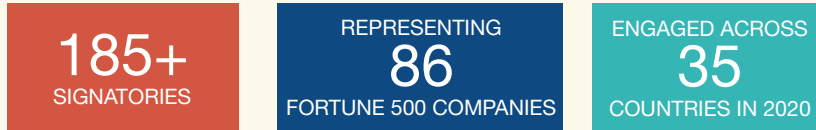


Launched in 2006, the **Corporate Pro Bono Challenge®** initiative enables legal departments to identify, benchmark, and communicate their support for pro bono service. The initiative is now the standard for in-house pro bono. [www.cpbo.org/challenge](http://www.cpbo.org/challenge)

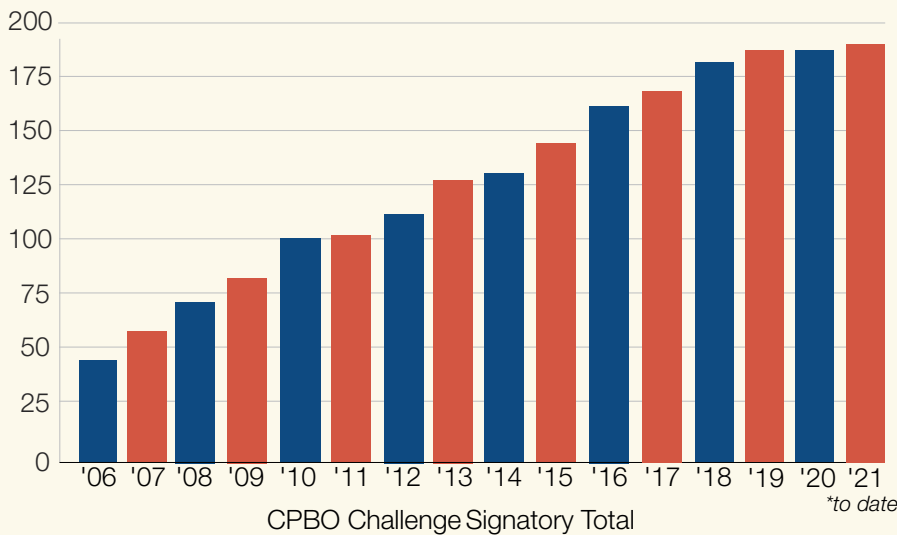
## Signatory Snapshot

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 185 signatories.



## Industry to Industry

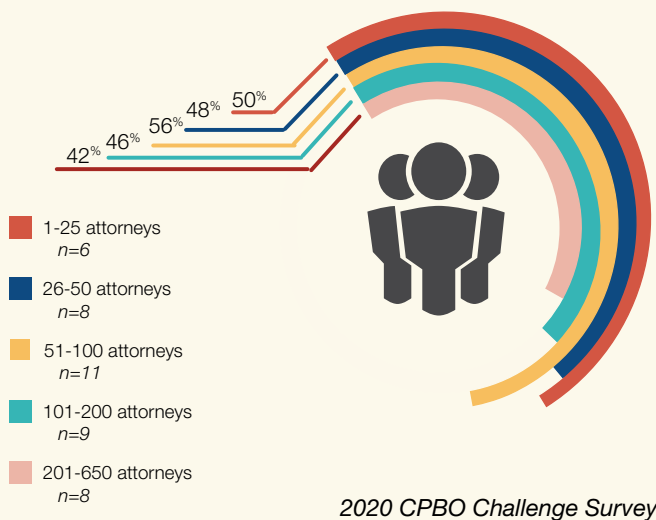
Average participation rate of U.S. lawyers by industry sector:



2020 CPBO Challenge Survey

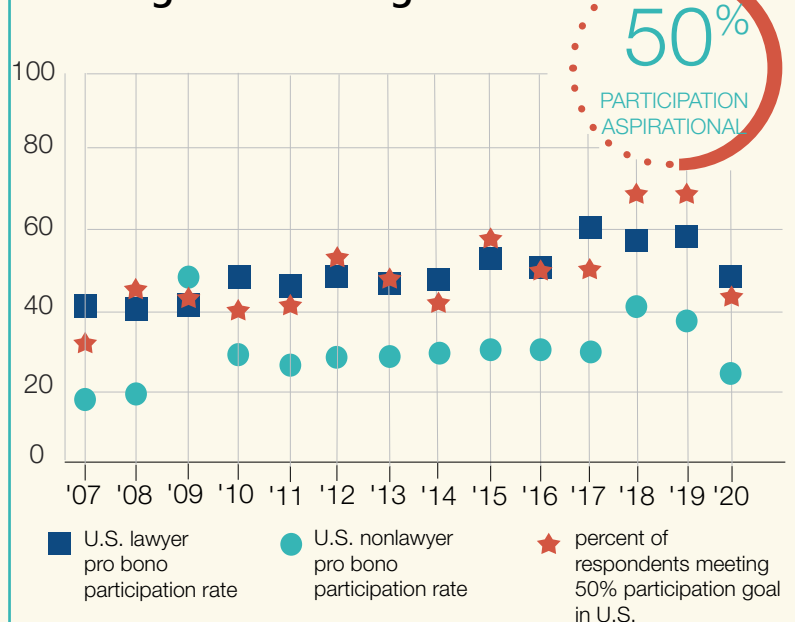
## No Department Too Small, or Too Large

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



2020 CPBO Challenge Survey

## Meeting the Challenge Goal



\* indicates Charter signatory  
 † indicates Challenge 100 signatory

## CPBO Challenge Signatories (as of August 16, 2021)

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| <p>3M Company*†<br/>                 Abbott Laboratories†<br/>                 AbbVie Inc.<br/>                 Accenture plc†<br/>                 Adventist Health System†<br/>                 AECOM<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 Council on Exercise<br/>                 American Electric Power Company, Inc.†<br/>                 American International Group, Inc.*†<br/>                 Aon Corporation†<br/>                 Apple Bank<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/>                 Banco Popular North America<br/>                 Bank of America Corporation*†<br/>                 The Bank of New York Mellon Corporation<br/>                 Barclays Bank PLC<br/>                 Best Buy Co., Inc.†<br/>                 Bloomberg L.P.<br/>                 BlueCross BlueShield of Tennessee, Inc.†<br/>                 BMO Financial Group<br/>                 Boehringer Ingelheim Corporation†<br/>                 Boston Scientific Corporation<br/>                 Bright MLS, Inc.<br/>                 Bristol-Myers Squibb Company†<br/>                 The Brookings Institution<br/>                 Calvary Robotics<br/>                 Capital One Financial Corporation<br/>                 Cardinal Health, Inc.*†<br/>                 Cargill, Incorporated<br/>                 Caterpillar Inc.*†<br/>                 CBRE Group, Inc.<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/>                 Comcast NBCUniversal<br/>                 Computer Systems Center Incorporated (CSCI)†<br/>                 Cox Communications, Inc.†<br/>                 Crown Canyon Capital, LLC<br/>                 CSAA Insurance Group<br/>                 CUNA Mutual Group<br/>                 Deere &amp; Company*†<br/>                 Dell Inc.*†<br/>                 Deloitte†<br/>                 Delta Dental of California</p> | <p>Dentsu International<br/>                 DHL Express (USA), Inc.<br/>                 Direct Supply, Inc.<br/>                 Discover Financial Services<br/>                 Duke Energy Corporation†<br/>                 Dun &amp; Bradstreet, Inc.<br/>                 Duquesne Light Company<br/>                 DXC Technology 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/>                 GlaxoSmithKline LLC<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/>                 Huntington Bancshares Incorporation<br/>                 Hyatt Hotels Corporation<br/>                 Hydro Extrusion North America<br/>                 Intel Corporation*†<br/>                 International Paper Company†<br/>                 J.C. Penney Company, Inc.*†<br/>                 Johnson &amp; Johnson†<br/>                 Kaplan, Inc.†<br/>                 Kimberly-Clark<br/>                 Koch Industries, Inc.<br/>                 Legility*†<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/>                 McKesson Corporation<br/>                 Medtronic, Inc.<br/>                 Merck &amp; Co., Inc.*†<br/>                 MetLife, Inc.†<br/>                 Microsoft Corporation*†<br/>                 Molson Coors Beverage Company</p> | <p>Mondelez International<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†<br/>                 NHL, Inc.<br/>                 NortonLifeLock†<br/>                 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/>                 Rackspace Technology<br/>                 Reliant Care Management Company L.L.C.<br/>                 Rick Engineering Company*†<br/>                 Royal Bank of Canada†<br/>                 Salesforce<br/>                 Sanofi US Services Inc.<br/>                 Schuster Driscoll, LLC<br/>                 Shell Oil Company*†<br/>                 SIMNSA Co†<br/>                 Starbucks Corporation*†<br/>                 State Farm Mutual Automobile Insurance Company<br/>                 State Volunteer Mutual Insurance Company<br/>                 SYNnex Corporation†<br/>                 Synopsys, Inc.†<br/>                 Target Corporation<br/>                 TE Connectivity Ltd.<br/>                 Thomson Reuters Corporation†<br/>                 Thrivent Financial for Lutherans<br/>                 TIAA†<br/>                 The Toro Company*†<br/>                 Trustmark Companies<br/>                 TXU Energy*†<br/>                 Tyson Foods, Inc.*†<br/>                 U.S. Bancorp†<br/>                 Uber Technologies, Inc.<br/>                 Ullico, Inc.<br/>                 United Airlines Holdings, Inc.†<br/>                 United Parcel Service, Inc.*†<br/>                 UnitedHealth Group Incorporated†<br/>                 Vail Systems, Inc.<br/>                 The Vanderbilt University*†<br/>                 The Vanguard Group, Inc.<br/>                 Verizon Communications Inc.†<br/>                 ViacomCBS Inc.†<br/>                 Victory Wholesale Group<br/>                 Vulcan Inc.*†<br/>                 Walgreens Boots Alliance, Inc.<br/>                 Walmart†<br/>                 West Monroe Partners, LLC<br/>                 The Williams Companies, Inc.†<br/>                 Willis Towers Watson<br/>                 WPX Energy, Inc.<br/>                 Xerox Corporation<br/>                 Xperi Holding Corporation<br/>                 Zurich American Insurance Company</p> |
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