

Launched in 2006, the Corporate Pro Bono Challenge® initiative enables legal departments to identify, benchmark, and communicate their support for pro bono service. The initiative is now the standard for in-house pro bono. [www.cpbo.org/challenge](http://www.cpbo.org/challenge)

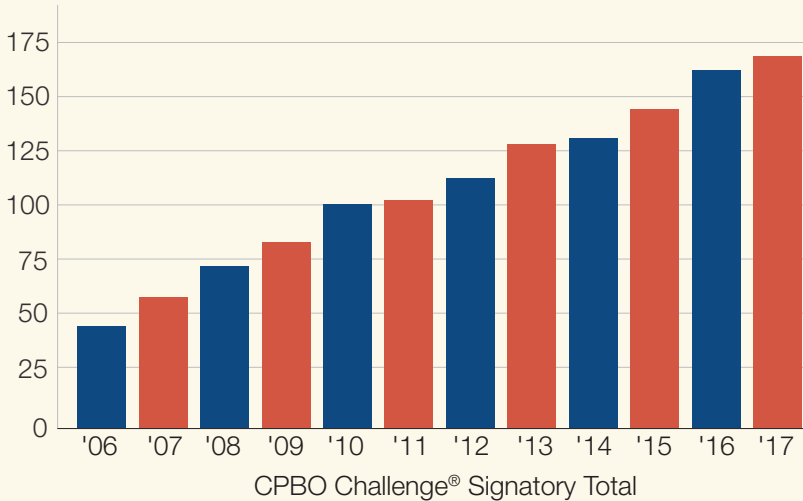
## Signatory Snapshot

CPBO Challenge® signatories range in size, industry, and geography, but their chief legal officers all recognize the critical need for in-house pro bono service.



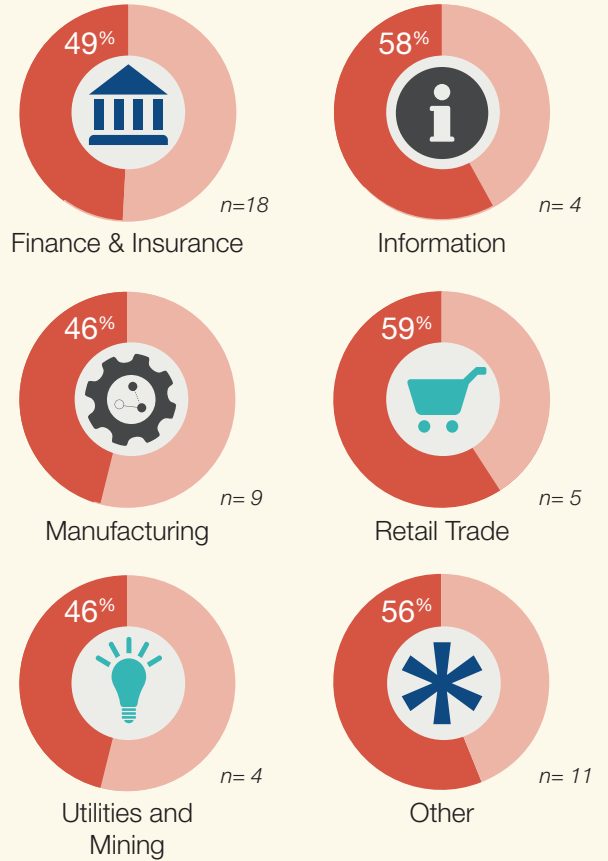
## The Growing Challenge

Since its launch, the CPBO Challenge® initiative has grown to more than 170 signatories.



## Industry to Industry

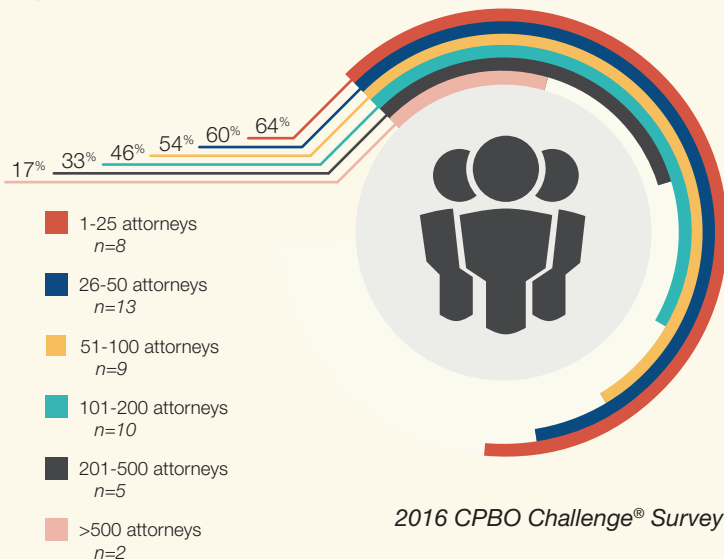
Average participation rate of U.S. lawyers by industry sector:



2016 CPBO Challenge® Survey

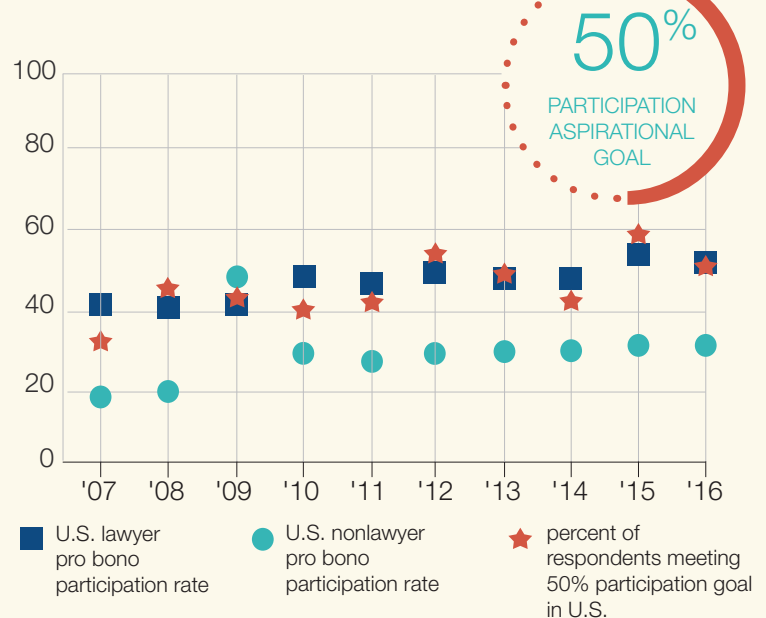
## No Department Too Small, or Too Large

Average participation rate of U.S. lawyers by department size:



2016 CPBO Challenge® Survey

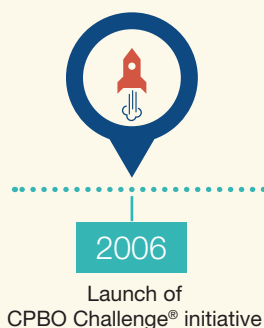
## Meeting the Challenge Goal



## CPBO Challenge® Signatories (as of October 4, 2017)

- |   |   |   |
|---|---|---|
| <p>3M Company*†<br/>         Abbott Laboratories†<br/>         Accenture plc†<br/>         Adventist Health System†<br/>         AECOM<br/>         Aetna Inc.*†<br/>         Agilent Technologies, Inc.*†<br/>         Alaska Airlines, Inc.<br/>         Allstate Insurance Company†<br/>         Altria Group, Inc.*†<br/>         Amazon.com, Inc.<br/>         American Airlines Group Inc.†<br/>         American Electric Power Company, Inc.†<br/>         American International Group, Inc.* †<br/>         AOL Inc.†<br/>         Aon Corporation†<br/>         Archer-Daniels-Midland Company<br/>         Arena Pharmaceuticals, Inc. †<br/>         Armstrong World Industries, Inc. †<br/>         ARS National Services Inc. †<br/>         Association of Corporate Counsel†<br/>         Assurant, Inc.<br/>         AT&amp;T Inc. †<br/>         Automated Financial Systems, Inc.*†<br/>         Bank of America Corporation*†<br/>         The Bank of New York Mellon Corporation<br/>         Barclays Bank PLC<br/>         Best Buy Co., Inc. †<br/>         BlueCross BlueShield of Tennessee, Inc. †<br/>         BMO Financial Group<br/>         Boehringer Ingelheim Corporation†<br/>         Boston Scientific Corporation<br/>         Bristol-Myers Squibb Company†<br/>         The Brookings Institution<br/>         CA, Inc.*†<br/>         Capital One Financial Corporation<br/>         Cardinal Health, Inc.*†<br/>         Caterpillar Inc.*†<br/>         CBRE Group, Inc.<br/>         CBS Corporation†<br/>         CHS Inc.<br/>         Chubb Group of Insurance Companies<br/>         Churchill Downs Incorporated<br/>         CIGNA Corporation†<br/>         Cisco Systems, Inc.<br/>         Citigroup Inc.*†<br/>         The Clorox Company*†<br/>         The Coca-Cola Company†<br/>         Computer Sciences Corporation*†<br/>         Computer Systems Center Incorporated†<br/>         Counsel On Call*†<br/>         Cox Communications, Inc.†<br/>         Crown Canyon Capital, LLC<br/>         CUNA Mutual Group<br/>         Deere &amp; Company*†<br/>         Dell Inc.*†<br/>         Deloitte†<br/>         DHL Express (USA), Inc.<br/>         Direct Supply, Inc.<br/>         Discover Financial Services</p> | <p>DreamWorks Animation SKG, Inc.<br/>         Duke Energy Corporation†<br/>         Dun &amp; Bradstreet, Inc.<br/>         DuPont<br/>         Duquesne Light Company<br/>         Edgenuity Inc.<br/>         Entergy Corporation<br/>         Epoch.com LLC<br/>         Exelon Corporation*†<br/>         FactSet Research Systems Inc.<br/>         Farmers Insurance Group of Companies<br/>         Federal Home Loan Mortgage Corporation (Freddie Mac)<br/>         Federal National Mortgage Association (Fannie Mae)†<br/>         Federal Reserve Bank of New York†<br/>         FedEx Ground Package System, Inc.<br/>         Feeney Brothers Excavation Corporation<br/>         The Finish Line, Inc. †<br/>         Fisher Healthcare*†<br/>         Ford Motor Company†<br/>         The Gap, Inc. †<br/>         General Electric Company*†<br/>         General Mills, Inc.<br/>         General Motors Company*†<br/>         Golden State Foods Corp. †<br/>         Graham Holdings Company*†<br/>         Green Planet Group, Inc.<br/>         Hasbro, Inc.*†<br/>         Hertz Global Holdings, Inc.<br/>         Hewlett Packard Enterprise Company†<br/>         The Home Depot Inc.<br/>         Hyatt Hotels Corporation<br/>         Intel Corporation*†<br/>         International Paper Company†<br/>         J.C. Penney Company, Inc.*†<br/>         Johnson &amp; Johnson†<br/>         Johnson's Tire Service LLC<br/>         Kaplan, Inc.†<br/>         Leidos, Inc.<br/>         LexisNexis Group†<br/>         LinkedIn Corporation<br/>         LMI (Logistics Management Institute)*†<br/>         LyondellBasell Industries N.V.<br/>         Macy's, Inc.<br/>         Marathon Oil Corporation†<br/>         Marsh &amp; McLennan Companies, Inc.*†<br/>         Massachusetts Mutual Life Insurance Company<br/>         Mayo Clinic†<br/>         McDonald's Corporation†<br/>         Medtronic, Inc.<br/>         Merck &amp; Co., Inc.* †<br/>         MetLife, Inc. †<br/>         Microsoft Corporation*†<br/>         MillerCoors LLC†<br/>         Molson Coors Brewing Company<br/>         MSA Safety Inc.<br/>         National Life Insurance Company (National Life Group)†<br/>         National Rural Electric Cooperative Association<br/>         Nationwide Mutual Insurance Company†<br/>         The New York Times Company†</p> | <p>Office Depot, Inc. †<br/>         The Pep Boys-Manny, Moe &amp; Jack†<br/>         PepsiCo, Inc.* †<br/>         PETCO Animal Supplies, Inc.†<br/>         Pfizer Inc.*†<br/>         The PNC Financial Services Group, Inc.<br/>         PPG Industries, Inc.*†<br/>         Prudential Financial, Inc.<br/>         Qualcomm Incorporated<br/>         Reliant Care Management Co LLC<br/>         Rick Engineering Company*†<br/>         Royal Bank of Canada†<br/>         Salesforce<br/>         Sanofi US Services Inc.<br/>         Sapa Extrusions North America, LLC<br/>         Schuster Driscoll, LLC<br/>         Shell Oil Company*†<br/>         SIMNSA Co†<br/>         Starbucks Corporation*†<br/>         Starwood Hotels &amp; Resorts Worldwide, Inc.†<br/>         State Volunteer Mutual Insurance Company<br/>         Symantec Corporation†<br/>         SYNnex Corporation†<br/>         Synopsys, Inc.†<br/>         Target Corporation<br/>         TCF Financial Corporation<br/>         TE Connectivity Ltd.<br/>         Thomson Reuters Corporation†<br/>         Thrivent Financial for Lutherans<br/>         TIAA†<br/>         The Toro Company*†<br/>         TXU Energy*†<br/>         Tyson Foods, Inc.*†<br/>         Uber Technologies, Inc.<br/>         U.S. Bancorp†<br/>         United Continental Holdings, Inc.†<br/>         United Parcel Service, Inc.* †<br/>         United Technologies Corporation*†<br/>         UnitedHealth Group Incorporated†<br/>         Vail Systems, Inc.<br/>         The Vanderbilt University*†<br/>         Verizon Communications Inc. †<br/>         Viacom Inc.<br/>         Victory Wholesale Group<br/>         Vulcan Inc.*†<br/>         Walmart†<br/>         Walgreens Boots Alliance, Inc.<br/>         West Monroe Partners, LLC<br/>         The Williams Companies, Inc.†<br/>         Willis Towers Watson<br/>         WPX Energy, Inc.<br/>         Xerox Corporation<br/>         Yahoo! Inc.<br/>         Zurich American Insurance Company<br/>         Willis Towers Watson<br/>         WPX Energy, Inc.<br/>         Xerox Corporation<br/>         Yahoo! Inc.</p> |
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\* indicates Charter signatory  
 † indicates Challenge 100 signatory



**2006**  
 Launch of CPBO Challenge® initiative



The 100th CPBO Challenge® signatory signs on  
**2010**  
 Corporate Pro Bono CHALLENGE™ SIGNATORY



The first annual CPBO Challenge® Report is released  
**2014**



10 Year Anniversary of CPBO Challenge® initiative  
**2016**  
 CORPORATE PRO BONO CHALLENGE® 10 Anniversary