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Pro Bono Contributions Of State Bar Members

The 2005 Pro Bono Survey

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A Note On This Report

As you will see, the results of this survey show that actions do speak louder than words. We take our lumps as a profession, and sometimes the criticism is well deserved. More often than not, the criticism is speculative, reflects a lack of understanding of how the legal system works, or tries to tar all lawyers with one individual's misdeeds. The extent of the pro bono contribution by State Bar members that we were able to document through this survey should be extremely gratifying to anyone who believes that the law is first and foremost a profession. We all have to pay our bills but lawyers have gone further than any other profession or vocation that I'm aware of when it comes to regularly giving away what they could and would otherwise charge full fare to provide.

I'm not content personally to rest on the laurels of the lawyers who made these extraordinary pro bono contributions. Neither is the State Bar. The State Bar Board of Governors has committed this organization to doing substantially more to support and encourage our members to make a pro bono contribution that will increase public access to justice in Wisconsin. We can and many of us will do more but we will expect all other stakeholders in the justice system to contribute as well.

Projects as substantial as this survey do not spring from the mind or work of any one person. In this case, I had the advantage of reviewing the national pro bono survey report that was released by the ABA's Standing Committee on Pro Bono and Public Service just as we were completing the draft of our Wisconsin survey. The Washington State Bar Association and its Pro Bono & Legal Aid Committee also graciously shared their experience and pro bono survey instrument. Closer to home, I had the benefit of reviewing surveys conducted with various groups of Wisconsin lawyers that included questions about pro bono. The members of the State Bar's Legal Assistance Committee also provided a valuable sounding board for ideas and issues related to the survey. All were a great source of ideas and inspiration for this survey.

A project like this would also not be possible without the technical expertise of Becky Murray, the State Bar's "Survey Queen." She provided invaluable support with developing the survey, analyzing the results and patiently explaining the limits of statistical analysis to repair the choices one made at the outset in designing such a project. Of course, any errors in the interpretation or application of the data she provided are purely my own.

Thank you once again to all the State Bar members who took the time to participate in this survey.

Jeff Brown
Pro Bono Coordinator

I. KEY FINDINGS FROM THE SURVEY

- State Bar of Wisconsin members overall reported performing a total of 219,826 hours of pro bono service in the 12 months preceding October 2005, including:
    - 52,706 hours of free legal services for individuals on limited incomes
    - 19,619 hours of free legal services for organizations that serve the poor
    - 38,411 hours of free legal services to other charitable organizations
    - 67,491 hours of reduced fee services to individuals on limited incomes
    - 12,930 hours of reduced fee legal services to organizations that serve the poor
    - 28,669 hours devoted to improving the legal system or the profession

- The mean (or average) number of pro bono hours per attorney last year for all respondents across all categories of service was 137 hours and the median was 70.

- Among respondents who provided free or reduced fee legal services to individuals with limited incomes and organizations that serve the poor, the mean number of pro bono hours reported per attorney last year was 116 hours and the median was 50.

- Using the statewide median hourly billing rate of $165/hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey, the monetary value last year of the 110,736 hours of free legal services reported by all State Bar members responding to the survey was at least $18,271,440, including $11,933,625 in free legal services to help people on limited incomes and community organizations that serve the poor.

- Using ½ of the statewide median hourly billing rate of $165/hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey, the monetary value of the hours of reduced fee legal services reported by all State Bar members was approximately $6,634,733 for services provided to individuals on limited incomes and community organizations that serve the poor.

- Lawyers resident in Wisconsin reported providing 153,249 hours of free and reduced fee legal services to Wisconsin residents and community organizations last year, including:
    - 39,983 hours of free legal services for individuals on limited incomes
    - 13,270 hours of free legal services for organizations that serve the poor
    - 26,534 hours of free legal services to other charitable organizations
    - 62,064 hours of reduced fee services to individuals on limited incomes
    - 11,398 hours of reduced fee legal services to organizations that serve the poor

- The monetary value last year of the 79,787 hours of free legal services reported by attorneys resident in Wisconsin was at least $13,164,855, including $8,786,745 in free legal services provided to help people on limited incomes and community organizations that serve the poor.

- Wisconsin lawyers in private practice contributed 66,419 hours of free legal services worth at least $10,959,135 to people on limited incomes and community organizations that serve the poor last year and another 63,502 hours of reduced fee legal services worth approximately $5,238,915.

II. HOW THE SURVEY WAS CONDUCTED

In October 2005, the State Bar of Wisconsin conducted a voluntary, online survey of its members to get a better sense of the pro bono contributions that members had made in the preceding 12 months. Invitations to participate in the survey were sent by electronic mail to all 16,581 members who had valid email addresses on file at the State Bar, including inactive, nonresident, emeritus and publicly employed lawyers. Approximately 85% of the membership has an email address on file with the State Bar. Two email reminders were also sent. Articles about how to participate in the survey, were placed in the *Inside the Bar* newsletter that the State Bar mails to all members and on the home page of the State Bar's website, www.wisbar.org. To encourage participation, respondents were offered an incentive. Three $150 gift certificates were awarded to randomly selected respondents.

A total of 2,064 members responded to one or more parts of the survey. Not all respondents answered all questions, some because the question was automatically skipped if it did not apply based on a previous response and others for reasons unique to that individual. The survey format did not require a response in order to proceed to the next question.

Members were asked a series of up to 18 questions that gathered demographic information as well as the types of pro bono contributions each individual made in the 12 months preceding the survey.

The survey provided members with the text of Supreme Court Rule 6.1 which provides:

> **SCR 20:6.1 Pro bono publico service**
>
> A lawyer should render public interest legal service. A lawyer may discharge this responsibility by providing professional services at no fee or a reduced fee to persons of limited means or to public service or charitable groups or organizations, by service in activities for improving the law, the legal system or the legal profession, and by financial support for organizations that provide legal services to persons of limited means.

The survey also provided the following guidance to respondents on the meaning of "limited means" and "reduced fee":

> For the purpose of this survey, the term "persons of limited means" refers to individuals who are variously called "low income," "poor," "working poor" or "indigent." It does not refer to a particular income standard. A client may be a "person of limited means" even if they would not be eligible for a public defender or would not fall below the federal poverty level.
>
> "Reduced fee" pro bono work means (for this survey): (1) provision of legal services to a person of limited means when a lawyer is appointed by a court to represent such a client for a reduced fee set by the court, rule or statute; and (2) legal services rendered to a person of limited means when, although the matter may have begun as a paying matter, the lawyer expects and receives no further compensation and voluntarily continues to represent the client.

This is just the first in what we hope will be a recurring periodic survey of State Bar members to gauge the progress that State Bar members are making towards increasing public access to the legal system for those who cannot afford lawyers, improving the legal system and improving the legal profession.

III. RESULTS

A. Who Responded To The Survey?

Figure 1 shows the practice settings of the State Bar members who responded to the survey. Overall, 59% of respondents were in private practice, compared with 43% of the membership generally. Nonresident members who responded (16%) were underrepresented compared to their presence in the State Bar (roughly 30%) but responses from members employed by government (16%) and corporate entities (8%) corresponded more closely to their percentages in the Bar (11% and 7% respectively).

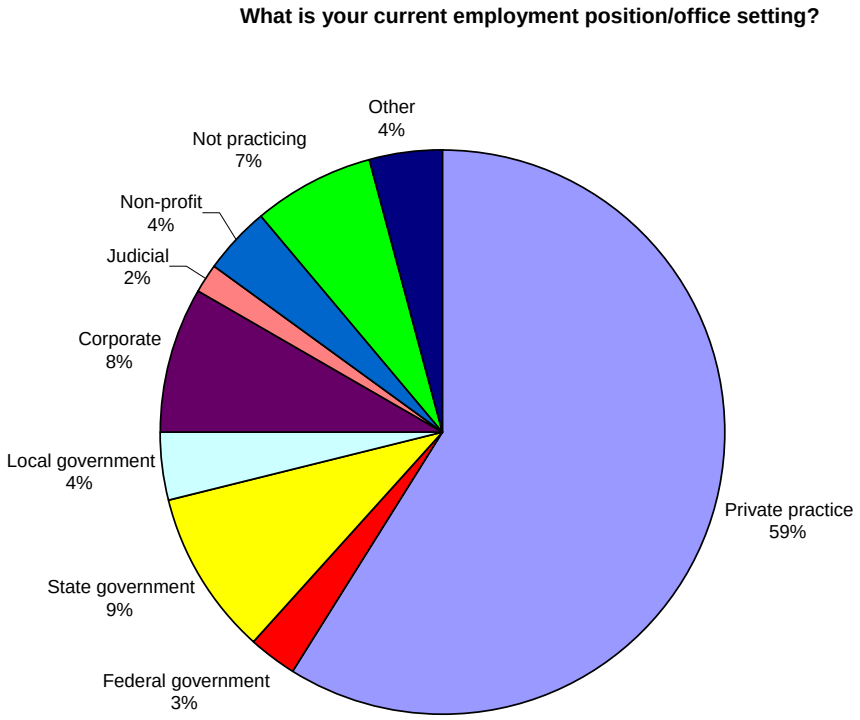


Figure 1

Lawyers who responded to the survey were generally representative of how the Bar's membership is distributed in terms of law office size. See **Table 1**.

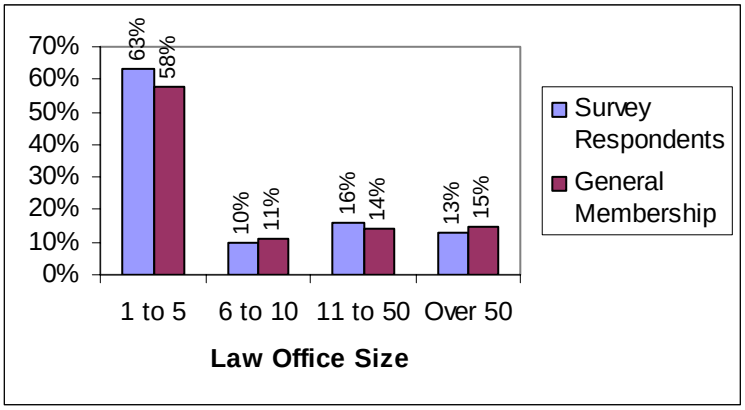


Table 1

The response rate varied significantly by county but the overall participation rate for State Bar members was 9%. County level response rate information is shown below in **Table 2.**

	Members	Responses	Rate
Adams	16	0	0%
Ashland	26	3	12%
Barron	41	7	17%
Bayfield	21	1	5%
Brown	427	50	12%
Buffalo	7	1	14%
Burnett	13	2	15%
Calumet	18	3	17%
Chippewa	51	6	12%
Clark	19	3	16%
Columbia	66	4	6%
Crawford	15	4	27%
Dane	3,177	369	12%
Dodge	71	8	11%
Door	53	10	19%
Douglas	54	2	4%
Dunn	43	4	9%
Eau Claire	235	38	16%
Florence	3	0	0%
Fond du Lac	115	17	15%
Forest	10	1	10%
Grant	54	4	7%
Green	55	8	15%
Green Lake	24	1	4%
Iowa	34	4	12%
Iron	8	1	13%
Jackson	34	5	15%
Jefferson	113	12	11%
Juneau	19	2	11%
Kenosha	194	18	9%
Kewaunee	21	2	10%
La Crosse	247	36	15%
Lafayette	11	0	0%
Langlade	15	3	20%
Lincoln	42	4	10%
Manitowoc	113	15	13%
Marathon	306	42	14%
Marinette	34	4	12%
Marquette	8	1	13%
Menominee	11	2	18%
Milwaukee	5,136	435	8%
Monroe	48	6	13%
Oconto	23	6	26%
Oneida	83	5	6%
Outagamie	368	42	11%
Out of State	6,669	336	5%
Ozaukee	270	26	10%
Pepin	5	2	40%
Pierce	49	2	4%
Polk	35	1	3%
Portage	105	11	10%
Price	15	1	7%
Racine	378	49	13%
Richland	12	2	17%
Rock	258	26	10%
Rusk	8	1	13%
Sauk	97	11	11%
Sawyer	22	2	9%
Shawano	35	6	17%
Sheboygan	159	16	10%
Saint Croix	108	13	12%
Taylor	18	4	22%
Trempealeau	29	5	17%
Vernon	32	5	16%
Vilas	39	3	8%
Walworth	152	17	11%
Washburn	16	3	19%
Washington	153	15	10%
Waukesha	1,241	126	10%
Waupaca	45	5	11%
Waushara	16	1	6%
Winnebago	274	27	10%
Wood	96	10	10%
TOTAL	**21,818**	**1917**	**9%**

Table 2

The percentage distribution of respondents by their years in practice is compared to the distribution of the general membership in **Figure 2**.

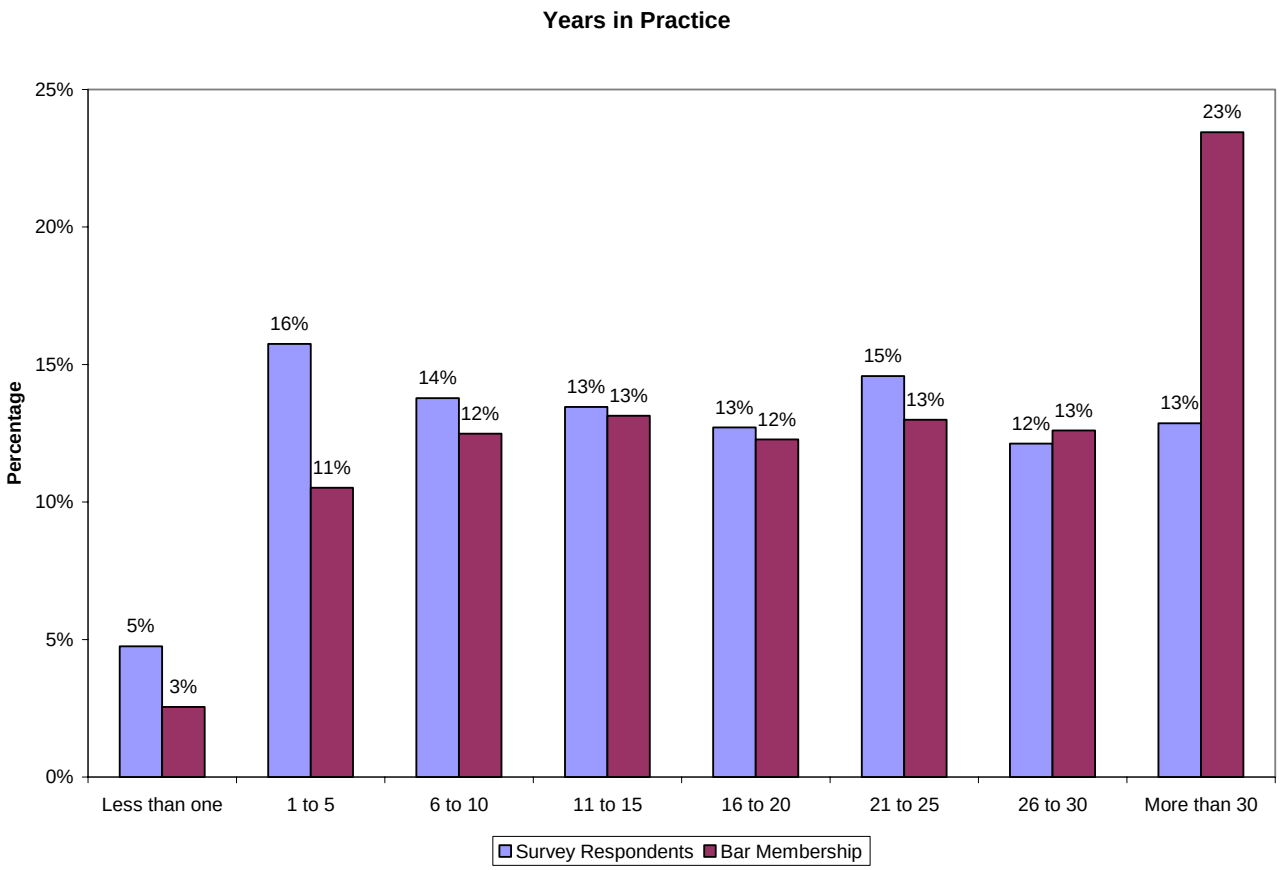


Figure 2

B. What Types Of Pro Bono Contributions Did Members Make?

In recognition of the unique role that lawyers have in the justice system and the limitations that some lawyers must operate within, Wisconsin Supreme Court Rule 6.1 takes a flexible but focused approach to defining "pro bono." The rule provides a number of avenues for attorneys who elect to meet this challenge. The survey asked members about: (1) direct service to clients; (2) activities to improve the administration of justice or the legal profession; and (3) voluntary financial contributions made to support legal services to persons of limited means.

Not every lawyer can provide direct pro bono legal services to individuals in need. District attorneys, for example, are forbidden by statute from engaging in any private practice on behalf of private clients outside of their government work, which significantly limits the kinds of pro bono contributions they are able to make. Judicial employees face similar restrictions on the representation of private clients. Other lawyers may have become so specialized in their practice area that they no longer feel qualified to represent clients in the more routine legal matters experienced by low income Wisconsin families. However, Rule 6.1 provides avenues for all of these lawyers to make a pro bono contribution that fits their personal circumstances.

We have provided both mean and median results based on the responses. Both are measures of central tendency. The mean (also called the average or arithmetic average) is calculated by adding the values of all responses, then dividing by the number of responses.[1] The median is the middle value of a series (distribution) of values, which is initially rank-ordered (from low to high or vice versa). By definition, half the numbers are greater and half are less than the median.[2] Both mean and median values are used throughout this survey report to denote the measure of central tendency. Use of the median as a statistic for central tendency reduces the effect of "outliers" (extremely high or low values), while the average does not.

In addition to the information provided below on the pro bono contributions reported by members, Appendix A contains additional detail on how law firm size, years in practice and practice setting correlate with the pro bono service hours reported.

1. Free legal services provided

Respondents were asked a series of questions about different types of pro bono contributions that may have been provided free of charge to clients. The results are summarized below.

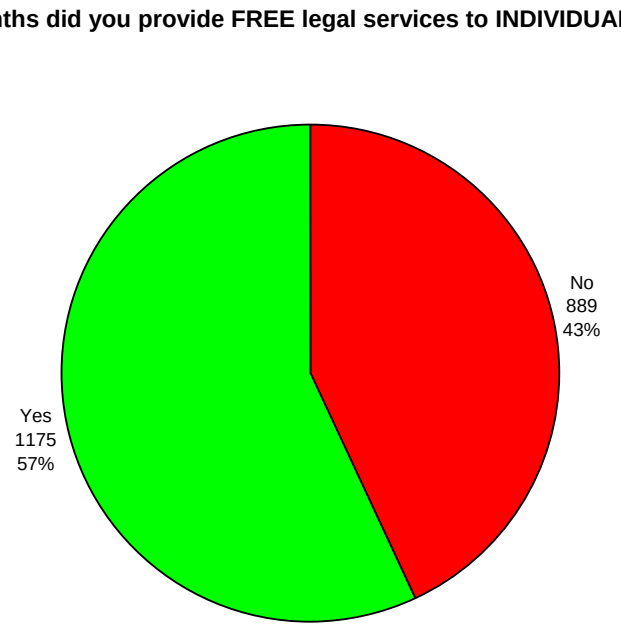


Figure 3

[1] *Example*: Three responses – 1, 2, and 3 – are reported. The average is calculated by adding their values (1 + 2 + 3 = 6), then dividing by the number of responses (3). Thus, the average is 6 ÷ 3 = 2.

[2] *Example*: Three responses – 1, 2 and 30 – are reported. The *median* is the middle number of the order of distribution (1, 2, 30) or 2. The a*verage* of this same distribution is 33 ÷ 3 = 11.

The following data table presents information on members who responded "yes" and included the hours they spent providing free legal services to individuals of limited means.[3]

	All Lawyers	Lawyers Resident in Wisconsin[4]	Lawyers Resident in Wisconsin and in Private Practice
Responses	1144	922	714
Mean hours per attorney	49	44	46
Median hours per attorney	25	25	25
Total hours	52,706	39,983	32,496
Market Value[5]	$8,696,490	$6,597,195	$5,361,840

Table 3 (Free Legal Services to Low Income Individuals)

[3] In order to construct reliable mean and median results, some cleaning of the data on hours reported was required to remove responses that were clearly erroneous, non-numeric or contradictory. The result is that the number of respondents used to construct these data tables is less than the overall number of respondents who answered "yes" to the initial question of whether they performed a particular type of pro bono service.

[4] Excluding respondents who identified their practice setting as Judicial, Not Practicing or Other.

[5] Market value was calculated using the statewide median hourly billing rate of $165 per hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey.

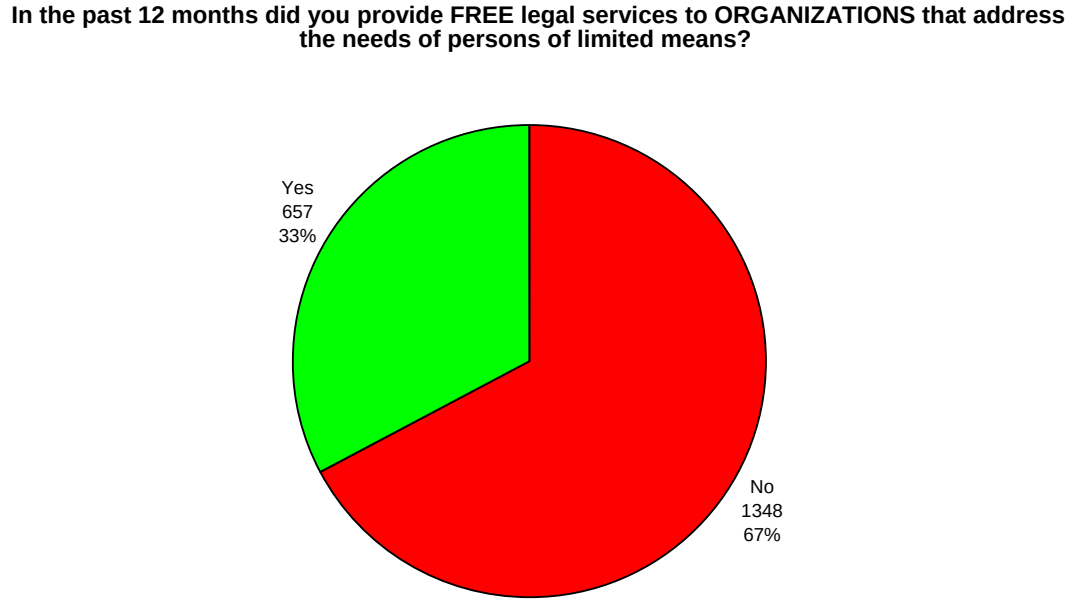


Figure 4

The following data table presents information on members who responded "yes" and included the hours they spent providing free legal services to organizations that serve the poor. [6]

	All Lawyers	Lawyers Resident in Wisconsin[7]	Lawyers Resident in Wisconsin and in Private Practice
Responses	641	451	374
Mean hours per attorney	33	29	29
Median hours per attorney	20	16	16
Total hours	19,619	13,270	10,607
Market Value[8]	$3,237,135	$2,189,550	$1,750,155

Table 4 (Free Legal Services to Organizations Serving the Poor)

[6] In order to construct reliable mean and median numbers from the responses, some cleaning of the data on hours reported was required to remove responses that were clearly erroneous, non-numeric or contradictory. The result is that the number of respondents used to construct these data tables is less than the overall number of respondents who answered "yes" to the initial question of whether they performed a particular type of pro bono service.

[7] Excluding respondents who identified their practice setting as Judicial, Not Practicing or Other.

[8] Market value was calculated using the statewide median hourly billing rate of $165 per hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey.

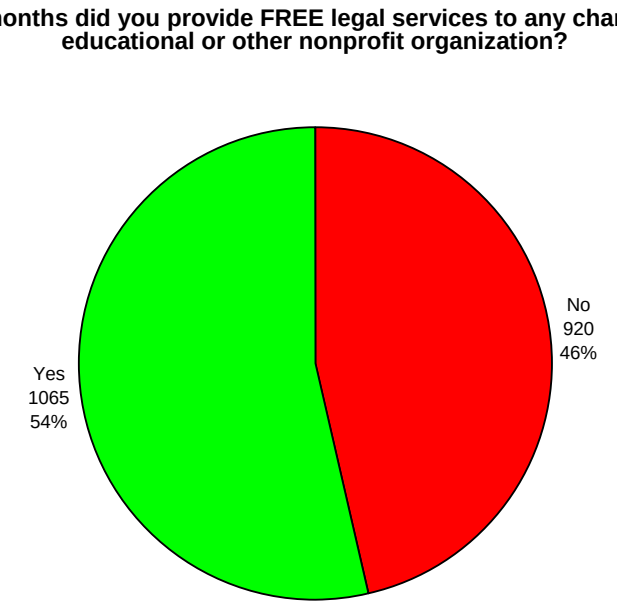


Figure 5

The following data table presents information on members who responded "yes" and included the hours they spent providing free legal services to a broader group of charitable, civic, religious, educational or other nonprofit organizations (not just those that serve the poor). [9]

	All Lawyers	Lawyers Resident in Wisconsin[10]	Lawyers Resident in Wisconsin and in Private Practice
Responses	1,047	742	643
Mean hours per attorney	38	36	37
Median hours per attorney	20	17	20
Total hours	38,411	26,534	23,316
Market Value[11]	$6,337,815	$4,378,110	$3,847,140

Table 5 (Free Legal Services to Other Organizations)

[9] In order to construct reliable mean and median numbers from the responses, some cleaning of the data on hours reported was required to remove responses that were clearly erroneous, non-numeric or contradictory. The result is that the number of respondents used to construct these data tables is less than the overall number of respondents who answered "yes" to the initial question of whether they performed a particular type of pro bono service.

[10] Excluding respondents who identified their practice setting as Judicial, Not Practicing or Other.

[11] Market value was calculated using the statewide median hourly billing rate of $165 per hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey.

2. Reduced fee legal services provided

Respondents were asked a series of questions about legal services that were provided at a reduced rate to clients. The results are summarized below.

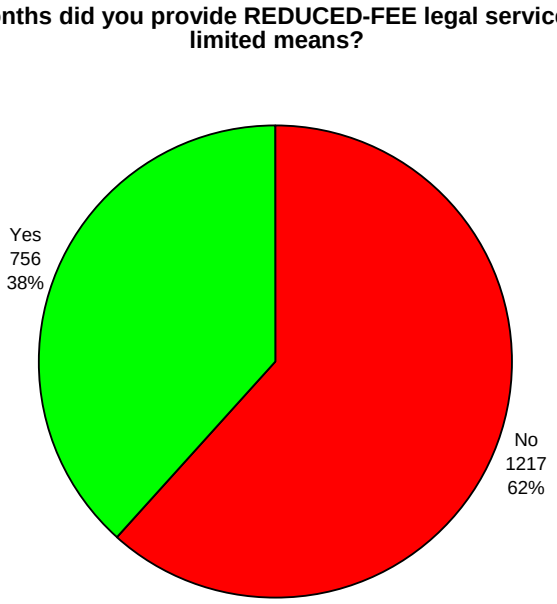


Figure 6

The following data table presents information on members who responded "yes" and included the hours they spent providing reduced fee legal services to individuals of limited means. [12]

	All Lawyers	Lawyers Resident in Wisconsin[13]	Lawyers Resident in Wisconsin and in Private Practice
Responses	738	642	576
Mean hours per attorney	94	99	94
Median hours per attorney	30	35	36
Total hours	67,491	62,064	52,689
Market Value[14]	$5,568,008	$5,120,280	$4,346,843

Table 6 (Reduced Fee Service to Low Income Individuals)

[12] In order to construct reliable mean and median numbers from the responses, some cleaning of the data on hours reported was required to remove responses that were clearly erroneous, non-numeric or contradictory. The result is that the number of respondents used to construct these data tables is less than the overall number of respondents who answered "yes" to the initial question of whether they performed a particular type of pro bono service.

[13] Excluding respondents who identified their practice setting as Judicial, Not Practicing or Other.

[14] Market value for reduced fee legal services was calculated using ½ of the statewide median hourly billing rate of $165 per hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey

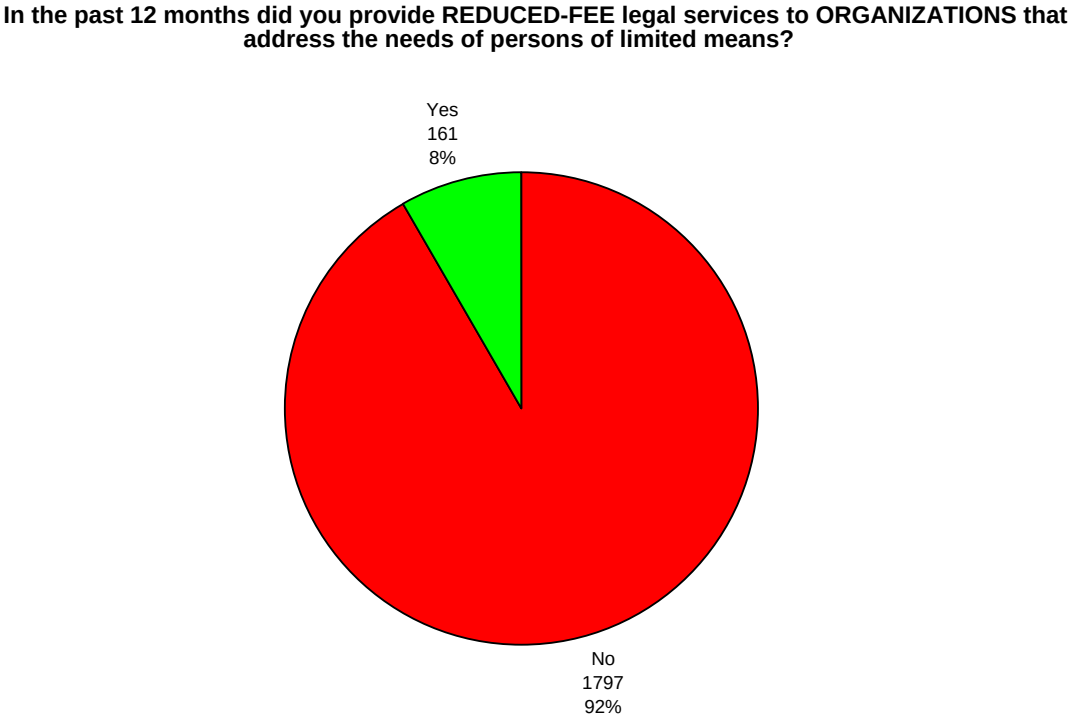


Figure 7

The following data table presents information on members who responded "yes" and included the hours they spent providing reduced fee legal services to organizations that serve persons of limited means. [15]

	All Lawyers	Lawyers Resident in Wisconsin[16]	Lawyers Resident in Wisconsin and in Private Practice
Responses	152	126	117
Mean hours per attorney	90	98	97
Median hours per attorney	25	25	25
Total hours	12,930	11,398	10,813
Market Value[17]	$1,066,725	$940,335	$892,073

Table 7 (Reduced Fee Services to Organizations Serving the Poor)

[15] In order to construct reliable mean and median numbers from the responses, some cleaning of the data on hours reported was required to remove responses that were clearly erroneous, non-numeric or contradictory. The result is that the number of respondents used to construct these data tables on hours is less than the overall number of respondents who answered "yes" to the initial question of whether they performed a particular type of pro bono service.

[16] Excluding respondents who identified their practice setting as Judicial, Not Practicing or Other.

[17] Market value for reduced fee legal services was calculated using ½ of the statewide median hourly billing rate of $165 per hour reported by respondents to the State Bar of Wisconsin's 2005 Economics of Law Practice Survey

3. Improving the legal system or the profession

In addition to any free or reduced fee work that they may do for clients, members were also asked to provide information on the amount of time they spent on activities to improve the law, the legal system or the legal profession. A total of 28,669 hours of service were reported in this category. The mean was 34 hours per attorney and the median was 15 hours. The greatest variation among members was found between all other respondents and those who classified themselves as "judicial."

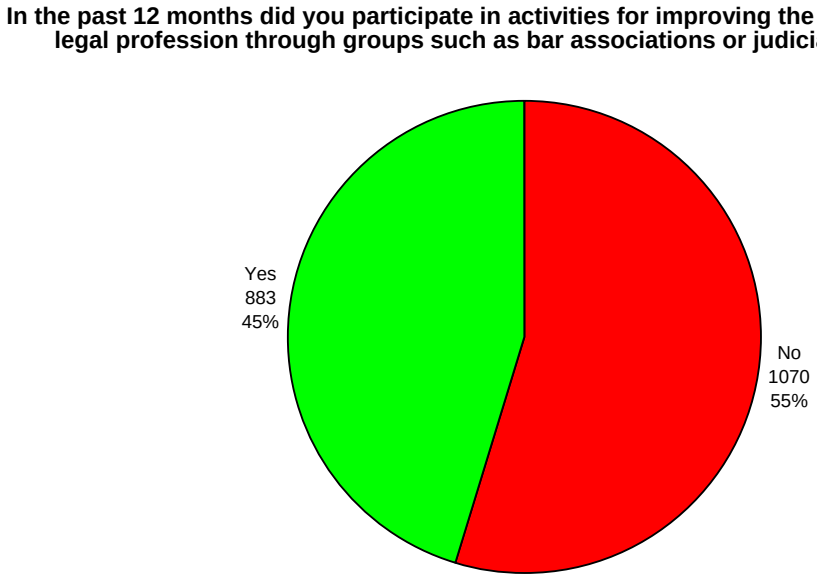


Figure 8

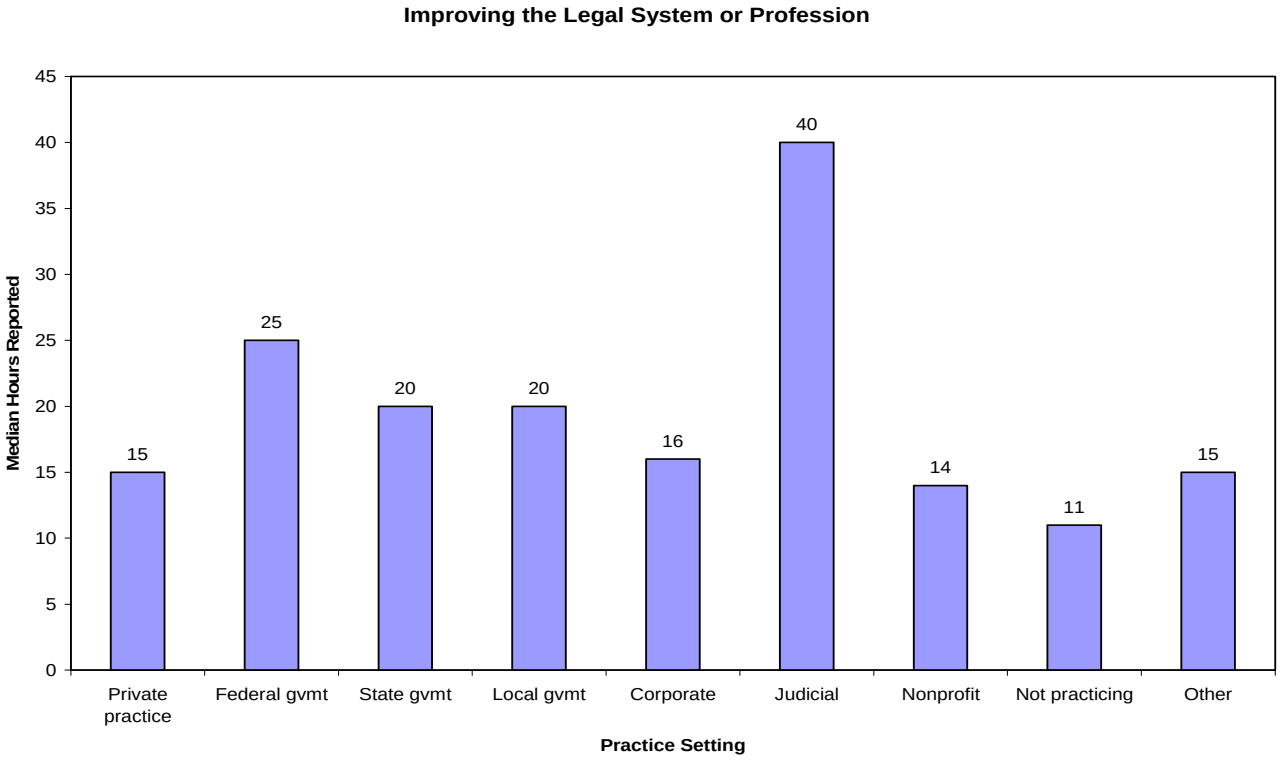


Figure 9

4. Providing financial support for legal services to the poor

State Bar members were asked whether they had provided voluntary financial support to legal services of limited means in the preceding 12 months. Those contributions may have been made directly to legal services providers or through grant agencies such as the Wisconsin Equal Justice Fund, Community Shares of Wisconsin, Community Shares of Greater Milwaukee or a local United Way chapter. Members were not asked to specify the amount that they contributed in financial support.

In addition to the voluntary contributions they make, all members of the State Bar were required by Supreme Court order to pay $50 each towards the funding of legal services for the poor in 2005.

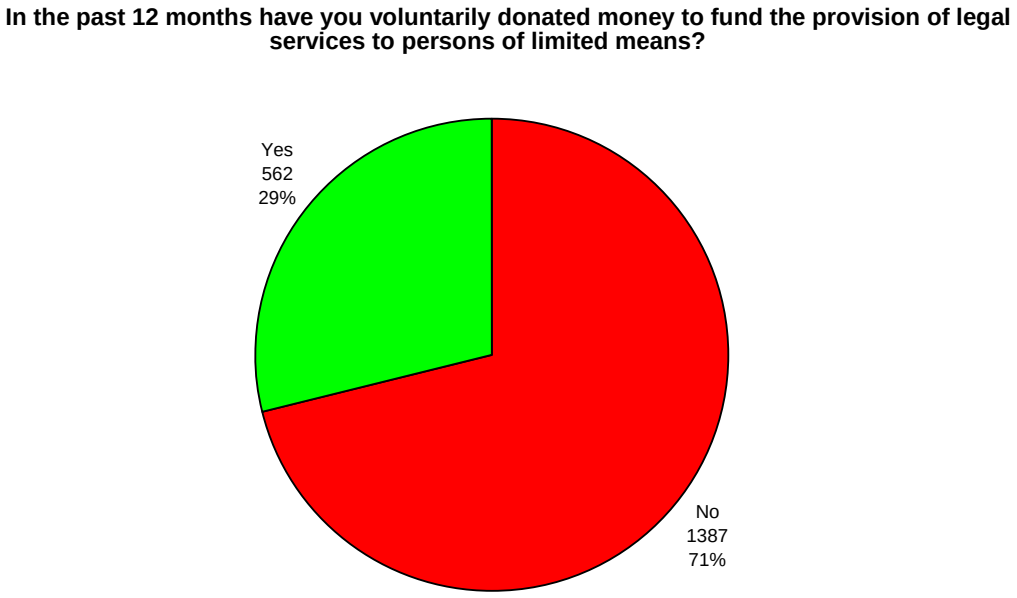


Figure 10

C. Incentives That Would Support Greater Pro Bono Contributions

Members were asked to indicate whether certain incentives would encourage or support them in making increased pro bono contributions. They also had the option to indicate that "none of the above" would impact their future pro bono activity. **Figure 11** below shows the numbers of responses received for each possible choice. Some benefits, such as free liability insurance for volunteers, are already widely available through either the State Bar or legal services providers but the survey responses may indicate that awareness of available benefits is less than optimal. Incentives that are not currently available in Wisconsin may merit further investigation to gauge their effectiveness in communities where they have been used.

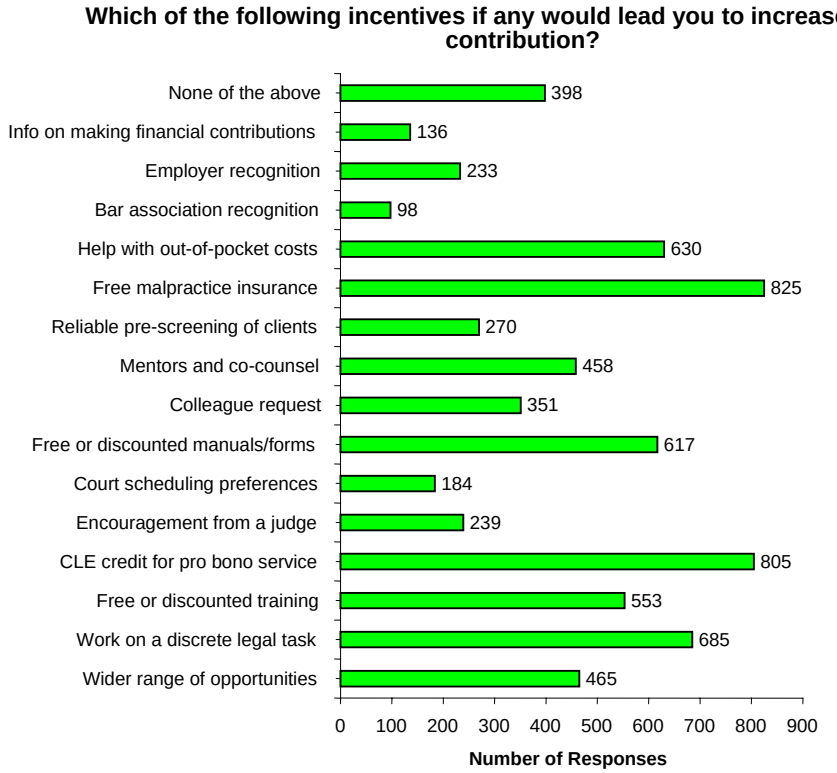


Figure 11

Appendix B contains detailed cross-tabulation tables that show the degree to which the choices members selected on incentives corresponded to the practice setting, years in practice and office size that they provided.[18] Below are a few observations that can be made based on those tables:

- Of the lawyers who indicated that the increased availability of mentors and co-counsel would help them do more pro bono work, 30% had been in practice less than one year and 45% had practiced for five years or less.
- Of the lawyers who selected increased recognition from their employers as a positive incentive, 21% had practiced for less than one year and 42% had practiced for five years or less.
- Of the lawyers who indicated "none of the above" would help them increase their pro bono contribution, 53% were in private practice and 59% were in offices with 5 or fewer attorneys.
- Of the lawyers who indicated that free malpractice insurance for pro bono work would help them, 51% were in private practice but only 16% were in federal, state or local government.
- Of the lawyers who selected CLE credit for pro bono service, 63% were in private practice and 66% were in offices with five or fewer attorneys.

[18] Not all respondents who selected an incentive also indicated their practice setting, years in practice or office size, so the number of attorneys who selected a particular incentive may be less than the number who also provided these additional three pieces of information about themselves.

Appendix A

FREE LEGAL SVCS TO INDIVIDUALS

Firm Size

	Mean	Median
One	51	25
2 to 5	51	25
6 to 10	29	20
11 to 25	29	20
26 to 50	49	20
More than 50	68	30

Years in Practice

	Mean	Median
Less than one	76	30
1 to 5	42	20
6 to 10	39	24
11 to 15	61	25
16 to 20	41	20
21 to 25	47	25
26 to 30	34	25
More than 30	36	25

Practice Setting

	Mean	Median
Private practice	50	25
Federal gvmt	145	70
State gvmt	32	20
Local gvmt	33	10
Corporate	33	15
Judicial	12	3.5
Nonprofit	57	22
Not practicing	27	10
Other	62	35

FREE LEGAL SVCS TO ORGS SERVING INDIVS

Firm Size

	Mean	Median
One	32	15
2 to 5	24	15
6 to 10	26	15
11 to 25	29	20
26 to 50	32	20
More than 50	38	25

Years in Practice

	Mean	Median
Less than one	34	15
1 to 5	27	15
6 to 10	20	12
11 to 15	39	20
16 to 20	28	15
21 to 25	35	20
26 to 30	61	20
More than 30	29	20

Practice Setting

	Mean	Median
Private practice	29	15
Federal gvmt	22	20
State gvmt	28	20
Local gvmt	24	12
Corporate	21	15
Judicial	17	9
Nonprofit	63	28
Not practicing	41	15
Other	47	22

FREE LEGAL SVCS TO OTHER ORGS

Firm Size

	Mean	Median
One	44	15
2 to 5	30	16
6 to 10	34	20
11 to 25	29	20
26 to 50	32	25
More than 50	43	30

Years in Practice

	Mean	Median
Less than one	25	15
1 to 5	36	15
6 to 10	33	20
11 to 15	49	20
16 to 20	33	15
21 to 25	37	20
26 to 30	63	18
More than 30	34	20

Practice Setting

	Mean	Median
Private practi	36	20
Federal gvmt	48	18
State gvmt	33	15
Local gvmt	29	10
Corporate	26	12
Judicial	37	10
Nonprofit	40	25
Not practicing	38	15
Other	58	16

REDUCED FEE LEGAL SVCS TO INDIV

Firm Size

	Mean	Median
One	146	46
2 to 5	232	30
6 to 10	44	30
11 to 25	29	20
26 to 50	42	24
More than 50	60	20

Years in Practice

	Mean	Median
Less than one	461	40
1 to 5	150	40
6 to 10	78	40
11 to 15	94	40
16 to 20	87	30
21 to 25	74	25
26 to 30	46	11
More than 30	70	30

Practice Setting

	Mean	Median
Private practice	155	32
Federal gvmt	N/A	N/A
State gvmt	165	40
Local gvmt	30	15
Corporate	41	28
Judicial	20	20
Nonprofit	289	100
Not practicing	19	22
Other	95	40

REDUCED FEE LEGAL SVCS TO ORGS

Firm Size

	Mean	Median
One	146	35
2 to 5	61	20
6 to 10	20	18
11 to 25	29	20
26 to 50	151	32
More than 50	47	30

Years in Practice

	Mean	Median
Less than one	189	120
1 to 5	127	26
6 to 10	50	22
11 to 15	54	15
16 to 20	162	25
21 to 25	68	25
26 to 30	40	40
More than 30	66	25

Practice Setting

	Mean	Median
Private practice	92	25
Federal gvmt	15	15
State gvmt	18	18
Local gvmt	7	7
Corporate	N/A	N/A
Judicial	N/A	N/A
Nonprofit	170	85
Not practicing	25	25
Other	115	24

IMPROVING THE LEGAL SYSTEM/PROF

Firm Size

	Mean	Median
One	32	12
2 to 5	34	15
6 to 10	36	15
11 to 25	29	20
26 to 50	36	25
More than 50	35	20

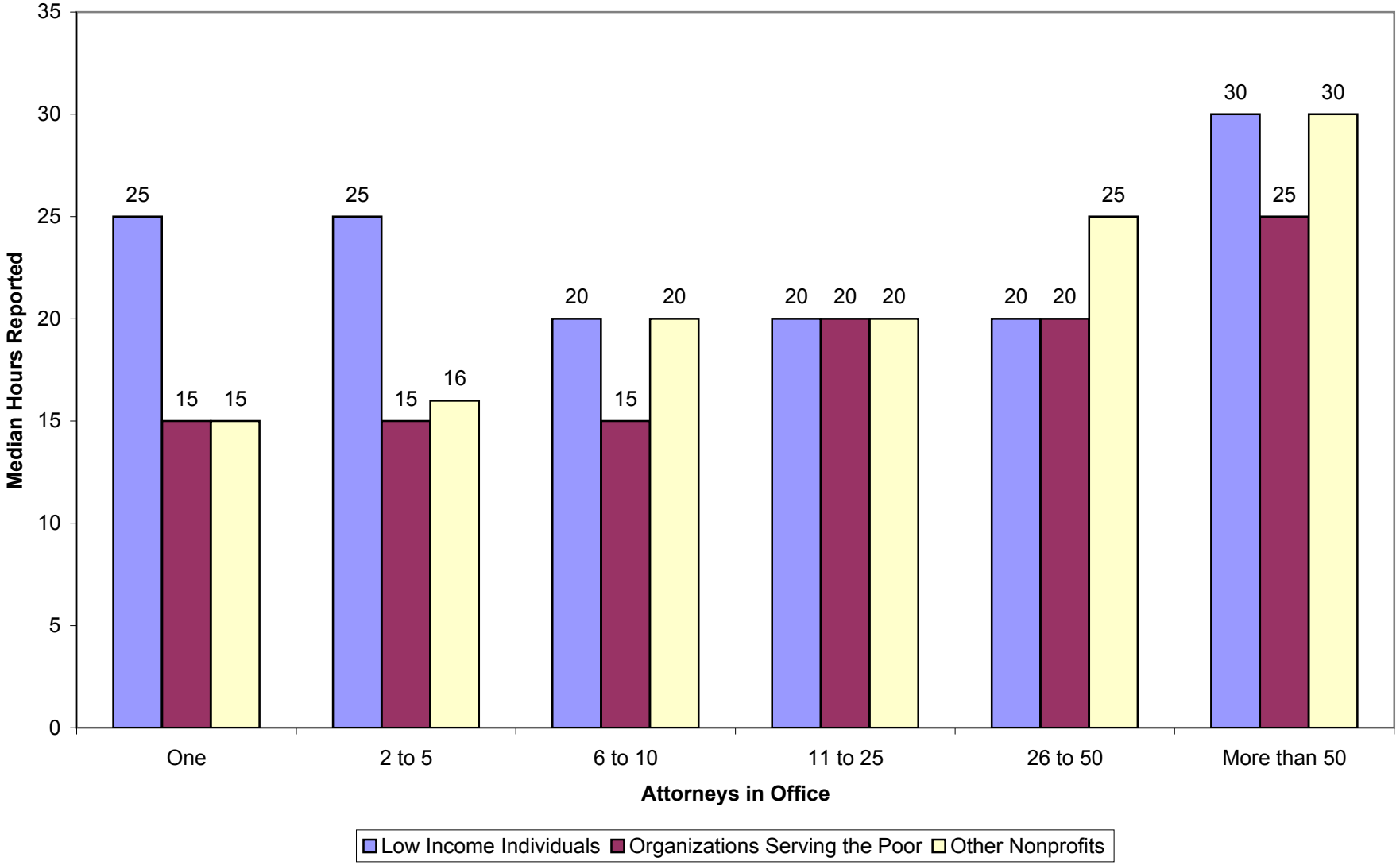
Years in Practice

	Mean	Median
Less than one	20	12
1 to 5	31	15
6 to 10	29	15
11 to 15	37	20
16 to 20	34	20
21 to 25	48	20
26 to 30	14	6
More than 30	44	20

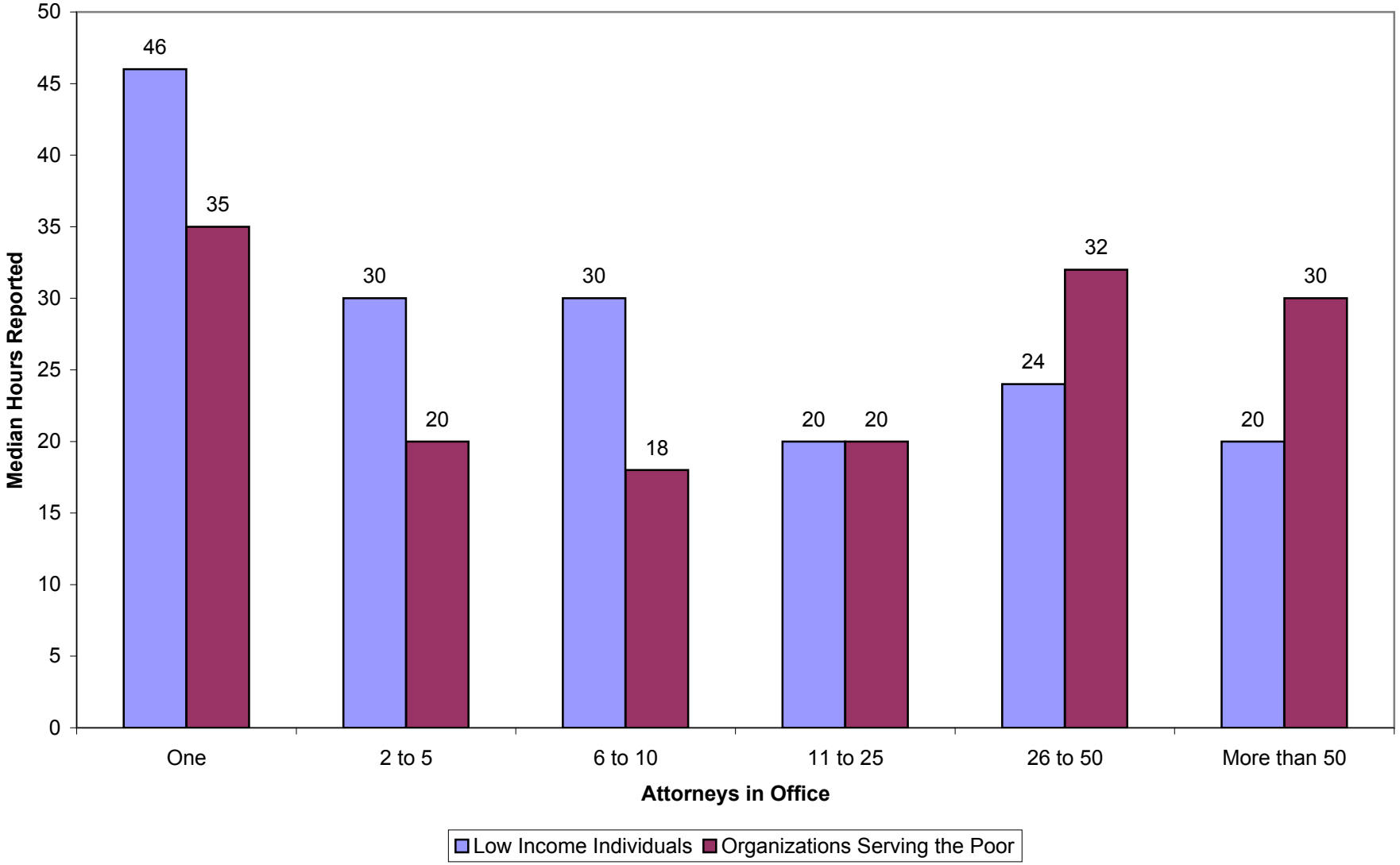
Practice Setting

	Mean	Median
Private practi	33	15
Federal gvmt	29	25
State gvmt	32	20
Local gvmt	31	20
Corporate	29	16
Judicial	73	40
Nonprofit	28	14
Not practicing	41	11
Other	52	15

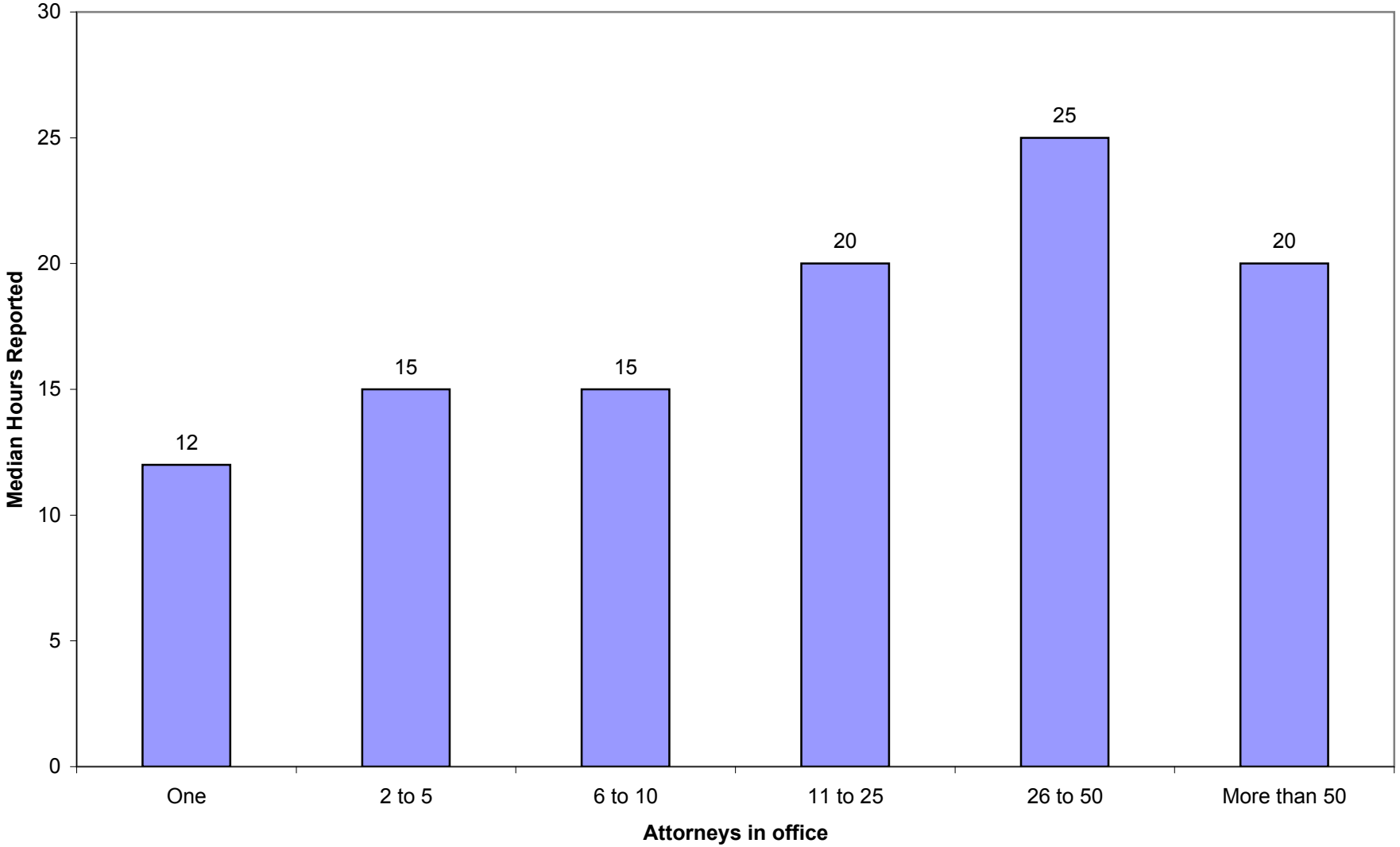
Free Legal Services Reported by Office Size



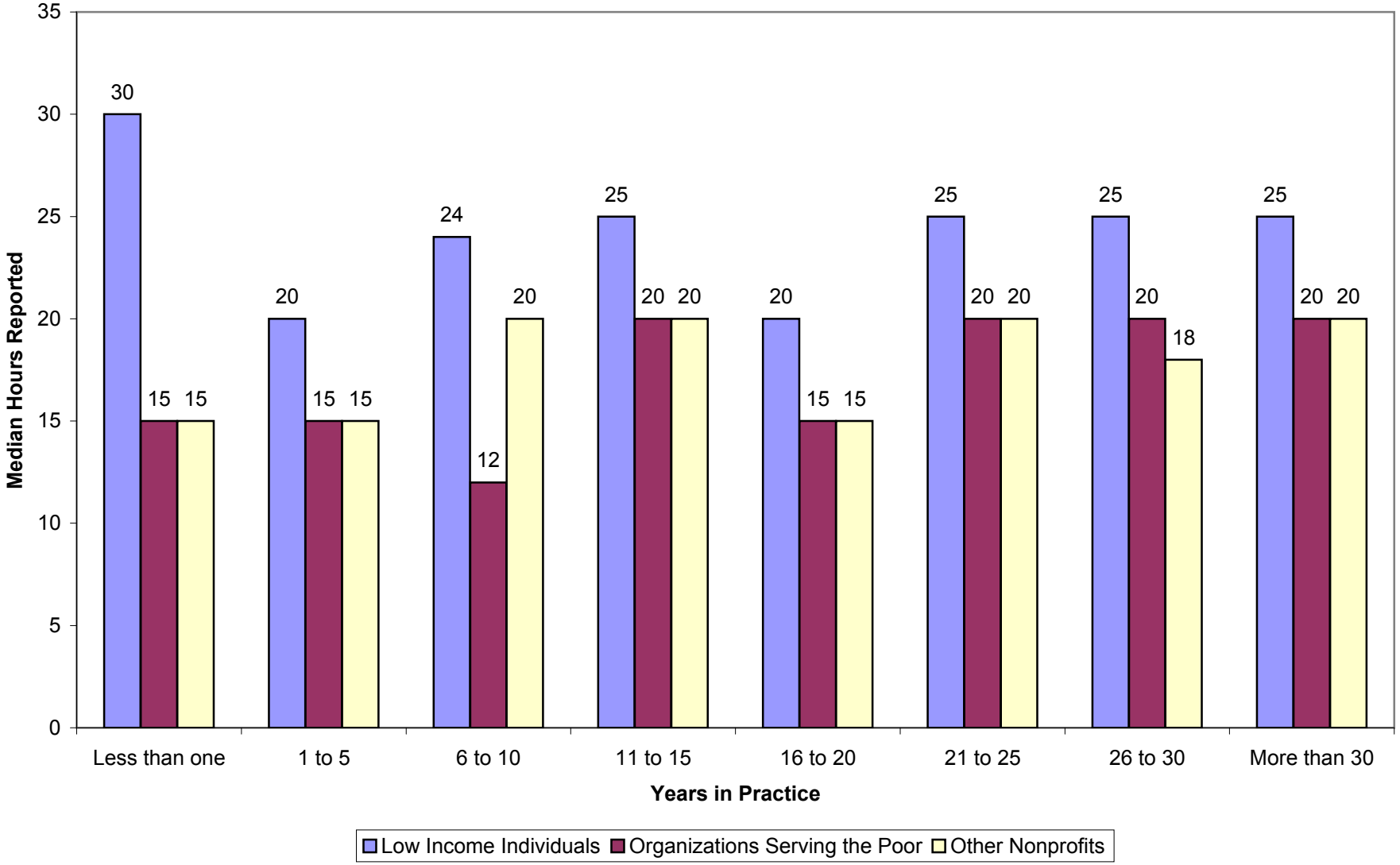
Reduced Fee Legal Services Reported by Office Size



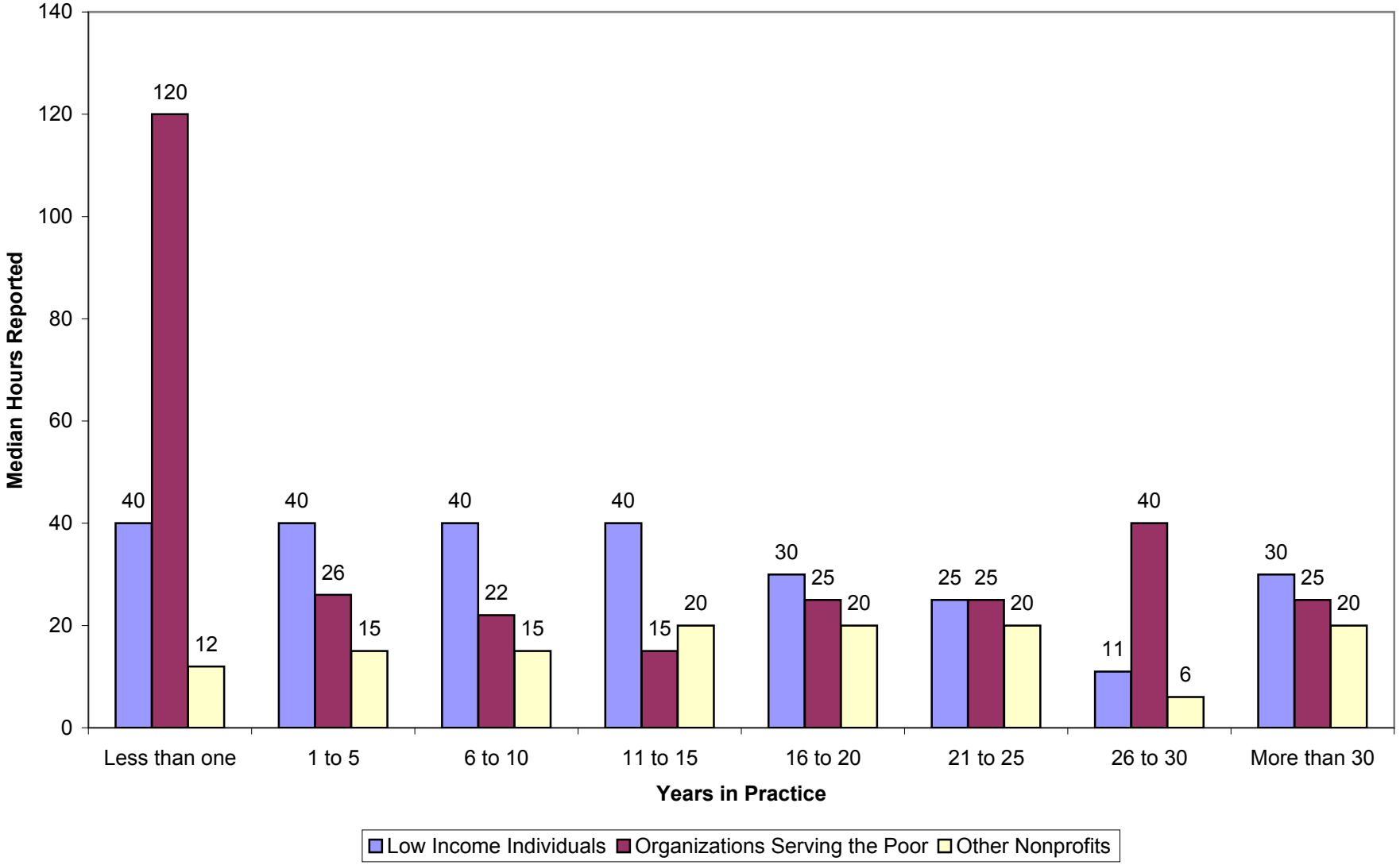
Improving the Legal System or Profession



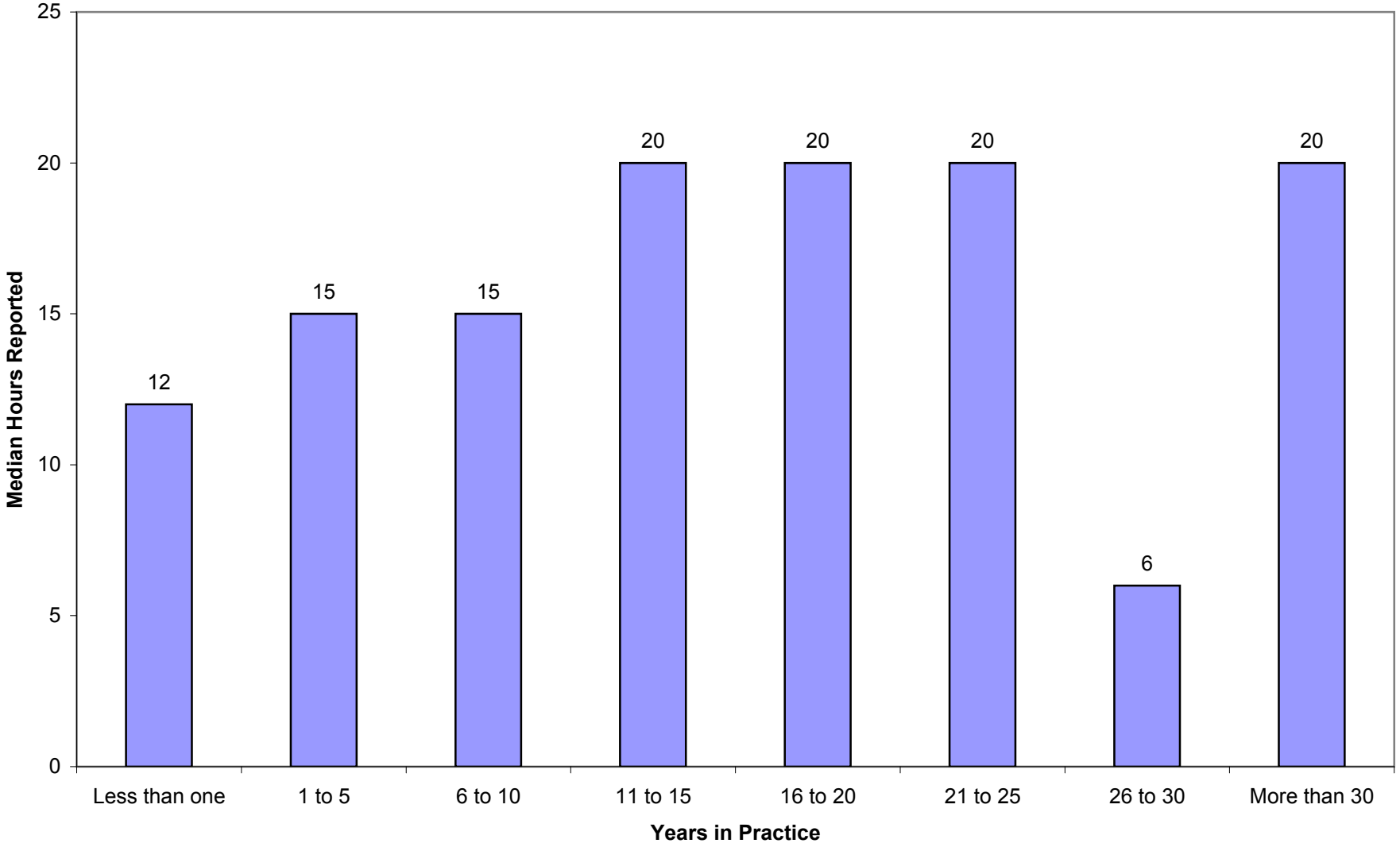
Free Legal Services Reported by Years in Practice



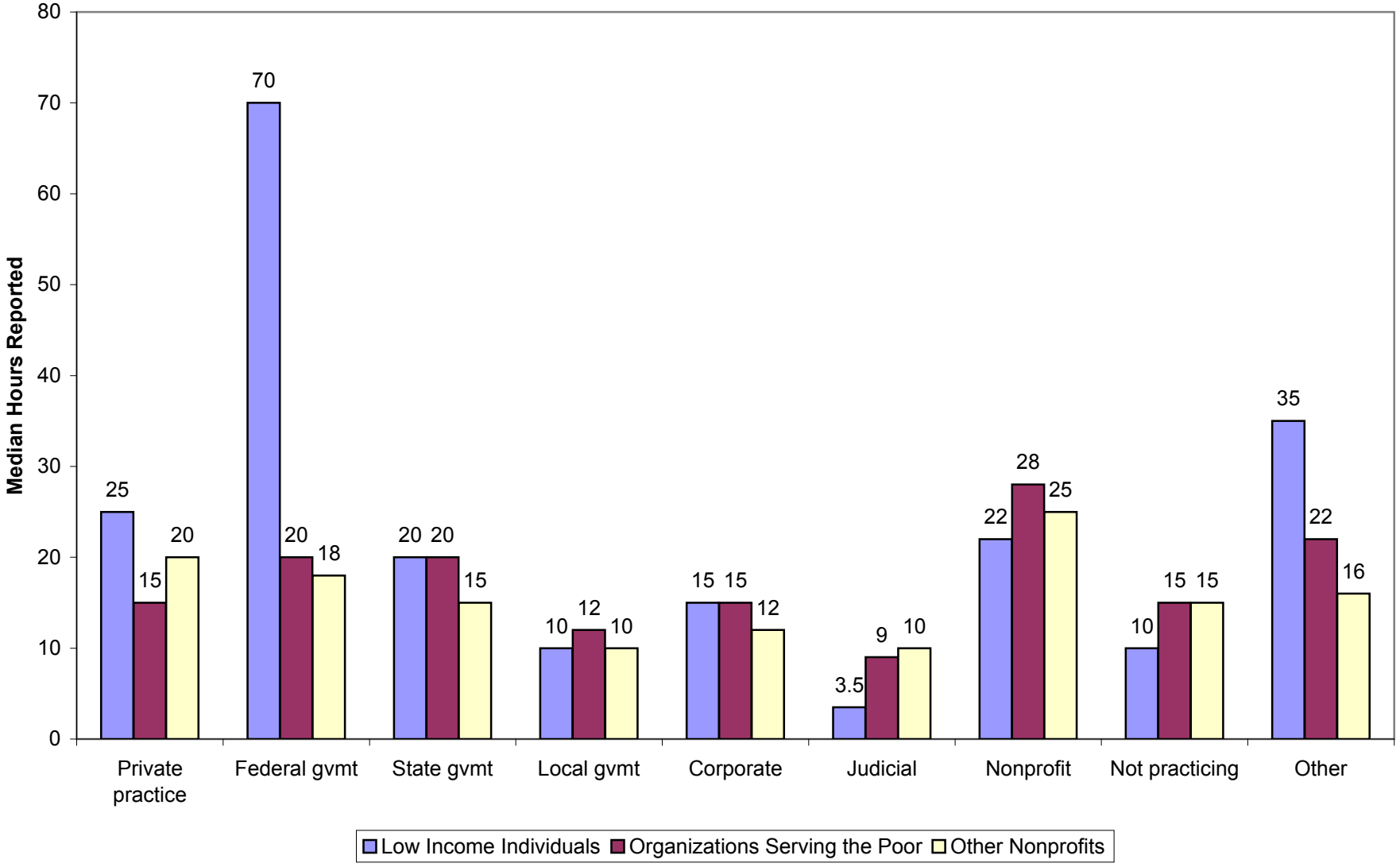
Reduced Fee Services Reported by Years In Practice



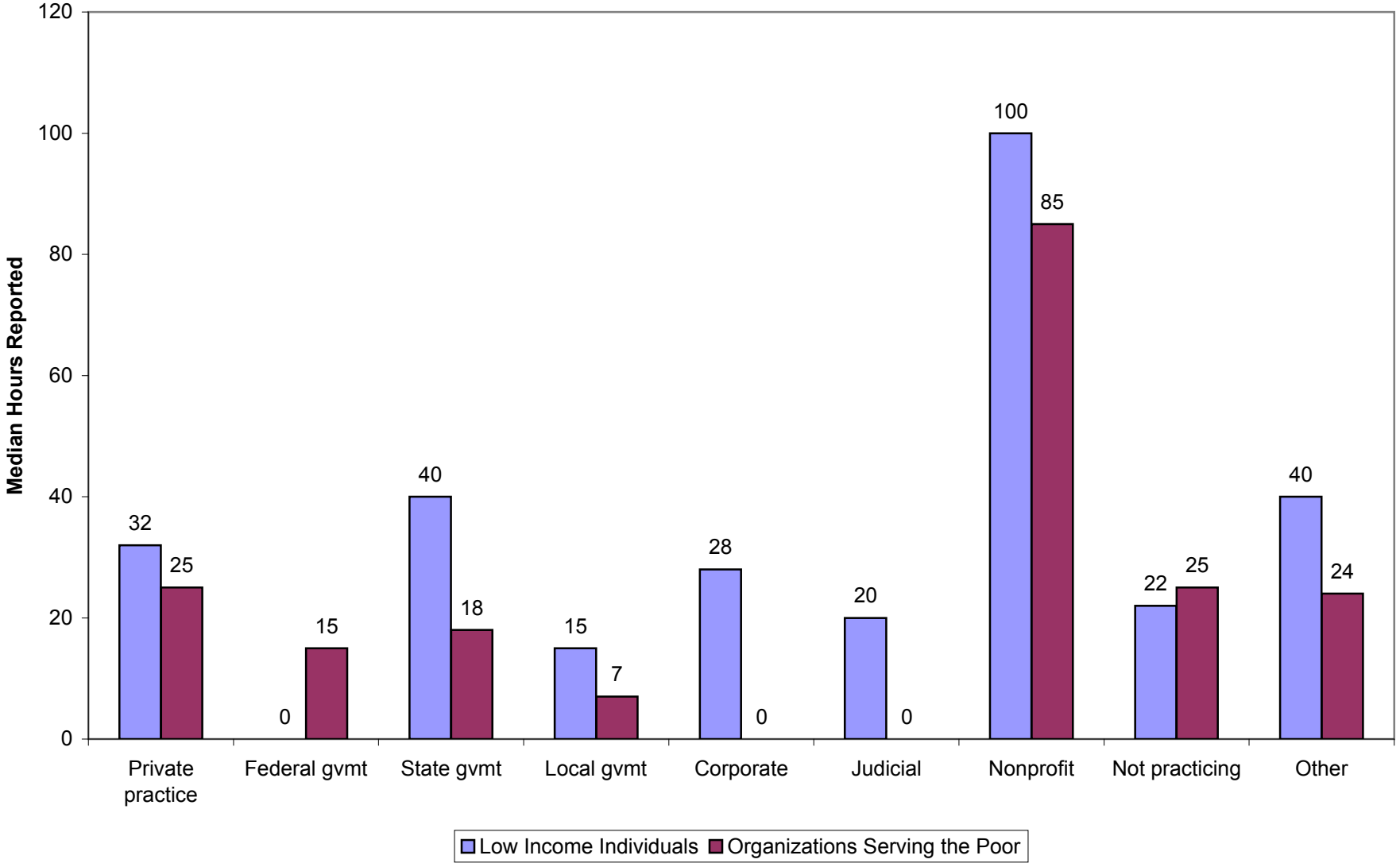
Improving the Legal System or Profession



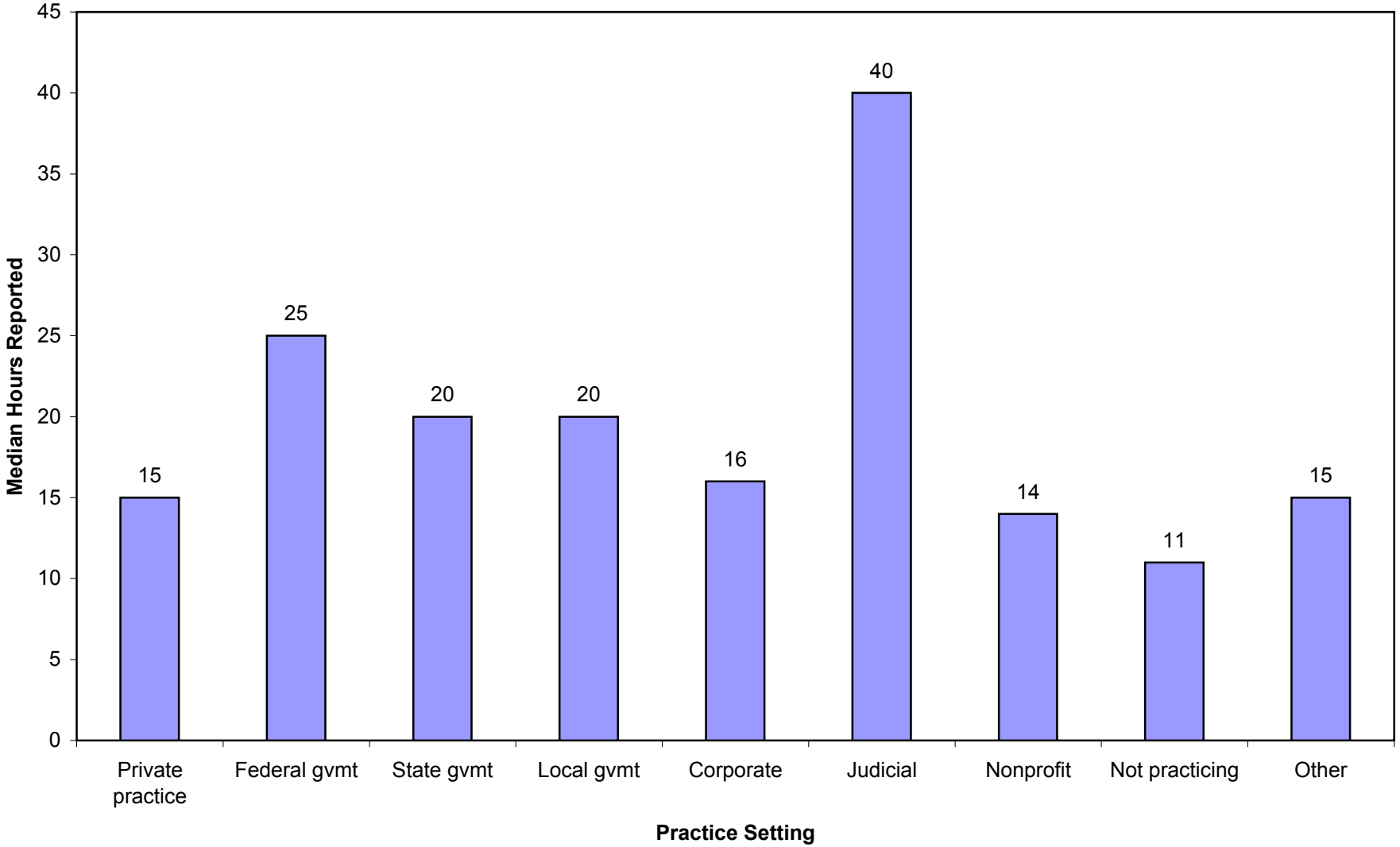
Free Legal Services Reported by Practice Setting



Reduced Fee Legal Service Reported by Practice Setting



Improving the Legal System or Profession



Appendix B

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
A wider range of available volunteer opportunities * What is your current employment position/office setting?	445	23.0%	1488	77.0%	1933	100.0%

A wider range of available volunteer opportunities * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	229	14	41	29	51	7	18	35	21	445
% within A wider range of available volunteer opportunities	51.5%	3.1%	9.2%	6.5%	11.5%	1.6%	4.0%	7.9%	4.7%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	51.5%	3.1%	9.2%	6.5%	11.5%	1.6%	4.0%	7.9%	4.7%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
A wider range of available volunteer opportunities * How many lawyers are in your firm/office?	284	14.7%	1649	85.3%	1933	100.0%

A wider range of available volunteer opportunities * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	96	62	35	27	14	50	284
% within A wider range of available volunteer opportunities	33.8%	21.8%	12.3%	9.5%	4.9%	17.6%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	33.8%	21.8%	12.3%	9.5%	4.9%	17.6%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
A wider range of available volunteer opportunities * How many years have you practiced law?	433	22.4%	1500	77.6%	1933	100.0%

A wider range of available volunteer opportunities * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	79	58	63	42	49	57	35	50	433
% within A wider range of available volunteer opportunities	18.2%	13.4%	14.5%	9.7%	11.3%	13.2%	8.1%	11.5%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	18.2%	13.4%	14.5%	9.7%	11.3%	13.2%	8.1%	11.5%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client * What is your current employment position/office setting?	648	33.5%	1285	66.5%	1933	100.0%

The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	418	10	51	24	51	3	23	39	29	648
% within The ability to work on a discrete legal task	64.5%	1.5%	7.9%	3.7%	7.9%	.5%	3.5%	6.0%	4.5%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	64.5%	1.5%	7.9%	3.7%	7.9%	.5%	3.5%	6.0%	4.5%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client * How many years have you practiced law?	636	32.9%	1297	67.1%	1933	100.0%

The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	105	91	94	82	79	80	27	78	636
% within The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client	16.5%	14.3%	14.8%	12.9%	12.4%	12.6%	4.2%	12.3%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	16.5%	14.3%	14.8%	12.9%	12.4%	12.6%	4.2%	12.3%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client * How many lawyers are in your firm/office?	485	25.1%	1448	74.9%	1933	100.0%

The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	174	136	56	44	17	58	485
% within The ability to work on a discrete legal task, such as an initial consultation, rather than a full representation of the client	35.9%	28.0%	11.5%	9.1%	3.5%	12.0%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	35.9%	28.0%	11.5%	9.1%	3.5%	12.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free or discounted training * How many years have you practiced law?	500	25.9%	1433	74.1%	1933	100.0%

Free or discounted training * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	106	79	70	73	57	48	35	32	500
% within Free or discounted training	21.2%	15.8%	14.0%	14.6%	11.4%	9.6%	7.0%	6.4%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	21.2%	15.8%	14.0%	14.6%	11.4%	9.6%	7.0%	6.4%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free or discounted training * What is your current employment position/office setting?	513	26.5%	1420	73.5%	1933	100.0%

Free or discounted training * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	291	12	50	22	37	4	29	37	31	513
% within Free or discounted training	56.7%	2.3%	9.7%	4.3%	7.2%	.8%	5.7%	7.2%	6.0%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	56.7%	2.3%	9.7%	4.3%	7.2%	.8%	5.7%	7.2%	6.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free or discounted training * How many lawyers are in your firm/office?	359	18.6%	1574	81.4%	1933	100.0%

Free or discounted training * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	178	87	26	23	9	36	359
% within Free or discounted training	49.6%	24.2%	7.2%	6.4%	2.5%	10.0%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	49.6%	24.2%	7.2%	6.4%	2.5%	10.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
CLE credit for pro bono services performed * What is your current employment position/office setting?	749	38.7%	1184	61.3%	1933	100.0%

CLE credit for pro bono services performed * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	471	19	58	28	56	5	25	49	38	749
% within CLE credit for pro bono services performed	62.9%	2.5%	7.7%	3.7%	7.5%	.7%	3.3%	6.5%	5.1%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	62.9%	2.5%	7.7%	3.7%	7.5%	.7%	3.3%	6.5%	5.1%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
CLE credit for pro bono services performed * How many years have you practiced law?	729	37.7%	1204	62.3%	1933	100.0%

CLE credit for pro bono services performed * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	137	115	119	96	90	73	45	54	729
% within CLE credit for pro bono services performed	18.8%	15.8%	16.3%	13.2%	12.3%	10.0%	6.2%	7.4%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	18.8%	15.8%	16.3%	13.2%	12.3%	10.0%	6.2%	7.4%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
CLE credit for pro bono services performed * How many lawyers are in your firm/office?	558	28.9%	1375	71.1%	1933	100.0%

CLE credit for pro bono services performed * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	224	147	57	48	24	58	558
% within CLE credit for pro bono services performed	40.1%	26.3%	10.2%	8.6%	4.3%	10.4%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	40.1%	26.3%	10.2%	8.6%	4.3%	10.4%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Encouragement from a judge to take a pro bono case * What is your current employment position/office setting?	219	11.3%	1714	88.7%	1933	100.0%

Encouragement from a judge to take a pro bono case * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	193	1	3	1	3	2	7	3	6	219
% within Encouragement from a judge to take a pro bono case	88.1%	.5%	1.4%	.5%	1.4%	.9%	3.2%	1.4%	2.7%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	88.1%	.5%	1.4%	.5%	1.4%	.9%	3.2%	1.4%	2.7%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Encouragement from a judge to take a pro bono case * How many years have you practiced law?	218	11.3%	1715	88.7%	1933	100.0%

Encouragement from a judge to take a pro bono case * How many years have you practiced law? Crosstabulation

		How many years have you practiced law?							Total
		Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Encouragement from a judge to take a pro bono case	Count	35	21	31	32	32	29	10	28	218
	% within Encouragement from a judge to take a pro bono case	16.1%	9.6%	14.2%	14.7%	14.7%	13.3%	4.6%	12.8%	100.0%
	% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	16.1%	9.6%	14.2%	14.7%	14.7%	13.3%	4.6%	12.8%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Encouragement from a judge to take a pro bono case * How many lawyers are in your firm/office?	202	10.5%	1731	89.5%	1933	100.0%

Encouragement from a judge to take a pro bono case * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	63	59	22	22	12	24	202
% within Encouragement from a judge to take a pro bono case	31.2%	29.2%	10.9%	10.9%	5.9%	11.9%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	31.2%	29.2%	10.9%	10.9%	5.9%	11.9%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Courts made scheduling preferences for pro bono volunteers * What is your current employment position/office setting?	170	8.8%	1763	91.2%	1933	100.0%

Courts made scheduling preferences for pro bono volunteers * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	122	4	12	2	3	3	6	9	9	170
% within Courts made scheduling preferences for pro bono volunteers	71.8%	2.4%	7.1%	1.2%	1.8%	1.8%	3.5%	5.3%	5.3%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	71.8%	2.4%	7.1%	1.2%	1.8%	1.8%	3.5%	5.3%	5.3%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Courts made scheduling preferences for pro bono volunteers * How many years have you practiced law?	169	8.7%	1764	91.3%	1933	100.0%

Courts made scheduling preferences for pro bono volunteers * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	34	24	20	27	18	15	7	24	169
% within Courts made scheduling preferences for pro bono volunteers	20.1%	14.2%	11.8%	16.0%	10.7%	8.9%	4.1%	14.2%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	20.1%	14.2%	11.8%	16.0%	10.7%	8.9%	4.1%	14.2%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Courts made scheduling preferences for pro bono volunteers * How many lawyers are in your firm/office?	140	7.2%	1793	92.8%	1933	100.0%

Courts made scheduling preferences for pro bono volunteers * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	56	38	15	9	1	21	140
% within Courts made scheduling preferences for pro bono volunteers	40.0%	27.1%	10.7%	6.4%	.7%	15.0%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	40.0%	27.1%	10.7%	6.4%	.7%	15.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free or discounted manuals and forms related to the tasks being performed * What is your current employment position/office setting?	580	30.0%	1353	70.0%	1933	100.0%

Free or discounted manuals and forms related to the tasks being performed * What is your current employment position/office setting? Crosstabulation

		What is your current employment position/office setting?									Total
		Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Free or discounted manuals and forms related to the tasks being performed	Count	370	13	45	22	36	3	26	36	29	580
	% within Free or discounted manuals and forms related to the tasks being performed	63.8%	2.2%	7.8%	3.8%	6.2%	.5%	4.5%	6.2%	5.0%	100.0%
	% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	63.8%	2.2%	7.8%	3.8%	6.2%	.5%	4.5%	6.2%	5.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free or discounted manuals and forms related to the tasks being performed * How many years have you practiced law?	566	29.3%	1367	70.7%	1933	100.0%

Free or discounted manuals and forms related to the tasks being performed * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	126	90	86	69	59	49	43	44	566
% within Free or discounted manuals and forms related to the tasks being performed	22.3%	15.9%	15.2%	12.2%	10.4%	8.7%	7.6%	7.8%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	22.3%	15.9%	15.2%	12.2%	10.4%	8.7%	7.6%	7.8%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free or discounted manuals and forms related to the tasks being performed * How many lawyers are in your firm/office?	435	22.5%	1498	77.5%	1933	100.0%

Free or discounted manuals and forms related to the tasks being performed * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	193	111	42	30	12	47	435
% within Free or discounted manuals and forms related to the tasks being performed	44.4%	25.5%	9.7%	6.9%	2.8%	10.8%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	44.4%	25.5%	9.7%	6.9%	2.8%	10.8%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
A colleague directly asked me to take a pro bono case * What is your current employment position/office setting?	323	16.7%	1610	83.3%	1933	100.0%

A colleague directly asked me to take a pro bono case * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	249	4	15	9	16	1	7	8	14	323
% within A colleague directly asked me to take a pro bono case	77.1%	1.2%	4.6%	2.8%	5.0%	.3%	2.2%	2.5%	4.3%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	77.1%	1.2%	4.6%	2.8%	5.0%	.3%	2.2%	2.5%	4.3%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
A colleague directly asked me to take a pro bono case * How many years have you practiced law?	320	16.6%	1613	83.4%	1933	100.0%

A colleague directly asked me to take a pro bono case * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	43	40	38	40	39	44	31	45	320
% within A colleague directly asked me to take a pro bono case	13.4%	12.5%	11.9%	12.5%	12.2%	13.8%	9.7%	14.1%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	13.4%	12.5%	11.9%	12.5%	12.2%	13.8%	9.7%	14.1%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
A colleague directly asked me to take a pro bono case * How many lawyers are in your firm/office?	271	14.0%	1662	86.0%	1933	100.0%

A colleague directly asked me to take a pro bono case * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	77	65	34	28	21	46	271
% within A colleague directly asked me to take a pro bono case	28.4%	24.0%	12.5%	10.3%	7.7%	17.0%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	28.4%	24.0%	12.5%	10.3%	7.7%	17.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Mentors and co-counsel * What is your current employment position/office setting?	429	22.2%	1504	77.8%	1933	100.0%

Mentors and co-counsel * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	243	7	44	14	38	4	20	34	25	429
% within Mentors and co-counsel	56.6%	1.6%	10.3%	3.3%	8.9%	.9%	4.7%	7.9%	5.8%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	56.6%	1.6%	10.3%	3.3%	8.9%	.9%	4.7%	7.9%	5.8%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Mentors and co-counsel * How many years have you practiced law?	415	21.5%	1518	78.5%	1933	100.0%

Mentors and co-counsel * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	123	63	51	45	31	35	39	28	415
% within Mentors and co-counsel	29.6%	15.2%	12.3%	10.8%	7.5%	8.4%	9.4%	6.7%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	29.6%	15.2%	12.3%	10.8%	7.5%	8.4%	9.4%	6.7%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Mentors and co-counsel * How many lawyers are in your firm/office?	302	15.6%	1631	84.4%	1933	100.0%

Mentors and co-counsel * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	118	64	35	26	12	47	302
% within Mentors and co-counsel	39.1%	21.2%	11.6%	8.6%	4.0%	15.6%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	39.1%	21.2%	11.6%	8.6%	4.0%	15.6%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Reliable pre-screening of client eligibility * What is your current employment position/office setting?	249	12.9%	1684	87.1%	1933	100.0%

Reliable pre-screening of client eligibility * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	194	3	14	5	10	1	6	8	8	249
% within Reliable pre-screening of client eligibility	77.9%	1.2%	5.6%	2.0%	4.0%	.4%	2.4%	3.2%	3.2%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	77.9%	1.2%	5.6%	2.0%	4.0%	.4%	2.4%	3.2%	3.2%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Reliable pre-screening of client eligibility * How many years have you practiced law?	247	12.8%	1686	87.2%	1933	100.0%

Reliable pre-screening of client eligibility * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	45	30	34	25	39	33	9	32	247
% within Reliable pre-screening of client eligibility	18.2%	12.1%	13.8%	10.1%	15.8%	13.4%	3.6%	13.0%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	18.2%	12.1%	13.8%	10.1%	15.8%	13.4%	3.6%	13.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free malpractice insurance coverage related to the pro bono work * What is your current employment position/office setting?	765	39.6%	1168	60.4%	1933	100.0%

Free malpractice insurance coverage related to the pro bono work * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	392	16	91	38	86	9	31	60	42	765
% within Free malpractice insurance coverage related to the pro bono work	51.2%	2.1%	11.9%	5.0%	11.2%	1.2%	4.1%	7.8%	5.5%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	51.2%	2.1%	11.9%	5.0%	11.2%	1.2%	4.1%	7.8%	5.5%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Reliable pre-screening of client eligibility * How many lawyers are in your firm/office?	210	10.9%	1723	89.1%	1933	100.0%

Reliable pre-screening of client eligibility * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	67	52	31	23	11	26	210
% within Reliable pre-screening of client eligibility	31.9%	24.8%	14.8%	11.0%	5.2%	12.4%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	31.9%	24.8%	14.8%	11.0%	5.2%	12.4%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free malpractice insurance coverage related to the pro bono work * How many years have you practiced law?	745	38.5%	1188	61.5%	1933	100.0%

Free malpractice insurance coverage related to the pro bono work * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	135	121	110	86	91	74	38	90	745
% within Free malpractice insurance coverage related to the pro bono work	18.1%	16.2%	14.8%	11.5%	12.2%	9.9%	5.1%	12.1%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	18.1%	16.2%	14.8%	11.5%	12.2%	9.9%	5.1%	12.1%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Free malpractice insurance coverage related to the pro bono work * How many lawyers are in your firm/office?	494	25.6%	1439	74.4%	1933	100.0%

Free malpractice insurance coverage related to the pro bono work * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	227	136	41	35	19	36	494
% within Free malpractice insurance coverage related to the pro bono work	46.0%	27.5%	8.3%	7.1%	3.8%	7.3%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	46.0%	27.5%	8.3%	7.1%	3.8%	7.3%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Help with out-of-pocket costs * What is your current employment position/office setting?	587	30.4%	1346	69.6%	1933	100.0%

Help with out-of-pocket costs * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	412	10	45	15	31	5	17	29	23	587
% within Help with out-of-pocket costs	70.2%	1.7%	7.7%	2.6%	5.3%	.9%	2.9%	4.9%	3.9%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	70.2%	1.7%	7.7%	2.6%	5.3%	.9%	2.9%	4.9%	3.9%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Help with out-of-pocket costs * How many years have you practiced law?	573	29.6%	1360	70.4%	1933	100.0%

Help with out-of-pocket costs * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	109	86	85	84	67	60	27	55	573
% within Help with out-of-pocket costs	19.0%	15.0%	14.8%	14.7%	11.7%	10.5%	4.7%	9.6%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	19.0%	15.0%	14.8%	14.7%	11.7%	10.5%	4.7%	9.6%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Help with out-of-pocket costs * How many lawyers are in your firm/office?	463	24.0%	1470	76.0%	1933	100.0%

Help with out-of-pocket costs * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	192	138	49	36	18	30	463
% within Help with out-of-pocket costs	41.5%	29.8%	10.6%	7.8%	3.9%	6.5%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	41.5%	29.8%	10.6%	7.8%	3.9%	6.5%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
More recognition from bar associations for pro bono volunteers * What is your current employment position/office setting?	93	4.8%	1840	95.2%	1933	100.0%

More recognition from bar associations for pro bono volunteers * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	61	4	5	3	4	1	6	4	5	93
% within More recognition from bar associations for pro bono volunteers	65.6%	4.3%	5.4%	3.2%	4.3%	1.1%	6.5%	4.3%	5.4%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	65.6%	4.3%	5.4%	3.2%	4.3%	1.1%	6.5%	4.3%	5.4%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
More recognition from bar associations for pro bono volunteers * How many years have you practiced law?	91	4.7%	1842	95.3%	1933	100.0%

More recognition from bar associations for pro bono volunteers * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	14	11	12	11	11	13	10	9	91
% within More recognition from bar associations for pro bono volunteers	15.4%	12.1%	13.2%	12.1%	12.1%	14.3%	11.0%	9.9%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	15.4%	12.1%	13.2%	12.1%	12.1%	14.3%	11.0%	9.9%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
More recognition from bar associations for pro bono volunteers * How many lawyers are in your firm/office?	70	3.6%	1863	96.4%	1933	100.0%

More recognition from bar associations for pro bono volunteers * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	28	8	10	10	4	10	70
% within More recognition from bar associations for pro bono volunteers	40.0%	11.4%	14.3%	14.3%	5.7%	14.3%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	40.0%	11.4%	14.3%	14.3%	5.7%	14.3%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
More recognition from my employer for pro bono service * What is your current employment position/office setting?	223	11.5%	1710	88.5%	1933	100.0%

More recognition from my employer for pro bono service * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	114	11	31	13	27	2	8	7	10	223
% within More recognition from my employer for pro bono service	51.1%	4.9%	13.9%	5.8%	12.1%	.9%	3.6%	3.1%	4.5%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	51.1%	4.9%	13.9%	5.8%	12.1%	.9%	3.6%	3.1%	4.5%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
More recognition from my employer for pro bono service * How many years have you practiced law?	219	11.3%	1714	88.7%	1933	100.0%

More recognition from my employer for pro bono service * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	45	45	29	23	26	25	11	15	219
% within More recognition from my employer for pro bono service	20.5%	20.5%	13.2%	10.5%	11.9%	11.4%	5.0%	6.8%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	20.5%	20.5%	13.2%	10.5%	11.9%	11.4%	5.0%	6.8%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
More recognition from my employer for pro bono service * How many lawyers are in your firm/office?	131	6.8%	1802	93.2%	1933	100.0%

More recognition from my employer for pro bono service * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	10	15	21	25	14	46	131
% within More recognition from my employer for pro bono service	7.6%	11.5%	16.0%	19.1%	10.7%	35.1%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	7.6%	11.5%	16.0%	19.1%	10.7%	35.1%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Better information about how to make financial contributions * What is your current employment position/office setting?	129	6.7%	1804	93.3%	1933	100.0%

Better information about how to make financial contributions * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	46	6	18	13	21	3	3	9	10	129
% within Better information about how to make financial contributions	35.7%	4.7%	14.0%	10.1%	16.3%	2.3%	2.3%	7.0%	7.8%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	35.7%	4.7%	14.0%	10.1%	16.3%	2.3%	2.3%	7.0%	7.8%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Better information about how to make financial contributions * How many years have you practiced law?	122	6.3%	1811	93.7%	1933	100.0%

Better information about how to make financial contributions * How many years have you practiced law? Crosstabulation

	How many years have you practiced law?								Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
Count	16	19	21	15	10	19	11	11	122
% within Better information about how to make financial contributions	13.1%	15.6%	17.2%	12.3%	8.2%	15.6%	9.0%	9.0%	100.0%
% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	13.1%	15.6%	17.2%	12.3%	8.2%	15.6%	9.0%	9.0%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
None of the above * What is your current employment position/office setting?	376	19.5%	1557	80.5%	1933	100.0%

None of the above * What is your current employment position/office setting? Crosstabulation

	What is your current employment position/office setting?									Total
	Private practice	Federal government	State government	Local government	Corporate	Judicial	Nonprofit	Not practicing	Other	
Count	199	21	53	12	26	18	11	24	12	376
% within None of the above	52.9%	5.6%	14.1%	3.2%	6.9%	4.8%	2.9%	6.4%	3.2%	100.0%
% within What is your current employment position/office setting?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	52.9%	5.6%	14.1%	3.2%	6.9%	4.8%	2.9%	6.4%	3.2%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Better information about how to make financial contributions * How many lawyers are in your firm/office?	65	3.4%	1868	96.6%	1933	100.0%

Better information about how to make financial contributions * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	26	13	5	6	5	10	65
% within Better information about how to make financial contributions	40.0%	20.0%	7.7%	9.2%	7.7%	15.4%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	40.0%	20.0%	7.7%	9.2%	7.7%	15.4%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
None of the above * How many years have you practiced law?	356	18.4%	1577	81.6%	1933	100.0%

None of the above * How many years have you practiced law? Crosstabulation

		How many years have you practiced law?							Total
	Less than one	1 to 5	6 to 10	11 to 15	16 to 20	21 to 25	26 to 30	More than 30	
None of the above	Count	32	40	40	51	69	52	6	66	356
	% within None of the above	9.0%	11.2%	11.2%	14.3%	19.4%	14.6%	1.7%	18.5%	100.0%
	% within How many years have you practiced law?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	9.0%	11.2%	11.2%	14.3%	19.4%	14.6%	1.7%	18.5%	100.0%

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
None of the above * How many lawyers are in your firm/office?	234	12.1%	1699	87.9%	1933	100.0%

None of the above * How many lawyers are in your firm/office? Crosstabulation

	How many lawyers are in your firm/office?						Total
	One	2 to 5	6 to 10	11 to 25	26 to 50	More than 50	
Count	78	61	20	27	18	30	234
% within None of the above	33.3%	26.1%	8.5%	11.5%	7.7%	12.8%	100.0%
% within How many lawyers are in your firm/office?	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	33.3%	26.1%	8.5%	11.5%	7.7%	12.8%	100.0%