Goldberg Kohn Pro Bono Policy

1. The pro bono matters we undertake should be dictated in the first instance by the interests and passions of the lawyers who desire to work on them. This is the best way to assure the personal and professional satisfaction of the lawyers at the firm, as well as a meaningful level of aggregate pro bono commitment. Pro bono work should include the representation of people who cannot afford to pay for legal representation, and for representation related to issues in the public interest.

2. As part of the firm's fiscal budgeting process, the PBC shall make a recommendation, for approval by the partnership, of the value of the total time to be allocated each year to pro bono work. Pro bono matters within the budget, which can be staffed appropriately, and which comply with the principles in this document, shall be approved. It shall be the responsibility of the PBC to solicit attorneys in the firm (partners and associates) on a regular basis about the types of pro bono work which interest them and then to make sure that type of work is brought into the firm.

3. The PBC should include (not exclusively) partners and associates from a cross section of political perspectives who have demonstrated and expressed a desire to do pro bono work. All proposals for pro bono work shall be submitted to the head of the practice group responsible for working on the matter and then to the PBC for approval. Each proposal should describe the matter, including the estimated amount and length of time involved in the representation. The PBC should report to the partnership and to the firm generally on a quarterly basis (a) the absolute numbers and percentage of revenue and hours devoted to pro bono work; (b) a description of the pro bono matters handled during that time period; and (c) the names of the lawyers who are actively involved in civic organizations and a description of those organizations. Although not considered pro bono, the information in part (c) of the report will inform our lawyers about the types of pro bono opportunities that might be available through these organizations. The PBC shall have use of the marketing staff to assist with the preparation of this report. The PBC will also work with the practice group leaders to establish goals for the respective departments for the percentages of hours they should be devoting to pro bono work.

4. As a general rule, associates may count up to 200 hours per year of pro bono time towards billable hours and bonus requirements. To the extent the firm agrees to take on a pro bono representation that requires an associate to exceed that limitation, there shall be a discussion and agreement at the outset of the matter as to how the additional hours (over 200) should be counted. Partners in all practice groups should be supportive of an associate's desire to do pro bono work.

5. The most interesting, stimulating, and rewarding pro bono work often involves high profile issues that include considerable controversy. Our pro bono program should not be neutered in such a way that it prevents the firm from taking on a significant number of these types of cases.

6. Our analysis as to whether to take on a pro bono matter must be independent of the liberal, conservative, or other political nature of the cause to be supported. However, the firm will not undertake a matter which is so offensive to a meaningful number of lawyers at the firm that it creates

a deep personal conflict for those people to be associated with a firm that is involved in such a matter. This type of objection should be used sparingly.

7. Pro bono representation should not jeopardize important client relationships or otherwise pose a significant financial threat to the firm unless the cause is so morally compelling and universally accepted within the firm, that a firm-wide determination is made that the matter is worth the risk. The analysis as to whether a matter poses such risks should be made independent of personal feelings about the proposed matter.