



_____ (law firm) recognizes and supports the efforts of the Bar Association of Metropolitan St. Louis (BAMSL) and Legal Services of Eastern Missouri (LSEM) to increase the provision of pro bono legal services to the impoverished members of our region.

We recognize that attorneys have a unique obligation to make their professional skills and resources available to those who cannot afford them.

We believe that law firm leadership must foster a culture that promotes pro bono service, and we hereby make this pledge:

1. Our firm believes in the importance of pro bono work, and we commit to encouraging and supporting attorneys at our firm who engage in approved pro bono work.
2. Our firm will promulgate and maintain a written policy with regard to pro bono service, which shall be defined as legal services provided to persons or organizations of limited financial resources, through direct client representation or other means such as legal information clinics or the like.
3. Our firm will use its best efforts to ensure that we annually contribute, at a minimum, the following pro bono efforts:
 - a. The firm's leadership will encourage pro bono participation.
 - b. The firm will provide each attorney with full billable hour credit for at least 50 hours of approved pro bono work each year.
 - c. The firm will perform an average minimum of 10 hours of pro bono work per full-time attorney located in the St. Louis region per year.

For example, a firm with 50 full-time attorneys located in the St. Louis area, would use its best efforts to perform a minimum of 500 total hours of pro bono work annually.

4. Our firm will support and promote opportunities for training that facilitates pro bono work.
5. Our firm will identify a Pro Bono Champion within the firm to report the firm's pro bono work on a quarterly basis and otherwise serve as the point of contact for the St. Louis Pro Bono Challenge.

By: _____ Date: _____

Printed Name

Title