

**LAW FIRM STATEMENT OF PRINCIPLES  
REGARDING *PRO BONO* LEGAL SERVICES**

In response to the unmet legal needs of the poor and disadvantaged members of our community, and in the hope that our actions will encourage similar actions by other lawyers throughout the State of Illinois, the undersigned law firms endorse and commit themselves to these principles:

1. It is the obligation of every lawyer and every law firm to use their training, experience, and skills to provide services in the public interest for which compensation may not be available.
2. No law firm is too big or too small to meaningfully serve the unmet legal needs of the community.
3. Those lawyers who manage law firms should take the lead in encouraging other lawyers to provide *pro bono* legal services and in providing an environment which is hospitable to the rendition of such services.
4. Every law firm should adopt and periodically circulate to its lawyers a written statement of policy which encourages them to handle legal matters on a voluntary, *pro bono* basis, with credit toward annual hourly targets, expectations, requirements, or goals.
5. Every law firm should assign to one or more of its members specific responsibility for encouraging, coordinating, and supervising *pro bono* work as a regular part of the firm's practice.
6. *Pro bono* work should be handled with appropriate care and supervision, just as work done for the firm's paying clients is. Similarly, in determining whether a proposed representation constitutes a conflict of interest and whether such a conflict can be overcome by obtaining the informed, written consent and waiver of all parties, *pro bono* matters should be treated with at least the same consideration as work for paying clients.
7. Every law firm should make it a goal to contribute an average of at least 35 hours of legal services per lawyer per year to representing the poor or other persons and organizations which are unable to engage legal counsel or which serve the public interest.
8. Every law firm should contribute financially and in-kind to organizations, programs, and agencies which provide legal assistance to the poor and disadvantaged members of our community. Such contributions should be commensurate with law firms' special status within the community.

9. Every law firm should regularly advise its lawyers and other staff of the firm's commitment to this Statement of Principles.

Chicago, Illinois

Signed: James A. Avorsch

Print: JAMES A. AVORSCH, PRO BONO DIRECTOR

Law Firm: Butler, Rubin, Saltarelli & Boyd

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