

Current Status of Pro Bono Service Among Maryland Lawyers

FY 2022



Administrative Office of the Courts

November 2023

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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 data collected from Pro Bono Service Reports for July 1, 2021 through June 30, 2022. Highlights of the results are below.

- Among all 41,463 lawyers certified to practice law in Maryland who submitted Pro Bono Service Reports, 16,530 (39.9%) reported some pro bono activity. They collectively provided 1,274,136 hours of pro bono service.
- 5,879 lawyers (14.2%) reported making \$6,328,405 in financial contributions to agencies that provide legal services to people of limited means
- Among the 27,157 attorneys who report practicing law full time and not being prohibited from providing pro bono service, 12,642 (46.6%) reported some pro bono activity and they collectively provided 957,728 hours of pro bono service.
- Among 15,752 lawyers with primary addresses in Maryland who report practicing law full time and not being prohibited from providing pro bono service, 47.9% provided some pro bono service. Lawyers in the Eastern Region had the highest percentage of full-time lawyers not prohibited from providing pro bono service who reported providing any pro bono service (62.5%), followed by the Western Region (58.7%).
- Among lawyers with primary addresses in Maryland who report practicing law full time and not being prohibited from providing pro bono service, 20.2% 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 not prohibited from providing pro bono service who reported providing 50 or more hours of pro bono service (30.5%), followed by 21.1% in the Western Region and 20.7% in the Capital Region.
- Garrett County had the largest percentage of full-time lawyers not prohibited from providing pro bono service reporting 50 or more pro bono hours (40.0%), followed by Queen Anne's County (37.9%), and Caroline County (36.8%).
- The total reported financial contributions by full-time lawyers not prohibited from providing pro bono service to organizations that provide legal services to people of limited means was \$5,042,025 from 4,121 contributing lawyers.
- Full-time lawyers not prohibited from providing pro bono service reported providing 42.6% of reported pro bono hours to people of limited means and 12.5% of reported hours to organizations helping people of limited means. Entities seeking to secure or protect rights and liberties were the reported recipients of 9.6% of reported hours, attorneys reported providing 12.0% of hours to organizations in matters furthering their organizational purposes, and attorneys reported 23.4% of hours on activities that improve the law, legal system, or the legal profession. In comparison to full-time lawyers not prohibited from providing pro bono service 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 similar or larger percentages in other categories.
- Among full-time lawyers not prohibited from providing pro bono service, about 81% of lawyers who report practicing in government agencies and 85% of lawyers who do not practice reported providing no pro bono service, as compared to 38% of lawyers in private firms. Only 6.5% of full-time lawyers not prohibited from providing pro bono service in government and 8.6% of those in corporate counsel reported providing 50 or more hours of pro bono service, compared to 28.9% 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 precedent 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 2022 (i.e., July 1, 2021, to June 30, 2022). 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 2022 and 2023, several communications were sent out to Maryland attorneys on active status regarding 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 7, 2022, to all lawyers who were on active status in AIS.
- Second round: An email reminder was sent out on August 10, 2022, to lawyers who had not filed their pro bono report as of that date.
- Third round: A Reminder and Late Fee Notice was sent on September 6, 2022, to lawyers who had not filed their pro bono report as of that date.
- Fourth round: An AIS Alert and Compliance Reminder was emailed on December 12, 2022, to lawyers who had not filed their pro bono report as of that date.
- Fifth round: An additional reminder was sent to non-compliant attorneys on January 9, 2023.
- Sixth round: A "Notice of Failure to File" was sent out on February 14, 2023, to approximately 969 lawyers who had not filed their pro bono report, IOLTA report, and/or pay the required assessment to the Client Protection Fund.
- Seventh round: A final courtesy reminder was sent out on March 6, 2023, to lawyers who had not yet filed the pro bono report.
- Eighth round: On March 23, 2023, a 'Decertification/Temporary Suspension Order' signed by the Court of Appeals was sent to 89 lawyers who had failed to file the pro bono report by that date.

This report covers the 41,463 Pro Bono Legal Service Reports received from lawyers listed as active in AIS by April 18, 2023, for the FY 2022 reporting period.

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>.

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 not prohibited from providing pro bono service 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.

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 15,512 business addresses (57.1%), 6,449 personal addresses (23.7%), 5,165 addresses of unknown type (19.0%), and 31 temporary addresses (0.1%).³

About 58% of full-time lawyers certified to practice in Maryland and not prohibited from providing pro bono 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 notes 1 and 2.

Table 1. Location of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service Admitted to Practice in Maryland

	AIS – Primary Address								Legacy Report – Business Address	
	FY 2022 ^a		FY 2021 ^a		FY 2020 ^b		January 2018 to June 2019 ^b		CY 2017 ^b	
	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%	<i>N</i>	%
Maryland	15,752	58.0%	15,733	58.4%	24,227	60.3%	24,205	60.4%	22,448	55.8%
Washington, D.C.	4,973	18.3%	4,950	18.4%	6,488	16.2%	6,637	16.6%	9,432	23.5%
Virginia	2,579	9.5%	2,495	9.3%	3,537	8.8%	3,453	8.6%	2,999	7.5%
Other U.S.	3,763	13.9%	3,689	13.7%	5,767	14.4%	5,631	14.1%	5,146	12.8%
Foreign	90	0.3%	92	0.3%	143	0.4%	140	0.3%	183	0.5%
Total	27,157	100.0%	26,959	100.0%	40,162	100%	40,066	100%	40,208	100%

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

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

³ The AIS data include 11 attorneys who each have 2 addresses designated as a primary address. This report uses the business address for these attorneys.

In Table 1, and throughout this report, “Other U.S.” includes attorneys in Puerto Rico, the U.S. Virgin Islands, 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 3 jurisdictions where each lawyer reports practicing. Approximately 58% of the full-time attorneys not prohibited from providing pro bono service (15,719) reported practicing in one or more Maryland jurisdictions (including practice in “All of Maryland”), while about 42% (11,418) reported practicing outside of Maryland only.

Table 2 shows the first-ranked practice jurisdiction for the fiscal year 2022 reporting period and includes numbers from previous years for reference. In AIS, lawyers can report up to 3 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 reported jurisdictions was greater than the total number of lawyers because lawyers could report up to 3 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 just first ranked) for fiscal year 2022. 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).

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 Not Prohibited from Providing Pro Bono Service (First-Ranked Jurisdiction in 2022)

	AIS First Ranked Jurisdiction				AIS Up to 3 Jurisdictions				Legacy Report 1 Jurisdiction	
	FY 2022 ^a		FY 2021 ^a		FY 2020 ^b		January 2018 to June 2019 ^b		CY 2017 ^b	
	N	%	N	%	N ^c	% ^d	N ^c	% ^d	N	%
Allegany County	80	0.3%	85	0.3%	127	0.3%	139	0.3%	122	0.6%
Anne Arundel County	986	3.6%	1,008	3.7%	1,847	4.6%	2,188	5.5%	1,641	8.3%
Baltimore City	2,710	10.0%	2,842	10.5%	3,856	9.6%	5,247	13.1%	4,831	24.5%
Baltimore County	1,843	6.8%	1,812	6.7%	3,486	8.7%	4,288	10.7%	2,727	13.8%
Calvert County	66	0.2%	77	0.3%	289	0.7%	248	0.6%	123	0.6%
Caroline County	27	0.1%	28	0.1%	100	0.2%	96	0.2%	40	0.2%
Carroll County	133	0.5%	150	0.6%	353	0.9%	367	0.9%	243	1.2%
Cecil County	83	0.3%	91	0.3%	198	0.5%	192	0.5%	114	0.6%
Charles County	128	0.5%	132	0.5%	421	1.0%	413	1.0%	186	0.9%
Dorchester County	24	0.1%	30	0.1%	103	0.3%	100	0.2%	37	0.2%
Frederick County	270	1.0%	276	1.0%	670	1.7%	698	1.7%	429	2.2%
Garrett County	21	0.1%	20	0.1%	88	0.2%	79	0.2%	34	0.2%
Harford County	210	0.8%	208	0.8%	609	1.5%	624	1.6%	365	1.9%
Howard County	478	1.8%	469	1.7%	1,248	3.1%	1,383	3.5%	901	4.6%
Kent County	19	0.1%	25	0.1%	76	0.2%	71	0.2%	51	0.3%
Montgomery County	3,027	11.1%	3,012	11.2%	4,622	11.5%	5,331	13.3%	5,137	26.0%
Prince George's County	1,451	5.3%	1,425	5.3%	3,200	8.0%	3,324	8.3%	2,004	10.2%
Queen Anne's County	40	0.1%	42	0.2%	165	0.4%	153	0.4%	58	0.3%
Saint Mary's County	66	0.2%	72	0.3%	195	0.5%	108	0.3%	99	0.5%
Somerset County	14	0.1%	16	0.1%	108	0.3%	195	0.5%	22	0.1%
Talbot County	64	0.2%	54	0.2%	161	0.4%	163	0.4%	118	0.6%
Washington County	119	0.4%	111	0.4%	243	0.6%	242	0.6%	142	0.7%
Wicomico County	125	0.5%	128	0.5%	250	0.6%	240	0.6%	184	0.9%
Worcester County	84	0.3%	81	0.3%	216	0.5%	202	0.5%	112	0.6%
All of Maryland	2,294	8.4%	2,211	8.2%	8,467	21.1%	3,679	9.2%	3,172	-
Out of State	12,775	47.0%	12,476	46.3%	13,923	34.7%	16,506	41.2%	16,514	-
Blank or Missing	20	0.1%	78	0.3%	5,349	13.3%	6,007	15.0%	809	-
Total	27,157	100.0%	26,959	100.0%	50,370		52,283			

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

^c Total reported jurisdictions exceed the total number of lawyers because lawyers can report up to 3 jurisdictions.

^d Percentages shown are percentages of lawyers, not all reported jurisdictions.

Table 2.1 Practice Jurisdictions of Full-Time Attorneys Not Prohibited from Providing Pro Bono Service (Up to 3 Jurisdictions in 2022)

	AIS Up to 3 Jurisdictions								Legacy Report 1 Jurisdiction	
	FY 2022 ^a		FY 2021 ^a		FY 2020 ^b		January 2018 to June 2019 ^b		CY 2017 ^b	
	N ^c	% ^d	N ^c	% ^d	N ^c	% ^d	N ^c	% ^d	N	%
Allegany County	127	0.5%	136	0.5%	127	0.3%	139	0.3%	122	0.6%
Anne Arundel County	2,040	7.5%	2,393	8.9%	1,847	4.6%	2,188	5.5%	1,641	8.3%
Baltimore City	4,142	15.3%	4,599	17.1%	3,856	9.6%	5,247	13.1%	4,831	24.5%
Baltimore County	3,712	13.7%	4,187	15.5%	3,486	8.7%	4,288	10.7%	2,727	13.8%
Calvert County	226	0.8%	282	1.0%	289	0.7%	248	0.6%	123	0.6%
Caroline County	91	0.3%	94	0.3%	100	0.2%	96	0.2%	40	0.2%
Carroll County	323	1.2%	389	1.4%	353	0.9%	367	0.9%	243	1.2%
Cecil County	209	0.8%	235	0.9%	198	0.5%	192	0.5%	114	0.6%
Charles County	413	1.5%	498	1.8%	421	1.0%	413	1.0%	186	0.9%
Dorchester County	89	0.3%	98	0.4%	103	0.3%	100	0.2%	37	0.2%
Frederick County	674	2.5%	815	3.0%	670	1.7%	698	1.7%	429	2.2%
Garrett County	68	0.3%	81	0.3%	88	0.2%	79	0.2%	34	0.2%
Harford County	605	2.2%	684	2.5%	609	1.5%	624	1.6%	365	1.9%
Howard County	1,262	4.6%	1,462	5.4%	1,248	3.1%	1,383	3.5%	901	4.6%
Kent County	53	0.2%	72	0.3%	76	0.2%	71	0.2%	51	0.3%
Montgomery County	4,473	16.5%	4,878	18.1%	4,622	11.5%	5,331	13.3%	5,137	26.0%
Prince George's County	3,364	12.4%	3,809	14.1%	3,200	8.0%	3,324	8.3%	2,004	10.2%
Queen Anne's County	145	0.5%	180	0.7%	165	0.4%	153	0.4%	58	0.3%
Saint Mary's County	170	0.6%	218	0.8%	195	0.5%	108	0.3%	99	0.5%
Somerset County	102	0.4%	117	0.4%	108	0.3%	195	0.5%	22	0.1%
Talbot County	132	0.5%	137	0.5%	161	0.4%	163	0.4%	118	0.6%
Washington County	268	1.0%	297	1.1%	243	0.6%	242	0.6%	142	0.7%
Wicomico County	219	0.8%	245	0.9%	250	0.6%	240	0.6%	184	0.9%
Worcester County	207	0.8%	213	0.8%	216	0.5%	202	0.5%	112	0.6%
All of Maryland	3,361	12.4%	3,584	13.3%	8,467	21.1%	3,679	9.2%	3,172	-
Out of State	14,146	52.1%	14,083	52.2%	13,923	34.7%	16,506	41.2%	16,514	-
Blank or Missing	20	0.1%	78	0.3%	5,349	13.3%	6,007	15.0%	809	-
Total	40,641		43,864		50,370		52,283			

^a Includes full-time lawyers not prohibited from providing pro bono service.

^b Includes all lawyers.

^c Total reported jurisdictions exceed the total number of lawyers because lawyers can report up to 3 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 as of June 30, 2022 (i.e., the end of the reporting cycle) for full-time practicing lawyers not prohibited from providing pro bono service. The minimum number of years admitted was 0.01 (3 days), while the maximum was 67.6 years. The table shows that lawyers with primary addresses in Maryland have generally practiced law longer than lawyers with primary addresses elsewhere.

Table 3. Mean and Median Years Admitted by Location for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

	Maryland	Washington D.C.	Virginia	Other U.S.	Foreign	All Submissions
<i>N</i>	15,752	4,973	2,579	3,763	90	27,157
Mean	19.4	16.7	16.4	16.2	16.7	18.2
Median	17.5	15.0	15.5	14.6	15.3	16.5

Practice Areas

Similar to geographical practice jurisdictions, AIS collects data on up to 3 primary practice areas of law per attorney. See Figure 1 and Table 4 for first-ranked primary practice areas of law among all 27,157 full-time practicing lawyers not prohibited from providing pro bono service and for the 15,752 with primary addresses in Maryland. See Figure 1.1 and Table 4.1 for all practice areas (i.e., not only first ranked).

Among first-ranked practice areas of law, litigation is the most common reported for both groups, followed by corporate/business and criminal for all lawyers, and for the Maryland subset as well in reverse order. The third and fourth most common practice areas are government and administrative law, respectively, for all lawyers; and family/domestic and government, respectively, for full-time lawyers in Maryland.

Figure 1: Percent of First-Ranked Practice Areas of Law for Full-Time for Attorneys Not Prohibited from Providing Pro Bono Service

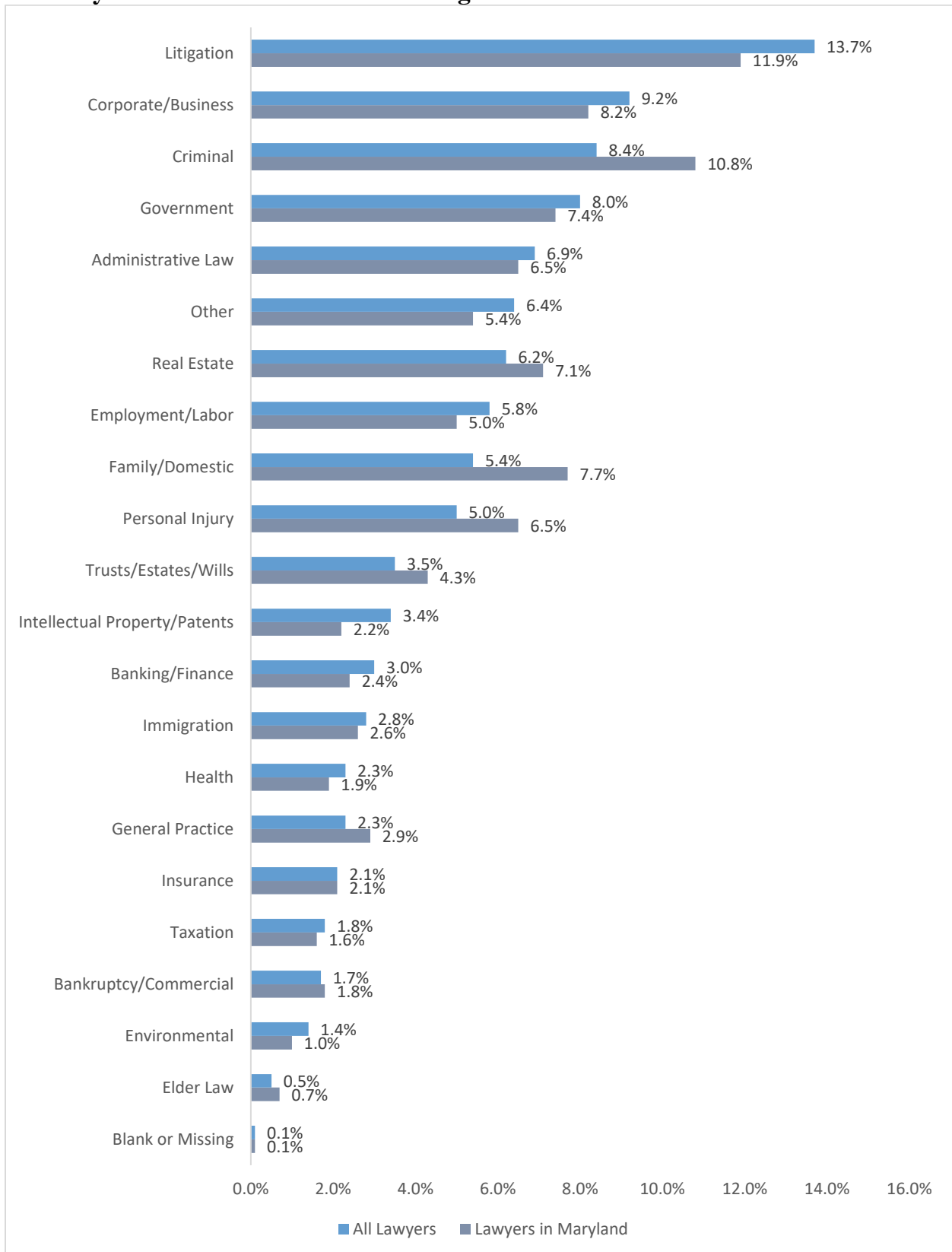


Table 4. First-Ranked Practice Areas of Law for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	N	%	N	%
Litigation	3,734	13.7%	1,875	11.9%
Corporate/Business	2,493	9.2%	1,296	8.2%
Criminal	2,291	8.4%	1,694	10.8%
Government	2,174	8.0%	1,163	7.4%
Administrative Law	1,885	6.9%	1,020	6.5%
Other	1,739	6.4%	853	5.4%
Real Estate	1,682	6.2%	1,116	7.1%
Employment/Labor	1,571	5.8%	791	5.0%
Family/Domestic	1,457	5.4%	1,209	7.7%
Personal Injury	1,367	5.0%	1,023	6.5%
Trusts/Estates/Wills	952	3.5%	670	4.3%
Intellectual Property/Patents	927	3.4%	341	2.2%
Banking/Finance	815	3.0%	384	2.4%
Immigration	764	2.8%	402	2.6%
General Practice	630	2.3%	458	2.9%
Health	619	2.3%	302	1.9%
Insurance	572	2.1%	334	2.1%
Taxation	480	1.8%	254	1.6%
Bankruptcy/Commercial	472	1.7%	286	1.8%
Environmental	374	1.4%	164	1.0%
Elder Law	144	0.5%	108	0.7%
Blank or Missing	15	0.1%	9	0.1%
Total	27,157	100.0%	15,752	100.0%

Figure 1.1 Percent of Practice Areas of Law (Up to 3) for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

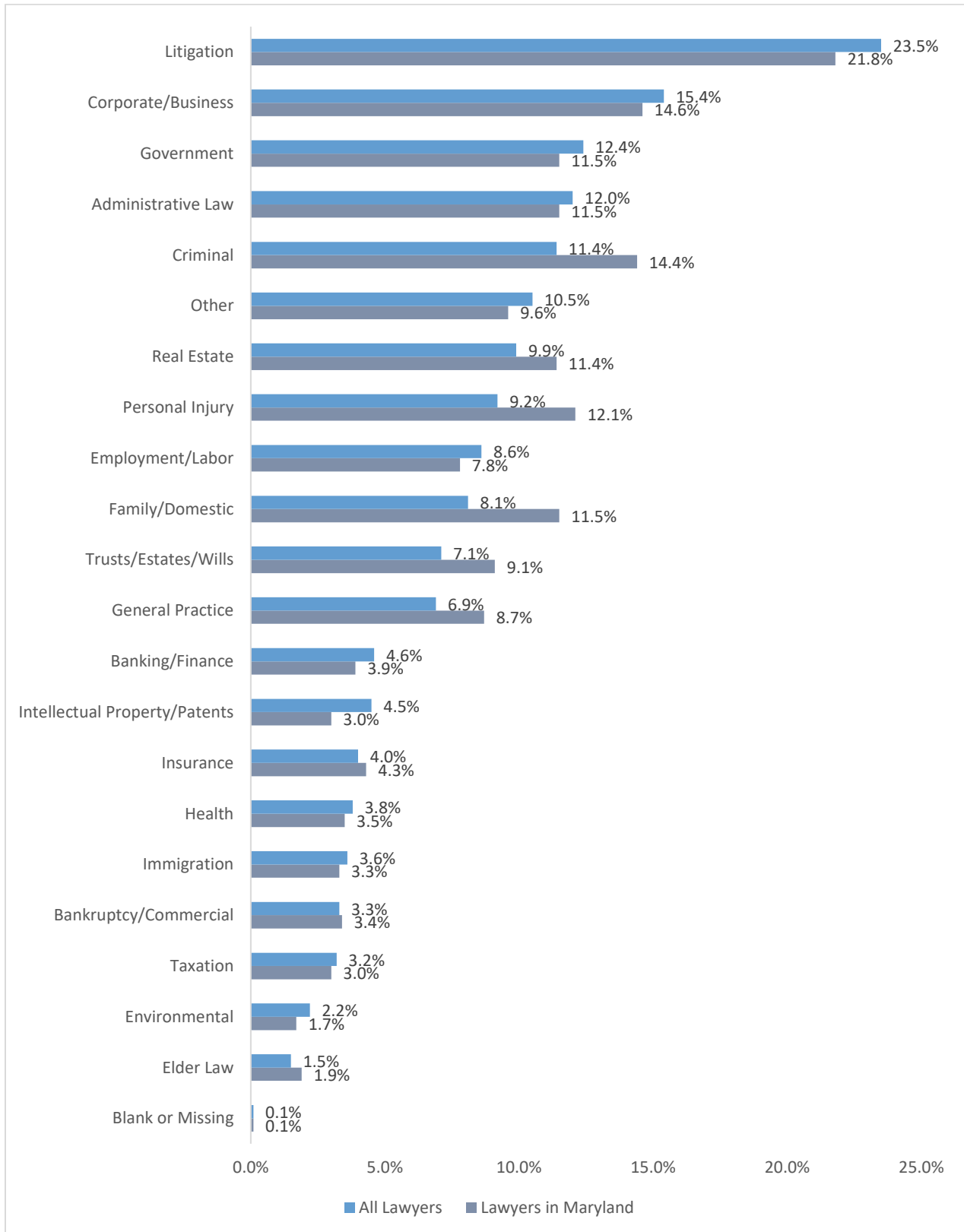


Table 4.1 Practice Areas of Law (Up to 3) for Full-Time Attorneys Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	N ^a	% ^b	N ^a	% ^b
Litigation	6,375	23.5%	3,437	21.8%
Corporate/Business	4,179	15.4%	2,292	14.6%
Government	3,371	12.4%	1,819	11.5%
Administrative Law	3,258	12.0%	1,815	11.5%
Criminal	3,084	11.4%	2,271	14.4%
Other	2,857	10.5%	1,505	9.6%
Real Estate	2,677	9.9%	1,791	11.4%
Personal Injury	2,488	9.2%	1,908	12.1%
Employment/Labor	2,329	8.6%	1,233	7.8%
Family/Domestic	2,209	8.1%	1,811	11.5%
Trusts/Estates/Wills	1,934	7.1%	1,433	9.1%
General Practice	1,862	6.9%	1,369	8.7%
Banking/Finance	1,250	4.6%	617	3.9%
Intellectual Property/Patents	1,234	4.5%	478	3.0%
Insurance	1,098	4.0%	673	4.3%
Health	1,023	3.8%	554	3.5%
Immigration	980	3.6%	527	3.3%
Bankruptcy/Commercial	886	3.3%	543	3.4%
Taxation	869	3.2%	480	3.0%
Environmental	597	2.2%	270	1.7%
Elder Law	417	1.5%	304	1.9%
Blank or Missing	15	0.1%	9	0.1%
Total	44,992	100.0%	27,139	100.0%

^a Total reported practice areas of law exceed the total number of lawyers because lawyers can report up to 3 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 2022 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 not prohibited from providing pro bono service.

Pro Bono Service by Primary Address Location

In total, full-time Maryland lawyers not prohibited from providing pro bono service reported providing 957,728 hours of pro bono service.⁴ For reference, for fiscal year 2021, the total numbers of pro bono hours were 5 percent higher at approximately 1 million hours. If comparing to previous reports, 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 so such totals are not directly comparable.

As shown in Table 5, among 27,157 lawyers, 12,642 (46.6%) reported some pro bono activity. Among 15,752 lawyers with primary addresses in Maryland, 7,550 (47.9%) rendered pro bono hours greater than zero, compared to 44.6% among lawyers with primary addresses out of state. The table includes percentages from previous years for reference, even though prior to fiscal year 2021 these are not comparable, due to the changes discussed in notes 1, 2, and 5.

Table 5. Percentage of Lawyers with Any Pro Bono Activity

	FY 2022 ^{a,c}	FY 2021 ^{a,c}	FY 2020 ^{b,d}	January 2018 to June 2019 ^{b,d}	CY 2017 ^{b,d}
All Reporting Lawyers	46.6%	48.4%	38.5%	39.7%	41.2%
Lawyers with Primary Addresses in Maryland	47.9%	49.4%	39.8%	41.4%	44.4%
Lawyers with Primary Addresses Out of State	44.6%	47.1%	36.5%	37.1%	37.2%

^a Includes full-time lawyers not prohibited from providing pro bono service.

^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).

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; 566 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 99th percentile used for top coding in Fiscal Year 2021 was 570 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.

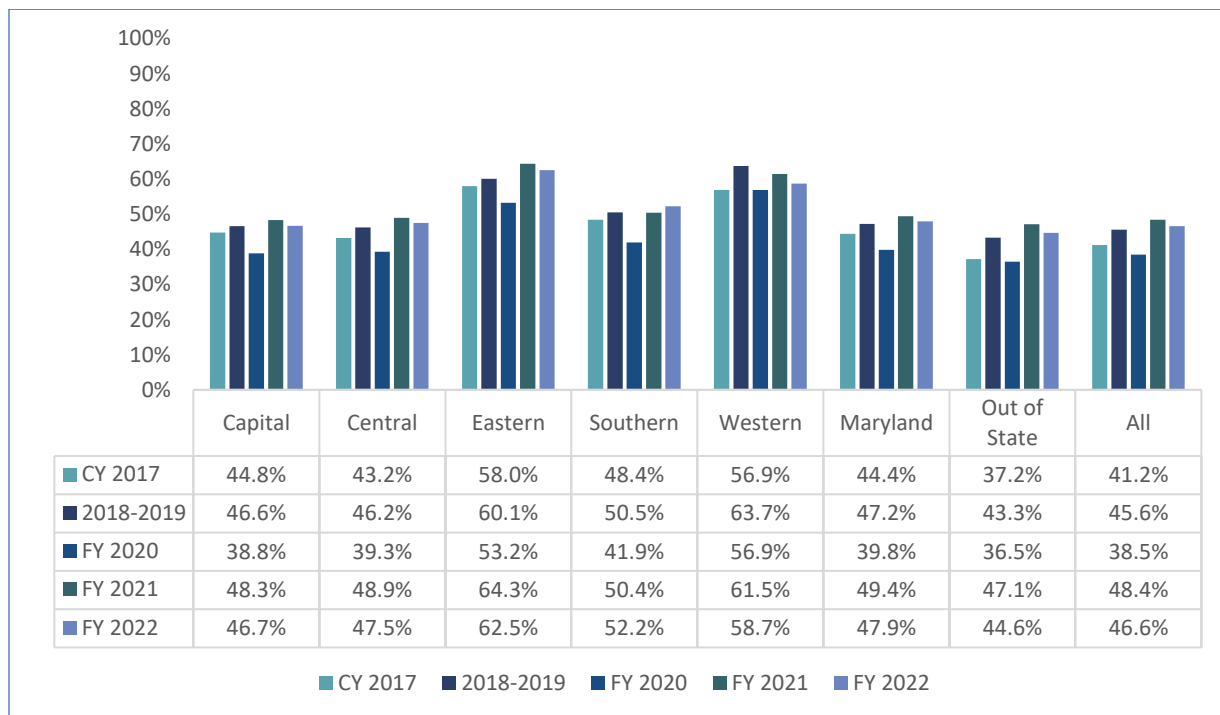
⁶ The fiscal year 2020 report, rather than top coding at the 99th percentile, excluded attorneys who reported more than 40 hours per week of pro bono service. Following discussion with subject matter experts, we believe top coding at the 99th percentile results in less measurement error than excluding reports above a 40 hour per week threshold.

As Figure 2 shows, the proportion of full-time Maryland lawyers not prohibited from providing pro bono service 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 2022 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.

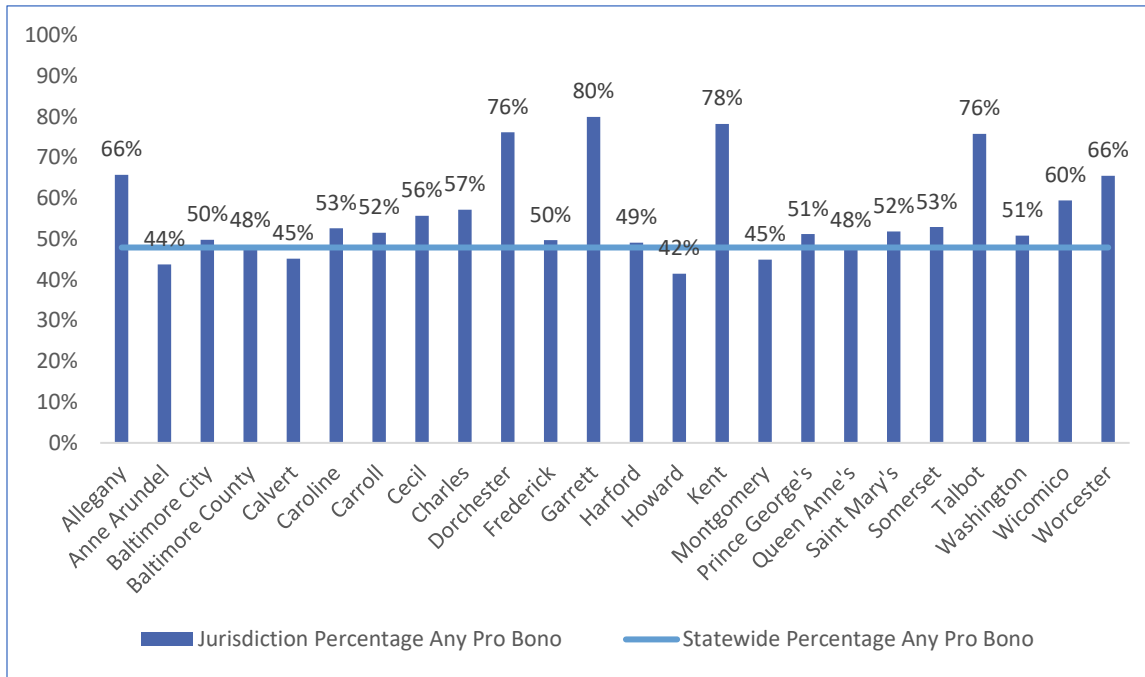
Figure 2. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Any Pro Bono Hours by Region



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 Garrett County, with 80.0% of lawyers rendering pro bono service. Lawyers in Kent County reported the second highest level of pro bono participation (78.3%), followed by Dorchester County (76.2%).

Figure 3. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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 not prohibited from providing pro bono service with primary addresses in Maryland, 47.9% reported providing more than zero hours of pro bono service during the Fiscal Year 2022 reporting cycle with 20.2% 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 (62.5%), followed by the Western Region (58.7%). The Eastern Region had the highest percentage of full-time lawyers who reported providing 50 or more hours of pro bono service (30.5%), followed by 21.1% in the Western Region, and 20.7% in the Capital Region. Lawyers in the Southern Region reported the lowest percentage of lawyers providing 50 or more pro bono hours (19.1%).

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 Not Prohibited from Providing Pro Bono Service

	Capital Region	Central Region	Eastern Region	Southern Region	Western Region	All of Maryland	Out of State	All Areas
No pro bono	53.3%	52.5%	37.5%	47.8%	41.3%	52.1%	55.4%	53.4%
Less than 50 Hours	26.0%	28.3%	32.0%	33.1%	37.6%	27.8%	23.6%	26.0%
At least 50 Hours	20.7%	19.2%	30.5%	19.1%	21.1%	20.2%	21.1%	20.5%
No pro bono	3,180	4,581	193	160	88	8,202	6,313	14,515
Less than 50 Hours	1,552	2,465	165	111	80	4,373	2,689	7,062
At least 50 Hours	1,233	1,678	157	64	45	3,177	2,403	5,580

To see trends over time, Table 7 shows the percentage point change, from fiscal year 2021, of lawyers who provided 50 hours or more of pro bono service.

Table 7. Percentage Point Change in Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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 2021 to FY 2022	-1.4	-0.8	-1.3	1.7	0.2	-0.9	-1.0	-1.0

Table 8 shows the percentages of full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland reporting any pro bono service and with 50 or more pro bono hours by primary address location. Garrett County had the largest percentage of lawyers who reported any pro bono service (80.0%), followed by Kent County (78.3%), and Dorchester County (76.2%). Garrett County (40.0%) had the largest proportion of lawyers who reported providing at least 50 hours or pro bono service, followed by Queen Anne’s County (37.9%) and Caroline County (36.8%).

Table 8. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland with At Least 50 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	73	34.2%	49.3%	16.4%
Anne Arundel	1,488	56.3%	27.4%	16.3%
Baltimore City	3,507	50.2%	28.0%	21.8%
Baltimore County	2,275	51.6%	30.5%	17.8%
Calvert	104	54.8%	28.8%	16.3%
Caroline	19	47.4%	15.8%	36.8%
Carroll	192	48.4%	32.8%	18.8%
Cecil	70	44.3%	35.7%	20.0%
Charles	152	42.8%	38.8%	18.4%
Dorchester	21	23.8%	47.6%	28.6%
Frederick	356	50.3%	28.4%	21.3%
Garrett	20	20.0%	40.0%	40.0%
Harford	291	50.9%	30.2%	18.9%
Howard	971	58.5%	23.5%	18.0%
Kent	23	21.7%	47.8%	30.4%
Montgomery	4,219	55.1%	25.1%	19.8%
Prince George's	1,390	48.8%	28.2%	23.0%
Queen Anne's	66	51.5%	10.6%	37.9%
Saint Mary's	79	48.1%	27.8%	24.1%
Somerset	17	47.1%	29.4%	23.5%
Talbot	91	24.2%	39.6%	36.3%
Washington	120	49.2%	30.0%	20.8%
Wicomico	121	40.5%	32.2%	27.3%
Worcester	87	34.5%	33.3%	32.2%
Statewide Total	15,752	52.1%	27.8%	20.2%

Figure 4. Percentage of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with At Least 50 Hours of Pro Bono Service by Primary Address Jurisdiction

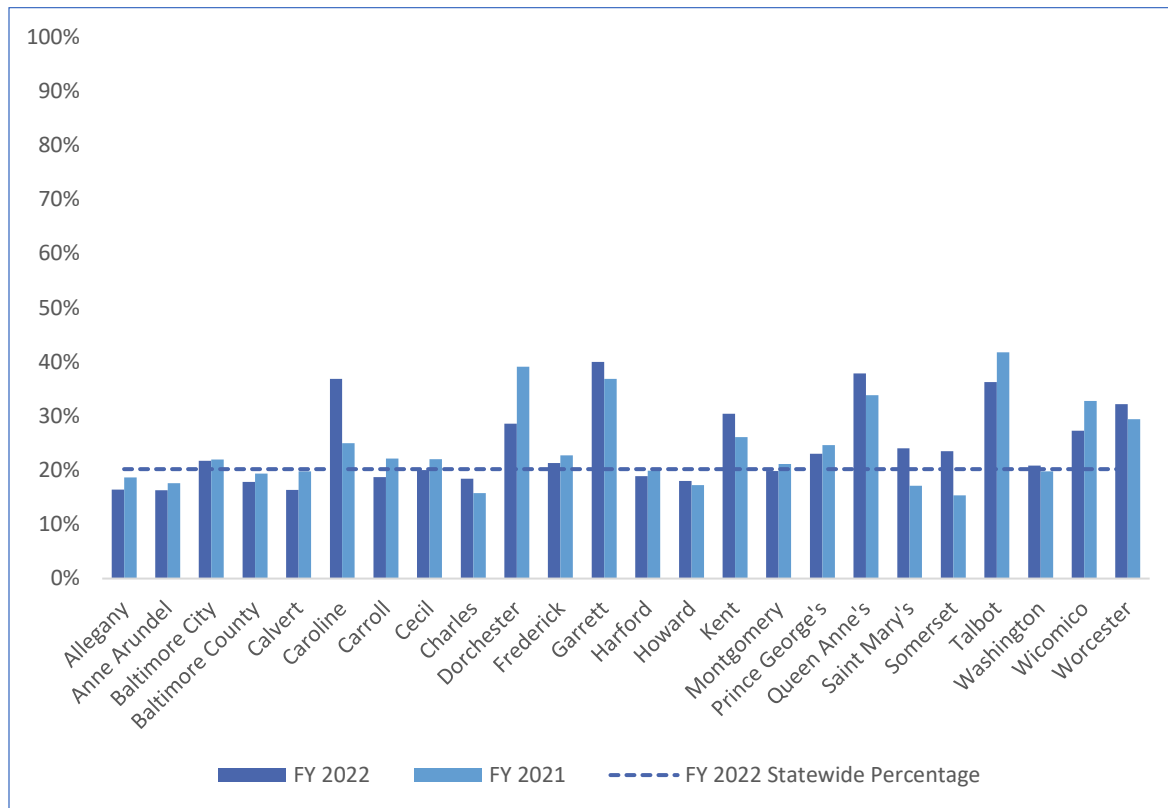


Figure 4 displays the percentages of lawyers with 50 or more hours of pro bono service visually.

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 (42.6%), followed by activities that improve the law, legal

system, or the legal profession (23.4%).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 Not Prohibited from Providing Pro Bono Service 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	47.0%	41.4%	60.5%	56.5%	60.8%	45.2%	39.2%	42.6%
III.A.2	12.0%	13.1%	13.3%	17.1%	12.1%	12.7%	12.2%	12.5%
III.A.3	7.0%	6.5%	2.2%	4.0%	2.8%	6.4%	13.7%	9.6%
III.A.4	10.3%	14.0%	14.5%	6.9%	7.9%	12.2%	11.7%	12.0%
III.F	23.7%	25.0%	9.6%	15.5%	16.4%	23.5%	23.3%	23.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

^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 not prohibited from providing pro bono service, 31.3% 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	34.4%	26.4%	38.4%	25.7%	14.4%	30.3%	32.5%	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.

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).

Practice Areas and Pro Bono Service

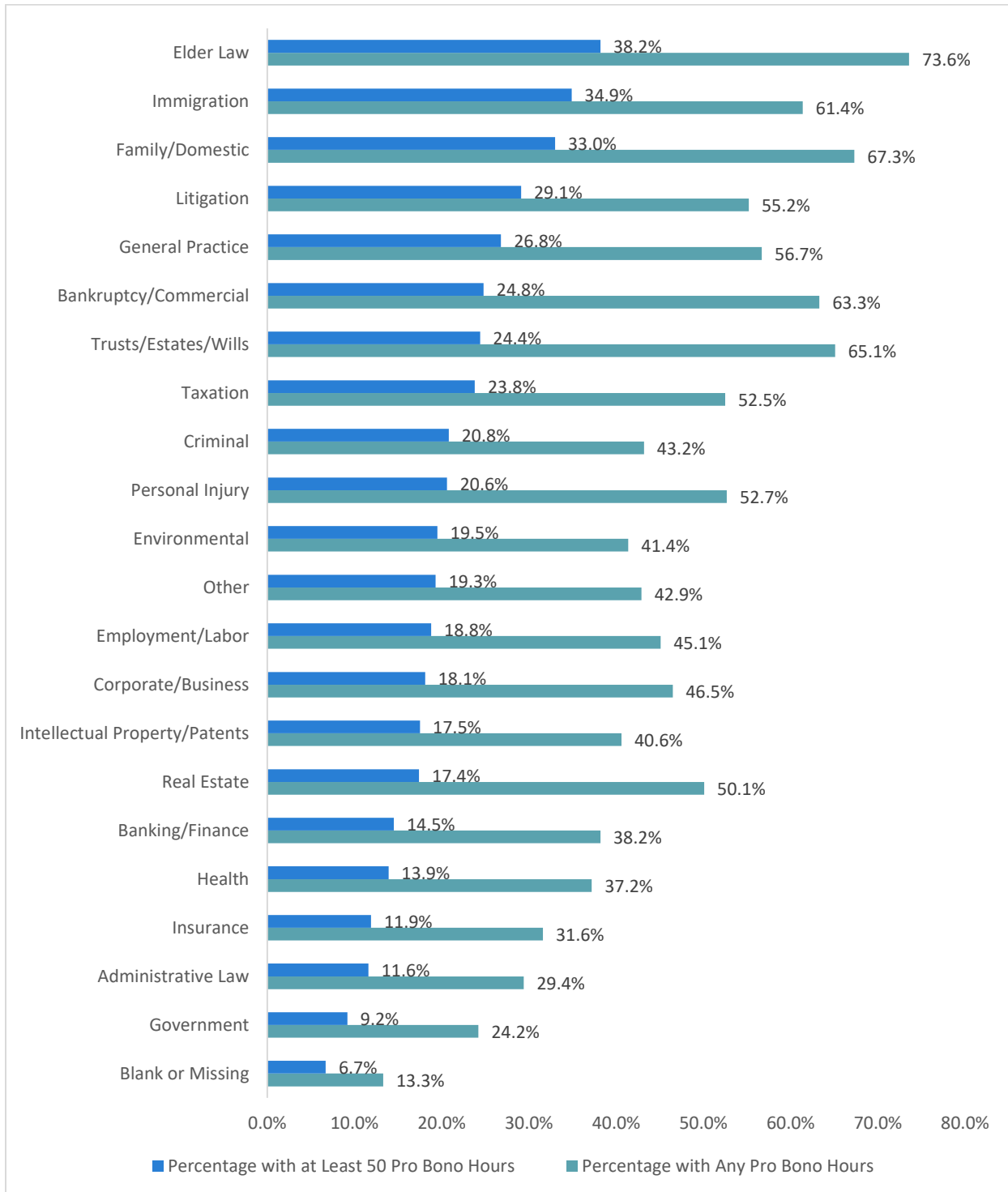
Table 11 shows the five most frequent attorney practice areas contrasted with the five most frequent pro bono service areas among full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland. Rankings are similar whether limited to attorneys' first-ranked pro bono service areas and practice areas of law or including up to 3 pro bono service areas and practice areas of law.

Table 11. Comparison of Pro Bono Service Areas and Practice Areas Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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	Family/Domestic	Family/Domestic	Family/Domestic	Family/Domestic
3	Corporate/Business	Criminal	Corporate/Business	Corporate/Business
4	Other	Corporate/Business	Other	Criminal
5	Criminal	Real Estate	Criminal	Personal Injury

The percentages of lawyers who reported providing pro bono services differs greatly by their reported practice areas of law. Among full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland, Figure 5 and Table 12 shows that 38.2% of lawyers who reported Elder Law as the first-ranked practice area reported providing 50 or more pro bono hours, followed by 34.9% among those who reported Immigration, and 33.0% among those reporting Family/Domestic. The three first-ranked practice areas where the greatest percentages of lawyers reported providing any pro bono service were Elder Law (73.6%), Family/Domestic (67.3%), and Trust/Estates/Wills (65.1%). Table 12.1 provides corresponding figures based on all reported practicing areas of law (up to 3), not just first-ranked practice areas.

Figure 5. Percent of Attorneys⁹ Reporting 50 Hours or More or Reporting Any Pro Bono Hours by First-Ranked Practice Area



⁹ Includes attorneys not prohibited from providing pro bono services.

Table 12. Reported Pro Bono Service by Attorneys’ First-Ranked Practice Areas of Law Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	Number of Lawyers	Percentage with At Least 50 Pro Bono Hours	Percentage with Any Pro Bono Hours
Administrative Law	1,885	11.6%	29.4%
Banking/Finance	815	14.5%	38.2%
Bankruptcy/Commercial	472	24.8%	63.3%
Corporate/Business	2,493	18.1%	46.5%
Criminal	2,291	20.8%	43.2%
Elder Law	144	38.2%	73.6%
Employment/Labor	1,571	18.8%	45.1%
Environmental	374	19.5%	41.4%
Family/Domestic	1,457	33.0%	67.3%
General Practice	630	26.8%	56.7%
Government	2,174	9.2%	24.2%
Health	619	13.9%	37.2%
Immigration	764	34.9%	61.4%
Insurance	572	11.9%	31.6%
Intellectual Property/Patents	927	17.5%	40.6%
Litigation	3,734	29.1%	55.2%
Personal Injury	1,367	20.6%	52.7%
Real Estate	1,682	17.4%	50.1%
Taxation	480	23.8%	52.5%
Trusts/Estates/Wills	952	24.4%	65.1%
Other	1,739	19.3%	42.9%
Blank or Missing	15	6.7%	13.3%
Total	27,157	20.5%	46.6%

Table 12.1. Reported Pro Bono Service by Attorneys’ Reported Practice Areas of Law (Up to 3) Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	Number of Lawyers ^a	Percentage with At Least 50 Pro Bono Hours	Percentage with Any Pro Bono Hours
Administrative Law	3,258	15.0%	34.4%
Banking/Finance	1,250	16.1%	41.4%
Bankruptcy/Commercial	886	27.4%	61.2%
Corporate/Business	4,179	21.1%	51.6%
Criminal	3,084	24.8%	50.2%
Elder Law	417	35.0%	73.1%
Employment/Labor	2,329	19.3%	45.3%
Environmental	597	20.9%	42.7%
Family/Domestic	2,209	35.9%	70.3%
General Practice	1,862	30.3%	63.4%
Government	3,371	12.0%	29.2%
Health	1,023	16.7%	39.4%
Immigration	980	37.3%	64.1%
Insurance	1,098	16.7%	40.0%
Intellectual Property/Patents	1,234	19.9%	44.2%
Litigation	6,375	28.7%	56.5%
Personal Injury	2,488	24.3%	57.1%
Real Estate	2,677	20.4%	55.2%
Taxation	869	24.3%	56.5%
Trusts/Estates/Wills	1,934	30.0%	71.0%
Other	2,857	22.8%	47.6%
Blank or Missing	15	6.7%	13.3%
Total	44,992	23.2%	51.0%

^a Total reported practice areas of law exceed the total number of lawyers because lawyers can report up to 3 areas of law.

Financial Contributions

A total of 4,121 full-time lawyers not prohibited from providing pro bono service reported making financial contributions during the fiscal year 2022 reporting period to organizations that provide legal services to people of limited means¹⁰ The total reported financial contributions was \$5,042,025, ranging from \$5 to \$387,784. For reference, in fiscal year 2021, \$4,719,669 in financial contributions was reported by 4,368 lawyers. Smaller proportions of lawyers in Maryland reported providing financial support than lawyers with primary addresses elsewhere.

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

Table 13. Percentages of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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
2022	14.7%	14.1%	8.2%	6.9%	7.5%	13.9%	16.9%	15.2%
2021	16.1%	15.0%	8.4%	8.8%	8.8%	15.0%	17.9%	16.2%

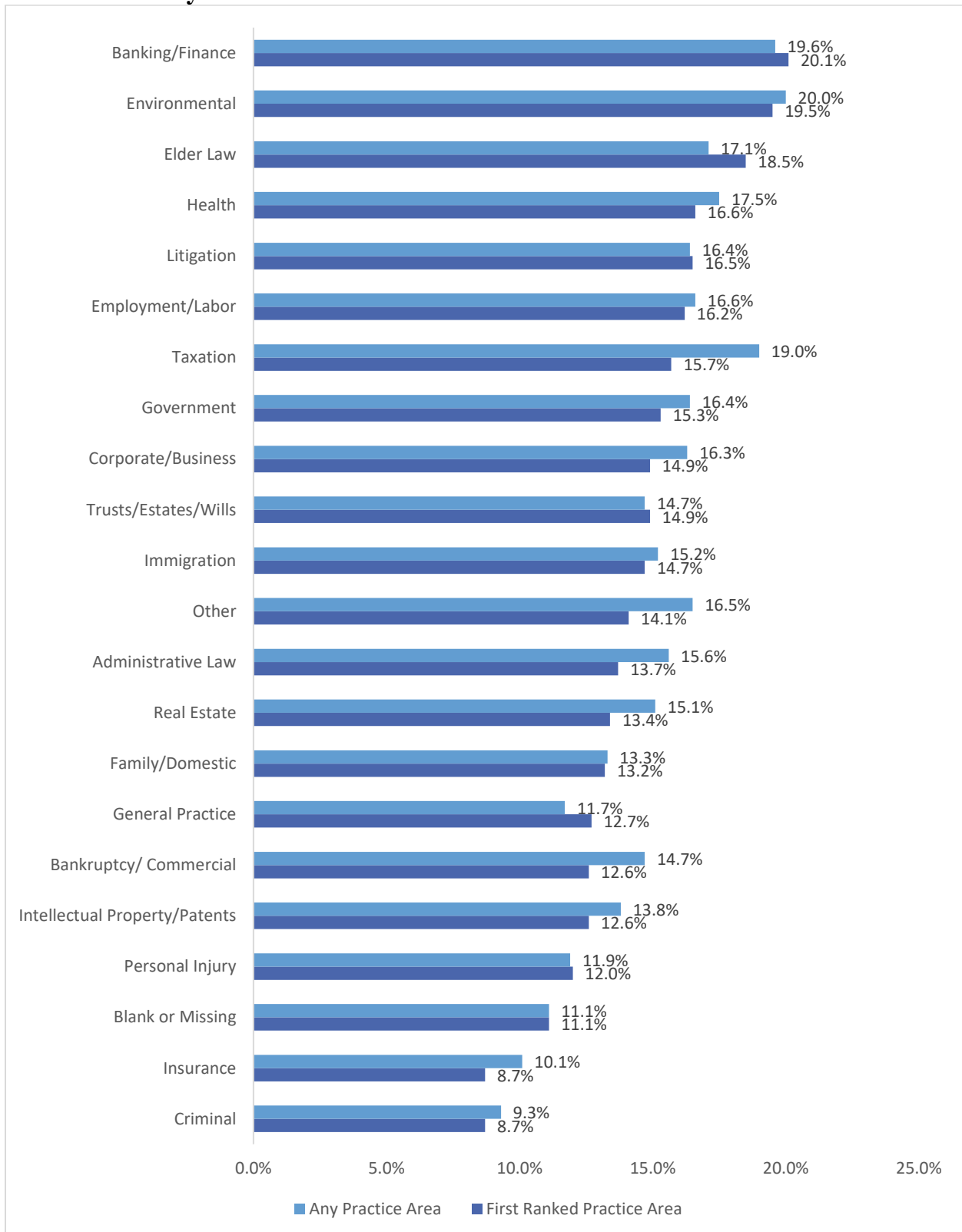
* Reporting sections are as follows: IV.A: financial contributions made to agencies that provide legal services to people of limited means.

The percentages of full-time lawyers not prohibited from providing pro bono service 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 Banking/Finance, Environmental, and Elder Law had the largest percentages who reported making a financial contribution (regardless of amount). Attorneys who reported first-ranked practice areas of law of Personal Injury, Criminal, and Insurance law had the smallest percentages reporting financial contributions.

Table 14. Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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	1,020	140	13.7%	1,815	284	15.6%
Banking/Finance	384	77	20.1%	617	121	19.6%
Bankruptcy/Commercial	286	36	12.6%	543	80	14.7%
Corporate/Business	1,296	193	14.9%	2,292	373	16.3%
Criminal	1,694	148	8.7%	2,271	212	9.3%
Elder Law	108	20	18.5%	304	52	17.1%
Employment/Labor	791	128	16.2%	1,233	205	16.6%
Environmental	164	32	19.5%	270	54	20.0%
Family/Domestic	1,209	160	13.2%	1,811	240	13.3%
General Practice	458	58	12.7%	1,369	160	11.7%
Government	1,163	178	15.3%	1,819	298	16.4%
Health	302	50	16.6%	554	97	17.5%
Immigration	402	59	14.7%	527	80	15.2%
Insurance	334	29	8.7%	673	68	10.1%
Intellectual Property/Patents	341	43	12.6%	478	66	13.8%
Litigation	1,875	309	16.5%	3,437	563	16.4%
Personal Injury	1,023	123	12.0%	1,908	227	11.9%
Real Estate	1,116	149	13.4%	1,791	271	15.1%
Taxation	254	40	15.7%	480	91	19.0%
Trusts/Estates/Wills	670	100	14.9%	1,433	211	14.7%
Other	853	120	14.1%	1,505	249	16.5%
Blank or Missing	9	1	11.1%	9	1	11.1%
Total	15,752	2,193	13.9%	27,139	4,003	14.7%

Figure 6: Percentages of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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 not prohibited from providing pro bono service by their reported type of employer. Overall, about 58% (15,845) of all lawyers reported practicing in a private firm. The percentage practicing in a private firm was slightly higher, at 59.1% among full-time lawyers with primary addresses in Maryland than lawyers with primary addresses elsewhere (57.3%).

Table 15. Distribution of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service by Employer Type

	Private Firm	Corporate Counsel	Government Agency	Not Practicing	Legal Services Organization	Public Interest Organization	Total
Lawyers with Maryland Primary Addresses							
<i>N</i>	9,313	1,535	4,093	12	385	414	15,752
%	59.1%	9.7%	26.0%	0.1%	2.4%	2.6%	100.0%
Lawyers with Out-of-State Primary Addresses							
<i>N</i>	6,532	1,649	2,583	8	176	457	11,405
%	57.3%	14.5%	22.6%	0.1%	1.5%	4.0%	100.0%
All Lawyers							
<i>N</i>	15,845	3,184	6,676	20	561	871	27,157
%	58.3%	11.7%	24.6%	0.1%	2.1%	3.2%	100.0%

Among 15,845 full-time lawyers not prohibited from providing pro bono service who reported practicing in a private firm, the plurality (26.1%) reported working at firms with 100 or more lawyers (see Table 16), with similar percentages reporting working as solo practitioners (21.1%) or in firms with 2 to 5 lawyers (22.1%) and percentages otherwise declining as firm size increases.

Table 16. Distribution of Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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								
<i>N</i>	2,455	2,525	1,675	785	412	114	1,347	9,313
%	26.4%	27.1%	18.0%	8.4%	4.4%	1.2%	14.5%	100.0%
Lawyers in Private Firms with Out-of-State Primary Addresses								
<i>N</i>	896	978	929	570	213	150	2,796	6,532
%	13.7%	15.0%	14.2%	8.7%	3.3%	2.3%	42.8%	100.0%
All Lawyers in Private Firms								
<i>N</i>	3,351	3,503	2,604	1,355	625	264	4,143	15,845
%	21.1%	22.1%	16.4%	8.6%	3.9%	1.7%	26.1%	100.0%

The percentages of lawyers in private firms of varying sizes differs greatly by their primary address location. The majority of full-time lawyers not prohibited from providing pro bono service with primary addresses in Maryland reported practicing as solo practitioners or in firms

of 5 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 (14.5%) is about one third of the percentage reported by lawyers out of state (42.8%).

Pro bono activity varied greatly by employment type. As Table 17 indicates, about 81% of full-time lawyers not prohibited from providing pro bono service who reported working in government agencies and 85% who reported that they do not practice¹¹ report providing no pro bono service, compared to about 38% of lawyers in private firms. About 6.5% of lawyers in government and 9% of corporate counsel reported providing 50 or more hours of pro bono service, compared to 28.9% 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 Not Prohibited from Providing Pro Bono Service

	Private Firm	Corporate Counsel	Government Agency	Not Practicing	Legal Services Organization	Public Interest Organization	Total
All Lawyers							
No pro bono	37.9%	69.3%	81.3%	85.0%	62.0%	58.9%	53.4%
Less than 50 hours	33.2%	22.1%	12.3%	10.0%	17.6%	20.0%	26.0%
At Least 50 hours	28.9%	8.6%	6.5%	5.0%	20.3%	21.1%	20.5%
Lawyers with Maryland Primary Addresses							
No pro bono	36.6%	69.2%	79.1%	91.7%	63.1%	58.2%	52.1%
Less than 50 hours	35.5%	22.3%	13.7%	8.3%	17.9%	21.7%	27.8%
At Least 50 hours	27.9%	8.5%	7.1%	0.0%	19.0%	20.0%	20.2%
Lawyers with Out-of-State Primary Addresses							
No pro bono	39.8%	69.5%	84.6%	75.0%	59.7%	59.5%	55.4%
Less than 50 hours	29.9%	21.8%	10.0%	12.5%	17.0%	18.4%	23.6%
At Least 50 hours	30.3%	8.7%	5.4%	12.5%	23.3%	22.1%	21.1%

¹¹ These lawyers indicated in Section I.A (“What type of practice did you engage in during the reporting period?”) that they engaged in the full-time practice of law but nevertheless selected Not Practicing in Section II.A (“Type of Organization where I work or worked”) of the Pro Bono Legal Service Report.

Among full-time lawyers not prohibited from providing pro bono service who reported working in private firms, firm size is an important predictor of pro bono hours. As Table 18 indicates, outside of lawyers in firms with 100 or more lawyers, as firm size increases the proportion of lawyers reporting any pro bono hours generally decreases.

Table 18. Firm Size and Pro Bono Service Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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	27.2%	36.7%	51.3%	52.0%	49.6%	50.4%	32.0%	37.9%
Less Than 50 hours	37.9%	35.3%	29.9%	27.9%	29.6%	24.2%	32.7%	33.2%
At Least 50 hours	34.9%	28.0%	18.8%	20.1%	20.8%	25.4%	35.4%	28.9%
Lawyers with Maryland Primary Addresses								
No pro bono	25.8%	35.1%	50.0%	45.9%	45.4%	49.1%	33.1%	36.6%
Less Than 50 hours	39.6%	37.0%	31.1%	31.0%	32.0%	24.6%	35.3%	35.5%
At Least 50 hours	34.6%	27.8%	18.9%	23.2%	22.6%	26.3%	31.6%	27.9%
Lawyers with Out-of-State Primary Addresses								
No pro bono	31.0%	40.8%	53.7%	60.4%	57.7%	51.3%	31.4%	39.8%
Less Than 50 hours	33.3%	30.7%	27.7%	23.7%	24.9%	24.0%	31.4%	29.9%
At Least 50 hours	35.7%	28.5%	18.6%	16.0%	17.4%	24.7%	37.2%	30.3%

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,¹² lawyers reported providing much of their pro bono service on matters not referred by such organizations. To 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.

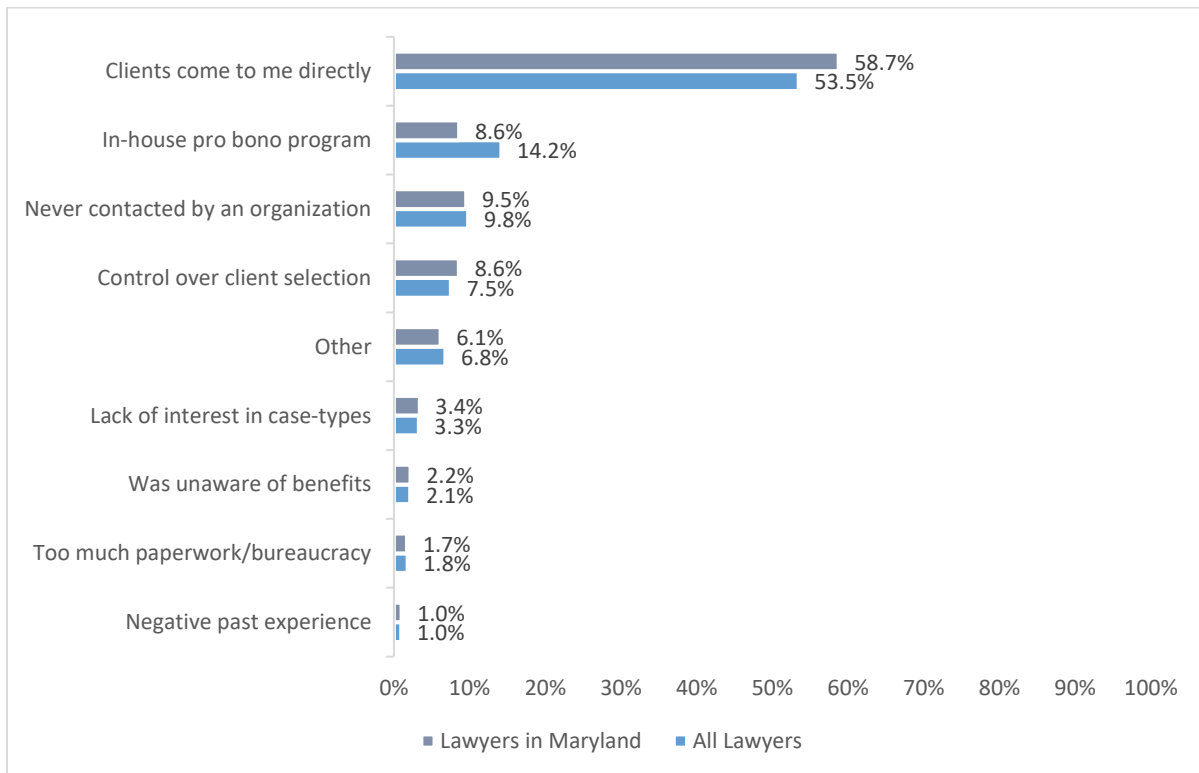
Table 19 and Figure 7 show responses from full-time lawyers not prohibited from providing pro bono service who provided a reason for providing pro bono service outside of an organization. The majority reported that clients come to them directly. About 14% of lawyers mentioned an in-house pro bono program, about 10% reported that they were never contact by an organization, and about 8% selected control over client. Fairly small numbers of respondents selected other reasons.

¹² 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 Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
In-house pro bono program	1,123	14.2%	419	8.6%
Clients come to me directly	4,229	53.5%	2,856	58.7%
Control over client selection	595	7.5%	417	8.6%
Too much paperwork/bureaucracy	143	1.8%	85	1.7%
Negative past experience	76	1.0%	49	1.0%
Was unaware of benefits	170	2.1%	107	2.2%
Lack of interest in case-types	259	3.3%	166	3.4%
Never contacted by an organization	777	9.8%	464	9.5%
Other	537	6.8%	299	6.1%
Total	7,909	100%	4,862	100%

Figure 7. Reasons for Pro Bono Service Outside of an Organized Program Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service



The Pro Bono Legal Service Report asks lawyers who did not provide any pro bono service what prevented them (Step III Section E in AIS). Attorneys can select up to 3 reasons. Lack of time was by far the most common response selected among all full-time attorneys not prohibited from providing pro bono (52.7% of responses). Other frequent responses selected were lack of experience in relevant practice areas (9.4%), medical issues (8.9%), and Other (8.9%). Response patterns were similar among the subset of lawyers with primary addresses in Maryland. And Table 21 and Figure 7 show that 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 Not Prohibited from Providing Pro Bono Service

	All Lawyers		Lawyers in Maryland	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
Financial constraints	1,055	4.9%	698	5.7%
Insufficient support from office/firm	1,165	5.5%	612	5.0%
Lack of interest	703	3.3%	425	3.5%
Lack of time	11,264	52.7%	6,458	52.5%
Negative past experience	193	0.9%	117	1.0%
No experience in relevant practice areas	2,002	9.4%	1,149	9.3%
Not aware of needs or opportunities	1,170	5.5%	680	5.5%
Personal or family medical issues	1,896	8.9%	1,120	9.1%
Other	1,907	8.9%	1,037	8.4%
Total	21,355	100.0%	12,296	100.0%

Figure 8. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

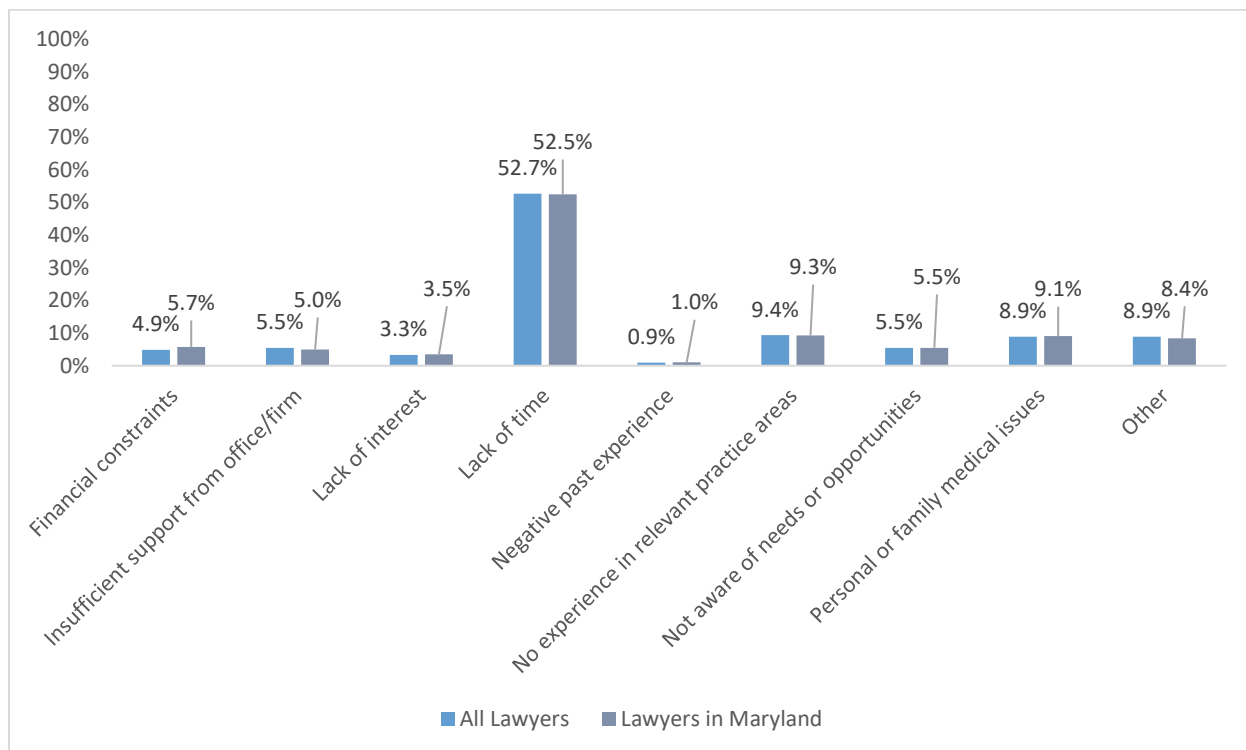


Table 21. Reasons Preventing Pro Bono Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service with Primary Addresses in Maryland Working in Government Agencies

	All Lawyers in Maryland		Government Lawyers in Maryland	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
Financial constraints	698	5.7%	155	3.2%
Insufficient support from office/firm	612	5.0%	257	5.4%
Lack of interest	425	3.5%	146	3.1%
Lack of time	6,458	52.5%	2,416	50.6%
Negative past experience	117	1.0%	35	0.7%
No experience in relevant practice areas	1,149	9.3%	505	10.6%
Not aware of needs or opportunities	680	5.5%	220	4.6%
Personal or family medical issues	1,120	9.1%	475	9.9%
Other	1,037	8.4%	569	11.9%
Total	12,296	100.0%	4,778	100.0%

Conclusion

This report provides analyses of information reported by licensed Maryland attorneys on their pro bono activities during the Fiscal Year 2022 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.

The data show large numbers of Maryland attorneys engaged in the full-time practice of law and not prohibited from providing pro bono service did not provide any pro bono service during the reporting period. Among those that do, significant numbers did not meet the 50-hour aspirational goal established by Maryland Rule 19-306.1.

The available data offer some potential explanations why more attorneys did not participate or reach 50 or more hours. We further note that the relatively large percentages of Maryland lawyers practicing in smaller firms might not have the resources or margins available to lawyers in larger firms, making the financial burden of pro bono work relatively more difficult to bear. And the relatively large share of lawyers working in government agencies may be subject to rules or policies, whether official and formal, or implicit and informal, inhibiting outside legal practice, including pro bono service.

Direct questions about this report to:

Jamie L. Walter, Director, Research & Analysis

Jamie.Walter@MDCourts.gov

410-260-1725

Or

Justin Bernstein, Senior Researcher, Research & Analysis

Justin.Bernstein@MDCourts.gov

410-260-3527

Notes on Methods

1. The data retrieved from AIS include information from the Pro Bono Service Reports of 42,007 attorneys admitted to practice in Maryland and with active status in AIS. We exclude information from:
 - 1.1. reports of 544 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. As indicated on page 5 most of the analyses in this report concern 27,157 attorneys practicing law full time who stated that they were not prohibited from providing pro bono service. We restrict analyses 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. As indicated in note 11 this criterion results in seemingly contradictory information for 20 full-time attorneys not prohibited from providing pro bono service who responded to the item “Type of organization where I work or worked” by selecting “Not Practicing” in Step II.A.
3. Much of this report analyzes attorneys by their primary address location.
 - 3.1. As mentioned in note 3, for 11 attorneys with more than 1 primary address in AIS we use the business address rather than personal address or address of unknown type. The address used affects the state or county for 5 of the 11 attorneys. Using business addresses places 2 attorneys in Baltimore City rather than Baltimore County or Montgomery County, 2 attorneys in Maryland (Frederick and Montgomery Counties) rather than Washington, D.C., and 1 attorney in Washington, D.C. rather than Maryland (Baltimore City).
 - 3.2. As mentioned on page 6, we categorize 20 full time attorneys not prohibited from providing pro bono as having other “Other U.S.” (not Maryland; Washington, D.C.; nor Virginia) primary addresses if the primary address is an overseas military or diplomatic address (14 attorneys), in the U.S. Virgin Islands (3 attorneys), or Puerto Rico (3 attorneys).
 - 3.3. Analyses by county of attorneys with primary addresses in Maryland exclude 69 full-time attorneys not prohibited from providing pro bono 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 444 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 566 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 in the Fiscal Year 2021 report was 570 hours. 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 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 not being 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 Not Prohibited from Providing Pro Bono Service

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	At Least 50 Hours	Total
All Lawyers	53.4%	3.9%	4.5%	17.5%	20.5%	100.0%
Lawyers with Primary Addresses in Maryland	52.1%	4.2%	5.0%	18.5%	20.2%	100.0%
Lawyers with Primary Addresses Out-of-State	55.4%	3.5%	3.9%	16.1%	21.1%	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 5 years admitted, for example, 58.5% reported providing no pro bono service and 19.7% reported 50 or more hours of pro bono. In comparison, among full-time lawyers admitted 25 or more years, 40.5% reported providing no pro bono service and 28.1% reported 50 or more pro bono hours.

Table A2. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service

	0 Hours	> 0 & ≤ 5 Hours	> 5 & ≤ 10 Hours	> 10 & < 50 Hours	At Least 50 Hours	Total
Less Than 5 Years	58.5%	3.7%	4.4%	13.7%	19.7%	100.0%
At Least 5 Years & Less Than 10 Years	60.4%	4.1%	4.0%	15.3%	16.2%	100.0%
At Least 10 Years & Less Than 15 Years	62.2%	3.8%	4.0%	14.6%	15.3%	100.0%
At Least 15 Years & Less Than 20 Years	58.7%	3.9%	4.2%	16.7%	16.5%	100.0%
At Least 20 Years & Less Than 25 Years	52.0%	4.3%	4.7%	18.2%	20.8%	100.0%
At Least 25 Years	40.5%	3.9%	5.3%	22.2%	28.1%	100.0%

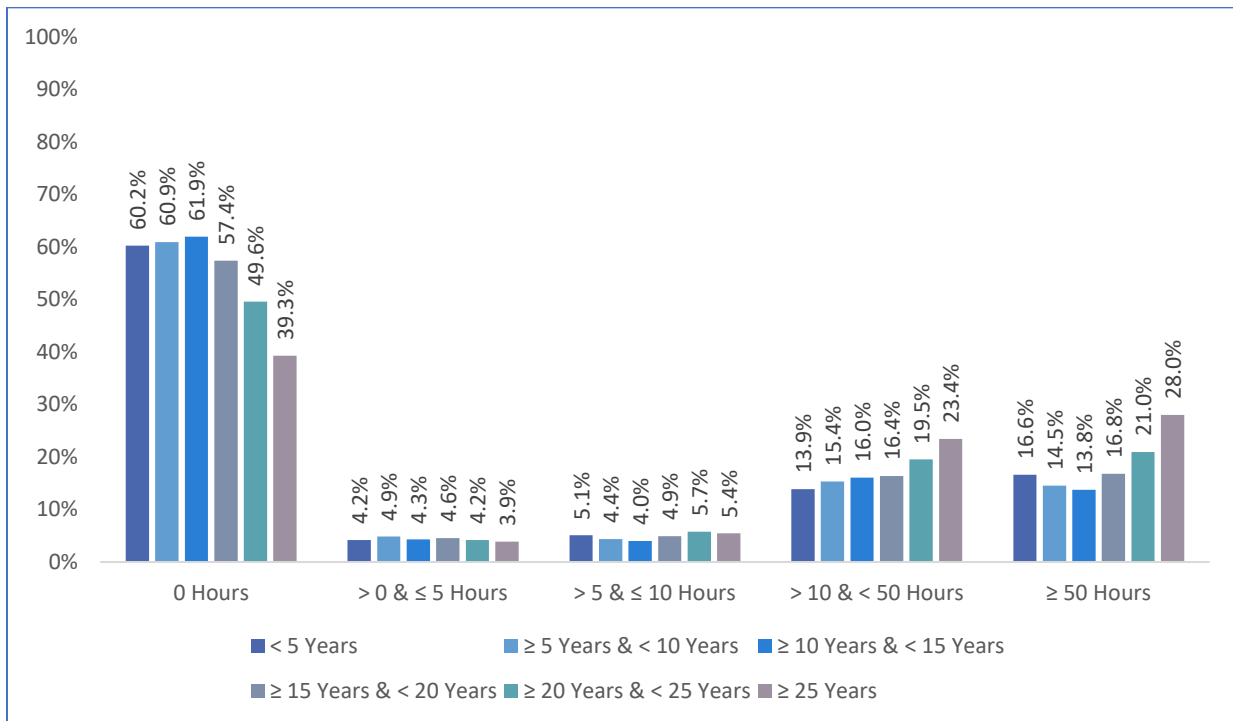
Table A3 shows the distribution limited to lawyers with primary addresses in Maryland. The distribution is generally similar, and in some ways more pronounced as the pattern shown in Table A2.

Table A3. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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	60.2%	4.2%	5.1%	13.9%	16.6%	100.0%
At Least 5 Years & Less Than 10 Years	60.9%	4.9%	4.4%	15.4%	14.5%	100.0%
At Least 10 Years & Less Than 15 Years	61.9%	4.3%	4.0%	16.0%	13.8%	100.0%
At Least 15 Years & Less Than 20 Years	57.4%	4.6%	4.9%	16.4%	16.8%	100.0%
At Least 20 Years & Less Than 25 Years	49.6%	4.2%	5.7%	19.5%	21.0%	100.0%
At Least 25 Years	39.3%	3.9%	5.4%	23.4%	28.0%	100.0%

Figure A1 depicts the information from Table A3 visually.

Figure A1. Pro Bono Hours by Years Admitted Among Full-Time Lawyers Not Prohibited from Providing Pro Bono Service 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	Government Agency	Not Practicing	Legal Services Organization	Public Interest Organization	Total
Less Than 5 Years	57.5%	6.8%	25.4%	0.2%	5.5%	4.6%	100.0%
At Least 5 Years & Less Than 10 Years	51.1%	9.9%	31.8%	0.0%	3.8%	3.4%	100.0%
At Least 10 Years & Less Than 15 Years	50.4%	12.6%	32.0%	0.1%	2.2%	2.6%	100.0%
At Least 15 Years & Less Than 20 Years	53.0%	11.9%	30.5%	0.2%	1.8%	2.6%	100.0%
At Least 20 Years & Less Than 25 Years	57.1%	11.0%	27.9%	0.1%	1.3%	2.6%	100.0%
At Least 25 Years	70.4%	8.4%	18.5%	0.0%	1.3%	1.5%	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, 2021 THROUGH June 30, 2022

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	Yes
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	No

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: **Government Agency**

B. Primary Practice Areas - Select up to three practice areas, ranking them by the volume of your work.

Rank : 1 Practice Area : Administrative Law

Rank : 2 Practice Area : Banking/Finance

Rank : 3 Practice Area : Corporate

C. Primary Practice Jurisdiction - Select up to three jurisdictions, ranking them by the volume of your work.

Rank : 1 Practice County : Allegany County

Rank : 2 Practice County : Calvert County

Rank : 3 Practice County : Caroline County

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:

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<i>Pro Bono Report for your records - Do not mail.</i>		
1. People of limited means		9
Rank 1	Area of law : Banking/Finance	Hours : 2
Rank 2	Area of law : Bankruptcy/Commercial	Hours : 3
Rank 3	Area of law : Corporate	Hours : 4
2. Charitable, religious, civic, community, governmental, or educational organizations in matters addressing the needs of people of limited means		4
Rank 1	Area of law : Elder Law	Hours : 1
Rank 2	Area of law : Criminal	Hours : 3
3. Individuals, groups, or organizations seeking to secure or protect civil rights, civil liberties, or public rights		3
Rank 1	Area of law : Employment/Labor	Hours : 3
4. Charitable, religious, civic, community, governmental, or educational organizations in matters furthering its organizational purposes, when payment of standard legal fees would significantly deplete the organization's economic resources or would be inappropriate		8
Rank 1	Area of law : Immigration	Hours : 3
Rank 2	Area of law : Insurance	Hours : 5
	Total Hours :	24
B. Of the hours you reported above, how many hours were provided through a pro bono or legal services organization?		8
C. What would be an INCENTIVE to engage in pro bono legal work or offer more pro bono legal services?		Limited time commitment
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?		Clients come to me directly
E. If you were UNABLE to do pro bono legal work this fiscal year, choose up to three reasons to explain why.		
NONE		
Attorney# TST0106200116		Page 2 of 3

Pro Bono Report for your records - Do not mail.

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? 4

Specify Activities: **Grad students**

DONATIONS REPORTED FOR THE YEAR 2021

NONE

OTHER CONTRIBUTIONS:

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

A. I made financial contributions to one or more agencies that provide legal services to people of limited means as indicated. \$500.00

Ms. Test Jones

04/25/2023

Lawyer's signature

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.)

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 14,306 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 27% of these 14,306 attorneys reported providing 316,408 total hours of pro bono service (*see* notes 4 and 5, *supra*), and 1,758 (12.3%) reported a total of \$1,286,379 in financial contributions to agencies that provide legal services to people of limited means with reported contributions ranging from \$1 to \$125,000.

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 distributions¹³ 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	7,671	15.1%
Part-time practice of law	4,382	52.9%
Prohibited by statute from providing pro bono service as described in Rule 19-306.1(b)(1)	1,221	12.9%
Retired ^a	1,141	25.6%
Judicial law clerk	271	17.3%
Judge or Magistrate	186	33.3%
Total	14,306	27.2%

^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.

¹³ As with the percentages shown in Table 9 for full-time lawyers not prohibited from providing pro bono service, *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	2,366	27.4%
III.A.2	1,397	13.3%
III.A.3	712	8.2%
III.A.4	1,196	12.9%
III.F	1,368	38.2%

^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 not prohibited from providing pro bono service 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 Not Prohibited from Providing Pro Bono

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	2,248	8.3%	552	3.8%	314	3.8%
Billable credit or some type of compensation	749	2.8%	334	2.3%	204	2.5%
Brief advice and counsel opportunities	1,532	5.6%	512	3.5%	304	3.7%
Direct client interaction	138	0.5%	29	0.2%	14	0.2%
Feeling that I'm making a difference	1,287	4.7%	306	2.1%	165	2.0%
Limited time commitment	6,305	23.2%	3,235	22.3%	1,895	23.1%
Litigation experience	500	1.8%	147	1.0%	80	1.0%
Litigation skills training	607	2.2%	225	1.6%	130	1.6%
Non-litigation (transactional) opportunities	946	3.5%	409	2.8%	241	2.9%
Opportunity to do pro bono work in new area of law	942	3.5%	383	2.6%	202	2.5%
Reduced fee or low pro bono opportunities	171	0.6%	47	0.3%	33	0.4%
Strong mentorship	1,020	3.8%	482	3.3%	285	3.5%
Substantive training in relevant practice areas	2,517	9.3%	1,171	8.1%	694	8.5%
Support from my firm or workplace	1,838	6.8%	1,209	8.3%	618	7.5%
Other	1,327	4.9%	715	4.9%	397	4.8%
Blank or Missing	5,030	18.5%	4,759	32.8%	2,626	32.0%
Total	27,157		14,515		8,202	

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 Not Prohibited from Providing Pro Bono

