Current Status of Pro Bono Service Among Maryland Lawyers

FY 2024

Administrative Office of the Courts

October 2025

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Contents

Executive Summary

Maryland Rules 19-306.1 and 19-503 establish an aspirational goal of 50 hours of pro bono service annually per attorney and require all attorneys authorized to practice law in Maryland to report on their pro bono activities. Rule 19-306.1(b) elaborates upon that goal, noting:

> (1) Unless an attorney is prohibited by law from rendering the legal services described below, a substantial portion of the applicable hours should be devoted to rendering legal service, without fee or expectation of fee, or at a substantially reduced fee, to:
>
> > (A) people of limited means;
> >
> > (B) charitable, religious, civic, community, governmental, or educational organizations in matters designed primarily to address the needs of people of limited means;
> >
> > (C) individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; or
> >
> > (D) 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.
>
> (2) The remainder of the applicable hours may be devoted to activities for improving the law, the legal system, or the legal profession.

This summary report presents results from the reporting period covering July 1, 2023, through June 30, 2024, as collected in Pro Bono Services Reports. In this report, reference to full-time lawyers excludes those who are precluded from serving pro bono because of a rule or statute (See Appendix C for information on lawyers prohibited from serving pro bono or not practicing full time). Highlights of the results are below.

- Among all 41,953 lawyers certified to practice law in Maryland who submitted Pro Bono Service Reports, 15,649 (37.3%) reported some pro bono activity. They collectively provided 964,528 hours of pro bono service.
- A total of 6,113 lawyers (14.6%) reported making $6,108,005 in financial contributions to agencies that provide legal services to people of limited means.
- Among the 27,924 full-time attorneys, 12,006 (43%) reported some pro bono activity, and they collectively provided 733,990 hours of pro bono service.
- Among 16,058 full-time lawyers with primary addresses in Maryland, 44.1% provided some pro bono service. Lawyers in the Eastern Region had the highest percentage of full-time lawyers who reported providing any pro bono service (60%), followed by the Western Region (52%).
- Among full-time lawyers with primary addresses in Maryland, 18.2% met the aspirational goal of providing 50 or more hours of pro bono service across the categories outlined in Rule 19-306.1(b).

- The Eastern Region had the largest percentage of full-time lawyers who reported providing 50 or more hours of pro bono service (26.7%), followed by 18.8% in the Capital Region and 17.5% in both the Central and Western Regions.
- Caroline County had the largest percentage of full-time lawyers reporting 50 or more pro bono hours (31.6%), followed by Queen Anne's County (30.8%), and Wicomico County (28.3%).
- The total reported financial contributions by full-time lawyers to organizations that provide legal services to people of limited means was $4,330,431 from 4,260 contributing lawyers.
- Full-time lawyers reported providing 43.1% of reported pro bono hours to people of limited means and 11.7% of reported hours to organizations helping people of limited means. Entities seeking to secure or protect rights and liberties were the reported recipients of 8.0% of reported hours, attorneys reported providing 12.3% of hours to organizations in matters furthering their organizational purposes, and attorneys reported 25.0% of hours on activities that improve the law, legal system, or the legal profession. In comparison to full-time lawyers with out-of-state primary addresses, those with primary addresses in Maryland reported a smaller percentage of hours provided to entities on civil rights matters and improving the law, legal system, or the legal profession, while providing similar or larger percentages in other categories.
- Among full-time lawyers, 83% of lawyers who practice in government agencies reported providing no pro bono service, as compared to 41.1% of lawyers in private firms. Many lawyers in government service are prohibited, by statute, from providing pro bono service. Only 5.5% of full-time lawyers in government and 7.3% of those in corporate counsel reported providing 50 or more hours of pro bono service, compared to 27% among those in private firms.

Introduction

Filing a Pro Bono Legal Service Report is mandatory, pursuant to Maryland Rule 19-503, which establishes the requirement as a condition to the practice of law in Maryland. The Administrative Office of the Courts is responsible for managing the reporting process and promptly submitting a compilation of non-identifying information and data from the Pro Bono Legal Service Reports to the Standing Committee on Pro Bono Legal Service.

Lawyers submit their Pro Bono Legal Service Reports annually through the Maryland Judiciary's Attorney Information System (AIS).[1] The current report summarizes Pro Bono Legal Service Reports submitted for Fiscal Year 2024 (i.e., July 1, 2023, to June 30, 2024). Appendix B provides a sample Pro Bono Legal Service Report. Instructions on completing the report in AIS are available at https://mdcourts.gov/sites/default/files/import/lawyers/pdfs/probonoreportinginais.pdf.

During 2024 and 2025, multiple communications were sent to Maryland attorneys on active status about mandatory reporting of their pro bono activities during the reporting cycle. Pursuant to Maryland Rule 19-801(c), all communications with attorneys may be sent electronically:

- First round: An initial email was sent on July 10, 2024, to all lawyers on active status in AIS.
- Second round: An email reminder was sent out on August 13, 2024, to lawyers who had not filed their pro bono report as of that date.
- Third round: An email reminder was sent out again on August 29, 2024, to lawyers who had not filed their pro bono report as of that date.
- Fourth round: A reminder and late fee notice was sent on September 5, 2024, to lawyers who had not filed their pro bono report as of that date.
- Fifth round: An AIS alert and compliance reminder was emailed on December 9, 2024, to lawyers who had not filed their pro bono report as of that date.
- Sixth round: An additional reminder was sent to non-compliant attorneys on January 6, 2025.
- Seventh round: A notice of default was sent out on February 10, 2025, to 1,445 lawyers who had not filed their pro bono report, IOLTA report, and/or paid the required assessment to the Client Protection Fund.
- Eighth round: A final courtesy reminder was sent out on March 6, 2025, to 383 lawyers who had not yet filed the pro bono report.
- Ninth round: On March 20, 2025, a Decertification and Temporary Suspension Order signed by the Supreme Court of Maryland was sent to 109 lawyers who had failed to file the pro bono report or complete one of the other compliance requirements by that date.

[1] In addition to annual reporting on pro bono activity, AIS consolidates attorney registration and maintenance of current contact information, payment of Client Protection Fund assessments, and reporting on IOLTA accounts. Prior to AIS, the compliance requirements did not all follow the same fiscal year-based reporting cycle. Implementing AIS entailed shifting pro bono reporting from a calendar year to fiscal year report cycle. This shift resulted in an 18-month reporting period for January 1, 2018, through June 30, 2019. More information about AIS is available at https://mdcourts.gov/lawyers/ais.

This report covers the 41,953 Pro Bono Legal Service Reports received from lawyers listed as active in AIS by April 4, 2024, for the FY 2024 reporting period.

The purposes of this summary report are to:

1. Identify and evaluate the status of pro bono service engaged in by Maryland lawyers.
2. Assess whether a target goal of 50 hours of pro bono service for full-time lawyers was achieved.
3. Determine the level of financial contribution to legal services organizations by Maryland attorneys.
4. Identify areas that need to be improved for promoting pro bono services.

General Characteristics of Maryland Lawyers

This section provides an overall picture of Maryland lawyers' practices using descriptive statistics from the Pro Bono Legal Service Report data. The main body of this report concerns attorneys who indicated in their Pro Bono Legal Service Reports that during the reporting period they engaged in the full-time practice of law and were not prohibited by statute from providing pro bono service,[2] except where otherwise noted. Limited information concerning attorneys who reported something other than the full-time practice of law, that they were prohibited by statute from providing pro bono service, or both, is available in Appendix C.

Geographical Location

Table 1 below shows the distribution of lawyers by address in AIS.

Although the legacy (i.e., pre-AIS) reports categorized attorneys by their business addresses, the current report uses addresses designated in AIS as primary. Primary addresses in AIS include 14,591 business addresses (52.3%), 7,064 personal addresses (25.3%), 6,241 addresses of unknown type (22.3%), and 28 temporary addresses (0.1%).[3]

About 58% of full-time lawyers certified to practice in Maryland report a primary address in Maryland, followed by 18% in Washington, DC. The table includes numbers from previous years for reference. Information from before 2021 is not directly comparable due to the change from business to primary address and the changes as indicated previously in footnotes [hereinafter "note"] 1 and 2.

[2] Beginning in 2021, limiting the main body of this report to full-time attorneys was a departure from prior iterations of this report, which included information about all active attorneys. Information from before 2021 is not necessarily directly comparable.

[3] The AIS data include six attorneys who each have two addresses designated as a primary address. This report uses the business address for these attorneys.

Table 1. Location of Full-Time Attorneys Admitted to Practice in Maryland

	AIS – Primary Address									
	FY 2024[a]		FY 2023[a]		FY 2022[a]		FY 2021[a]		FY 2020[b]	
	N	**%**	***N***	**%**	***N***	**%**	***N***	**%**	***N***	**%**
Maryland	16,058	57.5%	15,955	57.4%	15,752	58.0%	15,733	58.4%	24,227	60.3%
Washington, D.C.	4,903	17.6%	5,038	18.1%	4,973	18.3%	4,950	18.4%	6,488	16.2%
Virginia	2,776	9.9%	2,724	9.8%	2,579	9.5%	2,495	9.3%	3,537	8.8%
Other U.S.	4,095	14.7%	3,988	14.3%	3,763	13.9%	3,689	13.7%	5,767	14.4%
Foreign	92	0.3%	94	0.3%	90	0.3%	92	0.3%	143	0.4%
Total	27,924	100%	27,799	100%	27,157	100%	26,959	100%	40,162	100%

[a] Includes full-time lawyers.
[b] Includes all lawyers.

In Table 1, and throughout this report, "Other U.S." includes attorneys in Puerto Rico, the U.S. Virgin Islands, American Samoa, or overseas military or diplomatic addresses.

In addition to the lawyer's primary address in AIS, the Pro Bono Legal Service Report collects information on up to three jurisdictions where each lawyer reported practicing. Approximately 57% of the full-time attorneys (15,892) reported practicing in one or more Maryland jurisdictions (including practice in "All of Maryland"), while about 43% (12,032) reported practicing outside of Maryland only.

Table 2 shows the first-ranked practice jurisdiction for the Fiscal Year 2024 reporting period and includes numbers from previous years for reference. In AIS, lawyers can report up to three practice jurisdictions. The current report distinguishes which practice jurisdiction an attorney ranked first, which was not possible prior to the Fiscal Year 2021 reporting period. The pre-AIS legacy reports included a single practice jurisdiction, in Maryland only, per attorney. For prior AIS reporting periods, the total of reported jurisdictions was greater than the total number of lawyers because lawyers could report up to three jurisdictions, and percentages shown were percentages of all lawyers, not all reported jurisdictions. Table 2.1 shows the distribution of all reported practice jurisdictions (not only first ranked) for Fiscal Year 2024. For Tables 2 and 2.1, numbers from years prior to 2021 are not directly comparable to the current numbers due to the methodological differences (*see also* notes 1 and 2).

As with previous reports, the Maryland jurisdictions where the largest numbers of attorneys reported practicing remain Montgomery County, Baltimore City, Baltimore County, Prince George's County, Anne Arundel County, and Howard County.

Table 2. Practice Jurisdictions of Full-Time Attorneys (First-Ranked Jurisdiction FY 2021-2024)

	AIS First-Ranked Jurisdiction								AIS Up to Three Jurisdictions	
	FY 2024[a]		FY 2023[a]		FY 2022[a]		FY 2021[a]		FY 2020[b]	
	N	%	N	%	N	%	N	%	N[c]	%[d]
Allegany County	87	0.3%	87	0.3%	80	0.3%	85	0.3%	127	0.3%
Anne Arundel County	1,015	3.6%	1,011	3.6%	986	3.6%	1,008	3.7%	1,847	4.6%
Baltimore City	2,665	9.5%	2,681	9.6%	2,710	10.0%	2,842	10.5%	3,856	9.6%
Baltimore County	1,850	6.6%	1,844	6.6%	1,843	6.8%	1,812	6.7%	3,486	8.7%
Calvert County	67	0.2%	64	0.2%	66	0.2%	77	0.3%	289	0.7%
Caroline County	24	0.1%	24	0.1%	27	0.1%	28	0.1%	100	0.2%
Carroll County	129	0.5%	135	0.5%	133	0.5%	150	0.6%	353	0.9%
Cecil County	83	0.3%	69	0.2%	83	0.3%	91	0.3%	198	0.5%
Charles County	142	0.5%	136	0.5%	128	0.5%	132	0.5%	421	1.0%
Dorchester County	26	0.1%	22	0.1%	24	0.1%	30	0.1%	103	0.3%
Frederick County	290	1.0%	281	1.0%	270	1.0%	276	1.0%	670	1.7%
Garrett County	18	0.1%	17	0.1%	21	0.1%	20	0.1%	88	0.2%
Harford County	223	0.8%	212	0.8%	210	0.8%	208	0.8%	609	1.5%
Howard County	498	1.8%	496	1.8%	478	1.8%	469	1.7%	1,248	3.1%
Kent County	20	0.1%	22	0.1%	19	0.1%	25	0.1%	76	0.2%
Montgomery County	3,079	11.0%	3,079	11.1%	3,027	11.1%	3,012	11.2%	4,622	11.5%
Prince George's County	1,503	5.4%	1,449	5.2%	1,451	5.3%	1,425	5.3%	3,200	8.0%
Queen Anne's County	36	0.1%	39	0.1%	40	0.1%	42	0.2%	165	0.4%
Saint Mary's County	69	0.2%	74	0.3%	66	0.2%	72	0.3%	195	0.5%
Somerset County	15	0.1%	15	0.1%	14	0.1%	16	0.1%	108	0.3%
Talbot County	75	0.3%	71	0.3%	64	0.2%	54	0.2%	161	0.4%
Washington County	108	0.4%	110	0.4%	119	0.4%	111	0.4%	243	0.6%
Wicomico County	116	0.4%	121	0.4%	125	0.5%	128	0.5%	250	0.6%
Worcester County	76	0.3%	89	0.3%	84	0.3%	81	0.3%	216	0.5%
All of Maryland	2,309	8.3%	2,238	8.1%	2,294	8.4%	2,211	8.2%	8,467	21.1%
Out of State	13,401	48.0%	13,413	48.2%	12,775	47.0%	12,476	46.3%	13,923	34.7%
Blank or Missing	0	0.0%	0	0.0%	20	0.1%	78	0.3%	5,349	13.3%
Total	27,924	100%	27,799	100%	27,157	100%	26,959	100%	50,370	

[a] Includes full-time lawyers.
[b] Includes all lawyers.
[c] Total reported jurisdictions exceed the total number of lawyers because lawyers can report up to three jurisdictions.
[d] Percentages shown are percentages of lawyers, not all reported jurisdictions.

Table 2.1 Practice Jurisdictions of Full-Time Attorneys (Up to Three Jurisdictions)

	AIS Up to 3 Jurisdictions									
	FY 2024[a]		FY 2023[a]		FY 2022[a]		FY 2021[a]		FY 2020[b]	
	N[c]	%[d]	N[c]	%[d]	N[c]	%[d]	N[c]	%[d]	N[c]	%[d]
Allegany County	130	0.5%	122	0.4%	127	0.5%	136	0.5%	127	0.3%
Anne Arundel County	1,964	7.0%	1,985	7.1%	2,040	7.5%	2,393	8.9%	1,847	4.6%
Baltimore City	4,004	14.3%	4,014	14.4%	4,142	15.3%	4,599	17.1%	3,856	9.6%
Baltimore County	3,529	12.6%	3,614	13.0%	3,712	13.7%	4,187	15.5%	3,486	8.7%
Calvert County	220	0.8%	208	0.7%	226	0.8%	282	1.0%	289	0.7%
Caroline County	83	0.3%	76	0.3%	91	0.3%	94	0.3%	100	0.2%
Carroll County	316	1.1%	318	1.1%	323	1.2%	389	1.4%	353	0.9%
Cecil County	181	0.6%	186	0.7%	209	0.8%	235	0.9%	198	0.5%
Charles County	414	1.5%	417	1.5%	413	1.5%	498	1.8%	421	1.0%
Dorchester County	79	0.3%	81	0.3%	89	0.3%	98	0.4%	103	0.3%
Frederick County	661	2.4%	681	2.4%	674	2.5%	815	3.0%	670	1.7%
Garrett County	72	0.3%	74	0.3%	68	0.3%	81	0.3%	88	0.2%
Harford County	576	2.1%	600	2.2%	605	2.2%	684	2.5%	609	1.5%
Howard County	1,198	4.3%	1,180	4.2%	1,262	4.6%	1,462	5.4%	1,248	3.1%
Kent County	56	0.2%	54	0.2%	53	0.2%	72	0.3%	76	0.2%
Montgomery County	4,475	16.0%	4,485	16.1%	4,473	16.5%	4,878	18.1%	4,622	11.5%
Prince George's County	3,285	11.8%	3,308	11.9%	3,364	12.4%	3,809	14.1%	3,200	8.0%
Queen Anne's County	123	0.4%	137	0.5%	145	0.5%	180	0.7%	165	0.4%
Saint Mary's County	180	0.6%	188	0.7%	170	0.6%	218	0.8%	195	0.5%
Somerset County	101	0.4%	101	0.4%	102	0.4%	117	0.4%	108	0.3%
Talbot County	138	0.5%	136	0.5%	132	0.5%	137	0.5%	161	0.4%
Washington County	262	0.9%	268	1.0%	268	1.0%	297	1.1%	243	0.6%
Wicomico County	203	0.7%	220	0.8%	219	0.8%	245	0.9%	250	0.6%
Worcester County	187	0.7%	199	0.7%	207	0.8%	213	0.8%	216	0.5%
All of Maryland	3,293	11.8%	3,237	11.6%	3,361	12.4%	3,584	13.3%	8,467	21.1%
Out of State	14,626	52.4%	14,637	52.7%	14,146	52.1%	14,083	52.2%	13,923	34.7%
Blank or Missing	0	0.0%	0	0.0%	20	0.1%	78	0.3%	5,349	13.3%
Total	40,356		40,526		40,641		43,864		50,370	

[a] Includes full-time lawyers.
[b] Includes all lawyers.
[c] Total reported jurisdictions exceed the total number of lawyers because lawyers can report up to three jurisdictions.
[d] Percentages shown are percentages of lawyers, not all reported jurisdictions.

The remaining sections of this report use lawyers' primary addresses in AIS to designate the locations of lawyers rather than their reported practice jurisdictions.

Years Admitted

Table 3 shows the mean and median numbers of years admitted for full-time practicing lawyers as of June 30, 2024, (i.e., the end of the reporting cycle). The minimum number of years admitted was 0.01 (three days), while the maximum was 69.6 years. The table shows that lawyers with primary addresses in Maryland generally have practiced law longer than lawyers with primary addresses elsewhere.

Table 3. Mean and Median Years Admitted by Location for Full-Time Attorneys

	Maryland	Washington D.C.	Virginia	Other U.S.	Foreign	All Submissions
N	16,058	4,903	2,776	4,095	92	27,924
Mean	19.5	17.1	16.6	16.7	18.7	18.4
Median	17.5	15.5	15.5	15.5	18.5	16.6

Practice Areas

Similar to geographical practice jurisdictions, AIS collects data for up to three primary practice areas of law per attorney. See Figure 1 and Table 4 for first-ranked primary practice areas of law among all 27,924 full-time practicing lawyers and for 16,058 with primary addresses in Maryland. See Figure 1.1 and Table 4.1 for all practice areas (i.e., not solely first ranked).

For all lawyers' first-ranked practice areas of law, litigation is the most common reported, followed by corporate, criminal, government related, and administrative. For Maryland lawyers, the most common practice areas reported are litigation, criminal, corporate, family/domestic, and government related.

Figure 1: Percent of First-Ranked Practice Areas of Law for Full-Time for Attorneys

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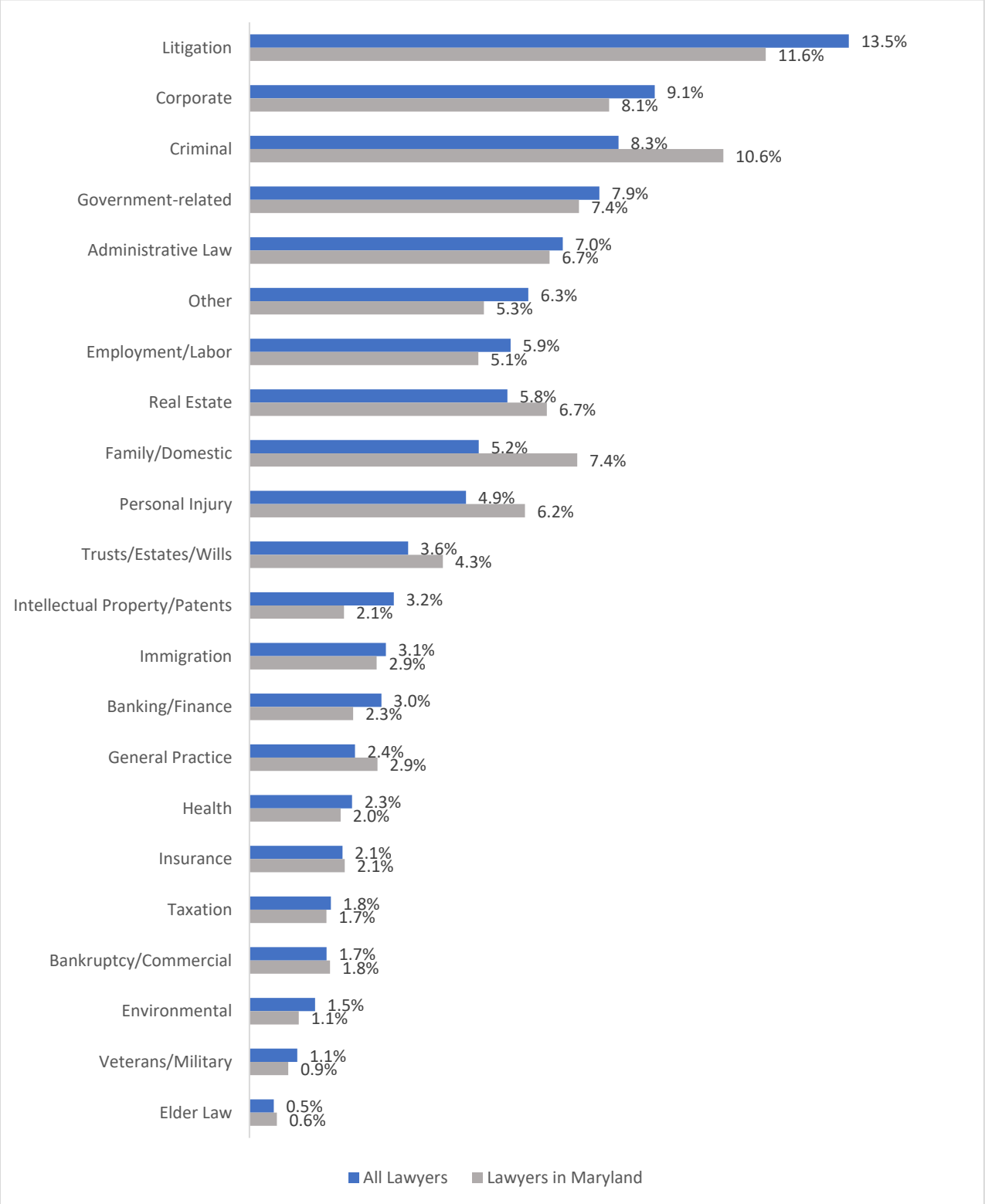


Table 4. First-Ranked Practice Areas of Law for Full-Time Attorneys

	All Lawyers		Lawyers in Maryland	
	N	%	N	%
Litigation	3,761	13.5%	1,863	11.6%
Corporate	2,543	9.1%	1,298	8.1%
Criminal	2,316	8.3%	1,710	10.6%
Government related	2,196	7.9%	1,189	7.4%
Administrative Law	1,966	7.0%	1,083	6.7%
Other	1,750	6.3%	846	5.3%
Employment/Labor	1,639	5.9%	826	5.1%
Real Estate	1,619	5.8%	1,073	6.7%
Family/Domestic	1,439	5.2%	1,183	7.4%
Personal Injury	1,359	4.9%	994	6.2%
Trusts/Estates/Wills	996	3.6%	698	4.3%
Intellectual Property/Patents	906	3.2%	341	2.1%
Immigration	856	3.1%	459	2.9%
Banking/Finance	828	3.0%	374	2.3%
General Practice	662	2.4%	462	2.9%
Health	644	2.3%	329	2.0%
Insurance	584	2.1%	344	2.1%
Taxation	511	1.8%	278	1.7%
Bankruptcy/Commercial	484	1.7%	291	1.8%
Environmental	412	1.5%	178	1.1%
Veterans/Military	300	1.1%	140	0.9%
Elder Law	153	0.5%	99	0.6%
Blank or N/Ab	0	0.0%	0	0.0%
Total	27,924	100%	16,058	100%

Figure 1.1 Percent of Practice Areas of Law (Up to Three) for Full-Time Attorneys

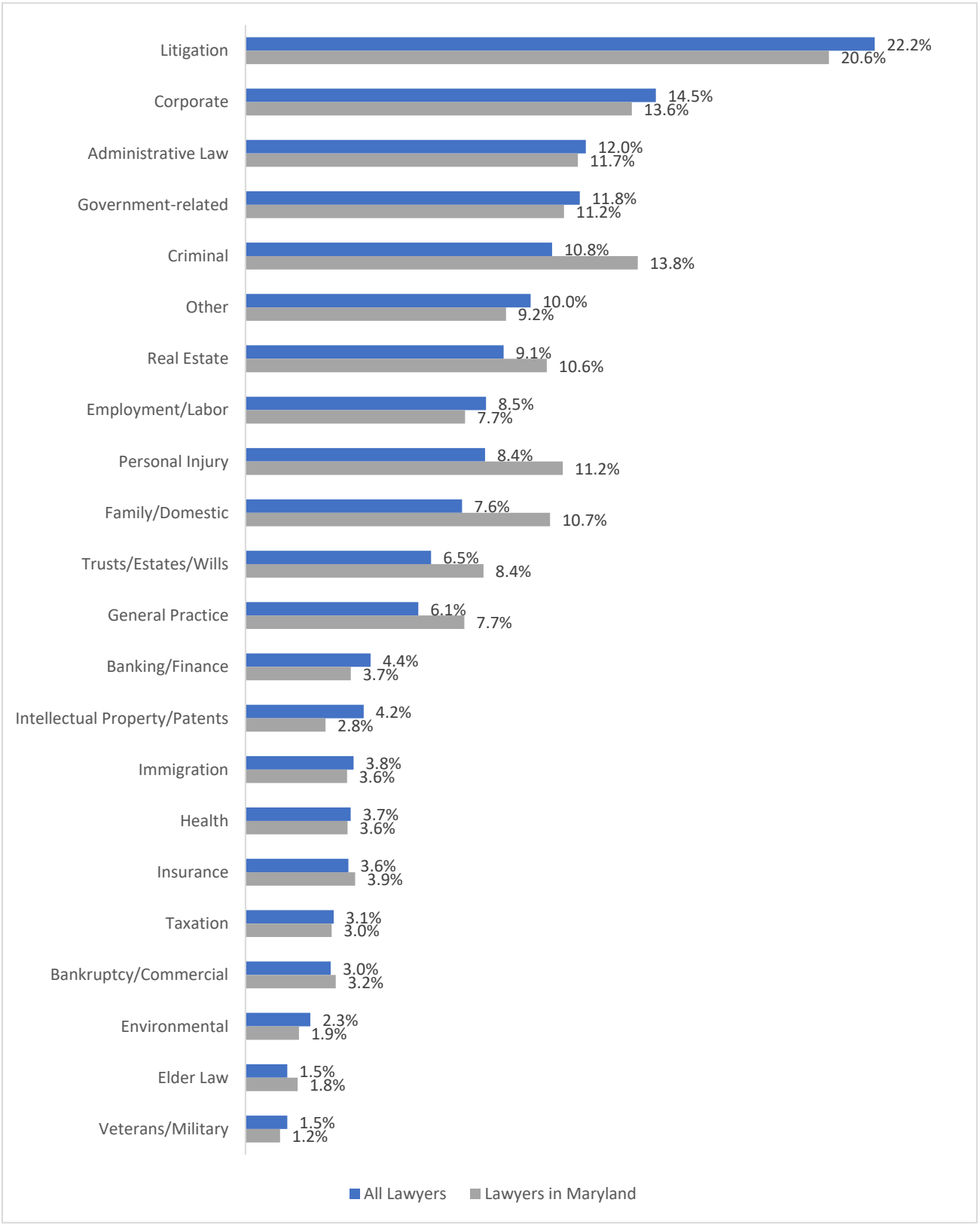


Table 4.1 Practice Areas of Law (Up to Three) for Full-Time Attorneys

	All Lawyers		Lawyers in Maryland	
	N[a]	%[b]	N[a]	%[b]
Litigation	6,193	22.2%	3,302	20.6%
Corporate	4,039	14.5%	2,187	13.6%
Administrative Law	3,350	12.0%	1,881	11.7%
Government related	3,290	11.8%	1,803	11.2%
Criminal	3,018	10.8%	2,220	13.8%
Other	2,806	10.0%	1,475	9.2%
Real Estate	2,541	9.1%	1,705	10.6%
Employment/Labor	2,368	8.5%	1,243	7.7%
Personal Injury	2,358	8.4%	1,796	11.2%
Family/Domestic	2,132	7.6%	1,724	10.7%
Trusts/Estates/Wills	1,827	6.5%	1,347	8.4%
General Practice	1,701	6.1%	1,239	7.7%
Banking/Finance	1,231	4.4%	596	3.7%
Intellectual Property/Patents	1,164	4.2%	453	2.8%
Immigration	1,064	3.8%	575	3.6%
Health	1,036	3.7%	578	3.6%
Insurance	1,013	3.6%	621	3.9%
Taxation	868	3.1%	488	3.0%
Bankruptcy/Commercial	839	3.0%	511	3.2%
Environmental	638	2.3%	303	1.9%
Elder Law	412	1.5%	295	1.8%
Veterans/Military	412	1.5%	196	1.2%
Blank or N/Ab	0	0	0	0
Total	44,300	100%	26,538	100%

[a] Total reported practice areas of law exceed the total number of lawyers because lawyers can report up to three areas of law.

[b] Percentages shown are percentages of lawyers, not percentage of all reported practice areas of law.

Pro Bono Service

In this section, we present results of analyses of the Fiscal Year 2024 Pro Bono Legal Service Report data on pro bono service provided, hours spent to improve the law and the legal system, and financial contributions made by full-time Maryland lawyers.

Pro Bono Service by Primary Address Location

In total, full-time Maryland lawyers reported providing 733,990 hours of pro bono service.[4] For reference, for Fiscal Year 2023, the total numbers of pro bono hours were 6.8 percent higher at 783,972 hours. When comparing to previous reports, it is imperative to note that reports prior to 2021 did not include hours spent participating in activities that improve the law, legal system or the legal profession,[5] and handled extreme values differently than the current report.[6] As such, totals are not directly comparable.

As shown in Table 5, among 27,924 lawyers, 12,006 (43%) reported some pro bono activity. Among 16,058 lawyers with primary addresses in Maryland, 7,083 (44.1%) rendered pro bono hours greater than zero, compared to 41.5% among lawyers with primary addresses out of state. The table includes percentages from previous years for reference, even though prior to Fiscal Year 2021, those are not comparable due to the changes discussed in notes 1, 2, and 5.

[4] Some attorneys report implausible or impossible numbers of hours of pro bono service. Unless otherwise noted, analyses for this report top code total hours of pro bono provided at the 99th percentile; 315 hours of pro bono service. Top coding is a statistical method of replacing values above an upper bound with another value, in this case the 99th percentile. We assume reports of more than this reflects data entry errors, calculation errors, or attorneys employed in public interest organizations incorrectly characterizing all their work as pro bono. The 99th percentile used for top coding in Fiscal Year 2023 was 340 hours.

[5] Prior versions of this report did not include hours on activities that improve the law, legal system, or the legal profession in determining whether an attorney had provided pro bono service or as counting towards the 50-hour aspirational goal. Pursuant to Rule 19-306.1(b)(2), however, these activities do qualify.

[6] The Fiscal Year 2020 report excluded attorneys who reported more than 40 hours per week of pro bono service. We employed a statistical method of top coding, where extreme values are replaced with a top, or highest, probable value. Following discussion with subject matter experts, we believe top coding at the 99th percentile results in less measurement error than excluding reports above a 40-hour-per-week threshold.

Table 5. Percentage of Lawyers with Any Pro Bono Activity

	FY 2024[a,c]	FY 2023[a,c]	FY 2022[a,c]	FY 2021[a,c]	FY 2020[b,d]
All Reporting Lawyers	43.0%	44.6%	46.6%	48.4%	38.5%
Lawyers with Primary Addresses in Maryland	44.1%	46.1%	47.9%	49.4%	39.8%
Lawyers with Primary Addresses Out of State	41.5%	42.6%	44.6%	47.1%	36.5%

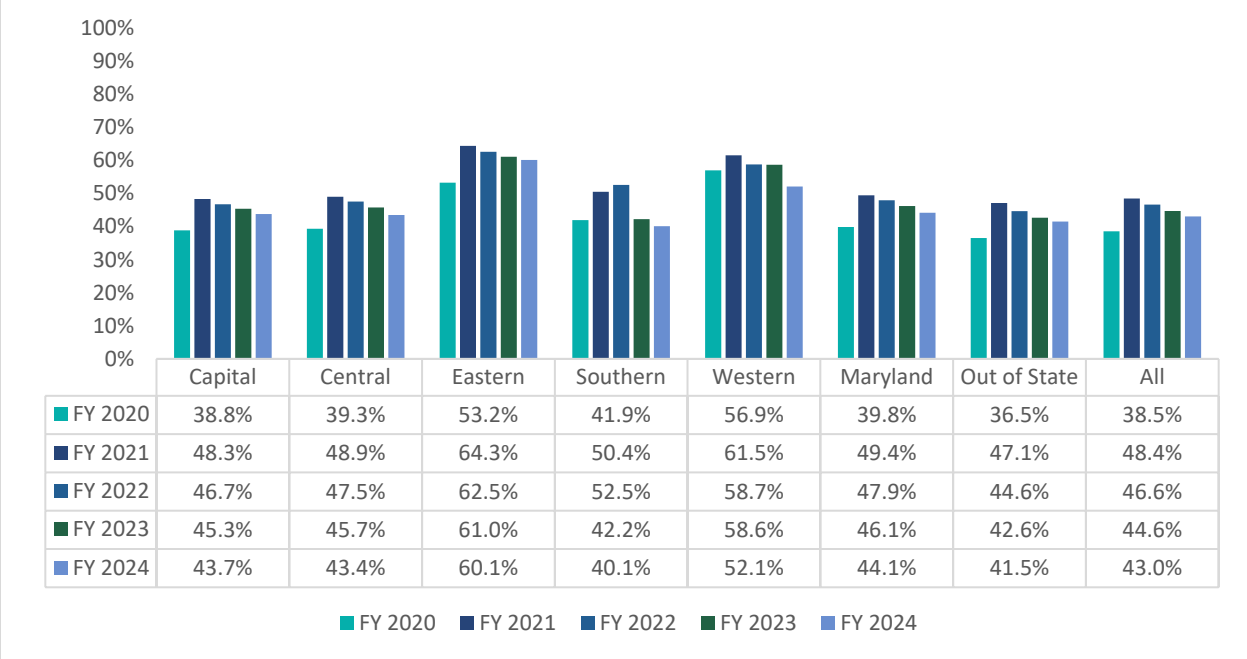
[a] Includes full-time lawyers.
[b] Includes all lawyers.
[c] Includes hours under Rule 19-306.1(b)(1) or Rule 19-306.1(b)(2).
[d] Includes hours under Rule 19-306.1(b)(1) (only).

As Figure 2 shows, the proportion of full-time Maryland lawyers who rendered pro bono service differs by region of primary address within Maryland. Service was analyzed by region, with regions defined as follows.

- The Capital Region includes Frederick, Montgomery, and Prince George's Counties.
- The Central Region includes Anne Arundel, Baltimore, Carroll, Harford, and Howard Counties, and Baltimore City.
- The Eastern Region includes Caroline, Cecil, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico, and Worcester Counties.
- The Southern Region includes Calvert, Charles, and St. Mary's Counties.
- The Western Region includes Allegany, Garrett, and Washington Counties.

During the Fiscal Year 2024 reporting period, larger proportions of lawyers in more rural areas of Maryland rendered pro bono services compared to lawyers in the Capital and Central Regions. We provide percentages from previous years for reference, although as discussed in notes 1, 2, and 5, these are not directly comparable prior to Fiscal Year 2021.

Figure 2. Percentage of Full-Time Lawyers with Any Pro Bono Hours by Region

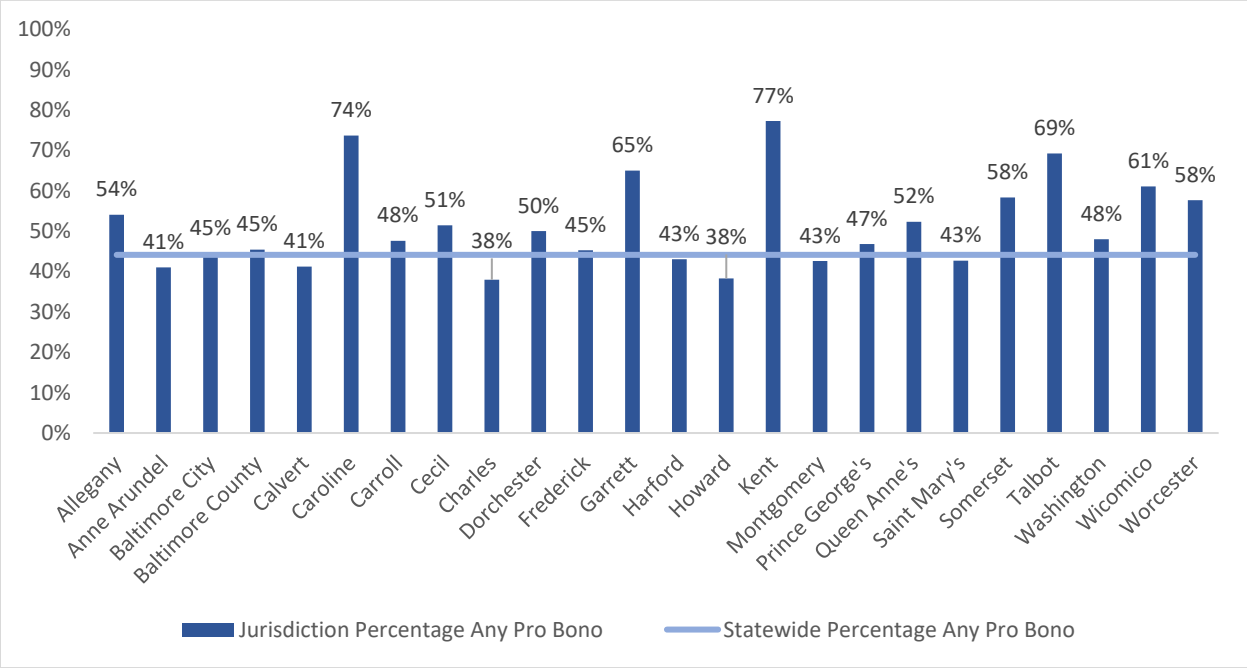


	Capital	Central	Eastern	Southern	Western	Maryland	Out of State	All
FY 2020	38.8%	39.3%	53.2%	41.9%	56.9%	39.8%	36.5%	38.5%
FY 2021	48.3%	48.9%	64.3%	50.4%	61.5%	49.4%	47.1%	48.4%
FY 2022	46.7%	47.5%	62.5%	52.5%	58.7%	47.9%	44.6%	46.6%
FY 2023	45.3%	45.7%	61.0%	42.2%	58.6%	46.1%	42.6%	44.6%
FY 2024	43.7%	43.4%	60.1%	40.1%	52.1%	44.1%	41.5%	43.0%

See notes to Table 5 *supra*.

Figure 3 displays pro bono participation by jurisdiction.[7] The largest percentage of lawyers reporting any pro bono service was in Kent County with 77.3% of lawyers rendering pro bono service. Lawyers in Caroline County reported the second highest level of pro bono participation (73.7%), followed by Talbot County (69.2%).

Figure 3. Percentage of Full-Time Lawyers with Any Pro Bono Hours by Jurisdiction



Maryland Rule 19-306.1 establishes an aspirational 50-hour pro bono service goal for lawyers practicing full time. As shown in Table 6, among full-time lawyers with primary addresses in Maryland, 44.1% reported providing more than zero hours of pro bono service during the Fiscal Year 2024 reporting cycle with 18.2% reporting providing 50 or more hours of pro bono service. The Eastern Region had the largest percentage of full-time lawyers providing any pro bono (60%), followed by the Western Region (52%). The Eastern Region had the highest percentage of full-time lawyers who reported providing 50 or more hours of pro bono service (26.7%), followed by 18.8% in the Capital Region. Lawyers in the Southern Region reported the lowest percentage of lawyers providing 50 or more pro bono hours (14.7%).

[7] County is generally the county listed for the primary address in AIS. For attorneys with primary addresses in Maryland but missing a county in AIS, we used the ZIP code from the primary address and the ZIP Code Lookup Table available from the Maryland Open Data Portal (updated September 12, 2018).

Table 6. Pro Bono Service by Region for Full-Time Lawyers

	Capital Region	Central Region	Eastern Region	Southern Region	Western Region	All of Maryland	Out of State	All Areas
No pro bono	56.3%	56.6%	39.9%	59.9%	47.9%	55.9%	58.5%	57.0%
Less than 50 Hours	25.0%	26.0%	33.3%	25.4%	34.5%	25.9%	22.7%	24.6%
At least 50 Hours	18.8%	17.5%	26.7%	14.7%	17.5%	18.2%	18.8%	18.4%
No pro bono	3,433	5,041	200	208	93	8,975	6,943	15,918
Less than 50 Hours	1,525	2,314	167	88	67	4,161	2,697	6,858
At least 50 Hours	1,145	1,558	134	51	34	2,922	2,226	5,148

To see trends over time, Table 7 shows the percentage point change, from Fiscal Year 2023, of lawyers who provided 50 hours or more of pro bono service.

Table 7. Percentage Point Change in Full-Time Lawyers with Primary Addresses in Maryland with At Least 50 Hours of Pro Bono Service

Change from	Capital Region	Central Region	Eastern Region	Southern Region	Western Region	All of Maryland	Out of State	All Areas
FY 2023 to FY 2024	-2.0	-0.8	-1.6	0.5	-3.2	-1.3	-0.8	-1.1

Table 8 shows the percentages of full-time lawyers with primary addresses in Maryland reporting any pro bono service and with 50 or more pro bono hours by primary address location. Kent County had the largest percentage of lawyers who reported any pro bono service (77.3%), followed by Caroline County (73.7%), and Talbot County (69.2%). Caroline County (31.6%) had the largest proportion of lawyers who reported providing at least 50 hours of pro bono service, followed by Queen Anne's County (30.8%) and Wicomico County (28.3%).

Table 8. Percentage of Full-Time Lawyers with Primary Addresses in Maryland by Number of Hours of Pro Bono Service by Jurisdiction

Jurisdiction	Number of Lawyers	No Pro Bono	Less Than 50 Hours Pro Bono	At Least 50 Hours Pro Bono
Allegany	74	45.9%	35.1%	18.9%
Anne Arundel	1,587	59.0%	24.5%	16.5%
Baltimore City	3,462	55.4%	25.6%	19.0%
Baltimore County	2,319	54.6%	27.6%	17.8%
Calvert	114	58.8%	23.7%	17.5%
Caroline	19	26.3%	42.1%	31.6%
Carroll	208	52.4%	34.1%	13.5%
Cecil	70	48.6%	30.0%	21.4%
Charles	158	62.0%	25.3%	12.7%
Dorchester	24	50.0%	29.2%	20.8%
Frederick	389	54.8%	25.4%	19.8%
Garrett	20	35.0%	40.0%	25.0%
Harford	302	57.0%	25.5%	17.5%
Howard	1,032	61.7%	24.3%	14.0%
Kent	22	22.7%	50.0%	27.3%
Montgomery	4,273	57.4%	24.6%	18.0%
Prince George's	1,438	53.2%	26.1%	20.7%
Queen Anne's	65	47.7%	21.5%	30.8%
Saint Mary's	75	57.3%	28.0%	14.7%
Somerset	12	41.7%	33.3%	25.0%
Talbot	91	30.8%	44.0%	25.3%
Washington	100	52.0%	33.0%	15.0%
Wicomico	113	38.9%	32.7%	28.3%
Worcester	85	42.4%	29.4%	28.2%
Statewide Total	16,052	55.9%	25.9%	18.2%

Figure 4. Percentage of Full-Time Lawyers with At Least 50 Hours of Pro Bono Service by Primary Address Jurisdiction

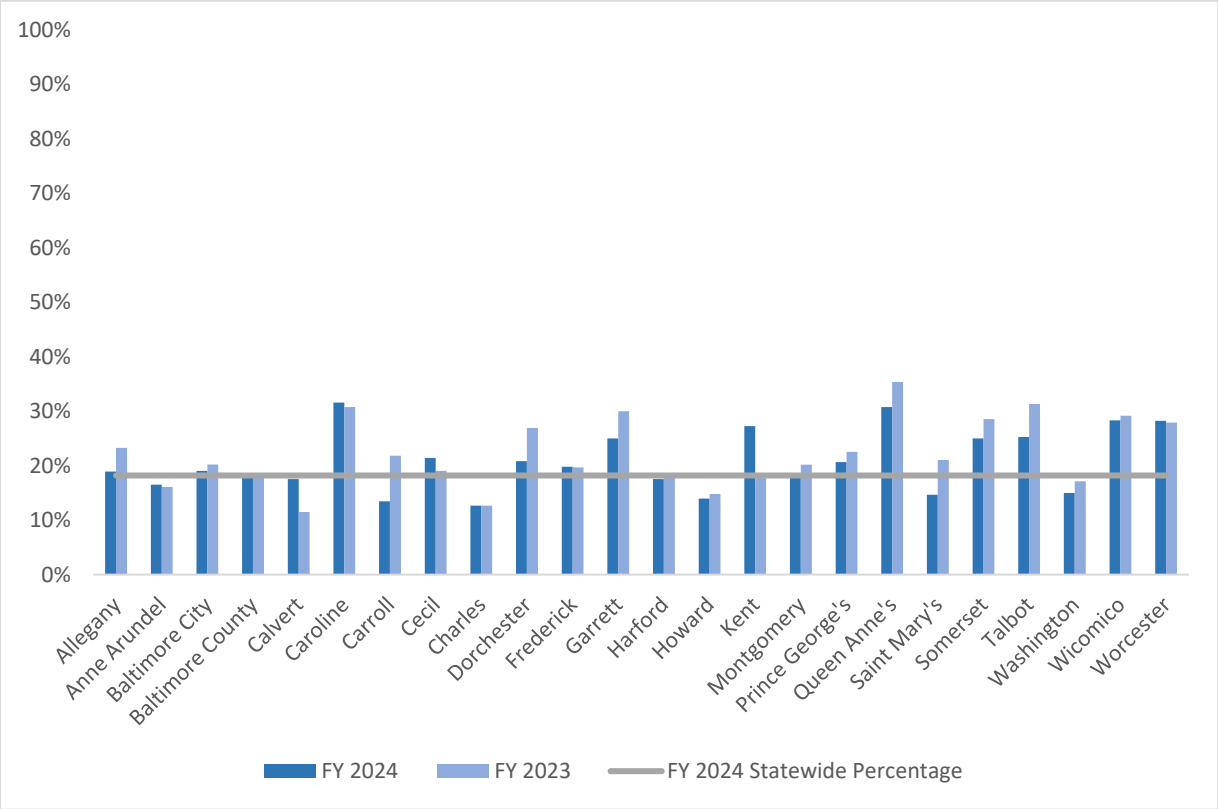


Figure 4 displays the percentages of lawyers with 50 or more hours of pro bono service visually.

Pro Bono Service Beneficiaries

The Pro Bono Legal Service Report includes a series of items regarding the recipients of pro bono legal service. The possible responses in Sections A and F of Step III of the Pro Bono Legal Service Report in AIS are:

- III.A.1 People of limited means.
- III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means.
- III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights.
- III.A.4 Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization's economic resources or would be inappropriate; and
- III.F Activities that improve the law, legal system, or the legal profession.

Table 9 presents the results from these items. Overall, people of limited means received the plurality of pro bono hours provided (43.1%), followed by activities that improve the law, legal

system, or the legal profession (25.0%).[8] Lawyers with primary addresses in Maryland rendered a smaller proportion of their pro bono service on civil rights and liberties than out-of-state lawyers.

Table 9. Distribution of Pro Bono Service by Full-Time Lawyers by Service Type and Region

Section[a]	Capital Region	Central Region	Eastern Region	Southern Region	Western Region	All of Maryland	Out of State	All Areas
III.A.1	48.5%	41.2%	67.8%	49.0%	64.7%	45.8%	39.7%	43.1%
III.A.2	13.0%	11.1%	11.6%	12.0%	4.9%	11.8%	11.5%	11.7%
III.A.3	6.0%	6.9%	2.1%	3.6%	1.3%	6.2%	10.2%	8.0%
III.A.4	11.1%	13.1%	10.8%	21.4%	19.7%	12.4%	12.2%	12.3%
III.F	21.4%	27.7%	7.7%	14.1%	9.5%	23.8%	26.5%	25.0%
Total	100%	100%	100%	100%	100%	100%	100%	100%

[a] Reporting Sections are as follows: III.A.1 People of limited means; III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means; III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; III.A.4. Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization's economic resources or would be inappropriate; and III.F Activities that improve the law, legal system, or the legal profession.

The Pro Bono Legal Service Report asks how many of the pro bono service hours provided in Section III.A were on matters referred by pro bono and legal services organizations. Among all reporting full-time lawyers, 22.9% of pro bono hours reported in Section III.A was on matters referred by an organization (*see* Table 10). Lawyers with primary addresses in Maryland reported providing less of their Section III.A pro bono service on matters referred by a pro bono or legal services organization than lawyers with primary addresses out of state.

Table 10. Percentages of Pro Bono Hours Reported in Step III.A on Matters from a Pro Bono or Legal Services Organization by Region

Section[a]	Capital Region	Central Region	Eastern Region	Southern Region	Western Region	All of Maryland	Out of State	All Areas
III.A.1-4	22.2%	20.3%	40.1%	21.9%	11.7%	22.2%	23.9%	22.9%

[a] Reporting Sections are as follows: III.A.1 People of limited means; III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means; III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; III.A.4. Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the

[8] To avoid assumptions about the distribution of reporting errors, percentages shown are out of the raw total pro bono hours reported (*cf.* note 4).

organization's economic resources or would be inappropriate; and III.F Activities that improve the law, legal system, or the legal profession.

Practice Areas and Pro Bono Service

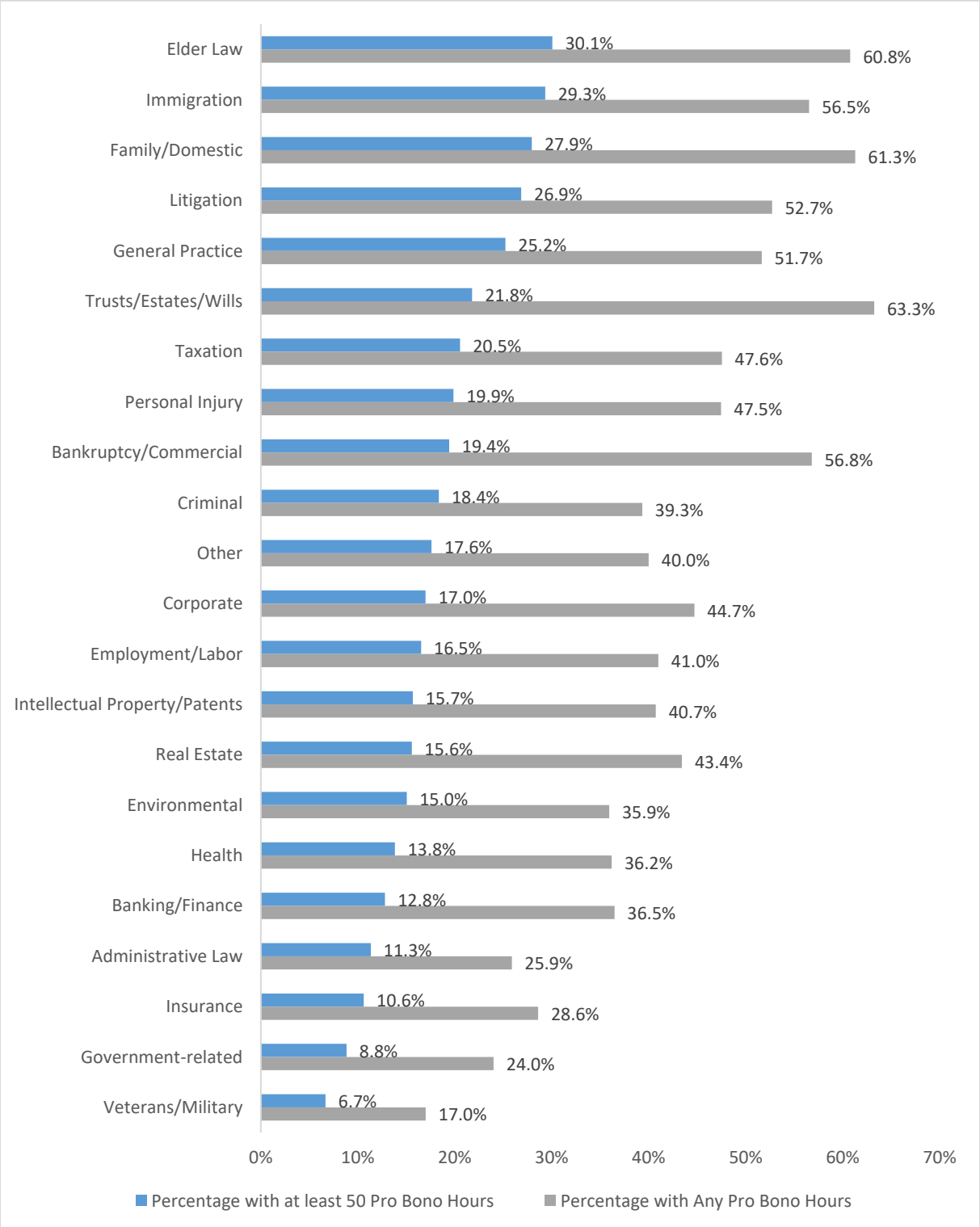
Table 11 shows the five most frequent attorney practice areas contrasted with the five most frequent pro bono service areas among full-time lawyers with primary addresses in Maryland. Rankings are similar whether limited to attorneys' first-ranked pro bono service areas and practice areas of law or including up to three pro bono service areas and practice areas of law.

Table 11. Comparison of Pro Bono Service Areas and Practice Areas Among Full-Time Lawyers with Primary Addresses in Maryland with Any Pro Bono Activity

Rank	Pro Bono Service Area - First Ranked	Practice Area - First Ranked	Pro Bono Service Area - Any	Practice Area - Any
1	General Practice	Litigation	General Practice	Litigation
2	Corporate	Family/Domestic	Family/Domestic	Corporate
3	Family/Domestic	Criminal	Corporate	Family/Domestic
4	Criminal	Corporate	Criminal	Criminal
5	Other	Real Estate	Trusts/Estates/Wills	Personal Injury

The percentages of lawyers who reported providing pro bono services differ greatly by reported practice areas of law. Among full-time lawyers, Figure 5 and Table 12 show that 30.1% of lawyers who reported Elder Law as the first-ranked practice area reported providing 50 or more pro bono hours, followed by 29.3% among those who reported Immigration, and 27.9% among those reporting Family/Domestic. The three first-ranked practice areas where the greatest percentages of lawyers reported providing any pro bono service were Trust/Estates/Wills (63.3%), Family/Domestic (61.3%), and Elder Law (60.8%). Table 12.1 provides corresponding figures based on all reported practice areas of law (up to three), not just first-ranked practice areas.

Figure 5. Percent of Attorneys[9] Reporting 50 Hours or More or Reporting Any Pro Bono Hours by First-Ranked Practice Area



[9] Includes full-time attorneys.

Table 12. Reported Pro Bono Service by Attorneys' First-Ranked Practice Areas of Law Among Full-Time Lawyers

	Number of Lawyers	Percentage with At Least 50 Pro Bono Hours	Percentage with Any Pro Bono Hours
Administrative Law	1,966	11.3%	25.9%
Banking/Finance	828	12.8%	36.5%
Bankruptcy/Commercial	484	19.4%	56.8%
Corporate/Business	2,543	17.0%	44.7%
Criminal	2,316	18.4%	39.3%
Elder Law	153	30.1%	60.8%
Employment/Labor	1,639	16.5%	41.0%
Environmental	412	15.0%	35.9%
Family/Domestic	1,439	27.9%	61.3%
General Practice	662	25.2%	51.7%
Government	2,196	8.8%	24.0%
Health	644	13.8%	36.2%
Immigration	856	29.3%	56.5%
Insurance	584	10.6%	28.6%
Intellectual Property/Patents	906	15.7%	40.7%
Litigation	3,761	26.9%	52.7%
Personal Injury	1,359	19.9%	47.5%
Real Estate	1,619	15.6%	43.4%
Taxation	511	20.5%	47.6%
Trusts/Estates/Wills	996	21.8%	63.3%
Veterans/Military	300	6.7%	17.0%
Other	1,750	17.6%	40.0%
Blank or Missing	0	0.0%	0.0%
Total	27,924	18.4%	43.0%

Table 12.1. Reported Pro Bono Service by Attorneys' Reported Practice Areas of Law (Up to Three) Among Full-Time Lawyers

	Number of Lawyers[a]	Percentage with At Least 50 Pro Bono Hours	Percentage with Any Pro Bono Hours
Administrative Law	3,350	14.0%	31.2%
Banking/Finance	1,231	15.6%	40.0%
Bankruptcy/Commercial	839	21.0%	55.3%
Corporate/Business	4,039	19.8%	49.5%
Criminal	3,018	21.8%	45.5%
Elder Law	412	30.6%	68.9%
Employment/Labor	2,368	18.5%	43.5%
Environmental	638	16.3%	36.1%
Family/Domestic	2,132	30.8%	64.9%
General Practice	1,701	29.5%	61.0%
Government	3,290	11.0%	27.8%
Health	1,036	15.7%	38.3%
Immigration	1,064	32.0%	58.1%
Insurance	1,013	14.2%	36.1%
Intellectual Property/Patents	1,164	17.4%	42.8%
Litigation	6,193	27.3%	53.6%
Personal Injury	2,358	23.2%	53.8%
Real Estate	2,541	17.9%	49.9%
Taxation	868	21.9%	53.5%
Trusts/Estates/Wills	1,827	27.6%	68.4%
Veterans/Military	412	10.7%	21.6%
Other	2,806	20.2%	45.3%
Blank or Missing	0	0.0%	0.0%
Total	44,300	21.0%	47.3%

[a] Total reported practice areas of law exceeds the total number of lawyers because lawyers can report up to three areas of law.

Financial Contributions

A total of 4,260 full-time lawyers reported making financial contributions during the Fiscal Year 2024 reporting period to organizations that provide legal services to people of limited means.[10] The total reported financial contributions was $4,330,431, ranging from $1 to $150,000. For reference, in Fiscal Year 2023, 3,808 lawyers reported $4,031,742 in financial contributions.

[10] Section A of Step IV of the Pro Bono Legal Services Report.

Smaller proportions of lawyers in Maryland reported providing financial support than lawyers with primary addresses elsewhere.

Table 13. Percentages of Full-Time Lawyers Who Reported Financial Contributions to Agencies that Provide Legal Services to People of Limited Means, by Region

Section IV.A*	Capital Region	Central Region	Eastern Region	Southern Region	Western Region	All of Maryland	Out of State	All Areas
2024	14.8%	13.8%	7.8%	5.8%	6.2%	13.7%	17.3%	15.3%
2023	13.6%	12.8%	6.9%	6.5%	5.1%	12.7%	15.1%	13.7%

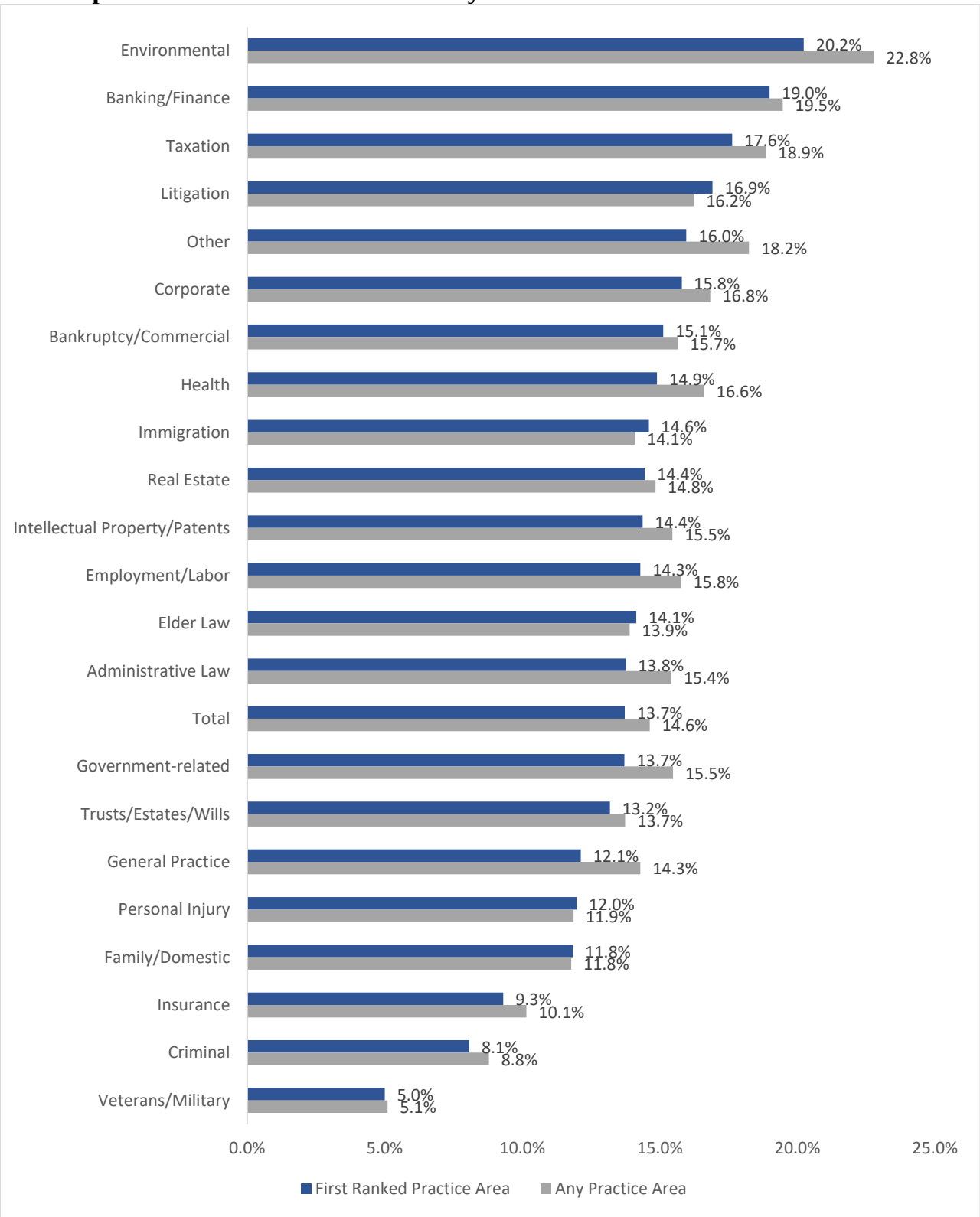
* Reporting sections are as follows: IV.A: financial contributions made to agencies that provide legal services to people of limited means.

The percentages of full-time lawyers with primary addresses in Maryland who reported financial contributions also varied by reported practice areas. As shown in Table 14, attorneys who reported first-ranked practice areas of law of Environmental, Banking/Finance, and Taxation had the largest percentages who reported making a financial contribution (regardless of amount). Attorneys who reported first-ranked practice areas of law of Veterans/Military, Criminal, and Insurance law had the smallest percentages reporting financial contributions.

Table 14. Full-Time Lawyers with Primary Addresses in Maryland Who Reported Financial Contributions by Practice Areas

	First-Ranked Practice Area			Any Practice Area		
	Number of Lawyers	Number of Lawyers Reporting Contribution	Percentage of Lawyers Reporting Contribution	Number of Lawyers	Number of Lawyers Reporting Contribution	Percentage of Lawyers Reporting Contribution
Administrative Law	1,083	149	13.8%	1,881	290	15.4%
Banking/Finance	374	71	19.0%	596	116	19.5%
Bankruptcy/ Commercial	291	44	15.1%	511	80	15.7%
Corporate/Business	1,298	205	15.8%	2,187	368	16.8%
Criminal	1,710	138	8.1%	2,220	195	8.8%
Elder Law	99	14	14.1%	295	41	13.9%
Employment/Labor	826	118	14.3%	1,243	196	15.8%
Environmental	178	36	20.2%	303	69	22.8%
Family/Domestic	1,183	140	11.8%	1,724	203	11.8%
General Practice	462	56	12.1%	1,239	177	14.3%
Government	1,189	163	13.7%	1,803	279	15.5%
Health	329	49	14.9%	578	96	16.6%
Immigration	459	67	14.6%	575	81	14.1%
Insurance	344	32	9.3%	621	63	10.1%
Intellectual Property/Patents	341	49	14.4%	453	70	15.5%
Litigation	1,863	315	16.9%	3,302	536	16.2%
Personal Injury	994	119	12.0%	1,796	213	11.9%
Real Estate	1,073	155	14.4%	1,705	253	14.8%
Taxation	278	49	17.6%	488	92	18.9%
Trusts/Estates/Wills	698	92	13.2%	1,347	185	13.7%
Veterans/Military	140	7	5.0%	196	10	5.1%
Other	846	135	16.0%	1,475	269	18.2%
Blank or Missing	0	0	0.0%	0	0	0.0%
Total	16,058	2,203	13.7%	26,538	3,882	14.6%

Figure 6: Percentages of Full-Time Lawyers with Primary Addresses in Maryland Who Reported Financial Contributions by Practice Areas



Pro Bono Service by Employment Type and Firm Size

Table 15 shows the distribution of full-time lawyers by their reported type of employer. Overall, about 56.7% (15,844) of all lawyers reported practicing in a private firm. The percentage practicing in a private firm was slightly higher among full-time lawyers with primary addresses in Maryland than among lawyers with primary addresses elsewhere (56.9% and 56.5%, respectively).

Table 15. Distribution of Full-Time Lawyers by Employer Type

	Private Firm	Corporate Counsel	Government Agency	Legal Services Organization	Public Interest Organization	Total
Lawyers with Maryland Primary Addresses						
N	9,143	1,568	4,440	423	484	16,058
%	56.9%	9.8%	27.6%	2.6%	3.0%	100%
Lawyers with Out-of-State Primary Addresses						
N	6,701	1,761	2,744	166	494	11,866
%	56.5%	14.8%	23.1%	1.4%	4.2%	100%
All Lawyers						
N	15,844	3,329	7,184	589	978	27,924
%	56.7%	11.9%	25.7%	2.1%	3.5%	100%

Among 15,844 full-time lawyers who reported practicing in a private firm (regardless of primary address), the plurality (27.4%) reported working at firms with 100 or more lawyers, with similar percentages reporting working as solo practitioners (20.9%) or in firms with two to five lawyers (21.2%) and percentages otherwise declining as firm size increases. See Table 16.

The percentages of lawyers in private firms of varying sizes differs greatly by their primary address location. The majority of full-time lawyers with primary addresses in Maryland reported practicing as solo practitioners or in firms of five or fewer lawyers, compared to less than one third of lawyers with primary addresses out of state. The difference is especially noticeable among lawyers in the largest firms. The percentage of lawyers with primary addresses in Maryland who reported working at firms with 100 or more lawyers (16%) is just over one third of the percentage reported by lawyers out of state (43.1%).

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

	1 lawyer	2 to 5 lawyers	6 to 20 lawyers	21 to 49 lawyers	50 to 74 lawyers	75 to 99 lawyers	100 or more lawyers	Total
Lawyers in Private Firms with Maryland Primary Addresses								
N	2,368	2,362	1,644	800	367	141	1,461	9,143
%	25.9%	25.8%	18.0%	8.7%	4.0%	1.5%	16.0%	100%
Lawyers in Private Firms with Out-of-State Primary Addresses								
N	944	992	922	588	221	146	2,888	6,701
%	14.1%	14.8%	13.8%	8.8%	3.3%	2.2%	43.1%	100%
All Lawyers in Private Firms								
N	3,312	3,354	2,566	1,388	588	287	4,349	15,844
%	20.9%	21.2%	16.2%	8.8%	3.7%	1.8%	27.4%	100%

Pro bono activity varied greatly by employment type. As Table 17 indicates, 83% of full-time lawyers who reported working in government agencies report providing no pro bono service, compared to about 41% of lawyers in private firms. About 6% of lawyers in government and 7% of corporate counsel reported providing 50 or more hours of pro bono service, compared to 27% among lawyers in private firms. A higher proportion of lawyers with Maryland addresses reported providing any pro bono service than lawyers elsewhere, but a smaller percentage reported providing 50 or more hours.

Table 17. Employer Type and Pro Bono Service Among Full-Time Lawyers

	Private Firm	Corporate Counsel	Govern-ment Agency	Legal Services Organization	Public Interest Organization	Total
All Lawyers						
No pro bono	41.1%	71.9%	83.0%	67.7%	65.6%	57.0%
Less than 50 hours	31.8%	20.8%	11.5%	19.5%	19.0%	24.6%
At Least 50 hours	27.0%	7.3%	5.5%	12.7%	15.3%	18.4%
Lawyers with Maryland Primary Addresses						
No pro bono	40.1%	70.8%	81.4%	67.6%	62.8%	55.9%
Less than 50 hours	33.6%	21.8%	12.5%	21.3%	21.3%	25.9%
At Least 50 hours	26.4%	7.4%	6.1%	11.1%	15.9%	18.2%
Lawyers with Out-of-State Primary Addresses						
No pro bono	42.6%	73.0%	85.8%	68.1%	68.4%	58.5%
Less than 50 hours	29.5%	19.8%	9.7%	15.1%	16.8%	22.7%
At Least 50 hours	28.0%	7.2%	4.5%	16.9%	14.8%	18.8%

Among full-time lawyers who reported working in private firms, firm size is an important predictor of pro bono hours. As Table 18 indicates, as firm size increases the proportion of lawyers reporting any pro bono hours generally decreases until firm size reaches 100 or more lawyers.

Table 18. Firm Size and Pro Bono Service Among Full-Time Lawyers in Private Firms

	1 Lawyer	2 to 5 Lawyers	6 to 20 Lawyers	21 to 49 Lawyers	50 to 74 Lawyers	75 to 99 Lawyers	100 or more Lawyers	Total
All Lawyers								
No pro bono	31.3%	40.8%	54.4%	54.2%	56.3%	52.3%	34.0%	41.1%
Less Than 50 hours	36.3%	33.6%	27.4%	27.1%	25.9%	26.1%	32.4%	31.8%
At Least 50 hours	32.4%	25.6%	18.2%	18.7%	17.9%	21.6%	33.6%	27.0%
Lawyers with Maryland Primary Addresses								
No pro bono	29.1%	38.9%	53.4%	51.0%	49.9%	48.2%	35.4%	40.1%
Less Than 50 hours	37.6%	34.9%	28.3%	29.5%	28.9%	29.1%	34.6%	33.6%
At Least 50 hours	33.3%	26.2%	18.3%	19.5%	21.3%	22.7%	30.0%	26.4%
Lawyers with Out-of-State Primary Addresses								
No pro bono	36.8%	45.4%	56.3%	58.5%	67.0%	56.2%	33.3%	42.6%
Less Than 50 hours	33.2%	30.4%	25.7%	23.8%	20.8%	23.3%	31.2%	29.5%
At Least 50 hours	30.1%	24.2%	18.0%	17.7%	12.2%	20.5%	35.4%	28.0%

Appendix A provides more detailed analysis of pro bono hours provided.

Although providing pro bono service on matters referred by a pro bono or legal services organization entails several benefits,[11] lawyers reported providing much of their pro bono service on matters not referred by such organizations. To help understand why lawyers forego those benefits, Section III Step D of the Pro Bono Legal Service Report asks why they provided pro bono outside of an organized program.

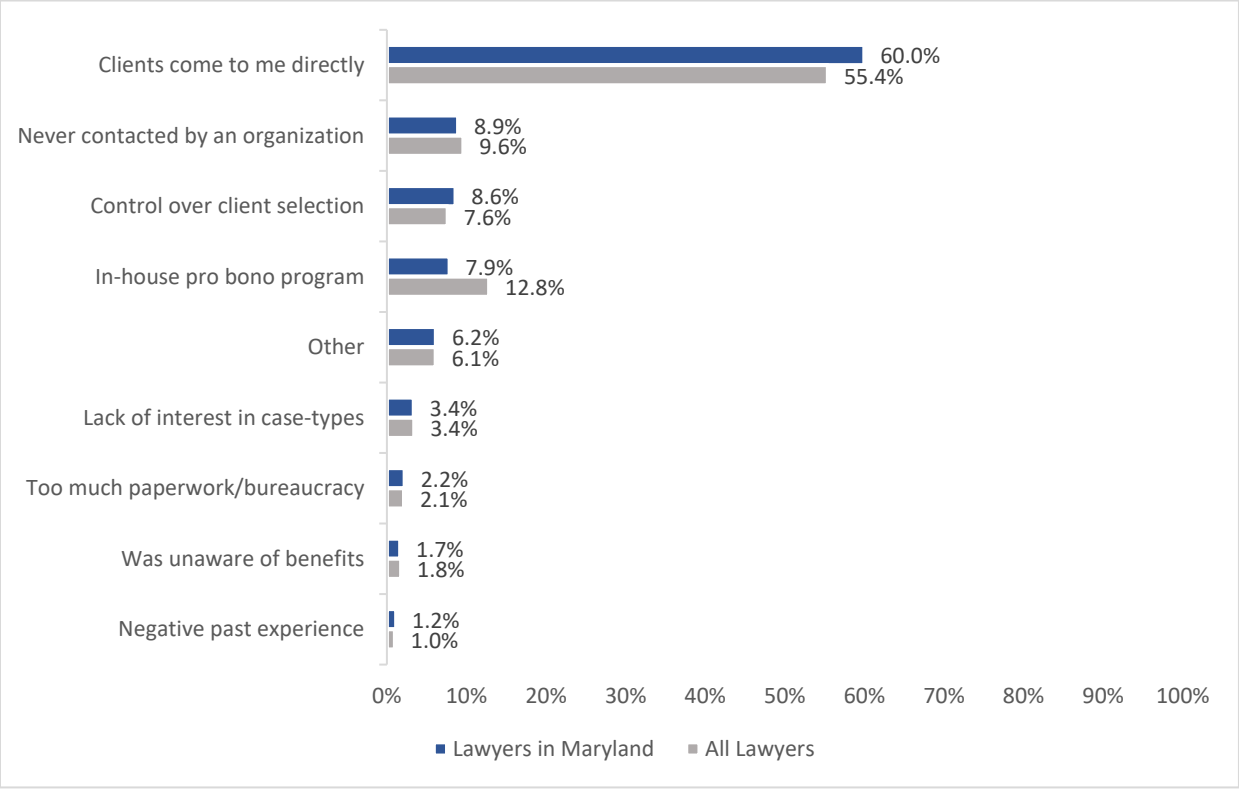
Table 19 and Figure 7 show responses from full-time lawyers who provided a reason for providing pro bono service outside of an organization. The majority reported that clients come to them directly. About 13% of lawyers mentioned an in-house pro bono program, about 10% reported that they were never contacted by an organization, and about 8% noted control over client selection. Fairly small numbers of respondents selected other reasons.

[11] Most legal services organizations provide training, mentoring, malpractice insurance, eligibility screening of clients, and a litigation fund.

Table 19. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers

	All Lawyers		Lawyers in Maryland	
	N	**%**	***N***	**%**
In-house pro bono program	837	12.8%	317	7.9%
Clients come to me directly	3,610	55.4%	2,417	60.0%
Control over client selection	498	7.6%	347	8.6%
Too much paperwork/bureaucracy	140	2.1%	90	2.2%
Negative past experience	65	1.0%	47	1.2%
Was unaware of benefits	117	1.8%	67	1.7%
Lack of interest in case-types	224	3.4%	136	3.4%
Never contacted by an organization	626	9.6%	360	8.9%
Other	399	6.1%	248	6.2%
Total	6,516	100%	4,029	100%

Figure 7. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers



The Pro Bono Legal Service Report asks lawyers who did not provide any pro bono service what prevented them from doing so (Step III Section E in AIS). Attorneys can select up to three reasons. Lack of time was by far the most common response selected among all full-time attorneys (55.7% of responses). Other frequent responses selected were lack of experience in relevant practice areas (8.5%), medical issues (7.4%), and Other (9.1%). Response patterns were similar among the subset of lawyers with primary addresses in Maryland. As seen in Table 21 and Figure 7, response patterns were generally similar among all lawyers with primary addresses in Maryland and those in Maryland who report working in government agencies.

Table 20. Reasons Preventing Pro Bono Among Full-Time Lawyers

	All Lawyers		Lawyers in Maryland	
	N	**%**	***N***	**%**
Financial constraints	1,037	4.7%	694	5.4%
Insufficient support from office/firm	1,085	4.9%	567	4.4%
Lack of interest	717	3.2%	438	3.4%
Lack of time	12,292	55.7%	7,019	55.0%
Negative past experience	174	0.8%	95	0.7%
No experience in relevant practice areas	1,883	8.5%	1,120	8.8%
Not aware of needs or opportunities	1,251	5.7%	733	5.7%
Personal or family medical issues	1,628	7.4%	976	7.7%
Other	2,009	9.1%	1,115	8.7%
Total	22,076	100.0%	12,757	100.0%

Figure 8. Reasons Preventing Pro Bono Among Full-Time Lawyers

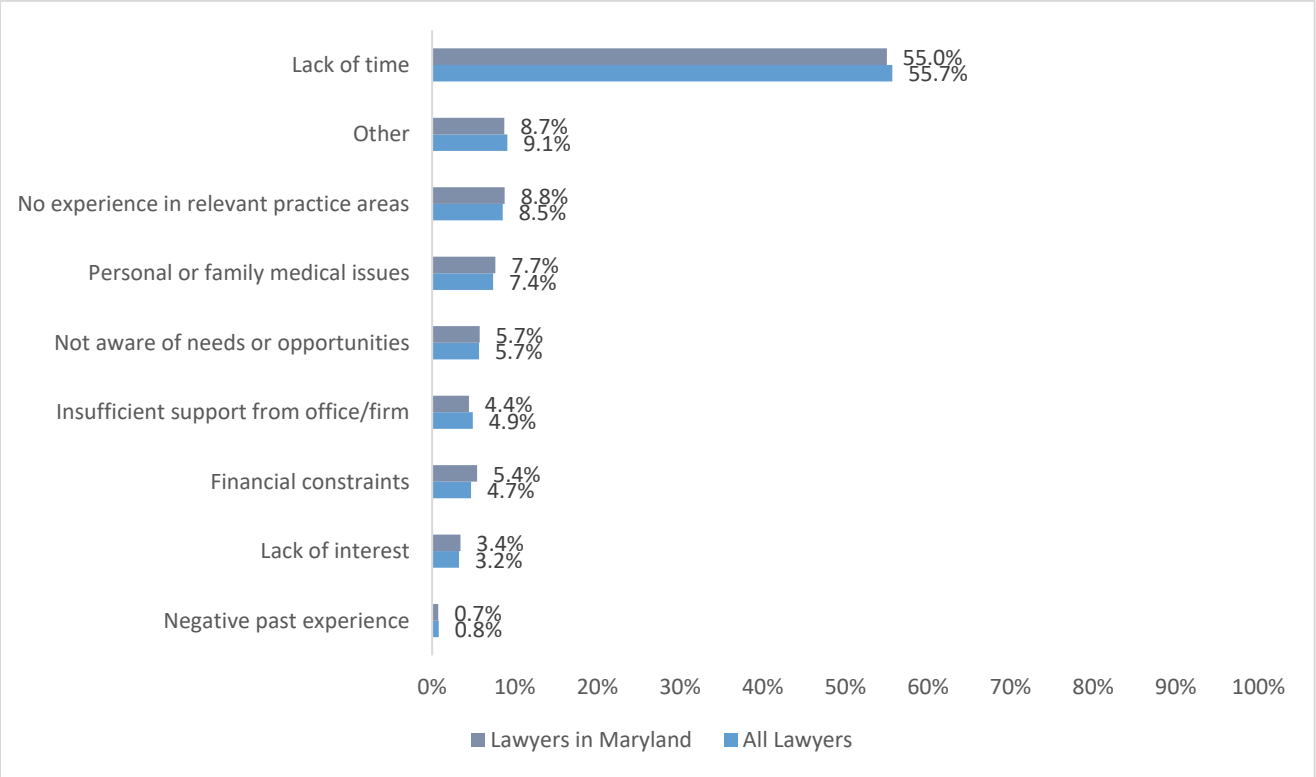


Table 21. Reasons Preventing Pro Bono Among Full-Time Lawyers with Primary Addresses in Maryland Working in Government Agencies

	All Lawyers in Maryland		Government Lawyers in Maryland	
	N	%	*N*	%
Financial constraints	694	5.4%	177	3.5%
Insufficient support from office/firm	567	4.4%	237	4.7%
Lack of interest	438	3.4%	152	3.0%
Lack of time	7,019	55.0%	2669	53.3%
Negative past experience	95	0.7%	22	0.4%
No experience in relevant practice areas	1,120	8.8%	471	9.4%
Not aware of needs or opportunities	733	5.7%	230	4.6%
Personal or family medical issues	976	7.7%	421	8.4%
Other	1,115	8.7%	629	12.6%
Total	12,757	100%	5,008	100%

Conclusion

This report provides an analysis of information reported by licensed Maryland attorneys on their pro bono activities during the Fiscal Year 2024 reporting period. The data show that large numbers of Maryland full-time attorneys did not provide any pro bono service during the reporting period. Among those that did, significant numbers did not meet the 50-hour aspirational goal established by Maryland Rule 19-306.1.

The available data offer some potential explanations for why more attorneys did not participate or reach 50 or more hours, particularly lack of time. We further note that the relatively large percentages of Maryland lawyers practicing in smaller firms not providing pro bono services could be due to lack of resources or margins that are available to lawyers in larger firms, making the financial burden of pro bono work relatively more difficult to bear. Notably, although total pro bono hours provided continued to decline year-over-year, financial contributions to organizations providing pro bono service rebounded in this reporting period compared to the Fiscal Year 2023 reporting period. The percentages of lawyers who reported participating in pro bono activities or making financial contributions are not directly comparable reporting periods prior to Fiscal Year 2021.

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Technical Appendix

1. The data retrieved from AIS include information from the Pro Bono Service Reports of 41,953 attorneys admitted to practice in Maryland and on active status in AIS. We exclude information from:

    1.1. Reports of 932 attorneys where the date report submitted field was blank (i.e., missing) in the data, indicating the attorney did not submit the Pro Bono Legal Service Report.

2. Most of the analyses in this report concern 27,924 attorneys practicing law full time who stated that they were not prohibited from providing pro bono service. We restrict our analysis to these attorneys because they are the attorneys to whom the 50-hour aspirational goal applies.

    2.1. As indicated in note 2, because this restriction is a change from versions of this report prior to 2021, the information from previous years may not be directly comparable.

    2.2. We consider attorneys who selected "Full-time practice of law" in Step I.A in response to the question "What type of practice did you engage in during the reporting period?" as engaged in full-time practice of law.

3. Much of this report analyzes attorneys by their primary address location.

    3.1. As mentioned in note 3, for six attorneys with more than one primary address in AIS, we used the business address rather than personal address or address of unknown type. The address used affects the state or county for two of the five attorneys. Using business addresses placed one attorney in Maryland (Montgomery County) rather than Washington, D.C. and one attorney in Washington, D.C. rather than Maryland (Baltimore City).

    3.2. As mentioned on page 6, we categorize 30 full-time attorneys as having other "Other U.S." (not Maryland, Washington, D.C., or Virginia) primary addresses if the primary address is an overseas military or diplomatic address (19 attorneys), in the U.S. Virgin Islands (three attorneys), Puerto Rico (five attorneys), Guam (two attorneys) or Saipan (one attorney).

    3.3. Analyses by county of attorneys with primary addresses in Maryland exclude 67 full-time attorneys who have a primary address in a state other than Maryland but also list a Maryland county.

    3.4. As mentioned in note 7, for attorneys with primary addresses in Maryland, County is generally the county listed for the primary address in AIS. For 419 attorneys with primary addresses in Maryland but missing a county in AIS, we used the ZIP code from the primary address and the ZIP Code Lookup Table available from the Maryland Open Data Portal (updated September 12, 2018).

4. For questions on the Pro Bono Service Report where attorneys can select more than one response (e.g., practice jurisdiction, practice area of law):

    4.1. If an attorney selected the same choice more than once (e.g., immigration as first- and second-ranked practice area) we exclude any occurrence after the first.

    4.2. If an attorney has gaps in rankings (e.g., a second-ranked practice jurisdiction but not a first-ranked jurisdiction, first- and third-ranked practice areas but not a second-ranked practice area), we shift third-ranked to second, and second-ranked to first, as appropriate, removing any gaps in rankings.

5. The current report differs from versions of this report prior to 2021 in how it categorizes attorneys as having provided pro bono service, or not, and in how it calculates the number of pro bono hours provided.

    5.1. As mentioned in note 5, this report considers activities under Rule 19-306.1(b)(1) or Rule 19-306.1(b)(2) as participation in pro bono and as counting towards the Rule's 50 hour aspirational goal. Versions of this report prior to 2021 included hours on activities under Rule 19-306.1(b)(1) only.

    5.2. As mentioned in notes 4, 6, and 8, some attorneys reported implausible or impossible numbers of hours of pro bono service—including 2 attorneys who reported more hours of pro bono than there are hours in a year. Analyses for this report generally top code total hours of pro bono provided at the 99th percentile of 315 hours of pro bono service. We assume reports of more than this reflects data entry errors, calculation errors, or attorneys employed in public interest organizations incorrectly characterizing all their work as pro bono. The exception to this top coding is for the percentage of pro bono service provided by service type. To avoid assumptions about the distribution of reporting errors, these percentages are out of the raw total pro bono hours reported. The 99th percentile used for top coding was 340 hours for the Fiscal Year 2023 report and 566 hours for the Fiscal Year 2022 report. The Fiscal Year 2020 report, rather than top coding at the 99th percentile, excluded attorneys who reported more than 40 hours per week of pro bono service. Following discussion with subject matter experts, we believe top coding at the 99th percentile results in less measurement error than excluding reports above a 40 hour per week threshold.

6. If an attorney reported a negative number of pro bono hours in Step III.A or Step III.F or a negative financial contribution in Step IV, we recode the attorney response to missing for that field. If an attorney reported a negative number of pro bono hours in one part of Step III.A or Step III.F, total hours uses the remaining valid responses.

Appendix A

This Appendix provides a more granular breakdown of pro bono service. Whereas the main body of this report presents information on any pro bono hours, as opposed to none, and 50 pro bono hours or more, this Appendix provides information with additional intermediate cutoffs. This Appendix also subdivides respondents by their number of years admitted. As in the main body of this report, analyses are limited to attorneys who report practicing law full time and are not prohibited from providing pro bono service, and hours include time on activities that improve the law, legal system, or the legal profession (see also notes 2 and 5 and accompanying text).

Table A1 shows the distribution of pro bono hours by attorney location. Although the differences are small, a lower percentage of lawyers with primary addresses in Maryland reported providing 50 or more hours of pro bono service than lawyers with primary addresses out of state, but larger percentages reported participation in pro bono at intermediate threshold levels greater than zero.

Table A1. Pro Bono Hours Distribution by Location Among Full-Time Lawyers

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	At Least 50 Hours	Total
All Lawyers	57.0%	3.6%	4.4%	16.6%	18.4%	100.0%
Lawyers with Primary Addresses in Maryland	55.9%	3.9%	4.6%	17.4%	18.2%	100.0%
Lawyers with Primary Addresses Out-of-State	58.5%	3.2%	4.0%	15.5%	18.8%	100.0%

Reported pro bono hours differ by years admitted as well. As Table A2 indicates, and although the relationship is by no means perfect, generally the more years admitted, the larger the percentage of attorneys who reported providing larger numbers of pro bono hours. Among lawyers with fewer than five years admitted, for example, 62.4% reported providing no pro bono service and 17% reported 50 or more hours of pro bono. In comparison, among full-time lawyers admitted 25 or more years, 44% reported providing no pro bono service and 25.8% reported providing 50 or more pro bono hours.

Table A2. Pro Bono Hours by Years Admitted Among Full-Time Lawyers

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	At Least 50 Hours	Total
Less Than 5 Years	62.4%	3.1%	4.2%	13.3%	17.0%	100.0%
At Least 5 Years & Less Than 10 Years	63.8%	3.5%	3.5%	13.7%	15.4%	100.0%
At Least 10 Years & Less Than 15 Years	65.9%	3.5%	4.1%	13.5%	13.0%	100.0%
At Least 15 Years & Less Than 20 Years	62.1%	3.5%	4.1%	15.6%	14.7%	100.0%
At Least 20 Years & Less Than 25 Years	56.8%	3.3%	5.2%	17.7%	16.9%	100.0%
At Least 25 Years	44.0%	4.0%	4.9%	21.3%	25.8%	100.0%

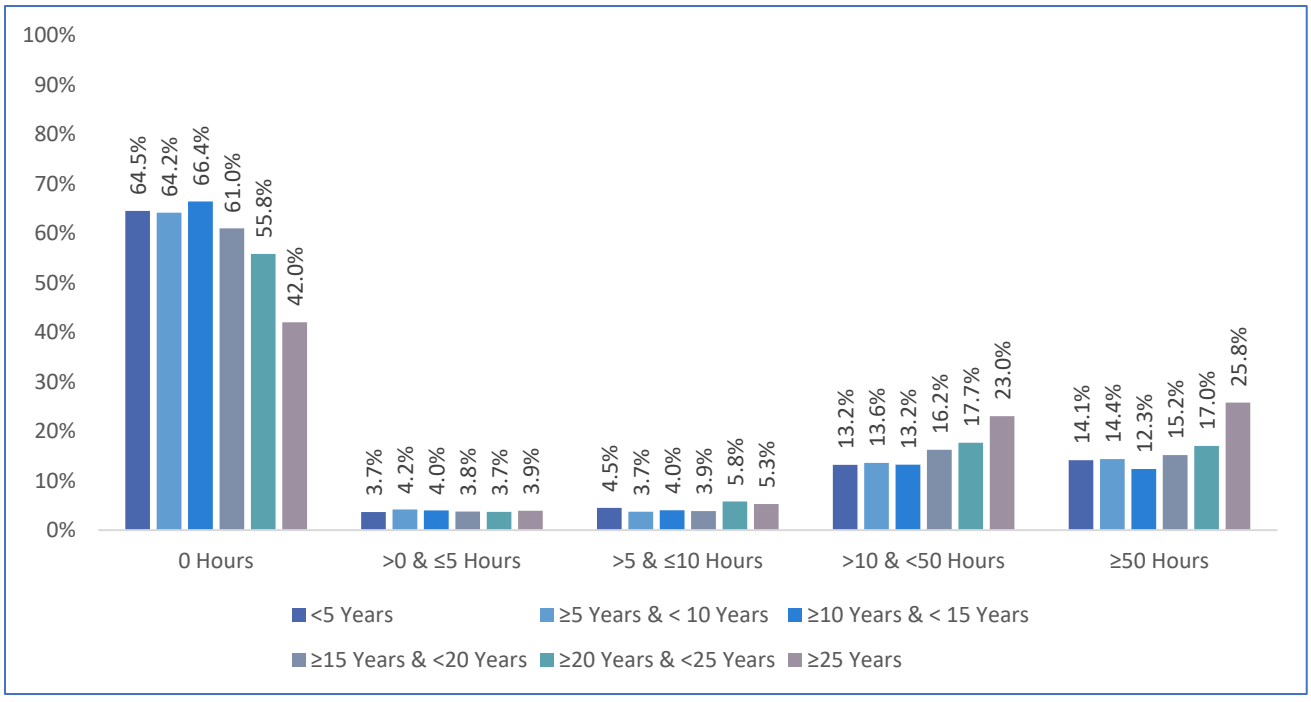
Table A3 shows the distribution limited to lawyers with primary addresses in Maryland. The distribution is generally similar, and in some ways more pronounced as compared to the pattern shown in Table A2.

Table A3. Pro Bono Hours by Years Admitted Among Full-Time Lawyers with Primary Addresses in Maryland

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	At Least 50 Hours	Total
Less Than 5 Years	64.5%	3.7%	4.5%	13.2%	14.1%	100.0%
At Least 5 Years & Less Than 10 Years	64.2%	4.2%	3.7%	13.6%	14.4%	100.0%
At Least 10 Years & Less Than 15 Years	66.4%	4.0%	4.0%	13.2%	12.3%	100.0%
At Least 15 Years & Less Than 20 Years	61.0%	3.8%	3.9%	16.2%	15.2%	100.0%
At Least 20 Years & Less Than 25 Years	55.8%	3.7%	5.8%	17.7%	17.0%	100.0%
At Least 25 Years	42.0%	3.9%	5.3%	23.0%	25.8%	100.0%

Figure A1 depicts the information from Table A3 visually.

Figure A1. Pro Bono Hours by Years Admitted Among Full-Time Lawyers with Primary Addresses in Maryland



There could be many reasons for the above differences, one of which could be employer organization type. Table A4 compares the distribution of lawyers with primary addresses in Maryland by type of employer and years admitted. The more years admitted, in general the more likely lawyers are to report practicing in a private firm. Other employer types generally show decreases as years admitted increases.

Table A4. Type of Employer by Years Admitted Among Full-Time Lawyers with Primary Addresses in Maryland

	Private Firm	Corporate Counsel	Govern-ment Agency	Legal Services Organ-ization	Public Interest Organ-ization	Total
Less Than 5 Years	56.2%	5.4%	27.4%	5.4%	5.7%	100.0%
At Least 5 Years & Less Than 10 Years	49.4%	11.0%	32.3%	3.9%	3.4%	100.0%
At Least 10 Years & Less Than 15 Years	46.4%	12.5%	35.6%	2.7%	2.8%	100.0%
At Least 15 Years & Less Than 20 Years	51.8%	12.7%	30.5%	2.3%	2.8%	100.0%
At Least 20 Years & Less Than 25 Years	53.6%	10.9%	31.1%	1.7%	2.7%	100.0%
At Least 25 Years	68.3%	8.4%	20.0%	1.4%	2.0%	100.0%

Appendix B. Sample Pro Bono Legal Service Report

Pro Bono Report for your records - Do not mail.

SUPREME COURT OF MARYLAND
LAWYER PRO BONO LEGAL SERVICE REPORT

This is your Pro Bono Legal Service Report to be completed in accordance with Maryland Rule 19-503. You must complete and submit the report in AIS by **SEPTEMBER 10th** of each year. Failure to do so may result in decertification to practice law. Access to judicial records is governed primarily by Maryland Rules 16-901 et seq. In addition, Maryland Rule 19-503(e) provides that information provided on this report is confidential and may not be disclosed, although non-identifying information is not confidential.

THE REPORTING PERIOD: July 1, 2023 THROUGH June 30, 2024

PROFESSIONAL ACTIVITY: Lawyer's status during all or part of the reporting period

A. What type of practice did you engage in during the reporting period?

1.	Full-time practice of law	**No**
2.	Part-time practice of law	**No**
3.	Judicial law clerk	**No**
4.	Judge or Magistrate	**No**
5.	Retired - Selecting this option will not change your status. To go on Inactive/Retired status, please contact the Client Protection Fund.	**No**
6.	Not actively engaged in the practice of law or doing non-legal work	**Yes**

B. I was prohibited by statute from providing pro bono service as described in Rule 19-306.1(b)(1) **No**

PRACTICE AREA:

A. TYPE OF ORGANIZATION WHERE I WORK OR WORKED: Please select one (1) of the following: **NONE**

B. Primary Practice Areas - Select up to three practice areas, ranking them by the volume of your work.
NONE

C. Primary Practice Jurisdiction - Select up to three jurisdictions, ranking them by the volume of your work.
NONE

PRO BONO SERVICE - Questions A-F

A. How many hours of pro bono service did you provide without fee or at a substantially reduced fee to:

1.People of limited means 0

Attorney# TST0912150045 *Page 1 of 3*

Pro Bono Report for your records - Do not mail.

2.Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means	0
3.Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights	0
4.Charitable, religious, civic, community, governmental, or educational organizations in matters furthering its organizational purposes, when payment of standard legal fees would significantly	0

Total Hours : 0

B. Of the hours you reported above, how many hours were provided through a pro bono or legal services organization? **NONE**

C. What **would be** an incentive to engage in pro bono legal work or offer more pro bono legal services? **OR** If you engaged in 40 or more hours, what was your incentive to engage in pro bono legal services? **NONE**

Attorney# TST0912150045 *Page 2 of 3*

Pro Bono Report for your records - Do not mail.

D. Most legal service organizations provide training, mentoring, malpractice insurance, eligibility screening of clients, and a litigation fund. If you did any pro bono legal work **OUTSIDE** of an organization, why? **NONE**

E. If you were **UNABLE** to do pro bono legal work this fiscal year, choose up to three reasons to explain why.

Rank : 1 Reason : Not aware of needs or opportunities

Rank : 2 Reason : Lack of time

Rank : 3 Reason : No experience in relevant practice areas

F. Separate from the hours above, how many hours did you spend participating in activities that improve the law, legal system, or the legal profession? **0**

Specify Activities: **NONE**

OTHER CONTRIBUTIONS:

A. I understand that I am to report only dollars that I personally contributed myself, not the contributions of my firm. If I am a partner, I understand I may report my partner percentage of contributions made by my firm. **Yes**

I made financial contributions **to one or more agencies that provide legal services to people of limited means** as indicated. **$0.00**

Richard Bailey
Lawyer's signature

09/03/2024
Date Submitted

(Please enter your full name. Note that, by entering your name here, you are certifying that this form is filed by you personally.)

Attorney# TST0912150045 *Page 3 of 3*

Appendix C. Attorneys Reporting Something Other than Full-Time Practice, Being Prohibited from Providing Pro Bono Service, or Both

As noted above, the main body of this report focuses on attorneys engaged in full-time practice of law and not prohibited from providing pro bono service (*cf.* note 2, *supra*, and accompanying text), hence subject to Rule 19-306.1's 50-hour aspirational goal. This appendix provides information from 14,029 attorneys who provided Pro Bono Legal Service Reports indicating something other than full-time practice of law, being prohibited from providing pro bono service, or both. Approximately 26% of these 14,029 attorneys reported providing 230,537 total hours of pro bono service (*see* notes 4 and 5, *supra*), and 1,853 (13.2%) reported a total of $1,777,574 in financial contributions to agencies that provide legal services to people of limited means with reported contributions ranging from $1 to $525,000.

Table C1 provides the distribution of reported statuses and the percentage of attorneys with each status who reported providing any pro bono service. Table C2 provides the number of attorneys who reported providing pro bono service in each service type and the reported percentage distributions[12] across service types.

Table C1. Status and Pro Bono Participation by Attorneys Reporting Something Other than Full-Time Practice, Being Prohibited from Providing Pro Bono, or Both

Attorney Status	Number of Attorneys Reporting Status[b]	Percentage Reporting > 0 Hours of Pro Bono
Not actively engaged in the practice of law or doing non-legal work[a]	7,790	14.2%
Part-time practice of law	4,143	51.6%
Prohibited by statute from providing pro bono service as described in Rule 19-306.1(b)(1)	1,133	13.8%
Retired[a]	1,106	28.0%
Judicial law clerk	238	15.1%
Judge or Magistrate	181	27.1%
Total	14,029	26.0%

[a] Attorney status selections are independent from whether an attorney has Active status in AIS. Selecting Retired or Not actively engaged in the practice of law or doing non-legal work in Step I.A of the Pro Bono Legal Service Report does not change Active Status in AIS to Inactive/Retired.

[b] Selected statuses exceed the total number of lawyers because attorneys can select more than one.

[12] As with the percentages shown in Table 9 for full-time lawyers, *see* note 8 *supra* and accompanying text, percentages shown are out of the total pro bono hours reported without top coding.

Table C2. Distribution of Pro Bono Service by Service Type for Lawyers Who Report Not Full Time, Prohibited from Pro Bono, or Both

Section[a]	Number of Attorneys Who Reported Providing > 0 Hours	Percentage of Pro Bono Service in Area
III.A.1	2,184	32.1%
III.A.2	1,147	13.4%
III.A.3	523	9.1%
III.A.4	967	14.2%
III.F	1,347	31.3%

[a] Reporting Sections are as follows: III.A.1 People of limited means; III.A.2 Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means; III.A.3 Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights; III.A.4. Charitable, religious, civic, community, governmental, or educational organizations in matters furthering their organizational purposes, when the payment of the standard legal fees would significantly deplete the organization's economic resources or would be inappropriate; and III.F Activities that improve the law, legal system, or the legal profession.

Appendix D. Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services

Table D1 provides the distribution of responses by full-time attorneys to the question: "What would be an **INCENTIVE** to engage in pro bono legal work or offer more pro bono legal services?" (Section III.C of the Pro Bono Legal Service Report)

Table D1. What Would Be an Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services? Responses from Full-Time Lawyers

Response	All Lawyers		Lawyers with Zero Hours Pro Bono		Lawyers with Zero Hours Pro Bono and Primary Addresses in Maryland	
	N	%	*N*	%	*N*	%
A compelling client or cause	1,826	6.5%	491	3.1%	280	3.1%
Billable credit or some type of compensation	779	2.8%	311	2.0%	195	2.2%
Brief advice and counsel opportunities	1,461	5.2%	474	3.0%	309	3.4%
Direct client interaction	144	0.5%	18	0.1%	6	0.1%
Feeling that I'm making a difference	1,028	3.7%	254	1.6%	153	1.7%
Limited time commitment	6,353	22.8%	3,271	20.5%	1,885	21.0%
Litigation experience	482	1.7%	130	0.8%	73	0.8%
Litigation skills training	620	2.2%	205	1.3%	110	1.2%
Non-litigation (transactional) opportunities	911	3.3%	383	2.4%	231	2.6%
Opportunity to do pro bono work in new area of law	1,099	3.9%	411	2.6%	210	2.3%
Reduced fee or low pro bono opportunities	146	0.5%	32	0.2%	22	0.2%
Strong mentorship	905	3.2%	411	2.6%	235	2.6%
Substantive training in relevant practice areas	2,432	8.7%	1,098	6.9%	674	7.5%
Support from my firm or workplace	1,622	5.8%	1,072	6.7%	583	6.5%
Other	0	0.0%	0	0.0%	0	0.0%
Blank or Missing	7,197	25.8%	6,843	43.0%	3,734	41.6%
Total	27,924		15,918		8,975	

Figure D1. Responses to the Prompt "What Would Be an Incentive to Engage in Pro Bono Legal Work or Offer More Pro Bono Legal Services?" from Full-Time Lawyers