

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.

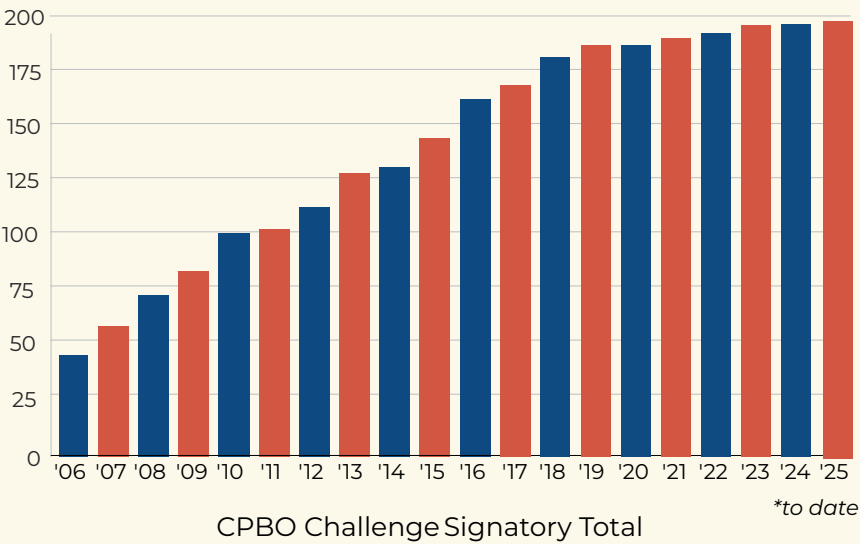
Signatory Snapshot

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.



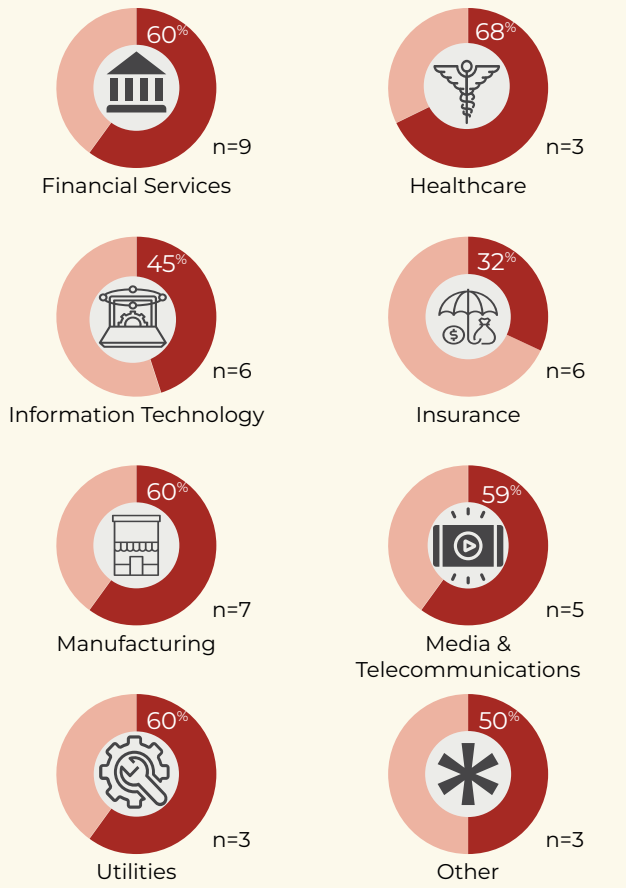
The Growing Challenge

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



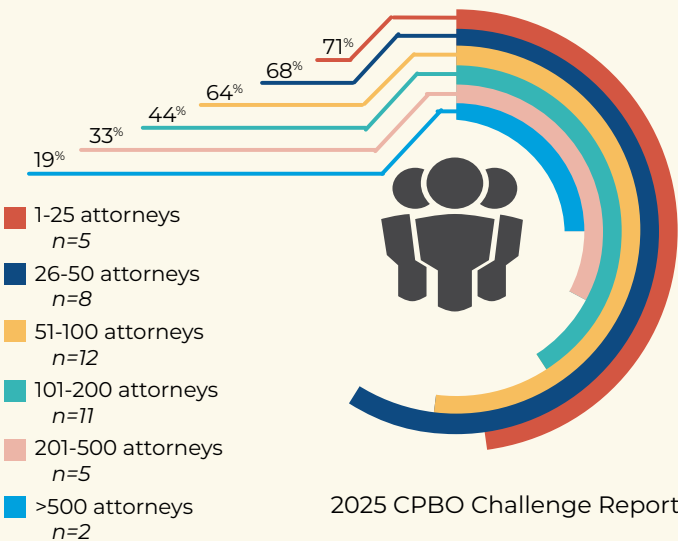
Industry to Industry

Average participation rate of U.S. lawyers by industry sector from the 2025 CPBO Challenge Report:

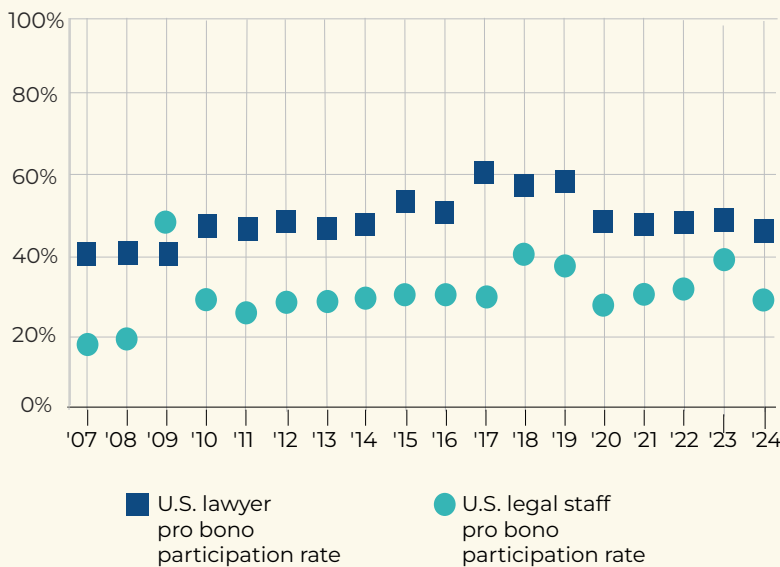


Participation by Departments of All Sizes

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



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



CPBO Challenge® Initiative

CPBO Challenge Signatories (as of August 27, 2025)

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†
Altice USA
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.
Copeland
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.
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.
Honeywell International, 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
Kimball 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 USA, Inc.*†
SIMNSA Co†
Starbucks Corporation*†
State Farm Mutual Automobile Insurance Company
State Volunteer Mutual Insurance Company
Synopsys, Inc.†
Target Corporation
TE Connectivity Ltd.
Thomson Reuters Corporation†
Thrivent Financial for Lutherans
TIAA†
The Toro Company*†
TransUnion
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

