

CPBO Challenge® Initiative: 10th Anniversary



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

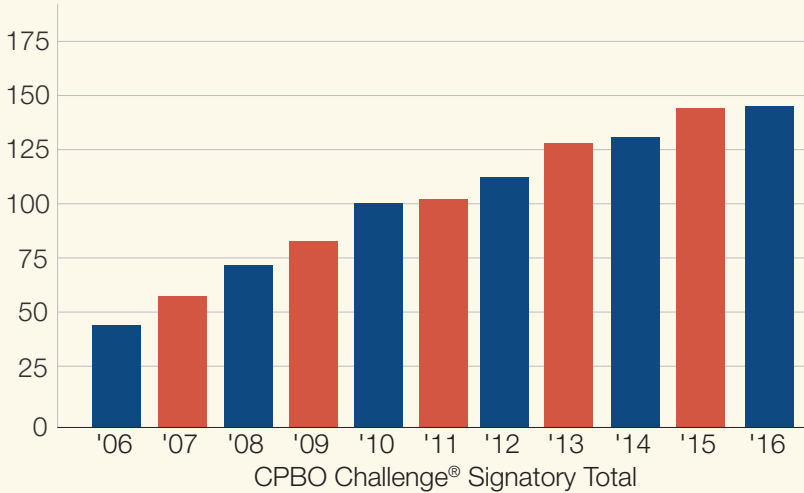
Signatory Snapshot

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.



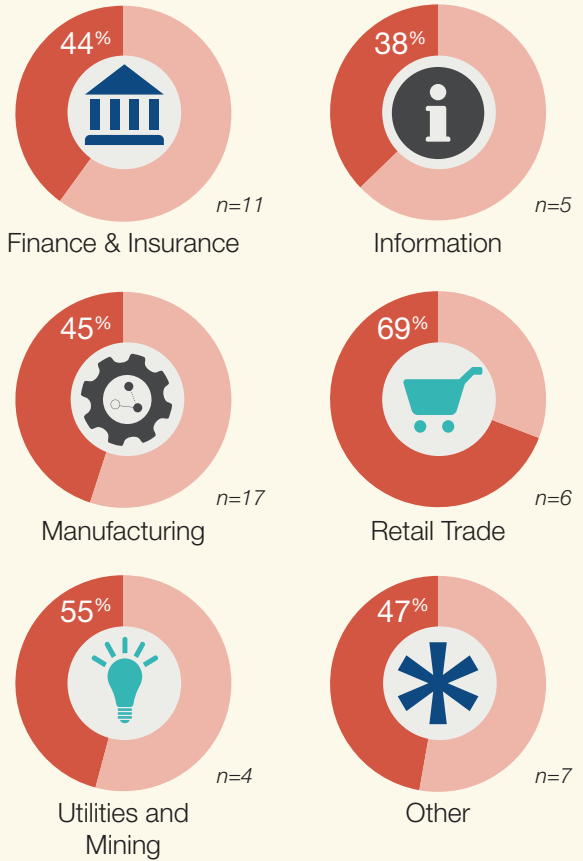
A Challenge Ten Years in the Making

In the 10 years since its launch, the CPBO Challenge® initiative has grown to more than 145 signatories.



Industry to Industry

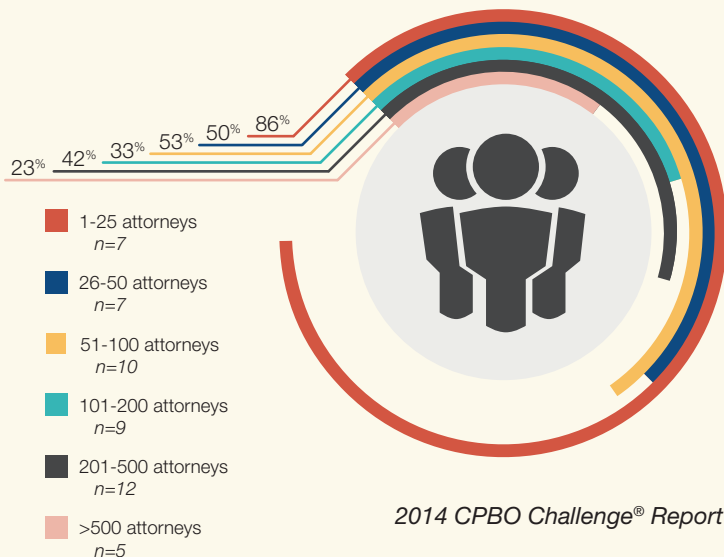
Average participation rate of U.S. lawyers by industry sector:



2014 CPBO Challenge® Report

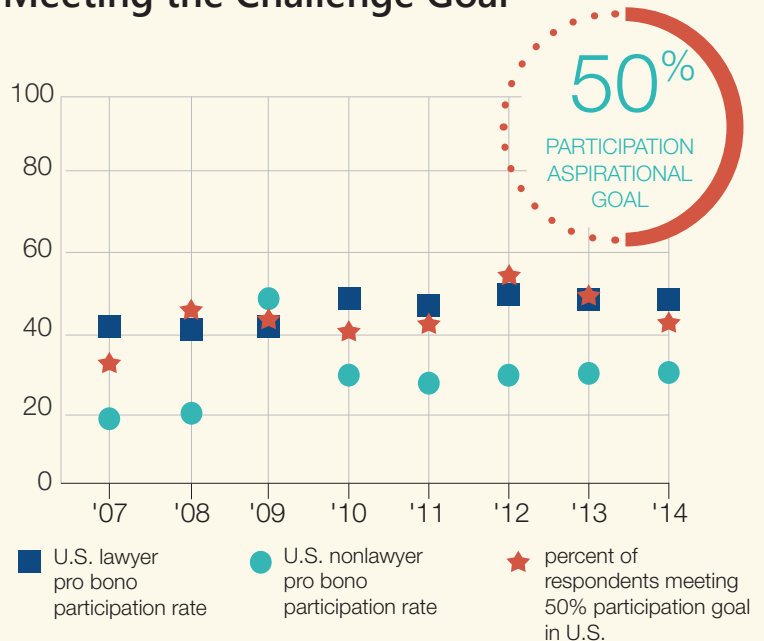
No Department Too Small, or Too Large

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



2014 CPBO Challenge® Report

Meeting the Challenge Goal



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CPBO Challenge® Signatories (as of March 16, 2016)

3M Company*†
 Abbott Laboratories†
 Accenture plc†
 Adventist Health System†
 AECOM
 Aetna Inc.*†
 Agilent Technologies, Inc.*†
 Alaska Airlines, Inc.
 Allstate Insurance Company†
 Altria Group, Inc.*†
 American Airlines Group Inc.†
 American Electric Power Company, Inc.†
 American International Group, Inc.*†
 AOL Inc.†
 Aon Corporation†
 Archer-Daniels-Midland Company
 Arena Pharmaceuticals, Inc.†
 Armstrong World Industries, Inc.†
 ARS National Services Inc.†
 Association of Corporate Counsel†
 Assurant, Inc.
 AT&T Inc.†
 Automated Financial Systems, Inc.*†
 Bank of America Corporation*†
 The Bank of New York Mellon Corporation
 Best Buy Co., Inc.†
 BlueCross BlueShield of Tennessee, Inc.†
 Boehringer Ingelheim Corporation†
 Boston Scientific Corporation
 Bristol-Myers Squibb Company†
 CA, Inc.*†
 Capital One Financial Corporation
 Cardinal Health, Inc.*†
 Caterpillar Inc.*†
 CBRE Group, Inc.
 CBS Corporation†
 Churchill Downs Incorporated
 CIGNA Corporation†
 Cisco Systems, Inc.
 Citigroup Inc.*†
 The Clorox Company*†
 The Coca-Cola Company*†
 Computer Sciences Corporation*†
 Computer Systems Center Incorporated (CSCI)†
 Counsel on Call*†
 Cox Communications, Inc.†
 Deere & Company*†
 Dell Inc.*†

Deloitte†
 DHL Express (USA), Inc.
 Direct Supply, Inc.
 Discover Financial Services
 DreamWorks Animation SKG, Inc.
 Duke Energy Corporation†
 DuPont
 Duquesne Light Company
 Entergy Corporation
 Exelon Corporation*†
 FactSet Research Systems Inc.
 Federal Home Loan Mortgage Corporation (Freddie Mac)
 Federal National Mortgage Association (Fannie Mae)†
 Federal Reserve Bank of New York†
 FedEx Ground Package System, Inc.
 The Finish Line, Inc.†
 Fisher Healthcare*†
 Ford Motor Company†
 The Gap, Inc.†
 General Electric Company*†
 General Mills, Inc.
 General Motors Company*†
 Golden State Foods Corp.†
 Hasbro, Inc.*†
 Hertz Global Holdings, Inc.
 Hewlett Packard Enterprise Company†
 Hyatt Hotels Corporation
 Intel Corporation*†
 International Paper Company†
 J.C. Penney Company, Inc.*†
 Johnson & Johnson†
 Johnson's Tire Service LLC
 Kaplan, Inc.†
 LexisNexis Group†
 LMI (Logistics Management Institute)*†
 LyondellBasell Industries N.V.
 Marathon Oil Corporation†
 Marsh & McLennan Companies, Inc.*†
 Massachusetts Mutual Life Insurance Company
 Mayo Clinic†
 McDonald's Corporation†
 Medtronic, Inc.
 Merck & Co., Inc.*†
 MetLife, Inc.†
 Microsoft Corporation*†
 MillerCoors LLC†
 MSA Safety Inc.
 National Life Insurance Company (National Life Group)†

Nationwide Mutual Insurance Company†
 The New York Times Company†
 Office Depot, Inc.†
 The Pep Boys-Manny, Moe & Jack†
 PepsiCo, Inc.*†
 PETCO Animal Supplies, Inc.†
 Pfizer Inc.*†
 The PNC Financial Services Group, Inc.
 PPG Industries, Inc.*†
 Prudential Financial, Inc.
 Qualcomm Incorporated
 Rick Engineering Company*†
 Royal Bank of Canada†
 salesforce.com, inc.
 Shell Oil Company*†
 SIMNSA Co†
 Starbucks Corporation*†
 Starwood Hotels & Resorts Worldwide, Inc.†
 State Volunteer Mutual Insurance Company
 Symantec Corporation†
 SYNnex Corporation†
 Synopsys, Inc.†
 Target Corporation
 TE Connectivity Ltd.
 Thomson Reuters Corporation†
 TIAA†
 The Toro Company*†
 TXU Energy*†
 Tyson Foods, Inc.*†
 U.S. Bancorp†
 United Continental Holdings, Inc.†
 United Parcel Service, Inc.*†
 United Technologies Corporation*†
 UnitedHealth Group Incorporated†
 The Vanderbilt University*†
 Verizon Communications Inc.†
 Viacom Inc.
 Vulcan Inc.*†
 Wal-Mart Stores, Inc.†
 Walgreens Boots Alliance, Inc.
 The Washington Post Company*†
 West Monroe Partners, LLC
 The Williams Companies, Inc.†
 Willis Towers Watson
 WPX Energy, Inc.
 Xerox Corporation
 Yahoo! Inc.

* indicates Charter signatory
 † indicates Challenge 100 signatory

