

*Final Report:*  
*Current Status of Pro Bono Service  
Among Maryland Lawyers, Year 2017*

NOVEMBER 20, 2018

**SUBMITTED BY:**  
**ANASYS, INC.**

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## 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 refined by the Court of Appeals in Rule 19-306.1 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 2017. Below are the highlights of the results.

- Among 40,215 lawyers certified to practice law in Maryland, 16,576 (41.2 percent) reported some pro bono activity and provided 1,160,906 hours of pro bono services.
- Among 15,203 full-time lawyers in Maryland, 52.1 percent provided pro bono service. Lawyers in the Eastern Region ranked at the top with 71.3 percent of their full-time lawyers reporting some pro bono hours, followed by the Western Region at 63.5 percent.
- Among full-time lawyers in Maryland, 19.0 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 33.3 percent of full-time lawyers who provided 50 or more hours of pro bono services, followed by 22.7 percent in the Western Region and 20.8 percent in the Capital Region.
- Queen Anne’s County ranked first at 44.4 percent of full-time lawyers with 50 or more pro bono hours, followed by Caroline (42.1 percent), and Garrett (38.9 percent) Counties.
- The number of lawyers participating in activities related to improving the law, the legal system, or the legal profession totaled 7,238 lawyers for a total of 371,677 hours.
- The total financial contribution to organizations that provide legal services to people of limited means was \$5,634,476 from 8,106 contributing lawyers.
- Among lawyers who rendered pro bono service hours, 51.9 percent did so to people of limited means; 16.4 percent to organizations helping people of limited means; 8.8 percent to entities on civil rights matters; and 22.9 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 83 percent of all full-time lawyers who are in government agencies and 74 percent of lawyers who do not practice law did not provide any pro bono service, as compared to 36.4 percent of lawyers in private firms. Only 4.2 percent of lawyers in government and 7.2 percent in Corporate Counsel provided 50 or more hours of pro bono services, as compared to 26.2 percent among lawyers in private firms.

- Online filing lawyers are asked to consider making a one-time voluntary donation to a Maryland legal services provider upon completing online reports. A total of 970 donations was pledged from 790 lawyers, via this web page, in the amount of \$103,818.25, up 3.6 percent from last year's amount.

## 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 2017.

During 2018, four mailings were sent out to all licensed Maryland attorneys for reporting of their pro bono activities during the prior calendar year.

- First round: An initial mailing was sent out by January 10th, 2018, to all 40,420 lawyers who were on active status in the Attorney Information System (AIS).
- Second round: A mailing was sent out on March 29, 2018, to 5,333 lawyers who had not filed their pro bono report by March 16.
- Third round: A ‘Notice of Failure to File’ was sent out on May 31 to 2,055 lawyers who had not filed their pro bono report by May 19.
- Fourth round: A ‘Decertification Order’ signed by the Court of Appeals was sent to 46 lawyers who had failed to file the pro bono report by September 17.

This report covers the 40,215 pro bono reports received by September 17, 2018. 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 89.0 percent (35,781 lawyers) and the remaining 11.0 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 services.

## 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 40,208 lawyers (excluding 7 with state unknown) by their business address as reported in the Pro Bono Legal Service Report for Year 2017. The results are compared with the distributions in previous years.

*Table 1. Office Location of Lawyers*

	Yr. 2017		Yr. 2016		Yr. 2015		Yr. 2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Maryland	22,448	55.8%	22,482	56.5%	22,276	56.6%	22,192	57.1%
Washington DC	9,432	23.5%	9,232	23.2%	9,262	23.5%	9,121	23.5%
Virginia	2,999	7.5%	2,978	7.5%	2,901	7.4%	2,806	7.2%
Other States	5,146	12.8%	4,920	12.4%	4,747	12.1%	4,594	11.8%
Foreign	183	0.5%	182	0.5%	173	0.4%	150	0.4%
	40,208	100%	39,794	100%	39,359	100%	38,863	100%

About 56 percent of lawyers who are certified to practice in Maryland reported a business address in Maryland, followed by 23.5 percent in Washington D.C. 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 (22,892 lawyers) indicated they practiced in jurisdictions in the state of Maryland, 41 percent (16,514 lawyers) reported an out-of-state jurisdiction, and the remaining 2 percent (809 lawyers) did not answer the question.

Among those who reported practicing in Maryland jurisdictions, 3,172 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 19,720 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 26.0 percent, followed by Baltimore City 24.5 percent, and about 13.8 percent for Baltimore County.

Table 2. First-choice Jurisdiction

County Name	Year 2017		Year 2016		Year 2015		Year 2014	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Montgomery Co.	5,137	26.0%	5,147	26.3%	4,936	25.7%	4,839	25.7%
Baltimore City	4,831	24.5%	4,860	24.8%	4,805	25.0%	4,661	24.8%
Baltimore Co.	2,727	13.8%	2,703	13.8%	2,680	14.0%	2,671	14.2%
Prince George's Co.	2,004	10.2%	1,943	9.9%	1,923	10.0%	1,911	10.2%
Anne Arundel Co.	1,641	8.3%	1,607	8.2%	1,551	8.1%	1,491	7.9%
Howard Co.	901	4.6%	890	4.5%	897	4.7%	865	4.6%
Frederick Co.	429	2.2%	403	2.1%	404	2.1%	384	2.0%
Harford Co.	365	1.9%	367	1.9%	376	2.0%	361	1.9%
Carroll Co.	243	1.2%	231	1.2%	218	1.1%	242	1.3%
Charles Co.	186	0.9%	187	1.0%	173	0.9%	175	0.9%
Wicomico Co.	184	0.9%	173	0.9%	175	0.9%	162	0.9%
Washington Co.	142	0.7%	159	0.8%	166	0.9%	163	0.9%
Calvert Co.	123	0.6%	130	0.7%	132	0.7%	122	0.6%
Allegany Co.	122	0.6%	116	0.6%	111	0.6%	106	0.6%
Talbot Co.	118	0.6%	110	0.6%	109	0.6%	101	0.5%
Cecil Co.	114	0.6%	103	0.5%	101	0.5%	107	0.6%
Worcester Co.	112	0.6%	101	0.5%	98	0.5%	101	0.5%
Saint Mary's Co.	99	0.5%	101	0.5%	97	0.5%	96	0.5%
Queen Anne's Co.	58	0.3%	64	0.3%	62	0.3%	65	0.3%
Kent Co.	51	0.3%	43	0.2%	40	0.2%	39	0.2%
Caroline Co.	40	0.2%	41	0.2%	37	0.2%	40	0.2%
Dorchester Co.	37	0.2%	37	0.2%	42	0.2%	34	0.2%
Garrett Co.	34	0.2%	36	0.2%	37	0.2%	37	0.2%
Somerset Co.	22	0.1%	18	0.1%	17	0.1%	22	0.1%
Total	19,720	100%	19,570	100%	19,187	100%	18,795	100%

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

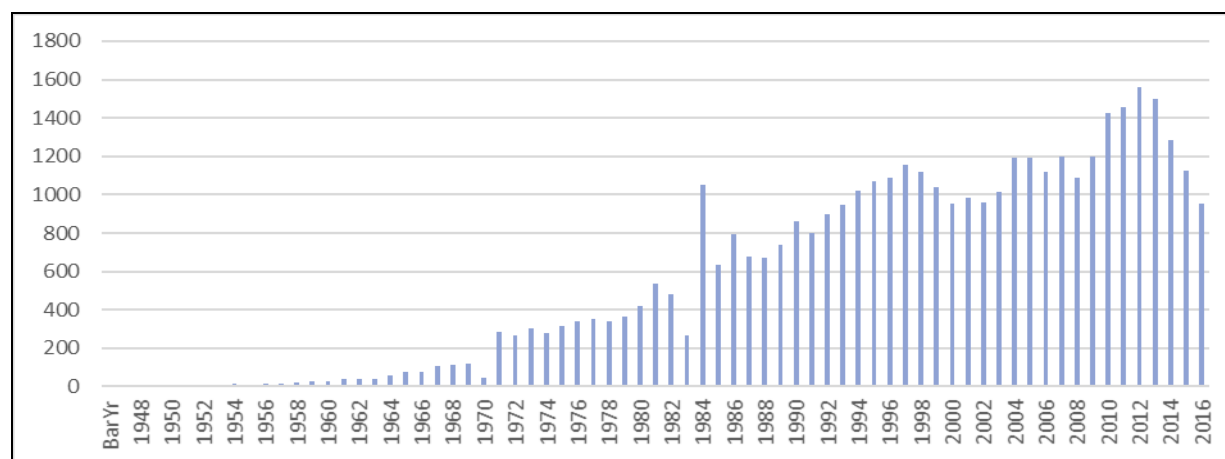
The following table shows the average and median bar admittance year for the lawyers, using the Attorney ID number which reflects the lawyer's bar admittance year (and dates). Lawyers with offices in Maryland tend to have practiced law longer than lawyers whose offices are in other states. For example, the median year for bar admittance among the lawyers in Maryland is 1998, while the median for lawyers in Washington DC and Virginia is 2005 and 2001, respectively.

*Table 3. Mean and Median Bar Admittance Year by States*

	Maryland	Washington DC	Virginia	Other States	Foreign Countries
Number	22,448	9,432	2,999	5,146	183
Mean	1997.0	2002.7	2000.9	2000.3	2001.9
Median	1998	2005	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 39,434 lawyers, excluding 781 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 define 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 Judicial Law Clerk or a Sitting or Recalled Judge (Question 8). Among 40,215 lawyers, 28,374 were identified as full-time lawyers,

answering “no” to all four questions. Among the full-time lawyers, 15,203 reported a business address in Maryland. For the purpose of this report, we use the term ‘Other Lawyers’ for lawyers who are prohibited, retired, part-time, or are 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 in Other, Government, or Intellectual practice areas. The distribution looks similar to 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	5,444	13.8%	2,287	15.1%
Other	4,491	11.4%	1,095	7.2%
Government	4,334	11.0%	994	6.6%
Corporate/Business	4,299	10.9%	1,502	9.9%
Criminal	3,299	8.4%	1,748	11.6%
Real Estate	2,442	6.2%	1,251	8.3%
Family/Domestic	2,095	5.3%	1,340	8.9%
Employment/Labor	1,787	4.5%	604	4.0%
Trusts/Estates/Wills	1,512	3.8%	720	4.8%
General Practice	1,365	3.5%	507	3.4%
Personal Injury	1,320	3.3%	907	6.0%
Intellectual Property/Patents/	1,297	3.3%	244	1.6%
Administrative Law	1,146	2.9%	315	2.1%
Health	1,057	2.7%	334	2.2%
Taxation	918	2.3%	244	1.6%
Banking/Finance	676	1.7%	178	1.2%
Insurance	675	1.7%	307	2.0%
Bankruptcy/Commercial	558	1.4%	339	2.2%
Environmental	523	1.3%	102	0.7%
Elder Law	196	0.5%	86	0.6%
	39,434	100%	15,104	100%

### III. PRO BONO SERVICE

In this section, we present results of our analyses of the Year 2017 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

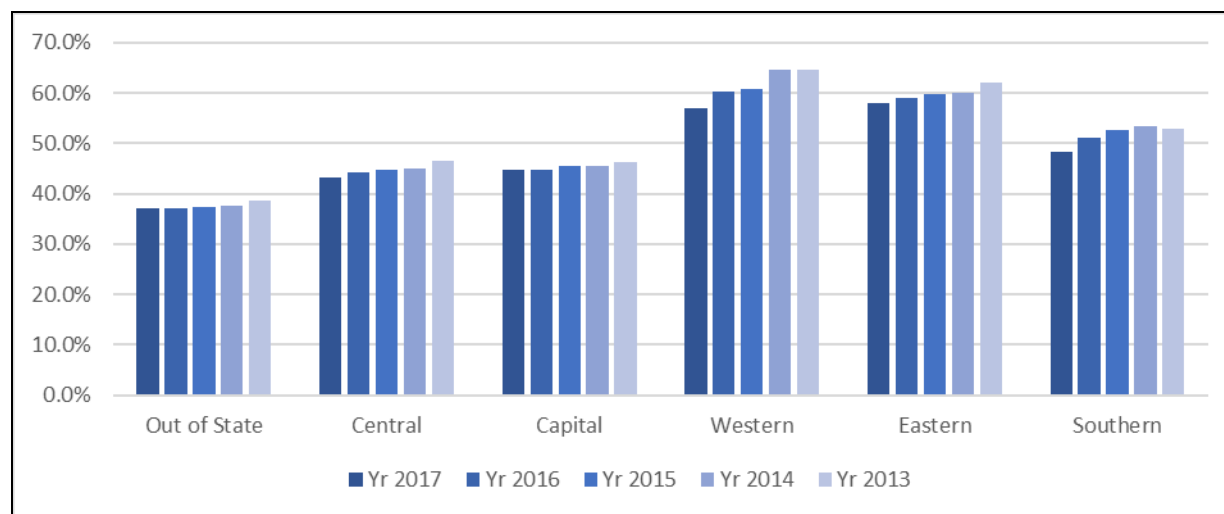
The total number of pro bono hours rendered by Maryland-certified lawyers was 1,160,906 hours (compared to 1,150,205 pro bono hours in 2016). Among 40,215 lawyers, 16,576 (41.2 percent) reported some pro bono activity (Tables 5 and 6). Among 22,448 lawyers with offices in Maryland, 9,970 (44.4 percent) rendered pro bono hours greater than '0', compared to 37.2 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, 2013 - 2017*

	Yr 2017	Yr 2016	Yr 2015	Yr 2014	Yr 2013
All Reporting Lawyers	41.2%	41.7%	42.1%	42.4%	43.7%
Lawyers in Maryland	44.4%	45.3%	45.8%	46.0%	47.3%
Lawyers in Other States	37.2%	37.1%	37.3%	37.6%	38.7%

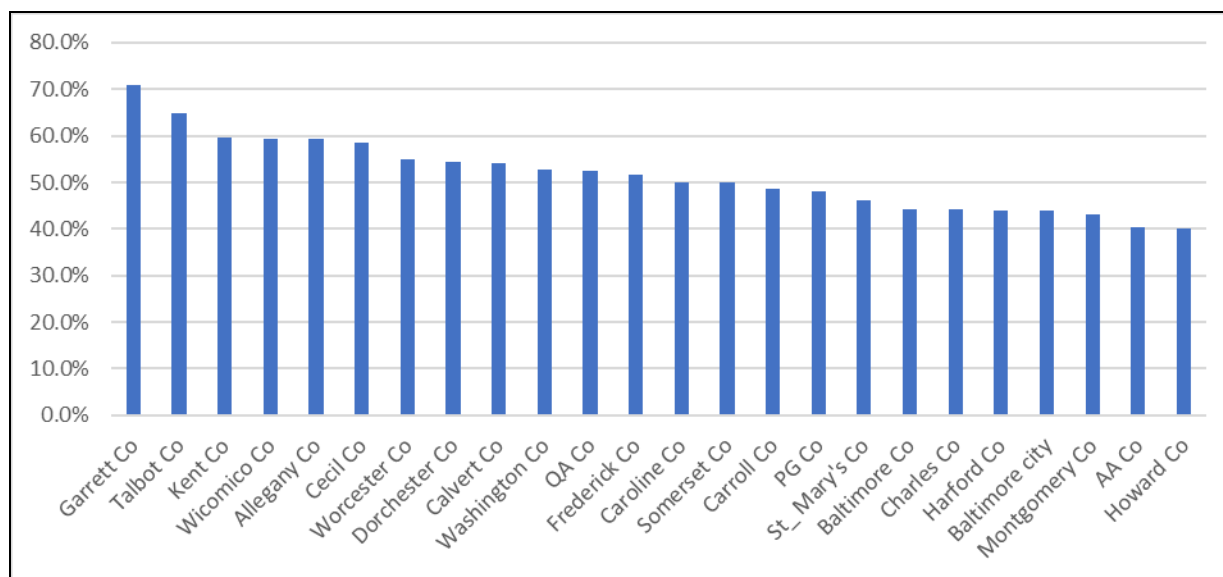
The proportion of lawyers who rendered pro bono service differs by geographical area within Maryland (Chart 2). As was the case in previous years, higher proportions of lawyers in rural areas of Maryland rendered pro bono services when compared to lawyers in the Central and Capital regions.

*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, with 71.0 percent of lawyers rendering some pro bono hours. Lawyers in Talbot County reported the second highest (64.8 percent of lawyers rendered some pro bono hours), followed by Kent County (59.6 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', 52.1 percent of all full-time lawyers in Maryland provided some pro bono service, compared to 53.0% in 2016. Again, the Eastern Region ranked at the top with 71.3 percent of their full-time lawyers reporting any pro bono hours in 2017, followed by the Western Region at 63.5 percent. At the county level, full-time lawyers in Garrett County reported the highest, with 77.8 percent of lawyers rendering some pro bono hours (Table 8). Lawyers in Somerset County reported the second highest (76.9 percent), followed by Cecil County (76.2 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, 19.0 percent met this goal of providing 50 or more hours of pro bono service during the year 2017 (Table 6). The Eastern Region was, again, the highest by having 33.3 percent of full-time lawyers who provided 50 or more hours of pro bono services, followed by 22.7 percent in the Western Region and 20.8 percent in the Capital Region. The lowest percentage of lawyers providing 50 or more pro bono service hours was found in the Southern Region (17.1 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
<b>All Lawyers</b>	No pro bono hours	58.8%	56.8%	55.2%	43.1%	42.0%	51.6%	55.6%	62.8%
	Less than 50 hours	25.6%	28.6%	27.8%	37.4%	33.1%	35.7%	28.7%	21.8%
	50 or more hours	15.6%	14.6%	16.9%	19.5%	24.9%	12.7%	15.8%	15.4%
<b>Full-time Lawyers</b>	No pro bono hours	52.0%	50.1%	46.7%	36.5%	28.7%	39.4%	47.9%	56.8%
	Less than 50 hours	<b>29.3%</b>	<b>32.8%</b>	<b>32.5%</b>	<b>40.8%</b>	<b>38.0%</b>	<b>43.5%</b>	<b>33.1%</b>	<b>25.0%</b>
	<b>50 or more hours</b>	18.6%	17.2%	20.8%	22.7%	33.3%	17.1%	<b>19.0%</b>	<b>18.3%</b>
<b>Other Lawyers</b>	No pro bono hours	75.0%	72.3%	71.4%	59.3%	66.2%	71.8%	71.7%	80.1%
	Less than 50 hours	16.7%	19.0%	19.0%	29.1%	24.1%	22.8%	19.3%	12.7%
	50 or more hours	8.3%	8.7%	9.6%	11.6%	9.8%	5.4%	9.0%	7.2%

		All Areas*	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of MD*	Other States
<b>All Lawyers</b>	No pro bono hours	23,639	7,492	4,275	128	315	204	12,478	11,161
	Less than 50 hours	10,307	3,764	2,156	111	248	141	6,434	3,873
	50 or more hours	6,269	1,924	1,312	58	187	50	3,536	2,733
<b>Full-time Lawyers</b>	No pro bono hours	14,763	4,582	2,376	77	139	97	7,282	7,481
	Less than 50 hours	8,326	2,999	1,652	86	184	107	5,036	3,290
	50 or more hours	5,285	1,573	1,057	48	161	42	2,885	2,400
<b>Other Lawyers</b>	No pro bono hours	8,876	2,910	1,899	51	176	107	5,196	3,680
	Less than 50 hours	1,981	765	504	25	64	34	1,398	583
	50 or more hours	984	351	255	10	26	8	651	333

\* includes 83 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 2016), of lawyers who provided 50 or more hours of pro bono services.

Table 7. Pro Bono Hours – Change in Percentage Points from 2016

Pro bono hours	All Areas	Central Region	Capital Region	Western Region	Eastern Region	Southern Region	All of MD	Other States
<b>All Lawyers</b> 50 or more hours	-0.5%	-0.8%	-0.5%	-0.5%	-1.5%	-3.4%	-0.8%	-0.1%
<b>Full-time Lawyers</b> 50 or more hours	<b>-0.6%</b>	<b>-1.0%</b>	<b>-0.6%</b>	<b>0.1%</b>	<b>-0.8%</b>	<b>-3.3%</b>	<b>-1.0%</b>	<b>-0.1%</b>
<b>Other Lawyers</b> 50 or more hours	0.2%	0.2%	0.5%	-0.5%	-0.9%	-3.5%	0.1%	0.4%

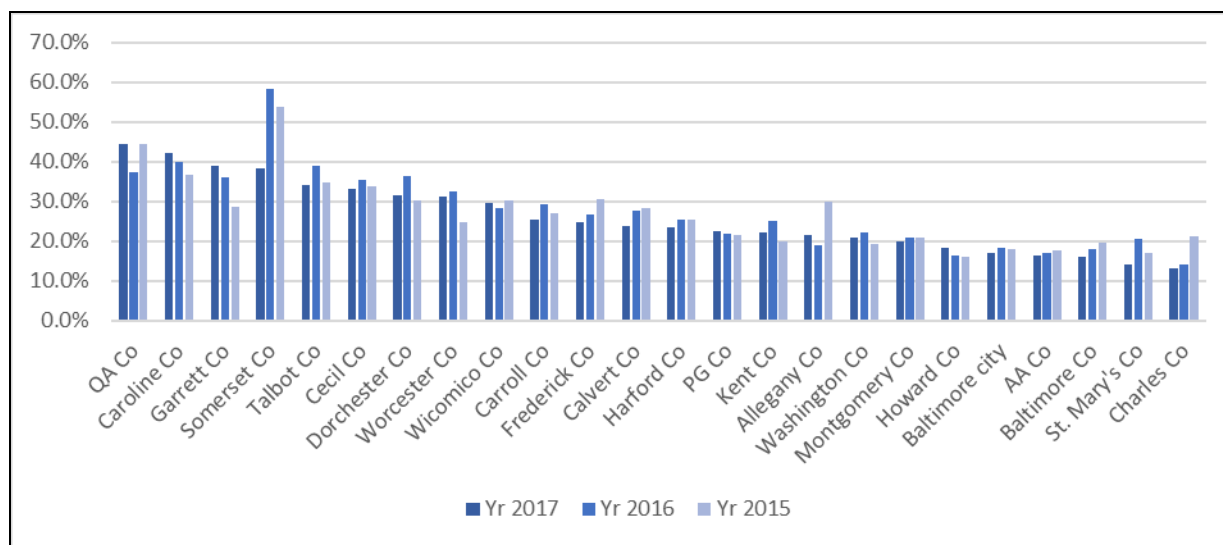
We ranked Maryland counties by percentage of full-time lawyers with 50 or more pro bono hours (Table 8). Queen Anne’s County ranked first at 44.4 percent, followed by Caroline (42.1%) and Garrett (38.9%) Counties.

*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	Queen Anne’s Co.	54	31.5%	24.1%	44.4%
2	Caroline Co.	19	42.1%	15.8%	42.1%
3	Garrett Co.	18	22.2%	38.9%	38.9%
4	Somerset Co.	13	23.1%	38.5%	38.5%
5	Talbot Co.	91	25.3%	40.7%	34.1%
6	Cecil Co.	63	23.8%	42.9%	33.3%
7	Dorchester Co.	19	31.6%	36.8%	31.6%
8	Worcester Co.	67	29.9%	38.8%	31.3%
9	Wicomico Co.	131	30.5%	39.7%	29.8%
10	Carroll Co.	169	36.1%	38.5%	25.4%
11	Frederick Co.	286	34.6%	40.6%	24.8%
12	Calvert Co.	84	31.0%	45.2%	23.8%
13	Harford Co.	263	43.7%	32.7%	23.6%
14	Prince George’s Co.	1,337	45.5%	32.1%	22.4%
15	Kent Co.	27	25.9%	51.9%	22.2%
16	Allegany Co.	74	33.8%	44.6%	21.6%
17	Washington Co.	119	40.3%	38.7%	21.0%
18	Montgomery Co.	3,462	48.2%	32.0%	19.8%
19	Howard Co.	735	50.5%	31.3%	18.2%
20	Baltimore City	4,844	50.7%	32.2%	17.1%
21	Anne Arundel Co.	1,265	51.7%	31.9%	16.4%
22	Baltimore Co.	1,878	49.3%	34.8%	16.0%
23	St. Mary’s Co.	64	45.3%	40.6%	14.1%
24	Charles Co.	98	42.9%	43.9%	13.3%

The bottom of the list was populated with counties in the Capital and Central Regions, with the exception of Charles 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 Caroline, Garrett, Prince George’s, and Howard Counties. Counties that exhibit consistent decreases include: Frederick, Calvert, Anne Arundel, Baltimore 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, 51.9 percent of all reporting lawyers who rendered pro bono service hours did so on behalf of people of limited means (Q1.a); 16.4 percent to organizations helping people of limited means (Q1.b); 8.8 percent to entities on civil rights matters (Q1.c); and 22.9 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	51.9%	52.1%	54.6%	63.1%	58.7%	58.8%	57.5%	46.3%
Q1.b	16.4%	16.6%	17.0%	13.8%	13.2%	16.8%	15.5%	17.4%
Q1.c	8.8%	6.6%	7.0%	1.8%	2.6%	5.3%	4.7%	12.9%
Q1.d	22.9%	24.8%	21.3%	21.3%	25.5%	19.2%	22.4%	23.4%
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, 35.0, 22.8, 29.3, and 11.5 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	35.0%	30.5%	25.1%	27.2%	25.2%	23.2%	26.3%	43.8%
Q1.b	22.8%	21.1%	21.6%	18.4%	8.4%	18.0%	17.5%	28.1%
Q1.c	29.3%	27.4%	24.7%	18.8%	15.3%	27.6%	22.7%	35.8%
Q1.d	11.5%	11.8%	9.8%	3.0%	6.4%	9.3%	8.0%	14.9%

### 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 32.0 percent of lawyers who report their practice as General Law provided more than 50 hours, followed by 31.4 percent among those who report they practice Elder Law, and 29.3 percent among those in a Family/Domestic practice.

More than 73 percent of full-time lawyers who report an Elder Law practice provided greater than 0 pro bono hours, followed by 70.7 percent in Family/Domestic, 70.1 percent in Trust/Estate Law, and 67.8 Bankruptcy Law. Those practice areas reporting the lowest levels of service include: Government, Insurance, Health, Administrative, Banking/Finance, 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 with Greater Than '0' Pro Bono Hours
General Practice	507	32.0%	66.7%
Elder Law	86	31.4%	73.3%
Family/Domestic	1,340	29.3%	70.7%
Trusts/Estates/Wills	720	23.3%	70.1%
Other	1,095	21.6%	50.8%
Litigation	2,287	20.4%	54.2%
Bankruptcy/Commercial	339	20.1%	67.8%
Criminal	1,748	19.0%	46.7%
Personal Injury	907	19.0%	56.4%
Taxation	244	18.4%	57.0%
Corporate/Business	1,502	18.3%	52.3%
Employment/Labor	604	17.7%	52.8%
Environmental	102	16.7%	46.1%
Real Estate	1,251	15.7%	53.8%
Intellectual Property/Patents/	244	14.8%	39.3%
Banking/Finance	178	12.9%	42.7%
Administrative Law	315	11.4%	39.4%
Health	334	9.6%	34.4%
Insurance	307	8.5%	28.0%
Government	994	6.2%	23.4%

Total	15,104	19.1%	52.3%
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### III.4. Hours to Improve the Law and Financial Contributions

In 2017, a total of 7,238 lawyers (7,512 in 2016) reported participating in activities related to improving the law, the legal system, or the legal profession (Question 3A) for a total of 371,677 hours (cf. 394,301 hours in 2016). The total financial contribution to organizations that provide legal services to people of limited means (Question 4) was \$5,634,476 from 8,106 contributing lawyers (cf. \$4,963,446 and 7,741 in 2016, respectively). Compared to 2016, the financial contribution increased by \$671,030 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 full-time lawyers in Maryland, especially in the Eastern and Southern Regions, offered 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	18.0%	19.7%	18.1%	18.9%	19.5%	15.7%	19.0%	16.7%
	Full-time	21.1%	23.5%	22.5%	21.3%	24.0%	20.3%	23.1%	18.8%
	Other	10.6%	11.1%	9.8%	12.8%	11.3%	8.1%	10.5%	10.6%
Percent of Lawyers with Financial Contribution (Q4)	All	20.2%	18.7%	18.6%	12.5%	11.9%	7.6%	18.1%	22.7%
	Full-time	22.0%	20.3%	19.7%	15.2%	12.2%	6.5%	19.5%	24.9%
	Other	15.7%	15.3%	16.4%	5.8%	11.3%	9.4%	15.2%	16.5%

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 Health, Other, Bankruptcy, Employment, and Environmental practices. Attorneys in the following practice areas reported contributing the least: Criminal, Insurance, Personal Injury, Elder, and General practices.

*Table 14. Full-time Lawyers in Maryland Who Reported Financial Contributions – By Practice Area*

Practice Area	Number of Lawyers	Number of Lawyers with Contribution	Percent of Lawyers with Contribution
Health	334	92	27.5%
Other	1,095	250	22.8%
Bankruptcy/Commercial	339	77	22.7%
Employment/Labor	604	131	21.7%
Environmental	102	22	21.6%
Litigation	2,287	491	21.5%
Taxation	244	51	20.9%
Real Estate	1,251	261	20.9%
Corporate/Business	1,502	313	20.8%
Trusts/Estates/Wills	720	150	20.8%
Government	994	197	19.8%
Intellectual Property/Patents/	244	48	19.7%
Banking/Finance	178	35	19.7%
Family/Domestic	1,340	263	19.6%
Administrative Law	315	61	19.4%
General Practice	507	96	18.9%
Elder Law	86	16	18.6%
Personal Injury	907	156	17.2%
Insurance	307	40	13.0%
Criminal	1,748	209	12.0%
<b>Total</b>	<b>15,104</b>	<b>2,959</b>	<b>19.6%</b>

#### IV. PRO BONO SERVICE BY FIRM TYPE AND SIZE

The following analyses focus on 40,174 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 (21,560 lawyers) of all lawyers practiced in a private firm. Among full-time lawyers, the percentage practicing in a private firm was higher at 61.8 percent, and among full-time lawyers with a business address in Maryland, even higher at 68.1 percent.

*Table 15. Distribution of Lawyers by Firm Type*

	Private Firm	Corporate Counsel	Govrmt.	No Practice	Legal Services Org.	Public Interest Org.	Total
All Lawyers	21,560 53.7%	3,390 8.4%	8,137 20.3%	5,750 14.3%	606 1.5%	731 1.8%	40,174 100%
Full-time Lawyers	17,520 61.8%	3,056 10.8%	6,054 21.4%	641 2.3%	487 1.7%	589 2.1%	28,347 100%
Full-time MD Lawyers	10,338 68.1%	1,378 9.1%	2,684 17.7%	278 1.8%	298 2.0%	208 1.4%	15,184 100%

Among 21,560 lawyers who reported practicing in a private firm, 36.5 percent practice law solo, 19.5 percent in a small firm, 13.2 percent in a medium firm, 6.7 percent in a large firm, and 23.9 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 (13.7 percent) is much less than the proportion of full-time lawyers in other states (46.9 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	41 0.2%	7,861 36.5%	4,212 19.5%	2,840 13.2%	1,451 6.7%	5,155 23.9%	21,560 100%
FT Lawyers in Private Firm	32 0.2%	5,093 29.1%	3,710 21.2%	2,577 14.7%	1,328 7.6%	4,780 27.3%	17,520 100%
FT MD Lawyers in Private Firm	24 0.2%	3,686 35.7%	2,727 26.4%	1,722 16.7%	765 7.4%	1,414 13.7%	10,338 100%

Pro bono activity varied greatly by firm type. As Table 17 indicates, about 83 percent of all full-time lawyers who are in government agencies and 74 percent of lawyers who do not practice did not provide any pro bono service, as compared to 36.4 percent of lawyers in private firms. Only 4.2 percent of lawyers in government and 7.2 percent who work as corporate counsel provided 50 or more hours of pro bono services, as compared to 26.2 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 in other states.

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

		Private Firm	Corporate Counsel	Govt.	No Practice	Legal Svc. Org.	Public Interest Org.
All FT Lawyers	No Pro Bono (PB) Hrs.	36.4%	70.6%	83.0%	74.1%	65.5%	65.9%
	Less than 50 PB Hours	37.4%	22.2%	12.8%	16.5%	20.9%	18.5%
	50 or More PB Hrs.	26.2%	7.2%	4.2%	9.4%	13.6%	15.6%
FT lawyers in MD	No PB Hours	35.3%	70.3%	79.1%	72.3%	64.4%	62.5%
	Less than 50 PB Hours	39.9%	22.1%	16.0%	19.4%	23.8%	21.2%
	50 or More PB Hrs.	24.7%	7.6%	4.9%	8.3%	11.7%	16.3%
FT lawyers in Other States	No PB Hours	37.8%	70.3%	86.1%	75.6%	67.0%	68.0%
	Less than 50 PB Hours	33.8%	22.7%	10.2%	14.4%	16.5%	17.1%
	50 or More PB Hrs.	28.4%	6.9%	3.7%	10.0%	16.5%	14.9%

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	29.6%	35.9%	49.0%	52.0%	32.8%
	Less than 50 PB Hours	39.6%	40.4%	34.3%	31.9%	35.9%
	50 or More PB Hrs.	30.7%	23.7%	16.7%	16.2%	31.4%
FT lawyers in MD	No PB Hours	27.3%	34.8%	46.5%	48.4%	36.1%
	Less than 50 PB Hours	40.8%	41.8%	37.1%	34.5%	40.7%
	50 or More PB Hrs.	31.9%	23.4%	16.4%	17.1%	23.2%
FT lawyers in Other States	No PB Hours	35.7%	39.0%	53.8%	56.9%	31.0%
	Less than 50 PB Hours	36.6%	36.5%	28.9%	28.1%	34.0%
	50 or More PB Hrs.	27.7%	24.5%	17.3%	15.0%	34.9%

Last year, two questions were added to the pro bono service report. The first question is: Q5. 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 lawyers (9,863 lawyers) answered Q5. About fifty eight percent of lawyers indicated that ‘Clients come to me directly’ was the reason for doing pro bono outside of an organized program, followed by ‘Never contacted by an organization’ (16.3%), and ‘In-house pro bono program’ (9.7%). Among full-time lawyers in Maryland, close to 67.1 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	961	9.7%	255	5.6%
Clients come to me directly	5,691	57.7%	3,079	67.1%
Control over client selection	602	6.1%	311	6.8%
Too much paperwork/bureaucracy	168	1.7%	80	1.7%
Negative past experience	130	1.3%	71	1.5%
Was unaware of benefits	238	2.4%	76	1.7%
Lack of interest in case-types	465	4.7%	192	4.2%
Never contacted by an organization	1,608	16.3%	525	11.4%
	9,863	100%	4,589	100%

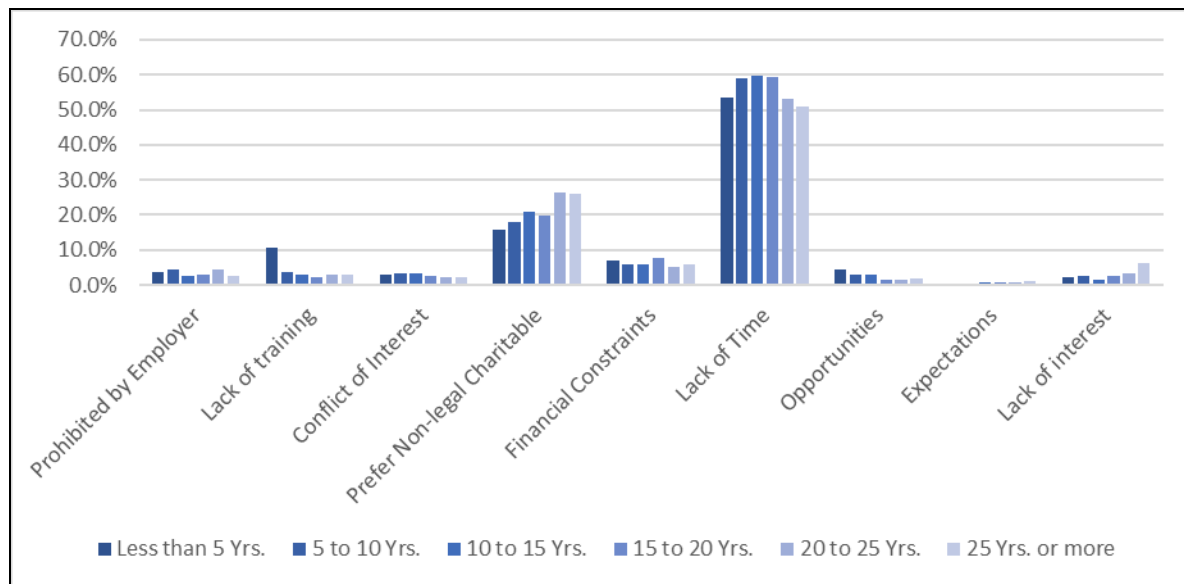
The second new question is: Q6. If you did not engage in pro bono this past year, what prevented you? On this question, about half of the lawyers (52.3%) answered. The following table shows the distribution: about forty eight percent selected ‘Lack of Time’, followed by ‘Prefer non-legal charitable work’.

*Table 20. Reasons for Preventing Pro Bono*

	All Lawyers		MD Full-time Lawyers	
Prohibited by employer	1,792	8.5%	223	3.3%
Lack of training/expertise	1,201	5.7%	290	4.3%
Conflict of interest	629	3.0%	187	2.8%
Prefer non-legal charitable work	4,799	22.8%	1,436	21.3%
Financial constraints	1,053	5.0%	418	6.2%
Lack of time	10,071	47.9%	3,733	55.5%
Unaware of opportunities	597	2.8%	171	2.5%
Unrealistic client expectations	83	0.4%	46	0.7%
Lack of interest	815	3.9%	228	3.4%
	21,040	100%	6,732	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 proportions of lawyers who cite ‘Prefer non-legal charitable work’ and ‘Lack of Interest’ increase with increasing years of practice.

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



One of our interests in answers to Question 6 is regarding 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 in Maryland, ranking second behind private firms. For example, as noted in this report, about 83 percent of all full-time lawyers reported ‘0’ pro bono hours, the highest among firm types. To illustrate reasons for such low participation in pro bono, the table below compares the answers for the 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	223	3.3%	106	5.8%
Lack of training/expertise	290	4.3%	80	4.4%
Conflict of interest	187	2.8%	132	7.2%
Prefer non-legal charitable work	1,436	21.3%	388	21.2%
Financial constraints	418	6.2%	51	2.8%
Lack of time	3,733	55.5%	1,002	54.6%
Unaware of opportunities	171	2.5%	23	1.3%
Unrealistic client expectations	46	0.7%	2	0.1%
Lack of interest	228	3.4%	50	2.7%
	6,732	100%	1,834	100.0%



## V. VOLUNTARY DONATIONS TO MARYLAND LEGAL SERVICES PROVIDERS

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 reviewed carefully as the amount field only provides unconfirmed information about the donations. During the 2017 reporting cycle, 970 donations were made by 790 lawyers (In 2016, 992 donations were made by 840 lawyers). Unconfirmed donations totaled \$103,818.25 (\$100,228 in 2016), up 3.6 percent from last year. The following table shows the results.

*Table 22. Unconfirmed Donations to Maryland Legal Services Providers*

<u>Organizations</u>	<u>Yr 2017</u>	<u>Yr 2016</u>	<u>Percent Change</u>
Allegany Law Foundation	\$ 400.00	\$ 370.00	8.1%
Alternative Directions, Inc.	\$ 225.00	\$ 200.00	12.5%
Asian Pacific American Legal Resource Center.	\$ 745.00	\$ 975.00	-23.6%
Baltimore Bar Foundation, Senior Legal Services	\$ 835.00	\$ 1,885.00	-55.7%
Baltimore Neighborhoods, Inc.	\$ 755.00	\$ 555.00	36.0%
CASA de Maryland	\$ 6,030.00	\$ 4,130.00	46.0%
CASA, Inc.	\$ 1,475.00	\$ 870.00	69.5%
Catholic Charities of Baltimore	\$ 3,815.00	\$ 3,460.00	10.3%
Catholic Charities of the Archdiocese of Washington, DC	\$ 4,995.00	\$ 5,365.00	-6.9%
Civil Justice, Inc	\$ 410.00	\$ 495.00	-17.2%
Community Law Center	\$ 1,475.00	\$ 610.00	141.8%
Community Legal Services of PG Co.	\$ 2,155.00	\$ 1,200.00	79.6%
Disability Rights Maryland	\$ 3,513.00	\$ 4,511.00	-22.1%
FreeState Justice	\$ 1,325.00	\$ 1,775.00	-25.4%
Harford Co. Bar Foundation	\$ 400.00	\$ 175.00	128.6%
Heartly House, Inc.	\$ 1,050.00	\$ 475.00	121.1%
Homeless Persons Representation Project	\$ 2,361.00	\$ 2,661.00	-11.3%
HopeWorks of Howard County	\$ 1,905.00	\$ 950.00	100.5%
House of Ruth of Maryland	\$ 9,603.00	\$ 9,821.00	-2.2%
Life Crisis Center	\$ 120.00	\$ 100.00	20.0%
Maryland Crime Victims Resource Center	\$ 1,780.00	\$ 1,975.00	-9.9%

Maryland Legal Aid	\$ 19,485.00	\$ 18,498.00	5.3%
Maryland Legal Services Corp	\$ 2,260.00	\$ 3,390.00	-33.3%
Maryland Public Interest Law Project	\$ 950.00	\$ 815.00	16.6%
Maryland Volunteer Lawyers Service	\$ 5,425.00	\$ 5,250.00	3.3%
Mid-Shore Council on Family Violence, Inc.	\$ 385.00	\$ 360.00	6.9%
Mid-Shore Pro Bono, Inc.	\$ 1,270.00	\$ 1,445.00	-12.1%
Montgomery Co. Bar Foundation	\$ 5,145.00	\$ 3,895.00	32.1%
Pro Bono Resource Center of Maryland	\$ 6,220.00	\$ 4,447.00	39.9%
Public Justice Center	\$ 1,470.00	\$ 1,675.00	-12.2%
Sexual Assault / Spouse Abuse Resource Ctr. (Harford)	\$ 400.00	\$ 135.00	196.3%
Sexual Assault Legal Institute - SALI	\$ 1,875.00	\$ 1,545.00	21.4%
Southern Maryland Center for Family Advocacy	\$ 120.00	\$ 450.00	-73.3%
St. Ambrose Housing Aid Center	\$ 785.00	\$ 630.00	24.6%
Tahirih Justice Center Baltimore	\$ 880.00	\$ 1,620.00	-45.7%
The Women's Law Center of Maryland, Inc.	\$ 5,990.00	\$ 6,135.00	-2.4%
Univ. of Baltimore Students for Public Interest (UBSPI)	\$ 1,415.00	\$ 1,800.00	-21.4%
Univ. of MD Carey School of Law Health Care Delivery & HIV	\$ 1,790.15	\$ 2,795.00	-36.0%
Whitman-Walker Health Legal Services	\$ 1,831.00	\$ 2,350.00	-22.1%
YWCA of Annapolis & Anne Arundel Co.	\$ 750.00	\$ 435.00	72.4%
	<b>\$ 103,818.15</b>	<b>\$ 100,228.00</b>	<b>3.6%</b>

## VI. CONCLUSION

This report provides an analysis of information provided by licensed Maryland attorneys reporting on their pro bono activities during 2017. The percentage of those lawyers who participated in pro bono activities decreased slightly from previous years. The proportion of all lawyers who reported greater than '0' hours of pro bono service decreased slightly, 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 decreased slightly.

There were positive developments. In 2017, more lawyers reported financial contributions to organizations that provide legal services to people of limited means. For six 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. Attorneys pledged 970 donations totaling \$103,818.25, up 3.6 percent from the 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 – such as: 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 a further detailed breakdown of pro bono hours, especially regarding bar admission years. Specifically, the request asked for pro bono hours broken down into 5 categories of bar admission years. Accordingly, we added the following tables as an appendix.

First, Table A1 shows the distribution of pro bono hours by 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 than their colleagues who report a business address outside Maryland. It also shows that the difference is much smaller 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	58.8%	4.1%	5.0%	16.5%	15.6%	100%
Full-time Lawyers	52.0%	4.6%	5.6%	19.1%	18.6%	100%
MD FT Lawyers	47.9%	5.3%	6.2%	21.6%	19.0%	100%
Other State FT Lawyers	56.8%	3.8%	4.9%	16.3%	18.2%	100%

Among full-time lawyers, pro bono hours differ by bar admission years as well. As the following table indicates, the longer the years of practice, the more pro bono hours were rendered. Among full-time lawyers with fewer than 5 years of practice, 58.1 percent of them provided no pro bono service at all and only 17.0 percent provided 50 or more pro bono hours. In comparison, among full-time lawyers with 25 or more years of practice, 39.6 percent provided no pro bono services and 24.5 percent provided 50 or more pro bono hours (Table A2).

**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.	58.1%	4.9%	5.4%	14.6%	17.0%	100%
5 to 10 Yrs.	60.0%	4.3%	5.1%	15.1%	15.4%	100%
10 to 15 Yrs.	60.7%	4.7%	5.4%	15.3%	13.8%	100%
15 to 20 Yrs.	52.6%	5.1%	5.0%	20.2%	17.0%	100%
20 to 25 Yrs.	48.8%	4.2%	6.2%	20.8%	20.1%	100%
25 Yrs. or more	39.6%	4.6%	6.1%	25.2%	24.5%	100%

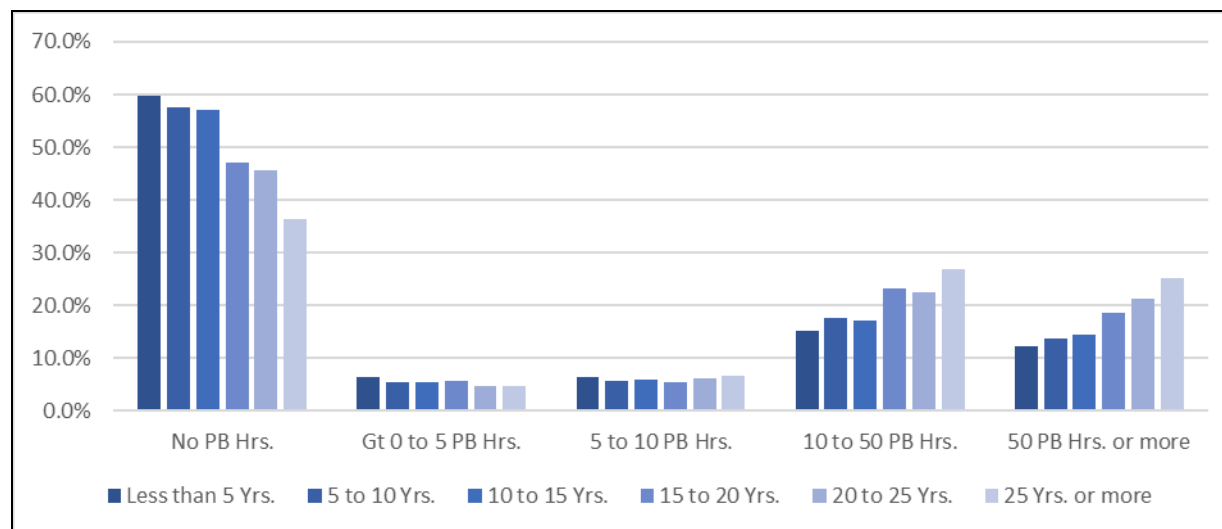
The table below shows the distribution among full-time lawyers who practice in Maryland. While the distribution resembles the pattern shown in Table A2, the difference is more pronounced by the admission year.

**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.	59.7%	6.5%	6.4%	15.1%	12.2%	100%
5 to 10 Yrs.	57.5%	5.3%	5.7%	17.6%	13.8%	100%
10 to 15 Yrs.	57.0%	5.6%	5.9%	17.1%	14.4%	100%
15 to 20 Yrs.	47.0%	5.7%	5.4%	23.3%	18.5%	100%
20 to 25 Yrs.	45.5%	4.7%	6.1%	22.4%	21.3%	100%
25 Yrs. or more	36.3%	4.8%	6.8%	26.8%	25.2%	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 works in private firms. In comparison, about 79 percent of lawyers who practiced law for 25 years or more works 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	No Practice	Legal Services Org.	Public Interest Org.
Less than 5 Yrs.	60.5%	6.4%	20.9%	3.9%	5.0%	3.4%
5 to 10 Yrs.	61.5%	9.5%	22.4%	1.9%	2.8%	1.8%
10 to 15 Yrs.	62.1%	11.0%	21.7%	2.1%	1.6%	1.4%
15 to 20 Yrs.	65.0%	11.3%	19.7%	1.3%	1.5%	1.2%
20 to 25 Yrs.	65.4%	13.0%	18.2%	1.3%	1.1%	0.9%
25 Yrs. or more	78.5%	7.1%	11.7%	1.2%	0.9%	0.5%