%	1.3%	1.4%	100.0%

Appendix B. Sample Pro Bono Legal Service Report

Pro Bono Report for your records - Do not mail.

**COURT OF APPEALS OF MARYLAND
LAWYER PRO BONO LEGAL SERVICE REPORT**

This is your Pro Bono Legal Service Report to be completed in accordance with Maryland Rule 19-503. You must complete and submit the report in AIS by **SEPTEMBER 10th** of each year. Failure to do so may result in decertification to practice law. Access to judicial records is governed primarily by Maryland Rules 16-901 et seq. In addition, Maryland Rule 19-503(e) provides that information provided on this report is confidential and may not be disclosed, although non-identifying information is not confidential.

THE REPORTING PERIOD: July 1, 2020 THROUGH June 30, 2021

PROFESSIONAL ACTIVITY: Lawyer's status during all or part of the reporting period

A. What type of practice did you engage in during the reporting period?

1. Full-time practice of law	Yes
2. Part-time practice of law	No
3. Judicial law clerk	No
4. Judge or Magistrate	No
5. Retired - Selecting this option will not change your status. To go on Inactive/Retired status, please contact the Client Protection Fund.	No
6. Not actively engaged in the practice of law or doing non-legal work	No

B. I was prohibited by statute from providing pro bono service as described in Rule 19-306.1(b)(1) No

PRACTICE AREA:

A. TYPE OF ORGANIZATION WHERE I WORK OR WORKED: Please select one (1) of the following: **Private Firm - (6-20 lawyers)**

B. Primary Practice Areas - Select up to three practice areas, ranking them by the volume of your work.

Rank : 1 Practice Area : Employment/Labor

Rank : 2 Practice Area : Litigation

C. Primary Practice Jurisdiction - Select up to three jurisdictions, ranking them by the volume of your work.

Rank : 1 Practice County : All of Maryland

Rank : 2 Practice County : Out of State

PRO BONO SERVICE - Questions A-F

A. How many hours of pro bono service did you provide without fee or at a substantially reduced fee to:

1. People of limited means ■

Rank 1 Area of law : Employment/Labor Hours : ■

Attorney# ■■■■■■
Page 1 of 3

Pro Bono Report for your records - Do not mail.

2.Charitable, religious, civic, community, governmental, or educational organizations in matters 0
addressing the needs of people of limited means

3.Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or 0
public rights

4.Charitable, religious, civic, community, governmental, or educational organizations in matters 0
furthering its organizational purposes, when payment of standard legal fees would significantly
deplete the organization's economic resources or would be inappropriate

Total Hours :

B. Of the hours you reported above, how many hours were provided
through a pro bono or legal services organization?

C. What would be an **INCENTIVE** to engage in pro bono legal work or **Limited time commitment**
offer more pro bono legal services?

D. Most legal service organizations provide training, mentoring, **NONE**
malpractice insurance, eligibility screening of clients, and a litigation
fund. If you did any pro bono legal work **OUTSIDE** of an organization,
why?

E. If you were **UNABLE** to do pro bono legal work this fiscal year, choose up to three reasons to explain why.

NONE

F. Separate from the hours above, how many hours did you spend participating in activities that 0
improve the law, legal system, or the legal profession?

Specify Activities: **NONE**

DONATIONS REPORTED FOR THE YEAR 2020

NONE

OTHER CONTRIBUTIONS:

I understand that I am to report only dollars that I personally contributed myself, not the **Yes**
contributions of my firm. If I am a partner, I understand I may report my partner percentage

Attorney#

Page 2 of 3

Pro Bono Report for your records - Do not mail.

of contributions made by my firm.

- A. I made financial contributions to one or more agencies that provide legal services to people of limited means as indicated.

\$0.00

██████████

Lawyer's signature

██████████ 2021

Date Submitted

(Please enter your full name. Note that, by entering your name here, you are certifying that this form is filed by you personally.)

Attorney# ██████████

Page 3 of 3

Appendix C. Attorneys Reporting Something Other than Full-Time Practice, Being Prohibited from Providing Pro Bono Service, or Both

As noted above, the main body of this report focuses on attorneys engaged in full-time practice of law and not prohibited from providing pro bono service (*cf.* note 2, *supra*, and accompanying text), hence subject to Rule 19-306.1’s 50-hour aspirational goal. This appendix provides information from 13,995 attorneys who provided Pro Bono Legal Service Reports indicating something other than full-time practice of law, being prohibited from providing pro bono service, or both. Approximately 28% of these 13,995 attorneys reported providing 320,885 total hours of pro bono service (*see* notes 5 and 6, *supra*), and 1,779 (12.7%) reported a total of \$1,464,727 in financial contributions to agencies that provide legal services to people of limited means with reported contributions ranging from \$5 to \$200,000.

Table C1 provides the distribution of reported statuses and the percentage of attorneys with each status who reported providing any pro bono service. Table C2 provides the number of attorneys who reported providing pro bono service in each service type and the reported percentage distributions¹⁴ across service types.

Table C1. Status and Pro Bono Participation by Attorneys Reporting Something Other than Full-Time Practice, Being Prohibited from Providing Pro Bono, or Both

Attorney Status	Number of Attorneys Reporting Status ^b	Percentage Reporting > 0 Hours of Pro Bono
Not actively engaged in the practice of law or doing non-legal work ^a	7,428	15.3%
Part-time practice of law	4,453	53.7%
Prohibited by statute from providing pro bono service as described in Rule 19-306.1(b)(1)	1,207	15.5%
Retired ^a	991	24.5%
Judicial law clerk	314	14.0%
Judge or Magistrate	171	31.0%
Total	13,995	27.9%

^a Attorney status selections are independent from whether an attorney has Active status in AIS. Selecting Retired or Not actively engaged in the practice of law or doing non-legal work in Step I.A of the Pro Bono Legal Service Report does not change Active Status in AIS to Inactive/Retired.

^b Selected statuses exceed the total number of lawyers because attorneys can select more than one.

¹⁴ As with the percentages shown in Table 8 for full-time lawyers not prohibited from providing pro bono service, *see* note 9 *supra* and accompanying text, percentages shown are out of the total pro bono hours reported without top-coding.

Table C2. Distribution of Pro Bono Service by Service Type for Lawyers Who Report Not Full Time, Prohibited from Pro Bono, or Both

Section^a	Number of Attorneys Who Reported Providing > 0 Hours	Percentage of Pro Bono Service in Area
III.A.1	2,206	25.4%
III.A.2	1,211	12.4%
III.A.3	605	8.6%
III.A.4	1,044	12.4%
III.F	1,813	41.3%

^a Reporting Sections are as follows: III.A.1 People of limited means; III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means; III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; III.A.4. Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization’s economic resources or would be inappropriate; and III.F Activities that improve the law, legal system, or the legal profession.

Appendix D. Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services

Table D1 provides the distribution of responses by full-time attorneys not prohibited from providing pro bono service to the question: “What would be an **INCENTIVE** to engage in pro bono legal work or office more pro bono legal services?” (Section III.C of the Pro Bono Legal Service Report)

Table D1. What Would Be an Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services? Responses from Full-Time Lawyers Not Prohibited from Providing Pro Bono

Response	All Lawyers		Lawyers with Zero Hours Pro Bono		Lawyers with Zero Hours Pro Bono and Primary Addresses in Maryland	
	N	%	N	%	N	%
A compelling client or cause	1,478	5.5%	363	2.6%	212	2.7%
Billable credit or some type of compensation	631	2.3%	289	2.1%	174	2.2%
Brief advice and counsel opportunities	1,547	5.7%	500	3.6%	320	4.0%
Direct client interaction	197	0.7%	33	0.2%	23	0.3%
Feeling that I'm making a difference	1,152	4.3%	300	2.2%	197	2.5%
Limited time commitment	8,794	32.6%	4,613	33.2%	2,709	34.0%
Litigation experience	360	1.3%	152	1.1%	91	1.1%
Litigation skills training	417	1.5%	146	1.1%	89	1.1%
Non-litigation (transactional) opportunities	1,033	3.8%	470	3.4%	261	3.3%
Opportunity to do pro bono work in new area of law	887	3.3%	372	2.7%	222	2.8%
Reduced fee or low pro bono opportunities	239	0.9%	61	0.4%	48	0.6%
Strong mentorship	795	2.9%	427	3.1%	261	3.3%
Substantive training in relevant practice areas	2,056	7.6%	984	7.1%	580	7.3%
Support from my firm or workplace	2,193	8.1%	1,435	10.3%	712	8.9%
Other	2,565	9.5%	1,429	10.3%	803	10.1%
Blank or Missing	2,615	9.7%	2,328	16.7%	1,260	15.8%
Total	26,959		13,902		7,962	

Figure D1. What Would Be an Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services? Responses from Full-Time Lawyers Not Prohibited from Providing Pro Bono

