

Launched in 2006, the Corporate Pro Bono (CPBO) Challenge® initiative enables legal departments to identify, benchmark, and communicate their support for pro bono service. The Challenge sets an aspirational goal that 50 percent of the department, including lawyers and staff, will participate in pro bono annually. The initiative is now the standard for in-house pro bono. [www.cpbo.org/challenge](http://www.cpbo.org/challenge)

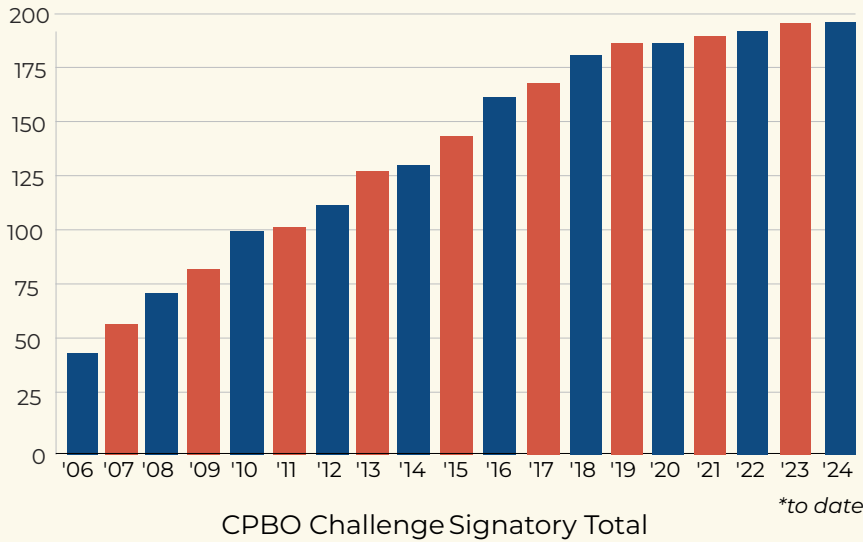
## Signatory Snapshot

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.



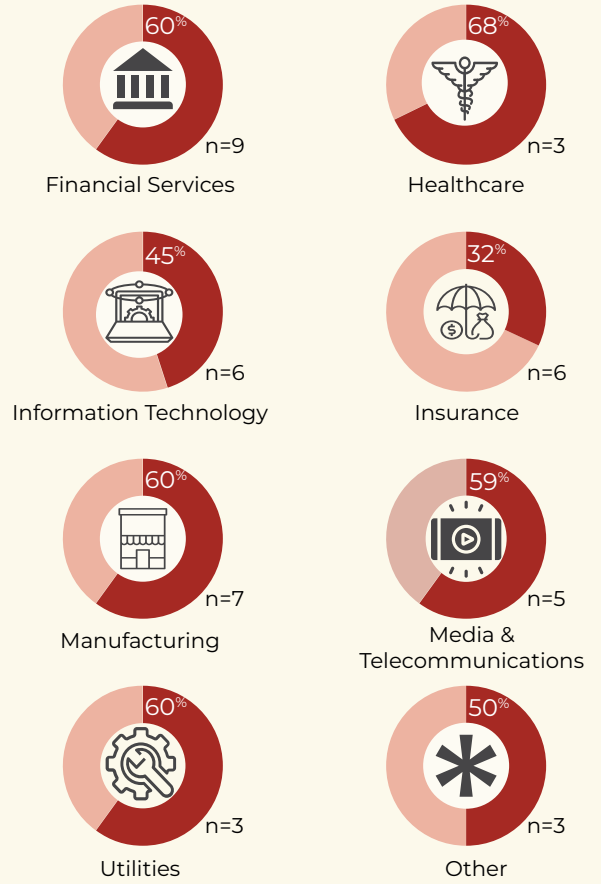
## The Growing Challenge

Since its launch, the CPBO Challenge initiative has grown to more than 190 signatories.



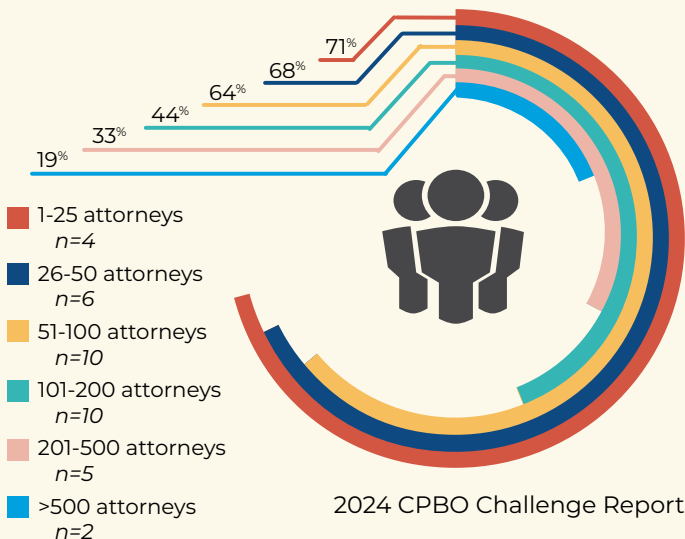
## Industry to Industry

Average participation rate of U.S. lawyers by industry sector from the 2024 CPBO Challenge Report:

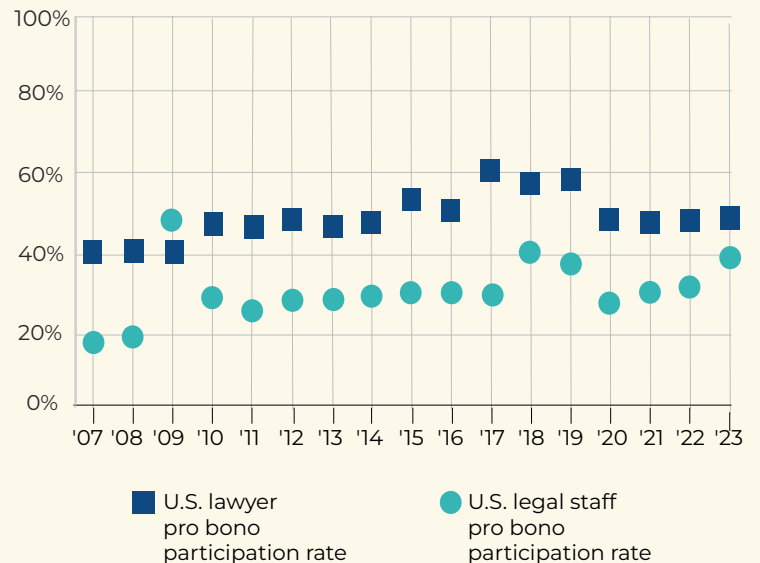


## Participation by Departments of All Sizes

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



## Pro Bono Participation (U.S. Attorneys & Legal Staff)



## CPBO Challenge Signatories (as of September 4, 2024)

3M Company\*†  
Abbott Laboratories†  
AbbVie Inc.  
Accenture plc†  
Advance  
Adventist Health System†  
AECOM  
Agilent Technologies, Inc.\*†  
Alaska Airlines, Inc.  
Allianz Life Insurance Company of North America  
Allstate Insurance Company†  
Altria Group, Inc.\*†  
Amazon.com, Inc.  
American Airlines Group Inc.†  
American Council on Exercise  
American Electric Power Company, Inc.†  
American International Group, Inc.\*†  
Aon Corporation†  
Apple Bank  
Archer-Daniels-Midland Company  
Armstrong World Industries, Inc.†  
ARS National Services Inc.†  
Association of Corporate Counsel†  
Assurant, Inc.  
AT&T Inc.†  
Autodesk, Inc.  
Automated Financial Systems, Inc.\*†  
Banco Popular North America  
Bank of America Corporation†  
The Bank of New York Mellon Corporation  
Barclays Bank PLC  
Best Buy Co., Inc.†  
Bloomberg L.P.  
BlueCross BlueShield of Tennessee, Inc.†  
BMO Financial Group  
Boehringer Ingelheim Corporation†  
Boston Scientific Corporation  
Bright MLS, Inc.  
Bristol-Myers Squibb Company†  
The Brookings Institution  
Calvary Robotics  
Capital One Financial Corporation  
Cardinal Health, Inc.\*†  
Cargill, Incorporated  
Caterpillar Inc.\*†  
CBRE Group, Inc.  
CHS Inc.  
Chubb Group of Insurance Companies  
Churchill Downs Incorporated  
CIGNA Corporation†  
Cisco Systems, Inc.  
Citigroup Inc.\*†  
The Clorox Company\*†  
The Coca-Cola Company\*†  
Comcast NBCUniversal  
Computer Systems Center Incorporated (CSCI)†  
CommVault Systems, Inc.  
Corebridge Financial  
Cox Communications, Inc.†  
Crown Canyon Capital, LLC  
CSAA Insurance Group  
CVS Health  
Deere & Company\*†  
Dell Inc.\*†

Deloitte†  
Delta Dental of California  
Dentsu International  
DHL Express (USA), Inc.  
Direct Supply, Inc.  
Discover Financial Services  
Duke Energy Corporation†  
Dun & Bradstreet, Inc.  
Duquesne Light Company  
DXC Technology Company\*  
Elastic  
Entergy Corporation  
Epoch.com LLC  
Exelon Corporation\*†  
FactSet Research Systems Inc.  
Farmers Insurance Group of Companies  
Federal Home Loan Mortgage Corporation (Freddie Mac)  
Federal National Mortgage Association (Fannie Mae)†  
Federal Reserve Bank of New York†  
FedEx Ground Package System, Inc.  
Feeney Brothers Excavation Corporation  
The Finish Line, Inc.†  
Ford Motor Company†  
The Gap, Inc.†  
GE Aerospace  
General Mills, Inc.  
General Motors Company\*†  
GlaxoSmithKline LLC  
Golden State Foods Corp.†  
Graham Holdings Company\*†  
Green Planet Group, Inc.  
Hasbro, Inc.\*†  
Hertz Global Holdings, Inc.  
Hewlett Packard Enterprise Company†  
The Home Depot Inc.  
Huntington Bancshares Incorporation  
Hyatt Hotels Corporation  
Hydro Extrusion North America  
Intel Corporation\*†  
International Paper Company†  
J.C. Penney Company, Inc.\*†  
Johnson & Johnson†  
Kaplan, Inc.†  
Kimberly-Clark  
Kimbell Electronics Inc.  
Koch Industries, Inc.  
KPMG  
Leidos, Inc.  
LexisNexis Group†  
LinkedIn Corporation  
LMI (Logistics Management Institute)\*†  
LyondellBasell Industries N.V.  
Macy's, Inc.  
Marathon Oil Corporation†  
Marsh & McLennan Companies, Inc.\*†  
Massachusetts Mutual Life Insurance Company  
Mayo Clinic†  
McDonald's Corporation†  
McKesson Corporation  
Medtronic, Inc.  
Merck & Co., Inc.\*†  
MetLife, Inc.†  
Microsoft Corporation\*†  
Molson Coors Beverage Company  
Mondelēz International

MSA Safety Inc.  
National Life Insurance Company (National Life Group)†  
National Rural Electric Cooperative Association  
National Student Clearinghouse  
Nationwide Mutual Insurance Company†  
Nexstar  
The New York Times Company†  
NHL, Inc.  
NortonLifeLock†  
Office Depot, Inc.†  
Oracle  
Paramount Global†  
The Pep Boys-Manny, Moe & Jack†  
PepsiCo, Inc.\*†  
PETCO Animal Supplies, Inc.†  
Pfizer Inc.\*†  
Pinterest  
The PNC Financial Services Group, Inc.  
PPG Industries, Inc.\*†  
Prudential Financial, Inc.  
Qualcomm Incorporated  
Rackspace Technology  
Reliant Care Management Company L.L.C.  
Rick Engineering Company\*†  
Royal Bank of Canada†  
Salesforce  
Sanofi US Services Inc.  
Shell Oil Company\*†  
SIMNSA Co†  
Starbucks Corporation\*†  
State Farm Mutual Automobile Insurance Company  
State Volunteer Mutual Insurance Company  
SYNNEX Corporation†  
Synopsis, Inc.†  
Target Corporation  
TE Connectivity Ltd.  
Thomson Reuters Corporation†  
Thrivent Financial for Lutherans  
TIAA†  
The Toro Company\*†  
TransUnion  
Johnson & Johnson†  
TruStage  
Trustmark Companies  
Tyson Foods, Inc.\*†  
U.S. Bancorp†  
Uber Technologies, Inc.  
Ullico, Inc.  
United Airlines Holdings, Inc.†  
United Parcel Service, Inc.\*†  
UnitedHealth Group Incorporated†  
Unum  
Vail Systems, Inc.  
The Vanderbilt University\*†  
The Vanguard Group, Inc.  
Verizon Communications Inc.†  
Victory Wholesale Group  
Vulcan Inc.\*†  
Walgreens Boots Alliance, Inc.  
Walmart†  
West Monroe Partners, LLC  
The Williams Companies, Inc.†  
WTW  
Xerox Corporation  
Zendesk, Inc.  
Zurich American Insurance Company

\* indicates Charter signatory  
† indicates Challenge 100 signatory

