

Final Report:
*Current Status of Pro Bono Service
Among Maryland Lawyers, Year 2016*

NOVEMBER 15, 2017

SUBMITTED BY:
ANASYS, INC.

TABLE OF CONTENTS

<i>EXECUTIVE SUMMARY</i>	<i>i</i>
<i>I. INTRODUCTION</i>	<i>1</i>
<i>II. GENERAL PRACTICE CHARACTERISTICS OF MARYLAND LAWYERS</i>	<i>2</i>
<i>II.1. Geographical Location</i>	<i>2</i>
<i>II.2. Year of Bar Admittance</i>	<i>4</i>
<i>II.3. Primary Practice Area</i>	<i>4</i>
<i>III. PRO BONO SERVICE</i>	<i>6</i>
<i>III.1. Pro Bono Service by Office Location</i>	<i>6</i>
<i>III.2. Beneficiaries of Pro Bono Service</i>	<i>10</i>
<i>III.3. Practice Area and Pro Bono Service</i>	<i>11</i>
<i>III.4. Hours to Improve Law and Financial Contributions</i>	<i>13</i>
<i>IV. PRO BONO SERVICE BY FIRM TYPE AND SIZE</i>	<i>15</i>
<i>V. VOLUNTARY DONATION TO MARYLAND LEGAL SERVICE PROVIDER</i>	<i>20</i>
<i>VI. CONCLUSION</i>	<i>22</i>
 <i>APPENDIX</i>	 <i>23</i>

TABLES AND CHARTS

Table 1.	Office Location of Lawyers	2
Table 2.	First-choice Jurisdiction	3
Table 3.	Mean and Median Bar Admittance Year by States	4
Table 4.	Primary Practice Area	5
Table 5.	Percent of Lawyers with Pro Bono Activity, 2012-2016	6
Table 6.	Pro Bono Hours by Region	8
Table 7.	Pro Bono Hours – Change in Percentage Points from 2015	8
Table 8.	Percentage of Full-time Lawyers with 50 or More Pro Bono Hours by County	9
Table 9.	Distribution of Pro Bono Services by Beneficiary Type	11
Table 10.	Proportion of Pro Bono Hours on Cases from a Pro Bono or a Legal Services Organization	11
Table 11.	Comparison of Practice Areas	12
Table 12.	Percent of Lawyers who provide Pro Bono Service - by Practice Area	12
Table 13.	Percent of Lawyers who Spent Hours to Improve Law and who Made Financial Contributions	13
Table 14.	Lawyers with Financial Contribution – by Practice Area	14
Table 15.	Distribution of Lawyers by Firm Type	15
Table 16.	Distribution of Lawyers in Private Firms by Firm Size	15
Table 17.	Firm Type and Pro Bono Hours among Full-time Lawyers	16
Table 18.	Firm Size and Pro Bono Hours among Full-time Lawyers in Private Firm	16
Table 19.	Reasons for Pro Bono Outside of an Organized Program	17
Table 20.	Reasons for Preventing Pro Bono	17
Table 21.	Reasons for Preventing Pro Bono Among Lawyers in Government Agencies	19
Table 22.	Unconfirmed Donations to Maryland Legal Service Providers	20

Chart 1.	Number of Lawyers by Bar Admittance Year	4
Chart 2.	Percent of Lawyers with Pro Bono Hours by Region	6
Chart 3.	Percent of Lawyers with Pro Bono Hours by County	7
Chart 4.	Maryland Counties by Percentage of Full-time Lawyers with 50 or More Pro Bono Hours	10
Chart 5.	Reasons for Preventing Pro Bono	18

APPENDIX TABLES AND CHART

Table A1.	Pro Bono Hours Distribution by Location	23
Table A2.	Pro bono hours by Admission Year Among Full-time Lawyers	23
Table A3.	Pro bono hours by Admission Year Among Full-time Lawyers in Maryland	24
Table A4.	Firm Types by Admission Years Among Full-time Lawyers in Maryland	25
Chart A1.	Pro bono hours by Admission Year Among Full-time Lawyers in Maryland	24

EXECUTIVE SUMMARY

Maryland Rule 19-503 requires all Maryland attorneys authorized to practice law in the state to annually report on their pro bono activities. This definition of pro bono service was redefined by the Court of Appeals in Rule 6.1 with an “aspirational” goal of 50 hours of service for full-time practitioners with a “substantial portion” of those hours dedicated to legal services to people of limited means. This summary report presents results from the data collected from the Pro Bono Service Report for Year 2016. Below are the highlights of the results.

- Among 39,800 lawyers certified to practice law in Maryland, 16,606 (41.7 percent) reported some pro bono activity and provided 1,150,205 hours of pro bono services.
- Among full-time lawyers in Maryland, 53.0 percent provided pro bono service. Lawyers in the Eastern Region ranked at the top with 70.7 percent of their full-time lawyers reporting some pro bono hours, followed by the Western Region at 65.7 percent.
- Among full-time lawyers in Maryland, 19.9 percent met the goal of providing 50 or more hours of pro bono service.
- The Eastern Region was the closest to the goal by having 34.1 percent of full-time lawyers who provided 50 or more hours of pro bono services, followed by 22.6 percent in the Western Region and 21.4 percent in the Capital Region.
- Somerset County ranked first at 58.3 percent of full-time lawyers with 50 or more pro bono hours, followed by Caroline (40.0 percent), and Talbot (38.9 percent) Counties.
- The number of lawyers participating in activities related to improving the law, the legal system, or the legal profession totaled 7,512 lawyers for a total of 394,301 hours.
- The total financial contribution to organizations that provide legal services to people of limited means was \$4,963,446 from 7,741 contributing lawyers.
- Among lawyers who rendered pro bono service hours, 52.6 percent did so to people of limited means; 16.7 percent to organizations helping people of limited means; 8.7 percent to entities on civil rights matters; and 22.0 percent to organizations such as a “non-profit” furthering their organizational purposes. In comparison to lawyers with out-of-state addresses, lawyers with offices in Maryland rendered a higher proportion of their pro bono service to people of limited means and a lower proportion to entities on civil rights matters.
- About 82 percent of all full-time lawyers who are in government agencies and 72 percent of lawyers who do not practice law did not provide any pro bono service, as compared to 35.5 percent of lawyers in private firms. Only 5.1 percent of lawyers in government and 7.5 percent who serve as corporate counsel provided 50 or more hours of pro bono services, as compared to 26.7 percent among lawyers in private firms.

- Lawyers who file online are given the opportunity to make a one-time voluntary donation to a Maryland legal services provider upon completing their online reports. A total of 992 donations were pledged from 840 lawyers, via this web page, in the amount of \$100,228, up 7.7 percent from last year.

I. INTRODUCTION

Pursuant to Rule 19-503, annual filing of the Pro Bono Legal Service Report is mandatory for all lawyers certified to practice in the State of Maryland. The Maryland Administrative Office of the Courts is responsible for managing the reporting process and for reporting the results to the Court of Appeals. The Maryland Administrative Office of the Courts engaged ANASYS, Inc. (ANASYS) to assist them in managing the reporting process and in compiling and analyzing the data. This report summarizes the results from Calendar Year 2016.

Through its vendor, ANASYS, the Administrative Office of the Courts sent four mailings to Maryland attorneys:

- First round: An initial mailing was sent out by January 10th, 2017, to all 40,186 lawyers who were on the active lawyers' list as maintained by the Maryland Client Protection Fund (CPF).
- Second round: A mailing was sent out on March 24, 2017, to 6,112 lawyers who had not filed their pro bono report by March 17.
- Third round: A 'Notice of Failure to File' was sent out on May 26 to 2,151 lawyers who had not filed their pro bono report by May 19; and
- Fourth round: A 'Decertification Order' signed by the Court of Appeals was sent to 125 lawyers who had failed to file the pro bono report by September 25.

This report covers the 39,800 pro bono reports received by September 19, 2017. It excludes data from those attorneys who were determined to be inactive lawyers (law clerks, deceased, etc.), and lawyers in the military. ANASYS set up and maintained a web-based online reporting system throughout the reporting period using individualized identification numbers for each lawyer. The overall percentage of online filing was 87.5 percent (34,817 lawyers) and the remaining 12.5 percent filed the pro bono report through the mail. The use of the online filing system has been increasing due to an improved web-based online reporting system and an aggressive promotion of the value and convenience of online filing.

The purposes of this summary report are:

1. to identify and evaluate the status of pro bono service engaged in by Maryland lawyers;
2. to assess whether a target goal of 50 hours of pro bono service for lawyers in the full-time practice of law 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 service.

II. GENERAL CHARACTERISTICS OF MARYLAND LAWYERS

This section presents an overall picture of Maryland lawyers' practices by providing descriptive statistics from the pro bono report data.

II.1. Geographical Location

The table below shows the distribution of the 39,794 lawyers (excluding 6 with state unknown) by their business address as reported in the Pro Bono Legal Service Report for Year 2016. The results are compared with the distributions in previous years.

Table 1. Office Location of Lawyers

	Yr. 2016		Yr. 2015		Yr. 2014		Yr. 2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Maryland	22,482	56.5%	22,276	56.6%	22,192	57.1%	21,902	57.6%
Washington DC	9,232	23.2%	9,262	23.5%	9,121	23.5%	8,982	23.6%
Virginia	2,978	7.5%	2,901	7.4%	2,806	7.2%	2,687	7.1%
Other States	4,920	12.4%	4,747	12.1%	4,594	11.8%	4,307	11.3%
Foreign	182	0.5%	173	0.4%	150	0.4%	157	0.4%
	39,794	100%	39,359	100%	38,863	100%	38,035	100%

About 57 percent of lawyers who are certified to practice in Maryland reported a business address in Maryland, followed by 23.2 percent in Washington, DC. The distributions of office addresses remained stable.

In addition to the office address information, the pro bono report includes a question on lawyers' jurisdiction. About 57 percent of lawyers (22,631 lawyers) indicated they practiced in jurisdictions in the state of Maryland, 41 percent (16,203 lawyers) reported an out-of-state jurisdiction, and the remaining 2.5 percent (966 lawyers) did not answer the question.

Among those who reported practicing in Maryland jurisdictions, 3,061 lawyers reported 'All of Maryland' as their jurisdiction as opposed to providing county level information. Table 2 shows the reported jurisdictions by county among the remaining 19,570 lawyers who provided specific county jurisdiction information and the comparable information from the previous years. The distribution of lawyers by first-choice jurisdiction is, again, similar to the distributions in previous years. The proportion of lawyers who reported Montgomery County as their primary jurisdiction ranked first at 26.3 percent, followed by Baltimore City, 24.8 percent, and about 13.8 percent for Baltimore County.

Table 2. First-choice Jurisdiction

County Name	Year 2016		Year 2015		Year 2014		Year 2013	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Montgomery Co.	5,147	26.3%	4,936	25.7%	4,839	25.7%	4,776	25.7%
Baltimore City	4,860	24.8%	4,805	25.0%	4,661	24.8%	4,638	24.9%
Baltimore Co.	2,703	13.8%	2,680	14.0%	2,671	14.2%	2,670	14.3%
Prince George's Co.	1,943	9.9%	1,923	10.0%	1,911	10.2%	1,895	10.2%
Anne Arundel Co.	1,607	8.2%	1,551	8.1%	1,491	7.9%	1,461	7.8%
Howard Co.	890	4.5%	897	4.7%	865	4.6%	843	4.5%
Frederick Co.	403	2.1%	404	2.1%	384	2.0%	374	2.0%
Harford Co.	367	1.9%	376	2.0%	361	1.9%	353	1.9%
Carroll Co.	231	1.2%	218	1.1%	242	1.3%	237	1.3%
Charles Co.	187	1.0%	173	0.9%	175	0.9%	178	1.0%
Wicomico Co.	173	0.9%	175	0.9%	162	0.9%	168	0.9%
Washington Co.	159	0.8%	166	0.9%	163	0.9%	164	0.9%
Calvert Co.	130	0.7%	132	0.7%	122	0.6%	128	0.7%
Allegany Co.	116	0.6%	111	0.6%	106	0.6%	107	0.6%
Talbot Co.	110	0.6%	109	0.6%	101	0.5%	109	0.6%
Cecil Co.	103	0.5%	101	0.5%	107	0.6%	100	0.5%
Saint Marys Co.	101	0.5%	97	0.5%	96	0.5%	91	0.5%
Worcester Co.	101	0.5%	98	0.5%	101	0.5%	88	0.5%
Queen Anne's Co.	64	0.3%	62	0.3%	65	0.3%	54	0.3%
Kent Co.	43	0.2%	40	0.2%	39	0.2%	38	0.2%
Caroline Co.	41	0.2%	37	0.2%	40	0.2%	45	0.2%
Dorchester Co.	37	0.2%	42	0.2%	34	0.2%	36	0.2%
Garrett Co.	36	0.2%	37	0.2%	37	0.2%	39	0.2%
Somerset Co.	18	0.1%	17	0.1%	22	0.1%	21	0.1%
Total	19,570	100%	19,187	100%	18,795	100.0%	18,613	100.0%

As was the case in previous reports, for the remaining sections of this report, business addresses of the lawyers are used to designate the geographical location of lawyers rather than jurisdiction. We matched the business address ZIP code with the County code using the U.S. Department of Housing and Urban Development (HUD) USPS ZIP Code Crosswalk Files.

II.2. Year of Bar Admittance

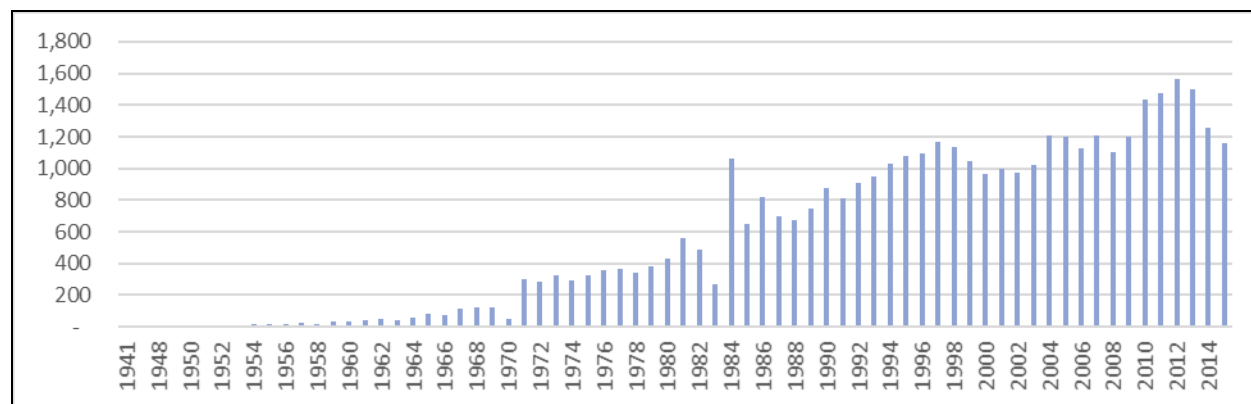
The following table shows the average and median bar admittance year for the lawyers, using the Client Protection Fund (CPF) ID number which reflects the bar admittance year (and dates) of a lawyer. Lawyers with offices in Maryland tend to have practiced law longer than lawyers whose offices are in other states. For example, the median year for bar admittance among the lawyers in Maryland is 1998, while the median for lawyers in Washington DC and Virginia is 2004 and 2001, respectively.

Table 3. Mean and Median Bar Admittance Year by States

	Maryland	Washington DC	Virginia	Other States	Foreign Countries
Number	22,482	9,232	2,978	4,920	182
Mean	1996.4	2002.2	2000.6	1999.6	2001.7
Median	1998	2004	2001	2001	2004

The following chart shows the distribution of active lawyers by their bar admittance year.

Chart 1. Number of Lawyers by Bar Admittance Year



II.3. Primary Practice Area

As is the case for jurisdiction data, we entered up to three practice areas. Table 4 shows the primary practice areas among 38,852 lawyers, excluding 948 lawyers who did not provide the practice area information. Overall, the results are similar to the results from previous years, Litigation, Other, Government, and Corporate/Business being the most common practice areas.

We also looked into practice areas among full-time lawyers in Maryland. As in previous years, we defined the full-time lawyers as those who are not prohibited from providing pro bono services (Question 5 in the Pro Bono Service Report), are not retired (Question 6), do not practice law part-time (Question 7), and are not a judicial law clerk or a sitting or senior judge (Question 8). Among 39,800 lawyers, 28,575 were identified as full-time lawyers, answering “no” to all four questions. Among the full-time lawyers, 15,600 reported a

business address in Maryland. For the purpose of this report, we use the term ‘Other Lawyers’ for lawyers who are prohibited, retired, or part-time, or a judicial law clerk or a sitting or senior judge.

Compared to all lawyers, full-time lawyers in Maryland reported a different distribution in their primary practice areas. Higher proportions of lawyers reported Criminal, Real Estate, Family, and Personal Injury practice areas; and lower proportions reported Other, Government, and Intellectual practice areas. The distribution looks similar to the previous years.

Table 4. Primary Practice Area

	Practice area among All Lawyers		Practice areas among Full- time Lawyers in Maryland	
	Number	Percent	Number	Percent
Litigation	5,262	13.5%	2,242	14.5%
Other	4,487	11.5%	1,180	7.6%
Government	4,255	11.0%	1,071	6.9%
Corporate/Business	4,243	10.9%	1,585	10.3%
Criminal	3,269	8.4%	1,774	11.5%
Real Estate	2,405	6.2%	1,245	8.1%
Family/Domestic	2,086	5.4%	1,335	8.7%
Employment/Labor	1,713	4.4%	575	3.7%
Trusts/Estates/Wills	1,488	3.8%	733	4.8%
General Practice	1,394	3.6%	509	3.3%
Personal Injury	1,281	3.3%	893	5.8%
Intellectual Property/Patents/ Administrative Law	1,272	3.3%	234	1.5%
Health	1,113	2.9%	321	2.1%
Taxation	987	2.5%	326	2.1%
Insurance	863	2.2%	240	1.6%
Banking/Finance	781	2.0%	417	2.7%
Bankruptcy/Commercial	686	1.8%	195	1.3%
Environmental	587	1.5%	365	2.4%
Elder Law	512	1.3%	104	0.7%
	168	0.4%	81	0.5%
	38,852	100%	15,425	100%

III. PRO BONO SERVICE

In this section, we present the results of our analyses of the Year 2016 Pro Bono Report data on pro bono service provided, hours spent to improve the law and the legal system, and financial contributions made by Maryland-certified lawyers.

III.1. Pro Bono Service by Office Location

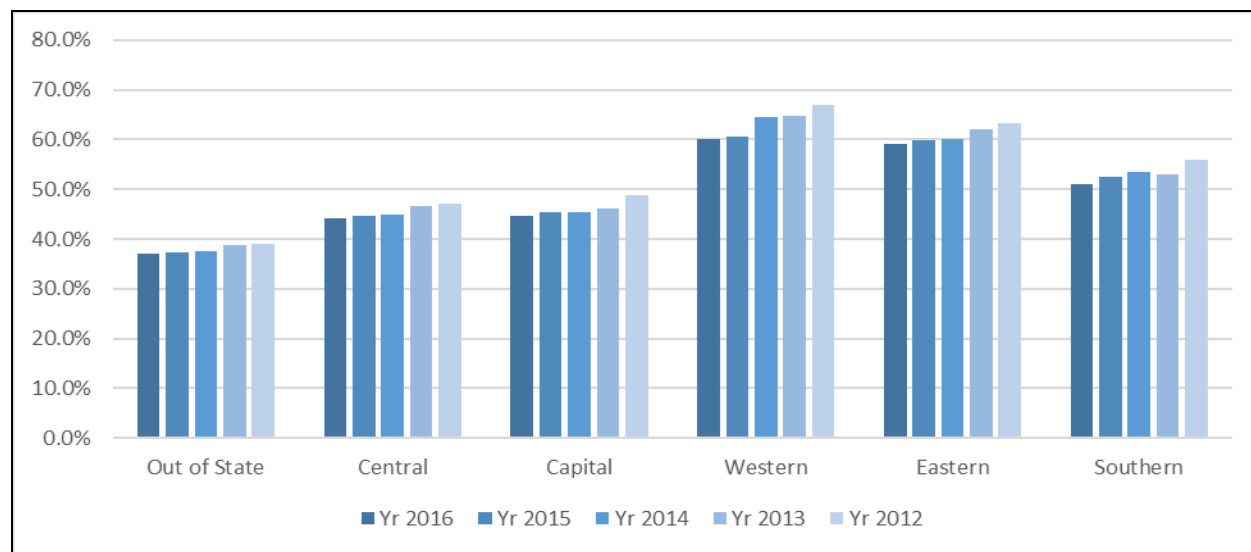
The total number of pro bono hours rendered by Maryland-certified lawyers was 1,150,205 hours (compared to 1,143,992 pro bono hours in 2015). Among 39,800 lawyers, 16,606 (41.7 percent) reported some pro bono activity (Tables 5 and 6). Among 22,484 lawyers with offices in Maryland, 10,178 (45.3 percent) rendered pro bono hours greater than '0', compared to 37.1 percent among lawyers with offices in other states. The following table shows the proportion over the last 5 reporting years.

Table 5. Percent of Lawyers with Pro Bono Activity, 2012 - 2016

	Yr 2016	Yr 2015	Yr 2014	Yr 2013	Yr 2012
All Reporting Lawyers	41.7%	42.1%	42.4%	43.7%	44.7%
Lawyers in Maryland	45.3%	45.8%	46.0%	47.3%	48.7%
Lawyers in Other States	37.1%	37.3%	37.6%	38.7%	39.2%

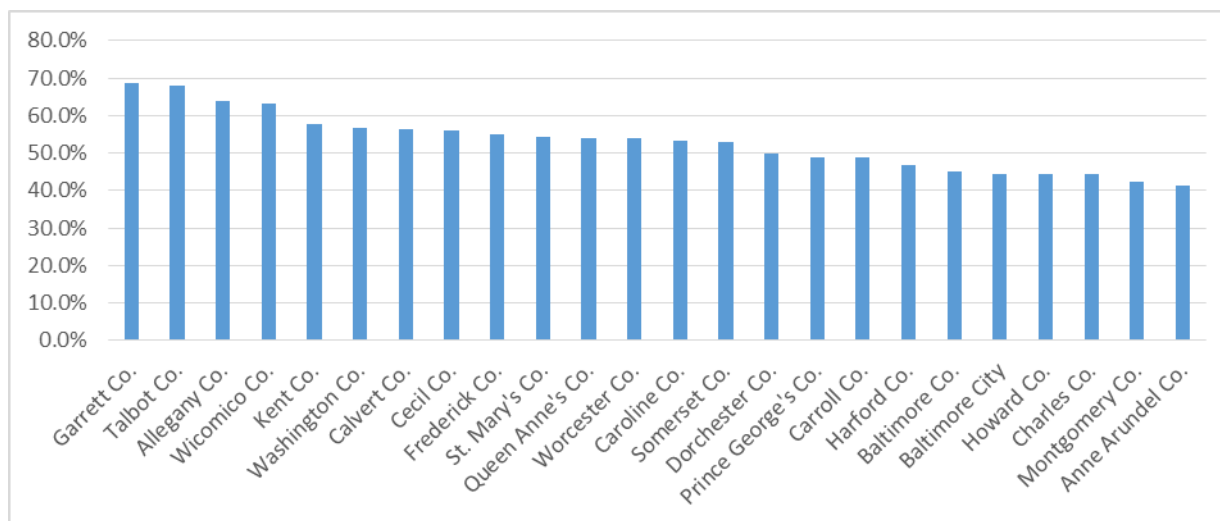
The proportion of lawyers who rendered pro bono service differs by geographical area within Maryland (Chart 2). As was the case in previous years, higher proportions of lawyers in rural areas of Maryland rendered pro bono services when compared to lawyers in the Central and Capital regions.

Chart 2. Percent of Lawyers with Pro Bono Hours by Region



We also looked at pro bono hours by county (Chart 3). Lawyers in Garrett County reported the highest rate, with 68.6 percent of lawyers rendering some pro bono hours. Lawyers in Talbot County reported the second highest (68.1 percent of lawyers rendered some pro bono hours), followed by Allegany County (63.8 percent).

Chart 3. Percent of Lawyers with Pro Bono Hours by County



Among full-time lawyers in Maryland, in terms of pro bono hours greater than '0', 53.0 percent of all full-time lawyers in Maryland provided some pro bono service, compared to 53.7% in 2015. Again, the Eastern Region ranked at the top with 70.7 percent of their full-time lawyers reporting any pro bono hours in 2016, followed by the Western Region at 65.6 percent. At the county level, full-time lawyers in Talbot County reported the highest, with 78.9 percent of lawyers rendering some pro bono hours (Table 8). Lawyers in Somerset County reported the second highest (75.0 percent of lawyers rendered some pro bono hours), followed by Wicomico County (74.0 percent).

A target goal of 50 hours of pro bono service for lawyers in the full-time practice of law was established pursuant to Rule 19-503. Among full-time lawyers in Maryland, 19.9 percent met this goal of providing 50 or more hours of pro bono service during the year 2016 (Table 6). The Eastern Region was, again, the highest by having 34.1 percent of full-time lawyers who provided 50 or more hours of pro bono services, followed by 22.6 percent in the Western Region and 21.4 percent in the Capital Region. The lowest percentages of lawyers providing 50 or more pro bono service hours were found in the Central Region (18.2 percent).

Table 6. Pro Bono Hours by Region

		All Areas*	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of MD*	Other States
All Lawyers	No pro bono hours	58.3%	55.7%	55.4%	39.8%	40.9%	48.9%	54.7%	62.9%
	Less than 50 hours	25.7%	28.9%	27.2%	40.1%	32.6%	35.0%	28.7%	21.7%
	50 or more hours	16.1%	15.4%	17.4%	20.1%	26.5%	16.1%	16.5%	15.4%
Full-time Lawyers	No pro bono hours	51.5%	48.8%	46.7%	34.3%	29.3%	35.8%	47.0%	56.8%
	Less than 50 hours	29.3%	33.0%	31.9%	43.0%	36.6%	43.8%	33.1%	24.9%
	50 or more hours	19.2%	18.2%	21.4%	22.6%	34.1%	20.4%	19.9%	18.3%
Other Lawyers	No pro bono hours	75.6%	72.5%	73.4%	56.8%	65.0%	70.7%	72.3%	80.9%
	Less than 50 hours	16.3%	19.0%	17.5%	31.1%	24.3%	20.4%	18.9%	12.2%
	50 or more hours	8.1%	8.5%	9.0%	12.2%	10.7%	8.9%	8.8%	6.8%
All Lawyers	No pro bono hours	23,194	7,346	4,289	121	306	204	12,306	10,888
	Less than 50 hours	10,214	3,810	2,110	122	244	146	6,459	3,755
	50 or more hours	6,392	2,027	1,348	61	198	67	3,719	2,673
Full-time Lawyers	No pro bono hours	14,704	4,548	2,438	79	148	93	7,331	7,373
	Less than 50 hours	8,385	3,077	1,668	99	185	114	5,161	3,224
	50 or more hours	5,486	1,700	1,120	52	172	53	3,110	2,376
Other Lawyers	No pro bono hours	8,490	2,798	1,851	42	158	111	4,975	3,515
	Less than 50 hours	1,829	733	442	23	59	32	1,298	531
	50 or more hours	906	327	228	9	26	14	609	297

* includes 85 lawyers in Maryland with unknown county information.

In order to see trends over time, Table 7 shows the difference in the percentage points, from last year (reporting year 2015), of lawyers who provided 50 or more hours of pro bono services.

Table 7. Pro Bono Hours – Change in Percentage Points from 2015

Pro bono hours	All Areas	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of MD	Other States
All Lawyers 50 or more hours	-0.3%	-0.7%	-0.3%	-1.4%	1.4%	-0.9%	-0.5%	0.1%
Full-time Lawyers 50 or more hours	0.0%	-0.5%	-0.1%	-1.4%	1.5%	-2.0%	-0.3%	0.4%
Other Lawyers 50 or more hours	-0.8%	-1.4%	-0.8%	-2.3%	2.0%	2.1%	-1.0%	-0.5%

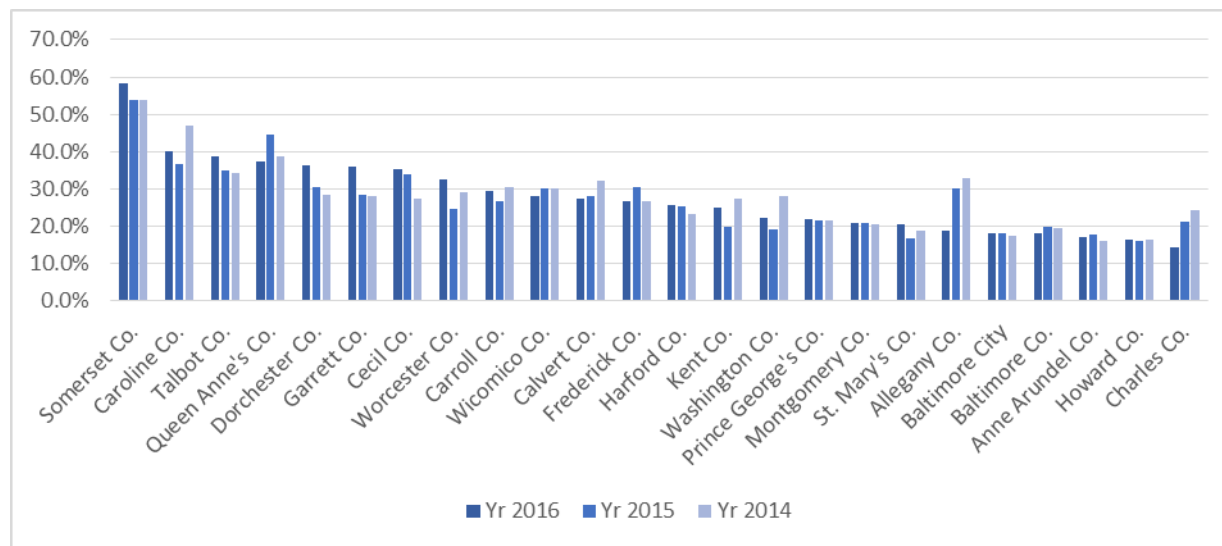
We ranked Maryland counties by percentage of full-time lawyers with 50 or more pro bono hours (Table 8). Somerset County ranked first at 58.3 percent, followed by Caroline (40.0%) and Talbot (38.9%) Counties.

Table 8. Percentage of Full-time Lawyers with 50 or More Pro Bono (PB) Hours by County

Ranking	County	Number of FT lawyers	No pro bono hrs.	Less than 50 PB hrs.	50 hrs. or more PB hrs
1	Somerset Co.	12	25.0%	16.7%	58.3%
2	Caroline Co.	20	35.0%	25.0%	40.0%
3	Talbot Co.	90	21.1%	40.0%	38.9%
4	Queen Anne's Co.	56	35.7%	26.8%	37.5%
5	Dorchester Co.	22	36.4%	27.3%	36.4%
6	Garrett Co.	25	28.0%	36.0%	36.0%
7	Cecil Co.	68	27.9%	36.8%	35.3%
8	Worcester Co.	74	36.5%	31.1%	32.4%
9	Carroll Co.	163	30.7%	39.9%	29.4%
10	Wicomico Co.	131	26.0%	45.8%	28.2%
11	Calvert Co.	87	27.6%	44.8%	27.6%
12	Frederick Co.	274	32.5%	40.9%	26.6%
13	Harford Co.	262	40.1%	34.4%	25.6%
14	Kent Co.	32	34.4%	40.6%	25.0%
15	Washington Co.	131	38.2%	39.7%	22.1%
16	Prince George's Co.	1,350	44.7%	33.3%	22.0%
17	Montgomery Co.	3,600	48.4%	30.7%	20.8%
18	St. Mary's Co.	68	33.8%	45.6%	20.6%
19	Allegany Co.	74	29.7%	51.4%	18.9%
20	Baltimore City	4,129	50.1%	31.7%	18.2%
21	Baltimore Co.	2,696	48.2%	33.8%	18.0%
22	Anne Arundel Co.	1,289	50.4%	32.6%	17.0%
23	Howard Co.	786	47.5%	36.1%	16.4%
24	Charles Co.	105	43.8%	41.9%	14.3%

The bottom of the list was populated with counties in the Capital and Central Regions, with the exception of Charles, Allegany, and St. Mary's Counties. This result is displayed in Chart 4, also showing trends from the results of previous years. Counties that exhibit consistent increases for the last three years are Talbot, Dorchester, Garrett, Cecil, and Prince George's Counties. Counties that exhibit consistent decreases include Calvert, Allegany, and Charles Counties.

Chart 4. Maryland Counties by Percentage of Full-time Lawyers with 50 or More Pro Bono Hours



III.2. Beneficiaries of Pro Bono Service

The pro bono report includes a series of questions regarding to whom (or to which organizations) the pro bono service was rendered (Question 1). The following is the list of possible responses to Question 1:

- Q1.a. To people of limited means.
- Q1.b. To charitable, religious, civic, community, governmental, or educational organizations in matters designed primarily to address the needs of people of limited means.
- Q1.c. To individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights.
- Q1.d. To 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.

Table 9 shows the results from these questions. Overall, 52.6 percent of all reporting lawyers who rendered pro bono service hours did so on behalf of people of limited means (Q1.a); 16.7 percent to organizations helping people of limited means (Q1.b); 8.7 percent to entities on civil rights matters (Q1.c); and 22.0 percent to organizations such as a "non-profit"

furthering their organizational purposes (Q1.d). In comparison to lawyers with out-of-state addresses, lawyers with offices in Maryland rendered a higher proportion of their pro bono service to people of limited means and a lower proportion to entities on civil rights matters.

Table 9. Distribution of Pro Bono Services by Beneficiary Type

	All Reporting Lawyers	Maryland Region					All of Maryland	Other States
		Central	Capital	Western	Eastern	Southern		
Q1.a	52.6%	51.1%	55.4%	59.5%	56.8%	59.4%	58.5%	46.7%
Q1.b	16.7%	16.9%	17.4%	16.2%	16.2%	17.8%	16.4%	17.0%
Q1.c	8.7%	6.7%	6.8%	3.8%	2.4%	3.8%	4.5%	12.8%
Q1.d	22.0%	25.2%	20.4%	20.6%	24.6%	19.0%	20.6%	23.5%
Total	100%	100%	100%	100%	100%	100%	100%	100%

The pro bono report also asks how many pro bono service hours were spent on cases that came from a pro bono or a legal services organization. Among all reporting lawyers, 35.4, 22.8, 28.9, and 11.2 percents of pro bono service hours rendered, respectively for the four types of beneficiaries, were rendered to cases that came from a pro bono or a legal services organization (Table 10). Consistent with the previous years' results, lawyers with offices in Maryland tend to get pro bono cases on their own, rather than through a pro bono or a legal services organization.

Table 10. Proportion of Pro Bono Hours on Cases from a Pro Bono or a Legal Services Organization

	All Reporting Lawyers	Maryland Region					All of Maryland	Other States
		Central	Capital	Western	Eastern	Southern		
Q1.a	35.4%	32.2%	26.4%	22.2%	25.8%	23.1%	25.1%	45.8%
Q1.b	22.8%	22.3%	23.4%	8.4%	14.0%	19.5%	17.9%	27.7%
Q1.c	28.9%	26.1%	25.1%	15.8%	10.2%	17.6%	21.4%	36.5%
Q1.d	11.2%	11.3%	10.4%	8.0%	4.9%	8.1%	7.1%	15.4%

III.3. Practice Area and Pro Bono Service

We are interested in identifying the practice areas in which lawyers provide pro bono services in comparison to the most frequently practiced primary practice areas. Table 11 shows the top five primary practice areas and pro bono service areas among full-time lawyers in Maryland. We note that the Family/Domestic practice area is the top pro bono service area, followed by Corporate/Business, Other, Criminal, and Real Estate.

Table 11. Comparison of Practice Areas among Full-time Lawyers in Maryland

Rank	Pro Bono Service Area	Primary Practice Area
1	Family/Domestic	Litigation
2	Corporate/Business	Criminal
3	Other	Corporate/Business
4	Criminal	Family/Domestic
5	Real Estate	Real Estate

We note that the percent of lawyers who provide pro bono services differ greatly by their practice areas. Among full-time lawyers in Maryland, Table 12 shows that 33.3 percent of lawyers in Elder Law provided more than 50 hours, followed by 31.1 percent among those in Family/Domestic Law Practice, and 29.7 percent among those in General Practice.

More than 71 percent of full-time lawyers in the Trust/Estate practice area provided greater than 0 pro bono hours, followed by 73.7 percent in Family/Domestic, 70.1 percent in Bankruptcy Law, and 68.0 in General Practice. The bottom practice areas are: Insurance, Government, Health, Banking/Finance, Administrative, and Intellectual Property.

Table 12. Percent of Full-time Lawyers in Maryland who provide Pro Bono Service – by Practice Areas

Practice Area	Number of Lawyers	Percentage of FT lawyers with more than 50 hours of pro bono service	Percent of FT Lawyers Greater Than '0' Pro Bono Hours
Elder Law	81	33.3%	66.7%
Family/Domestic	1,335	31.1%	73.7%
General Practice	509	29.7%	68.0%
Trusts/Estates/Wills	733	25.2%	74.1%
Environmental	104	25.0%	47.1%
Taxation	240	23.3%	56.7%
Bankruptcy/Commercial	365	21.9%	70.1%
Litigation	2,242	21.7%	56.7%
Other	1,180	21.0%	47.8%
Corporate/Business	1,585	20.1%	54.4%
Employment/Labor	575	19.8%	55.7%
Criminal	1,774	19.8%	47.1%
Personal Injury	893	19.5%	58.5%
Real Estate	1,245	17.6%	54.5%
Intellectual Property/Patents	234	14.5%	42.7%
Administrative Law	321	13.7%	42.1%
Banking/Finance	195	12.3%	42.1%
Health	326	9.8%	35.0%
Insurance	417	8.2%	32.1%
Government	1,071	7.6%	23.6%
Total	15,425	20.1%	53.4%

III.4. Hours to Improve the Law and Financial Contributions

In 2016, a total of 7,512 lawyers (7,392 in 2015) reported participating in activities related to improving the law, the legal system, or the legal profession (Question 3A) for a total of 394,301 hours (379,837 hours in 2015). The total financial contribution to organizations that provide legal services to people of limited means (Question 4) was \$4,963,446 (\$4,723,905 in 2015) from 7,741 (7,006 in 2015) contributing lawyers. Compared to 2015, the financial contribution increased by \$239,541 from a higher number of contributing lawyers.

In the table below (Table 13), we present the proportions of lawyers who spent hours improving the law (Question 3) and who made financial contributions (Question 4). As was the case last year, we note that higher percentages of lawyers with offices in Maryland devoted hours to improving the law, the legal system, or the legal profession when compared to out-of-state lawyers. In comparison, smaller proportions of lawyers in Maryland, especially in the Eastern and Southern Regions, offered more financial support to organizations that provide legal services to people of limited means than lawyers in other states.

Table 13. Percent of Lawyers who Spent Hours to Improve Law and who Made Financial Contributions

		All reporting lawyers	Maryland Region					All of MD	Other States
			Central	Capital	Western	East.	South.		
Percent of Lawyers with Hours to Improve Law (Q 3A)	All	18.9%	20.1%	19.1%	19.1%	18.9%	18.5%	19.7%	17.9%
	Full-time	21.9%	23.5%	23.5%	21.3%	21.8%	25.0%	23.5%	20.1%
	Other	11.1%	11.7%	9.9%	12.2%	12.8%	7.6%	11.0%	11.1%
Percent of Lawyers with Financial Contribution (Q4)	All	19.4%	18.3%	17.7%	13.2%	9.8%	8.4%	17.5%	21.9%
	Full-time	21.1%	19.6%	18.9%	13.0%	9.3%	8.1%	18.7%	23.9%
	Other	15.3%	15.1%	15.2%	13.5%	10.7%	8.9%	14.8%	16.1%

We also note that the percentage of full-time lawyers in Maryland who offered financial contributions differ by their practice areas. As shown in Table 14, the top contributors are in Banking, Environmental, Employment, Bankruptcy, and Health practices. The bottom contributors are in: Criminal, Insurance, Elder, Personal Injury, General, and Government practices.

Table 14. Full-time Lawyers in Maryland with Financial Contribution – by Practice Area

Practice Area	Number of Lawyers	Number of Lawyers with Contribution	Percent of Lawyers with Contribution
Banking/Finance	195	47	24.1%
Environmental	104	25	24.0%
Employment/Labor	575	137	23.8%
Bankruptcy/Commercial	365	86	23.6%
Health	326	75	23.0%
Taxation	240	54	22.5%
Litigation	2,242	471	21.0%
Real Estate	1,245	261	21.0%
Administrative Law	321	67	20.9%
Other	1,180	245	20.8%
Corporate/Business	1,585	323	20.4%
Family/Domestic	1,335	270	20.2%
Trusts/Estates/Wills	733	148	20.2%
Intellectual Property/Patents/	234	42	17.9%
Government	1,071	188	17.6%
General Practice	509	85	16.7%
Personal Injury	893	140	15.7%
Elder Law	81	11	13.6%
Insurance	417	47	11.3%
Criminal	1,774	192	10.8%
Total	15,425	2,914	18.9%

IV. PRO BONO SERVICE BY FIRM TYPE AND SIZE

The following analyses focus on 39,597 lawyers, excluding lawyers with no information on the firm type. Table 15 shows the distribution of lawyers by their firm type. Overall, about 54 percent (21,260 lawyers) of all lawyers practiced in a private firm. Among full-time lawyers, the percentage practicing in a private firm was higher at 62.1 percent, and among full-time lawyers with a business address in Maryland, even higher at 68.0 percent.

Table 15. Distribution of Lawyers by Firm Type

	Private Firm	Corporate Counsel	Govrmt.	Legal Services Org.	Public Interest Org.	Not Practicing	Total
All Lawyers	21,260 53.7%	3,352 8.5%	8,009 20.2%	602 1.5%	685 1.7%	5,655 14.3%	39,597 100.0%
Full-time Lawyers	17,620 62.1%	3,032 10.7%	5,952 21.0%	503 1.8%	568 2.0%	693 2.4%	28,391 100.0%
Full-time MD Lawyers	10,535 68.0%	1,404 9.1%	2,694 17.4%	298 1.9%	207 1.3%	328 2.1%	15,485 100.0%

Among 21,260 lawyers who reported practicing in a private firm, about 36 percent practice law solo, 20 percent in a small firm, 14 percent in a medium firm, 6 percent in a large firm, and 24 percent in an extra large firm, as Table 16 shows.

The percent of lawyers in various sizes of private firms differ greatly by their business location. Proportionally more lawyers with offices in Maryland practiced in smaller firms when compared to lawyers with offices in other states. The difference is most evident among full-time lawyers in extra large firms. The proportion of full-time lawyers with a business address in Maryland who work for extra large firms with 50 and more lawyers (13.9 percent) is much less than the proportion of full-time lawyers in other states (47.1 percent).

Table 16. Distribution of Lawyers in Private Firms by Firm Size

	Unknown	Solo (1 lawyer)	Small firm (2-5)	Medium firm (6-20)	Large firm (21-49)	Extra Large firm (50 and up)	Total
Lawyers in Private Firm	52 0.2%	7,594 35.7%	4,237 19.9%	2,890 13.6%	1,357 6.4%	5,130 24.1%	21,260 100%
FT Lawyers in Private Firm	44 0.2%	5,052 28.7%	3,816 21.7%	2,663 15.1%	1,248 7.1%	4,797 27.2%	17,620 100%
FT MD Lawyers in Private Firm	36 0.3%	3,713 35.2%	2,825 26.8%	1,760 16.7%	738 7.0%	1,463 13.9%	10,535 100%

The pro bono activity varied greatly by firm type. As Table 17 indicates, about 82 percent of all full-time lawyers who are in government agencies and 72 percent of lawyers who do not practice did not provide any pro bono service, as compared to 35.5 percent of lawyers in private firms. Only 5.1 percent of lawyers in government and 7.5 percent who serve as corporate counsel provided 50 or more hours of pro bono services, as compared to 26.7 percent among lawyers in private firms. We also note that a higher proportion of the full-time lawyers in Maryland provide pro bono services than full-time lawyers with business addresses in other states.

Table 17. Firm Type and Pro Bono Hours among Full-time Lawyers

		Private Firm	Corporate Counsel	Govt.	Legal Svc. Org.	Public Interest Org.	Not Practicing
All FT Lawyers	No Pro Bono (PB) Hrs.	35.5%	71.6%	82.2%	62.4%	65.5%	72.2%
	Less than 50 PB Hours	37.7%	21.0%	12.7%	21.3%	18.0%	19.2%
	50 or More PB Hrs.	26.7%	7.5%	5.1%	16.3%	16.5%	8.7%
FT lawyers in MD	No PB Hours	33.8%	70.2%	78.9%	60.4%	58.0%	69.5%
	Less than 50 PB Hours	40.3%	21.6%	15.2%	25.2%	23.7%	22.9%
	50 or More PB Hrs.	25.9%	8.2%	5.9%	14.4%	18.4%	7.6%
FT lawyers in Other States	No PB Hours	37.9%	72.3%	85.0%	64.7%	70.0%	74.7%
	Less than 50 PB Hours	33.9%	20.9%	10.6%	15.9%	14.6%	16.2%
	50 or More PB Hrs.	28.2%	6.8%	4.4%	19.4%	15.4%	9.2%

Among the full-time lawyers in private firms, the size of the firm is an important determinant of pro bono hours. As Table 18 indicates, with the exception of lawyers in extra large firms, the proportion of lawyers reporting any pro bono hours decreased as the firm size increased. The significance of the firm size is more evident among full-time lawyers in Maryland.

Table 18. Firm Size and Pro Bono Hours among Full-time Lawyers in Private Firm

		Solo	Small firm	Medium firm	Large firm	Extra Large firm
All FT Lawyers	No PB Hours	28.5%	34.5%	47.5%	51.9%	32.9%
	Less than 50 PB Hours	39.7%	41.2%	35.0%	31.5%	35.9%
	50 or More PB Hrs.	31.8%	24.3%	17.5%	16.6%	31.2%
FT lawyers in MD	No PB Hours	26.0%	33.0%	44.5%	49.9%	34.7%
	Less than 50 PB Hours	40.9%	42.6%	37.6%	33.6%	40.9%
	50 or More PB Hrs.	33.2%	24.5%	17.9%	16.5%	24.4%
FT lawyers in Other States	No PB Hours	35.6%	38.9%	53.1%	54.9%	31.8%
	Less than 50 PB Hours	36.4%	37.4%	30.0%	28.3%	33.8%
	50 or More PB Hrs.	28.0%	23.7%	16.9%	16.8%	34.5%

This year, two questions were added to the pro bono service report. Question 5 (Q5) stated, “Most legal services organizations provide training, mentoring, malpractice insurance, eligibility screening of clients, and a litigation fund, to name a few benefits. If you did pro bono outside of an organized program, why?”

Less than a quarter of the lawyers (9,651 lawyers) answered Q5. About 58 percent of lawyers indicated that the reason for doing pro bono outside of an organized program was that “Clients come to me directly.” This was followed in frequency by the responses, “Never contacted by an organization” (17.4%), and “In-house pro bono program” (9.3%). Among full-time lawyers in Maryland, close to 70 percent chose “Clients come to me directly” as the main reason. The following table shows the distribution of their answers.

Table 19. Reasons for Pro Bono Outside of an Organized Program

	All Lawyers		MD Full-time Lawyers	
In-house pro bono program	897	9.3%	247	5.3%
Clients come to me directly	5,619	58.2%	3,162	68.2%
Control over client selection	545	5.6%	299	6.4%
Too much paperwork/bureaucracy	165	1.7%	75	1.6%
Negative past experience	101	1.0%	56	1.2%
Was unaware of benefits	217	2.2%	89	1.9%
Lack of interest in case-types	425	4.4%	183	3.9%
Never contacted by an organization	1,682	17.4%	526	11.3%
	9,651	100%	4,637	100%

Question 6 (Q6) stated, “If you did not engage in pro bono this past year, what prevented you?” On this question, about half of the lawyers (50.8%) answered. The following table shows the distribution of their responses. About 47 percent selected “Lack of Time,” followed by “Prefer non-legal charitable work.”

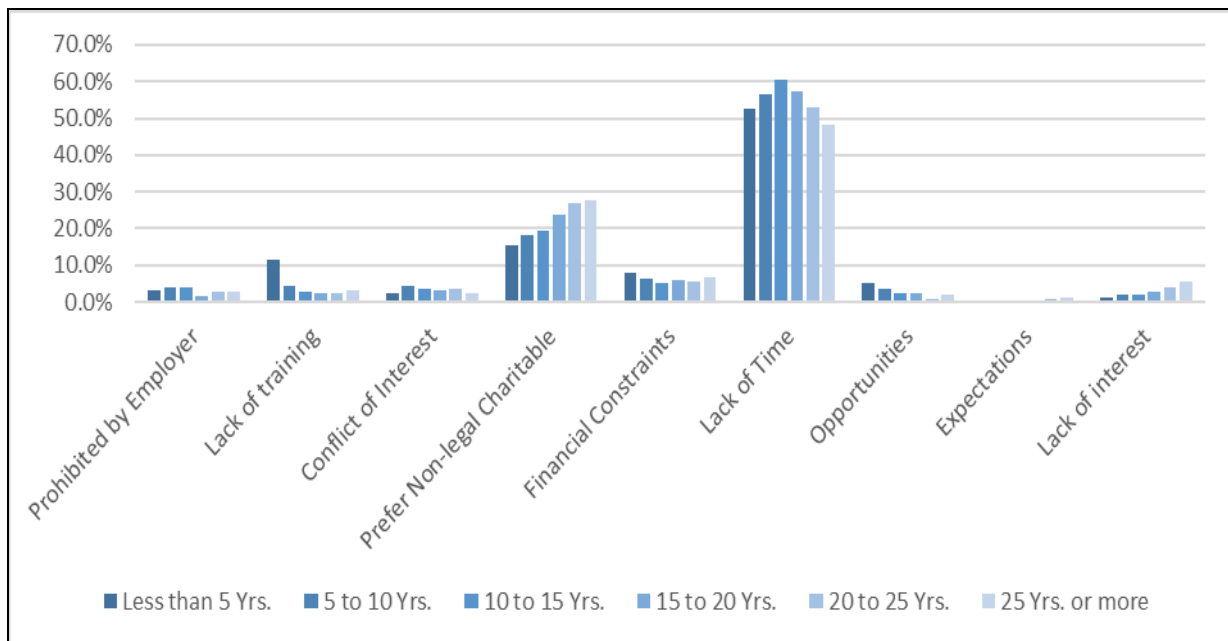
Table 20. Reasons for Preventing Pro Bono

	All Lawyers		MD Full-time Lawyers	
Prohibited by employer	1,768	8.7%	208	3.1%
Lack of training/expertise	1,234	6.1%	316	4.8%
Conflict of interest	592	2.9%	206	3.1%
Prefer non-legal charitable work	4,519	22.3%	1,454	21.9%
Financial constraints	1,127	5.6%	430	6.5%
Lack of time	9,470	46.8%	3,569	53.8%
Unaware of opportunities	665	3.3%	195	2.9%
Unrealistic client expectations	87	0.4%	43	0.6%
Lack of interest	769	3.8%	209	3.2%

20,231	100%	6,630	100%
--------	------	-------	------

We also looked at how the responses change by their admission years among full-time lawyers in Maryland. As the chart below shows, ‘lack of time’ is most pronounced among lawyers with 10 to 15 years of practice. ‘Lack of Training’ is more often cited among lawyers with less than 5 years of practice, while the proportion of lawyers who cite ‘Prefer non-legal charitable work’ and ‘Lack of Interest’ increase over the years.

Chart 5. Reasons for Preventing Pro Bono Among MD Full-time Lawyers



We took a closer look at the answers to Question 6 from lawyers in government agencies. Their participation in pro bono has been traditionally the lowest over the years, while they constitute about 20 percent of all lawyers, ranking second behind private firms. For example, as noted in this report, about 82 percent of all full-time lawyers reported ‘0’ pro bono hours, the highest among firm types. To illustrate the reasons for such low participation in pro bono, the table below compares the answers for Question 6 between full-time lawyers in Maryland and those who practice law in government agencies. It shows that, in comparison to all Maryland full-time lawyers, those in Government Agencies cite “Prohibited by employer” and “Conflict of Interest” more frequently as reasons for not engaging in pro bono.

Table 21. Reasons for Preventing Pro Bono Among Lawyers in Government Agencies

	MD FT Lawyers		MD FT Lawyers in Government Agencies	
Prohibited by employer	208	3.1%	108	5.9%
Lack of training/expertise	316	4.8%	81	4.5%
Conflict of interest	206	3.1%	142	7.8%
Prefer non-legal charitable work	1,454	21.9%	394	21.7%
Financial constraints	430	6.5%	50	2.8%
Lack of time	3,569	53.8%	954	52.5%
Unaware of opportunities	195	2.9%	39	2.1%
Unrealistic client expectations	43	0.6%	2	0.1%
Lack of interest	209	3.2%	47	2.6%
	6,630	100%	1,817	100.0%

V. VOLUNTARY DONATION TO MARYLAND LEGAL SERVICES PROVIDER

Beginning in 2011, we added a web page to the online reporting system that permits lawyers to make a one-time voluntary donation to a Maryland legal services provider, if they so choose. If lawyers would like to make a donation, they indicate the amount in the box provided, and select the DONATE button for the program to whom they would like to contribute, which leads them to the donation page of the organization. As the "Amount" field only indicates the amount they plan to donate, the following results should be viewed with caution as the amount field only provides unconfirmed information about the donations. During the 2016 reporting cycle, 992 donations were made by 840 lawyers (In 2015, 919 donations were made by 818 lawyers). Unconfirmed donations totaled \$100,228 (\$93,064 in 2015), up 7.7 percent from last year.

Table 22. Unconfirmed Donations to Maryland Legal Services Providers

<u>Organizations</u>	<u>Yr 2016</u>	<u>Yr 2015</u>	<u>Percent Change</u>
Allegany Law Foundation	\$ 370.00	\$ 200.00	85.0%
Alternative Directions, Inc.	\$ 200.00	\$ 268.00	-25.4%
Asian Pacific American Legal Resource Center	\$ 975.00	\$ 660.00	47.7%
Baltimore Bar Foundation, Senior Legal Services	\$ 1,885.00	\$ 1,855.00	1.6%
Baltimore Neighborhoods, Inc.	\$ 555.00	\$ 685.00	-19.0%
CASA de Maryland	\$ 4,130.00	\$ 2,491.00	65.8%
CASA, Inc.	\$ 870.00	\$ 1,065.00	-18.3%
Catholic Charities of Baltimore	\$ 3,460.00	\$ 2,920.00	18.5%
Catholic Charities of the Archdiocese of Washington, DC	\$ 5,365.00	\$ 4,270.00	25.6%
Civil Justice, Inc*	\$ 495.00	\$ -	-
Community Law Center	\$ 610.00	\$ 590.00	3.4%
Community Legal Services of PG Co.	\$ 1,200.00	\$ 1,545.00	-22.3%
FreeState Justice	\$ 1,775.00	\$ 1,225.00	44.9%
Harford Co. Bar Foundation	\$ 175.00	\$ 50.00	250.0%
Heartly House, Inc.	\$ 475.00	\$ 325.00	46.2%
Homeless Persons Representation Project	\$ 2,661.00	\$ 4,325.00	-38.5%
HopeWorks of Howard County	\$ 950.00	\$ 1,075.00	-11.6%
House of Ruth of Maryland	\$ 9,821.00	\$ 10,994.00	-10.7%
Life Crisis Center	\$ 100.00	\$ 410.00	-75.6%
Maryland Crime Victims Resource Center	\$ 1,975.00	\$ 1,825.00	8.2%
Maryland Disability Law Center	\$ 4,511.00	\$ 5,516.00	-18.2%
Maryland Legal Aid	\$ 18,498.00	\$ 18,268.00	1.3%

Maryland Legal Services Corp.	\$	3,390.00	\$	2,035.00	66.6%
Maryland Public Interest Law Project	\$	815.00	\$	995.00	-18.1%
Maryland Volunteer Lawyers Service	\$	5,250.00	\$	4,750.00	10.5%
Mid-Shore Council on Family Violence, Inc.	\$	360.00	\$	335.00	7.5%
Mid-Shore Pro Bono, Inc.	\$	1,445.00	\$	870.00	66.1%
Montgomery Co. Bar Foundation	\$	3,895.00	\$	3,245.00	20.0%
Pro Bono Resource Center of Maryland	\$	4,447.00	\$	4,316.00	3.0%
Public Justice Center	\$	1,675.00	\$	1,495.00	12.0%
Sexual Assault / Spouse Abuse Resource Ctr. (Harford)	\$	135.00	\$	300.00	-55.0%
Sexual Assault Legal Institute - SALI	\$	1,545.00	\$	1,220.00	26.6%
Southern Maryland Center for Family Advocacy	\$	450.00	\$	150.00	200.0%
St. Ambrose Housing Aid Center	\$	630.00	\$	425.00	48.2%
Tahirih Justice Center Baltimore	\$	1,620.00	\$	1,175.00	37.9%
The Women's Law Center of Maryland, Inc.	\$	6,135.00	\$	5,661.00	8.4%
Univ. of Baltimore Students for Public Interest (UBSPI)	\$	1,800.00	\$	1,615.00	11.5%
Univ. of MD Carey School of Law Health Care Delivery & HIV	\$	2,795.00	\$	1,805.00	54.8%
Whitman-Walker Health Legal Services	\$	2,350.00	\$	1,610.00	46.0%
YWCA of Annapolis & Anne Arundel Co.	\$	435.00	\$	500.00	-13.0%
		\$ 100,228.00		\$ 93,064.00	7.7%

* New organizations in 2017.

VI. CONCLUSION

This report provides an analysis of information provided by licensed Maryland attorneys reporting on their pro bono activities during 2016. The percentage of those lawyers who participated in pro bono activities was about the same from the year prior. The proportion of all lawyers who reported greater than '0' hours of pro bono service remained about the same, as did the percentage of full-time lawyers who provided pro bono service. In addition, the percentage of full-time lawyers who reported 50 or more hours of pro bono service increased slightly.

There were positive developments. In 2016, more lawyers reported financial contributions to organizations that provide legal services to people of limited means. For five years in a row, the financial contribution amount increased as well as the number of contributing lawyers. In addition, beginning in the 2011 reporting cycle, a donation web page was added to the online reporting system. The number of unconfirmed one-time voluntary donations to Maryland legal services providers increased. Attorneys pledged 992 donations totaling \$100,228, up 7.7 percent from last year.

This report took a closer look at the full-time lawyers in Maryland who provide 50 or more pro bono hours. The results show that more effort should be placed not only to promote pro bono service hours among lawyers who do not provide pro bono services - but also to convince full-time lawyers in Maryland to provide more than 50 hours of service. We note that there are hurdles to overcome: 1) more Maryland lawyers are in smaller firms than those in other states; 2) a sizeable proportion of Maryland lawyers serve in government or in other practice areas not traditionally amenable to providing pro bono services.

As the years progress, the pro bono report data have been able to provide concrete answers to many questions, showing changes in pro bono activities among Maryland lawyers and the impact of new pro bono initiatives. The data will serve as a valuable analytical tool to assist the Judiciary in determining how the Maryland Bar is meeting the aspirational pro bono service goals outlined in the Rules.

APPENDIX

We received a request for further detailed breakdown of pro bono hours, especially regarding the bar admission years. Specifically, the request asked for pro bono hours broken down into 5 categories by the admission years. Accordingly, we added the following tables as an appendix.

First, Table A1 shows the distribution of pro bono hours by their state location. While the difference is not significant, it shows that a higher proportion of Maryland full-time lawyers provide between 10 and 50 pro bono hours. It also shows that the difference is much smaller than in proportion of full-time lawyers who provide 50 or more pro bono hours.

Table A1. Pro Bono Hours Distribution by Location

	No PB Hrs.	Gt 0 to 5 PB Hrs.	5 to 10 PB Hrs.	10 to 50 PB Hrs.	50 PB Hrs. or more	Total
All Lawyers	58.3%	4.0%	5.0%	16.6%	16.1%	100%
Full-time Lawyers	51.5%	4.5%	5.6%	19.2%	19.2%	100%
MD FT Lawyers	47.0%	5.1%	6.3%	21.6%	19.9%	100%
Other State FT Lawyers	56.8%	3.8%	4.8%	16.3%	18.3%	100%

Among full-time lawyers, pro bono hours differ by admission years as well. As the following table indicates, the longer the practice, the more pro bono hours were rendered. Among full-time lawyers with less than 5 years of practice, 58.0 percent of them provided no pro bono service at all and only 16.4 percent provided 50 or more pro bono hours. In comparison, among full-time lawyers with 25 or more years of practice, 39.7 percent provided no pro bono services and 25.4 percent provided 50 or more pro bono hours (Table 21).

Table A2. Pro bono hours by Admission Year Among Full-time Lawyers

Bar Admission Years	No PB Hrs.	Gt 0 to 5 PB Hrs.	5 to 10 PB Hrs.	10 to 50 PB Hrs.	50 PB Hrs. or more	Total
Less than 5 Yrs.	58.0%	4.9%	5.0%	15.7%	16.4%	100%
5 to 10 Yrs.	59.3%	4.6%	4.9%	15.7%	15.5%	100%
10 to 15 Yrs.	58.9%	4.3%	6.0%	16.0%	14.8%	100%
15 to 20 Yrs.	52.3%	4.7%	5.8%	19.5%	17.7%	100%
20 to 25 Yrs.	46.8%	4.5%	6.0%	20.9%	21.8%	100%
25 Yrs. or more	39.7%	4.2%	6.0%	24.7%	25.4%	100%

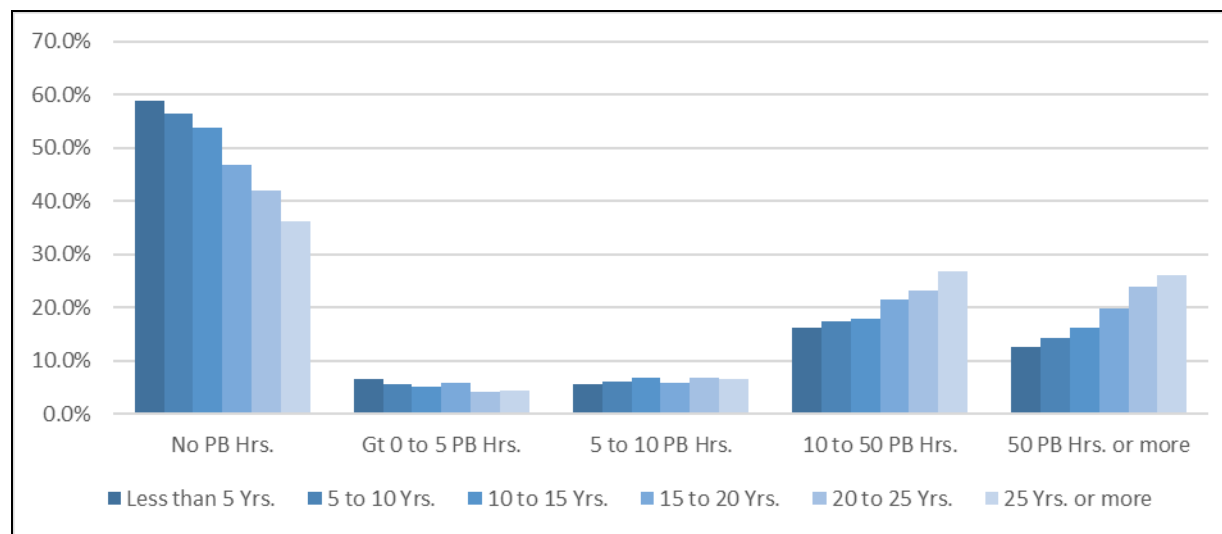
The table below shows the distribution among full-time lawyers who practice in Maryland. While the distribution resembles the pattern shown in Table A2, the difference is more pronounced by the admission year.

Table A3. Pro bono hours by Admission Year Among Full-time Lawyers in Maryland

Bar Admission Years	No PB Hrs.	Gt 0 to 5 PB Hrs.	5 to 10 PB Hrs.	10 to 50 PB Hrs.	50 PB Hrs. or more	Total
Less than 5 Yrs.	59.0%	6.6%	5.5%	16.3%	12.6%	100%
5 to 10 Yrs.	56.6%	5.6%	6.1%	17.5%	14.2%	100%
10 to 15 Yrs.	53.9%	5.0%	6.8%	18.0%	16.3%	100%
15 to 20 Yrs.	46.9%	5.8%	5.9%	21.6%	19.9%	100%
20 to 25 Yrs.	42.0%	4.2%	6.7%	23.2%	23.8%	100%
25 Yrs. or more	36.2%	4.3%	6.6%	26.9%	26.0%	100%

To better illustrate the difference, Chart A1 shows how the pro bono hours are different among different admission years.

Chart A1. Pro bono hours by Admission Year Among Full-time Lawyers in Maryland



There can be many reasons for the above difference, and one of them could be the firm type. Table A4 compares the distribution of full-time lawyers in Maryland by type of firm and the admission years. It shows a rather significant shift in firm types as they practice law longer. About 60 percent of lawyers who practiced law less than 5 years work in private firms. In comparison, about 79 percent of lawyers who practiced law for 25 years or more work for private firms, while their proportions in other firm types decreased, with the exception of corporate counsel.

Table A4. Firm Types by Admission Years Among Full-time Lawyers in Maryland

	Private Firm	Corporate Counsel	Government	Legal Services Org.	Public Interest Org.	Not Practicing
Less than 5 Yrs.	60.4%	6.8%	20.0%	4.6%	3.2%	4.9%
5 to 10 Yrs.	60.2%	9.9%	23.1%	2.5%	1.7%	2.5%
10 to 15 Yrs.	62.0%	11.1%	21.5%	1.9%	1.3%	2.2%
15 to 20 Yrs.	64.8%	11.4%	19.4%	1.3%	1.2%	1.6%
20 to 25 Yrs.	67.5%	11.6%	17.7%	1.2%	0.6%	1.3%
25 Yrs. or more	78.8%	7.2%	11.3%	0.9%	0.6%	1.0%