

# TRUSTLAW

SPREADING THE PRACTICE OF  
PRO BONO WORLDWIDE TO  
DRIVE SOCIAL CHANGE



## TRUSTLAW INDEX OF PRO BONO 2016: PRO BONO ENGAGEMENT DATA

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**THOMSON REUTERS  
FOUNDATION**

## AUSTRALIA

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	Australia	49.79	55.85
Atsumi & Sakai	Australia	0.00	0.00
Chamberlains Law Firm	Australia	69.00	100.00
Colin Biggers & Paisley	Australia	34.16	45.83
DLA Piper	Australia	48.55	47.14
Henry Davis York	Australia	27.02	44.78
Hogan Lovells	Australia	0.00	0.00
Holding Redlich	Australia	25.27	47.40
K & L Gates LLP	Australia	38.33	60.63
Seyfarth Shaw LLP	Australia	4.90	15.38
Skadden, Arps, Slate, Meagher and Flom LLP	Australia	0.00	0.00

## ENGLAND & WALES

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	UK – England and Wales	7.58	15.91
Anglo-Thai Legal (ATL)	UK – England and Wales	50.00	100.00
Arnold & Porter LLP	UK – England and Wales	55.91	100.00
Ashurst	UK – England and Wales	22.37	37.92
Atsumi & Sakai	UK – England and Wales	0.00	0.00
Bates Wells Braithwaite	UK – England and Wales	24.42	47.83
Cleary Gottlieb Steen & Hamilton LLP	UK – England and Wales	14.00	28.21
Clyde & Co LLP	UK – England and Wales	2.51	9.22
Debevoise & Plimpton LLP	UK – England and Wales	31.16	56.64
Dechert	UK – England and Wales	56.63	99.07
DLA Piper	UK – England and Wales	29.31	37.65
Faegre Baker Daniels LLP	UK – England and Wales	33.86	47.62
Farrer & Co LLP	UK – England and Wales	1.92	7.83
Freshfields Bruckhaus Deringer LLP	UK – England and Wales	31.12	-
Gowling WLG	UK – England and Wales	4.27	7.95
Hogan Lovells	UK – England and Wales	39.89	55.63
Kirkland & Ellis LLP	UK – England and Wales	24.55	42.05
Latham & Watkins LLP	UK – England and Wales	46.02	61.64
Linklaters LLP	UK – England and Wales	15.47	25.48
Mayer Brown International LLP	UK – England and Wales	10.12	28.03
McDermott Will & Emery LLP	UK – England and Wales	39.23	62.50
Mishcon de Reya	UK – England and Wales	8.07	11.11
Morrison and Foerster	UK – England and Wales	49.34	63.16
Orrick, Herrington and Sutcliffe LLP	UK – England and Wales	18.97	50.70
Paul Hastings	UK – England and Wales	51.53	91.55
Reed Smith LLP	UK – England and Wales	26.68	44.14
Ropes & Gray LLP	UK – England and Wales	12.62	24.41
Seyfarth Shaw LLP	UK – England and Wales	61.13	40.00
Shearman & Sterling LLP	UK – England and Wales	13.52	28.86
Simmons & Simmons	UK – England and Wales	34.60	-
Skadden, Arps, Slate, Meagher and Flom LLP	UK – England and Wales	35.42	46.21
Travers Smith	UK – England and Wales	5.35	9.06
Weil, Gotshal & Manges LLP	UK – England and Wales	56.77	56.58
Winston & Strawn LLP	UK – England and Wales	5.17	16.67

## UNITED STATES

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	United States	84.25	67.14
Arnold & Porter LLP	United States	117.94	89.30
Ashurst	United States	10.26	21.95
Atsumi & Sakai	United States	0.00	0.00
Cadwalader Wickersham & Taft LLP	United States	45.49	32.35
Cleary Gottlieb Steen & Hamilton LLP	United States	91.53	67.92
Davis Wright Tremaine LLP	United States	36.23	47.46
Debevoise & Plimpton LLP	United States	117.49	68.94
Dechert	United States	75.60	99.24
DLA Piper	United States	72.46	83.03
Duane Morris LLP	United States	33.57	57.36
Freshfields Bruckhaus Deringer LLP	United States	62.25	-
Hogan Lovells	United States	78.77	91.02
Holland & Knight LLP	United States	50.95	64.47
K & L Gates LLP	United States	44.66	45.27
Kirkland & Ellis LLP	United States	72.27	79.19
Latham & Watkins LLP	United States	80.98	75.59
Linklaters LLP	United States	77.25	70.59
Mayer Brown International LLP	United States	53.52	53.48
McDermott Will & Emery LLP	United States	60.13	66.71
Morrison and Foerster	United States	104.67	69.65
Orrick, Herrington and Sutcliffe LLP	United States	91.56	94.68
Paul Hastings	United States	89.53	98.96
Reed Smith LLP	United States	51.45	61.40
Ropes & Gray LLP	United States	86.01	70.85
Seyfarth Shaw LLP	United States	19.47	42.18
Shearman & Sterling LLP	United States	63.93	90.51
Skadden, Arps, Slate, Meagher and Flom LLP	United States	99.35	87.55
Weil, Gotshal & Manges LLP	United States	24.63	25.49
White and Case	United States	79.93	79.62
Wilmer Cutler Pickering Hale and Dorr LLP	United States	96.91	76.31
Winston & Strawn LLP	United States	64.02	79.95

## AFRICA & MIDDLE EAST

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	United Arab Emirates	14.60	46.67
Anjarwalla & Khanna	Kenya	3.23	27.42
Ashurst	United Arab Emirates	10.72	23.53
Bowman Gilfillan Inc	Kenya	2.50	10.47
Bowman Gilfillan Inc	South Africa	21.08	41.32
Bowman Gilfillan Inc	Madagascar	18.94	41.18
Bowman Gilfillan Inc	Uganda	1.32	5.26
Cleary Gottlieb Steen & Hamilton LLP	United Arab Emirates	3.60	20.00
Clyde & Co LLP	Qatar	19.73	52.63
Clyde & Co LLP	Saudi Arabia	1.95	5.56
Clyde & Co LLP	United Arab Emirates	5.74	16.47
Coulson Harney	Kenya	1.81	5.56
CR Amanya Advocates & Solicitors	Uganda	1.00	10.00
Dechert	United Arab Emirates	45.08	100.00
DLA Piper	Bahrain	40.35	50.00
DLA Piper	Kuwait	18.03	33.33
DLA Piper	Qatar	62.30	100.00
DLA Piper	Saudi Arabia	23.88	57.89
DLA Piper	United Arab Emirates	24.55	50.75
Fasken Martineau LLP	South Africa	97.15	75.79
Fortis LP	Nigeria	100.00	83.33
Freshfields Bruckhaus Deringer LLP	United Arab Emirates	0.25	-
Hamilton Harrison and Mathews	Kenya	0.80	6.00
Hogan Lovells	United Arab Emirates	4.95	19.05
Hogan Lovells South Africa	South Africa	64.11	12.82
K & L Gates LLP	Qatar	0.53	0.00
K & L Gates LLP	United Arab Emirates	6.65	29.41
Latham & Watkins LLP	Saudi Arabia	12.86	42.86
Latham & Watkins LLP	United Arab Emirates	29.63	54.17
Linklaters LLP	United Arab Emirates	10.36	17.95
Norton Rose Fulbright South Africa	South Africa	38.38	83.67
Orrick, Herrington and Sutcliffe LLP	Ivory Coast	4.17	16.67
Rahim Khan & Company Attorneys	Botswana	37.50	50.00
Reed Smith LLP	United Arab Emirates	25.87	60.00
Saad Mousa Naffa Law Office	Jordan	3.40	60.00
Saed Karajah & Partners LLP	Jordan	55.56	100.00
Sharkawy & Sarhan Law Firm	Egypt	36.52	8.70
Shearman & Sterling LLP	United Arab Emirates	0.60	0.00
Simmons & Simmons	Qatar	3.86	-
Simmons & Simmons	United Arab Emirates	6.22	-
Taslaf Advocates	Rwanda	5.00	-
Taslaf Advocates	Tanzania	5.00	-
Taslaf Advocates	Uganda	15.00	100.00
Udo Udoma & Belo-Osagie	Nigeria	2.79	8.62
Uteem Chambers	Mauritius	20.00	60.00
Webber Wentzel	South Africa	38.74	25.06
White and Case	Qatar	13.75	37.50
White and Case	United Arab Emirates	15.29	41.18

## KENYA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Anjarwalla & Khanna	3.23	27.42
Bowman Gilfillan Inc	2.50	10.47
Coulson Harney	1.81	5.56
Hamilton Harrison and Mathews	0.80	6.00

## QATAR

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
<b>Clyde &amp; Co LLP</b>	19.73	52.63
<b>DLA Piper</b>	62.30	100.00
<b>K &amp; L Gates LLP</b>	0.53	0.00
<b>Simmons &amp; Simmons</b>	3.86	-
<b>White and Case</b>	13.75	37.50

## SOUTH AFRICA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Bowman Gilfillan Inc	21.08	41.32
Fasken Martineau LLP	97.15	75.79
Hogan Lovells South Africa	64.11	12.82
Norton Rose Fulbright South Africa	38.38	83.67
Webber Wentzel	38.74	25.06



## UNITED ARAB EMIRATES

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	14.60	46.67
Ashurst	10.72	23.53
Cleary Gottlieb Steen & Hamilton LLP	3.60	20.00
Clyde & Co LLP	5.74	16.47
Dechert	45.08	100.00
DLA Piper	24.55	50.75
Freshfields Bruckhaus Deringer LLP	0.25	-
Hogan Lovells	4.95	19.05
K & L Gates LLP	6.65	29.41
Latham & Watkins LLP	29.63	54.17
Linklaters LLP	10.36	17.95
Reed Smith LLP	25.87	60.00
Shearman & Sterling LLP	0.60	0.00
Simmons & Simmons	6.22	-
White and Case	15.29	41.18

## AMERICAS

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Basham Ringe & Correa S.C.	Mexico	7.20	26.11
Batalla Salto Luna Abogados	Costa Rica	94.63	92.50
Benites, Forno & Ugaz Abogados	Peru	13.58	28.89
Blake, Cassels & Graydon LLP	Canada	13.00	25.95
Bullo Tassi Estebenet Lipera Torassa Abogados	Argentina	18.18	90.91
Carey	Chile	8.18	18.18
Cariola Diez Perez-Cotapos & Cia. Ltda.	Chile	9.66	15.56
Central Law	Guatemala	0.47	11.76
Central Law	Costa Rica	0.52	6.90
Central Law	Dominican Republic	0.25	12.50
Central Law	El Salvador	1.82	36.36
Central Law	Honduras	2.00	20.00
Central Law	Nicaragua	0.73	18.18
Central Law	Panama	0.40	20.00
Cleary Gottlieb Steen & Hamilton LLP	Argentina	6.83	33.33
Cleary Gottlieb Steen & Hamilton LLP	Brazil	14.90	20.00
Creel, Garcia-Cuellar, Aiza y Enriquez, S.C.	Mexico	17.79	48.00
Demarest Advogados	Brazil	2.06	11.05
DLA Piper	Mexico	17.69	31.25
Estudio Beccar Varela	Argentina	16.25	37.01
Galindo, Arias & López	Panama	0.37	0.00
Garcia Sayan Abogados	Peru	11.30	39.13
Guevara & Gutierrez SC - Servicios Legales	Bolivia	13.33	46.67
Hogan Lovells	Brazil	0.42	0.00
Hogan Lovells	Mexico	22.96	46.07
Hogan Lovells	Venezuela	0.42	0.00
Holland & Knight LLP	Colombia	8.81	22.58
Holland & Knight LLP	Mexico	20.10	40.00
KLA - Koury Lopes Advogados	Brazil	2.69	7.56
Linklaters LLP	Brazil	46.60	33.33
Machado, Meyer Sendacz e Opice	Brazil	1.03	3.72
Marval, O'Farrell and Mairal	Argentina	21.06	35.48
Mattos Filho, Veiga Filho, Marrey Jr. e Quiroga Advogados	Brazil	0.01	9.23
McCarthy Tetrault LLP	Canada	12.91	27.64
Mijares, Angoitia, Cortés y Fuentes, S.C.	Mexico	9.03	16.67
Perez Alati, Grondona, Benites, Arntsen & Martinez de Hoz (h)	Argentina	11.67	18.33
Perez Bustamante y Ponce	Ecuador	73.67	8.33
Posse Herrera Ruiz	Colombia	14.06	31.67
Shearman & Sterling LLP	Brazil	32.87	71.43
Shearman & Sterling LLP	Canada	22.93	42.86
Siqueira Castro Advogados	Brazil	21.18	22.08
Skadden, Arps, Slate, Meagher and Flom LLP	Brazil	1.37	0.00
Skadden, Arps, Slate, Meagher and Flom LLP	Canada	13.99	36.36
Tozzini, Freire, Teixeira e Silva Advogados	Brazil	0.54	2.06
Tufino y Villegas	Bolivia	86.63	100.00
White and Case	Brazil	20.00	44.44
Zapiola Guerrico & Asociados	Argentina	57.78	33.33

## ARGENTINA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
<b>Bullo Tassi Estebenet Lipera Torassa Abogados</b>	18.18	90.91
<b>Cleary Gottlieb Steen &amp; Hamilton LLP</b>	6.83	33.33
<b>Estudio Beccar Varela</b>	16.25	37.01
<b>Marval, O'Farrell and Mairal</b>	21.06	35.48
<b>Perez Alati, Grondona, Benites, Arntsen &amp; Martinez de Hoz (h)</b>	11.67	18.33
<b>Zapiola Guerrico &amp; Asociados</b>	57.78	33.33

## CANADA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Blake, Cassels & Graydon LLP	13.00	25.95
McCarthy Tetrault LLP	12.91	27.64
Shearman & Sterling LLP	22.93	42.86
Skadden, Arps, Slate, Meagher and Flom LLP	13.99	36.36

## BRAZIL

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Cleary Gottlieb Steen & Hamilton LLP	14.90	20.00
Demarest Advogados	2.06	11.05
Hogan Lovells	0.42	0.00
KLA - Koury Lopes Advogados	2.69	7.56
Linklaters LLP	46.60	33.33
Machado, Meyer Sendacz e Opice	1.03	3.72
Mattos Filho, Veiga Filho, Marrey Jr. e Quiroga Advogados	0.01	9.23
Shearman & Sterling LLP	32.87	71.43
Siqueira Castro Advogados	21.18	22.08
Skadden, Arps, Slate, Meagher and Flom LLP	1.37	0.00
Tozzini, Freire, Teixeira e Silva Advogados	0.54	2.06
White and Case	20.00	44.44

## MEXICO

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Basham Ringe & Correa S.C.	7.20	26.11
Creel, Garcia-Cuellar, Aiza y Enriquez, S.C.	17.79	48.00
DLA Piper	17.69	31.25
Hogan Lovells	22.96	46.07
Holland & Knight LLP	20.10	40.00
Mijares, Angoitia, Cortés y Fuentes, S.C.	9.03	16.67

## ASIA & PACIFIC

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	Hong Kong	15.18	17.65
AllBright Law Offices	China	0.35	1.30
Anglo-Thai Legal (ATL)	Thailand	50.00	100.00
Ashurst	China	4.04	12.50
Ashurst	Hong Kong	4.36	12.20
Ashurst	Japan	8.16	24.00
Ashurst	Singapore	17.35	28.26
Ashurst	Indonesia	29.76	60.00
Atsumi & Sakai	China	0.00	0.00
Atsumi & Sakai	Japan	2.95	0.00
Atsumi & Sakai	Vietnam	0.00	0.00
Azmi & Associates (Advocates & Solicitors)	Malaysia	1.25	4.76
Bae, Kim & Lee LLC	South Korea	62.96	53.77
BTG Legal	India	4.00	0.00
C.Y. Lam & Co.	Hong Kong	125.00	100.00
Cleary Gottlieb Steen & Hamilton LLP	China	0.00	0.00
Cleary Gottlieb Steen & Hamilton LLP	Hong Kong	3.64	4.76
Cleary Gottlieb Steen & Hamilton LLP	South Korea	0.30	0.00
Debevoise & Plimpton LLP	Hong Kong	24.30	28.57
Dechert	China	25.00	66.67
Dechert	Hong Kong	57.62	100.00
Dechert	Kazakhstan	24.86	100.00
Dechert	Singapore	23.25	87.50
DLA Piper	China	32.70	15.52
DLA Piper	Hong Kong	8.97	25.37
DLA Piper	Japan	33.28	47.37
DLA Piper	Singapore	27.76	50.00
DLA Piper	South Korea	71.30	50.00
DLA Piper	Thailand	17.50	33.33
Duane Morris LLP	Vietnam	0.25	0.00
Faegre Baker Daniels LLP	China	0.00	0.00
Freshfields Bruckhaus Deringer LLP	China	4.39	-
Freshfields Bruckhaus Deringer LLP	Hong Kong	13.58	-
Freshfields Bruckhaus Deringer LLP	Japan	8.16	-
Freshfields Bruckhaus Deringer LLP	Singapore	8.71	-
Freshfields Bruckhaus Deringer LLP	Vietnam	6.11	-
Grünkorn & Partner Law Co., Ltd	Vietnam	5.00	16.67
Hogan Lovells	China	16.26	43.68
Hogan Lovells	Japan	10.34	8.57
Hogan Lovells	Singapore	23.29	38.10
Hogan Lovells	Vietnam	18.67	38.89
Hogan Lovells	Mongolia	13.08	38.46
K & L Gates LLP	China	2.79	7.14
K & L Gates LLP	Hong Kong	5.12	7.69
K & L Gates LLP	Japan	4.32	10.53
K & L Gates LLP	Singapore	3.80	10.00
K & L Gates LLP	Taiwan	5.54	23.08
Kim & Chang	South Korea	22.88	80.74

## ASIA & PACIFIC

Kirkland & Ellis LLP	China	2.50	8.33
Kirkland & Ellis LLP	Hong Kong	2.70	7.25
Knowledge Information Access Associates (KIAA) LLP	India	1.43	42.86
Latham & Watkins LLP	Hong Kong	22.28	49.06
Latham & Watkins LLP	Japan	39.92	66.67
Latham & Watkins LLP	Singapore	21.79	53.85
LawQuest	India	20.00	100.00
Lee & Ko	South Korea	11.75	20.99
Lee and Li, Attorneys-at-Law	Taiwan	1.46	2.55
Lee, Tsai & Partners	Taiwan	1.11	7.14
Linklaters LLP	China	2.78	8.33
Linklaters LLP	Hong Kong	5.95	11.49
Linklaters LLP	Japan	3.38	14.29
Linklaters LLP	Singapore	5.15	15.52
Linklaters LLP	South Korea	0.00	0.00
Linklaters LLP	Thailand	7.27	21.05
Majmudar & Partners	India	4.00	8.00
Mayer Brown International LLP	China	12.00	22.58
Mayer Brown International LLP	Hong Kong	1.97	6.00
Mayer Brown International LLP	Singapore	0.00	0.00
Mayer Brown International LLP	Thailand	4.50	0.00
Mayer Brown International LLP	Vietnam	1.50	12.50
McDermott Will & Emery LLP	China	16.62	53.85
McDermott Will & Emery LLP	South Korea	0.00	0.00
Morrison and Foerster	China	34.22	66.67
Morrison and Foerster	Hong Kong	7.21	25.64
Morrison and Foerster	Japan	45.90	39.09
Morrison and Foerster	Singapore	7.27	27.27
Orrick, Herrington and Sutcliffe LLP	China	27.76	43.48
Orrick, Herrington and Sutcliffe LLP	Japan	93.03	79.31
Paul Hastings	China	34.11	87.72
Paul Hastings	Japan	25.09	50.00
Paul Hastings	South Korea	37.32	100.00
Puyat Jacinto & Santos	Philippines	1.43	5.71
Rajah & Tann LCT Lawyers	Vietnam	9.00	50.00
Reed Smith LLP	China	0.56	5.56
Reed Smith LLP	Hong Kong	4.81	10.75
Reed Smith LLP	Kazakhstan	0.00	0.00
Reed Smith LLP	Singapore	5.13	20.00
Ropes & Gray LLP	China	11.50	31.25
Ropes & Gray LLP	Hong Kong	12.33	30.77
Ropes & Gray LLP	Japan	13.45	36.36
Ropes & Gray LLP	South Korea	0.17	0.00
Shearman & Sterling LLP	China	2.20	4.55
Shearman & Sterling LLP	Hong Kong	0.19	0.00
Shearman & Sterling LLP	Japan	4.03	12.50
Shearman & Sterling LLP	Singapore	18.49	8.33
Shin & Kim	South Korea	19.49	41.03



## ASIA & PACIFIC

Simmons & Simmons	China	15.28	-
Simmons & Simmons	Hong Kong	10.97	-
Simmons & Simmons	Singapore	9.71	-
Skadden, Arps, Slate, Meagher and Flom LLP	China	38.81	26.67
Skadden, Arps, Slate, Meagher and Flom LLP	Hong Kong	17.50	24.14
Skadden, Arps, Slate, Meagher and Flom LLP	Japan	12.27	40.00
Skadden, Arps, Slate, Meagher and Flom LLP	Singapore	17.02	16.67
Skadden, Arps, Slate, Meagher and Flom LLP	South Korea	3.83	33.33
Skrine	Malaysia	15.41	35.29
Thanathip & Partners Legal Counsellors Limited	Thailand	0.00	-
Weil, Gotshal & Manges LLP	China	20.00	30.00
Weil, Gotshal & Manges LLP	Hong Kong	1.40	5.00
White and Case	China	6.54	20.83
White and Case	Hong Kong	9.44	35.29
White and Case	Japan	16.00	40.32
White and Case	Kazakhstan	83.17	83.33
White and Case	Singapore	18.79	42.42
Wilmer Cutler Pickering Hale and Dorr LLP	China	96.91	76.31
Winston & Strawn LLP	China	5.82	18.18
Winston & Strawn LLP	Hong Kong	14.89	16.67
Yoon & Yang LLC	South Korea	15.37	9.59
Yulchon LLC	South Korea	23.94	35.37

## CHINA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
AllBright Law Offices	0.35	1.30
Ashurst	4.04	12.50
Atsumi & Sakai	0.00	0.00
Cleary Gottlieb Steen & Hamilton LLP	0.00	0.00
Dechert	25.00	66.67
DLA Piper	32.70	15.52
Faegre Baker Daniels LLP	0.00	0.00
Freshfields Bruckhaus Deringer LLP	4.39	-
Hogan Lovells	16.26	43.68
K & L Gates LLP	2.79	7.14
Kirkland & Ellis LLP	2.50	8.33
Linklaters LLP	2.78	8.33
Mayer Brown International LLP	12.00	22.58
McDermott Will & Emery LLP	16.62	53.85
Morrison and Foerster	34.22	66.67
Orrick, Herrington and Sutcliffe LLP	27.76	43.48
Paul Hastings	34.11	87.72
Reed Smith LLP	0.56	5.56
Ropes & Gray LLP	11.50	31.25
Shearman & Sterling LLP	2.20	4.55
Simmons & Simmons	15.28	-
Skadden, Arps, Slate, Meagher and Flom LLP	38.81	26.67
Weil, Gotshal & Manges LLP	20.00	30.00
White and Case	6.54	20.83
Wilmer Cutler Pickering Hale and Dorr LLP	96.91	76.31
Winston & Strawn LLP	5.82	18.18

## HONG KONG

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	15.18	17.65
Ashurst	4.36	12.20
C.Y. Lam & Co.	125.00	100.00
Cleary Gottlieb Steen & Hamilton LLP	3.64	4.76
Debevoise & Plimpton LLP	24.30	28.57
Dechert	57.62	100.00
DLA Piper	8.97	25.37
Freshfields Bruckhaus Deringer LLP	13.58	-
K & L Gates LLP	5.12	7.69
Kirkland & Ellis LLP	2.70	7.25
Latham & Watkins LLP	22.28	49.06
Linklaters LLP	5.95	11.49
Mayer Brown International LLP	1.97	6.00
Morrison and Foerster	7.21	25.64
Reed Smith LLP	4.81	10.75
Ropes & Gray LLP	12.33	30.77
Shearman & Sterling LLP	0.19	0.00
Simmons & Simmons	10.97	-
Skadden, Arps, Slate, Meagher and Flom LLP	17.50	24.14
Weil, Gotshal & Manges LLP	1.40	5.00
White and Case	9.44	35.29
Winston & Strawn LLP	14.89	16.67

## JAPAN

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	8.16	24.00
Atsumi & Sakai	2.95	0.00
DLA Piper	33.28	47.37
Freshfields Bruckhaus Deringer LLP	8.16	-
Hogan Lovells	10.34	8.57
K & L Gates LLP	4.32	10.53
Latham & Watkins LLP	39.92	66.67
Linklaters LLP	3.38	14.29
Morrison and Foerster	45.90	39.09
Orrick, Herrington and Sutcliffe LLP	93.03	79.31
Paul Hastings	25.09	50.00
Ropes & Gray LLP	13.45	36.36
Shearman & Sterling LLP	4.03	12.50
Skadden, Arps, Slate, Meagher and Flom LLP	12.27	40.00
White and Case	16.00	40.32

## SOUTH KOREA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Bae, Kim & Lee LLC	62.96	53.77
Cleary Gottlieb Steen & Hamilton LLP	0.30	0.00
DLA Piper	71.30	50.00
Kim & Chang	22.88	80.74
Lee & Ko	11.75	20.99
Linklaters LLP	0.00	0.00
McDermott Will & Emery LLP	0.00	0.00
Paul Hastings	37.32	100.00
Ropes & Gray LLP	0.17	0.00
Shin & Kim	19.49	41.03
Skadden, Arps, Slate, Meagher and Flom LLP	3.83	33.33
Yoon & Yang LLC	15.37	9.59
Yulchon LLC	23.94	35.37

## INDIA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
<b>BTG Legal</b>	4.00	0.00
<b>Knowledge Information Access Associates (KIAA,LLP)</b>	1.43	42.86
<b>LawQuest</b>	20.00	100.00
<b>Majmudar &amp; Partners</b>	4.00	8.00

## SINGAPORE

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	17.35	28.26
Dechert	23.25	87.50
DLA Piper	27.76	50.00
Freshfields Bruckhaus Deringer LLP	8.71	-
Hogan Lovells	23.29	38.10
K & L Gates LLP	3.80	10.00
Latham & Watkins LLP	21.79	53.85
Linklaters LLP	5.15	15.52
Mayer Brown International LLP	0.00	0.00
Morrison and Foerster	7.27	27.27
Reed Smith LLP	5.13	20.00
Shearman & Sterling LLP	18.49	8.33
Simmons & Simmons	9.71	-
Skadden, Arps, Slate, Meagher and Flom LLP	17.02	16.67
White and Case	18.79	42.42

## THAILAND

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Anglo-Thai Legal (ATL)	50.00	100.00
DLA Piper	17.50	33.33
Linklaters LLP	7.27	21.05
Mayer Brown International LLP	4.50	0.00
Thanathip & Partners Legal Counsellors Limited	0.00	-



## VIETNAM

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Atsumi & Sakai	0.00	0.00
Duane Morris LLP	0.25	0.00
Freshfields Bruckhaus Deringer LLP	6.11	-
Grünkorn & Partner Law Co., Ltd	5.00	16.67
Hogan Lovells	18.67	38.89
Mayer Brown International LLP	1.50	12.50
Rajah & Tann LCT Lawyers	9.00	50.00

## EUROPE

FIRM NAME	COUNTRY	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	Russia	2.85	7.69
Akin Gump Strauss Hauer & Feld LLP	Switzerland	38.38	50.00
Arnold & Porter LLP	Belgium	45.75	75.00
Ashurst	Belgium	31.27	38.10
Ashurst	France	3.39	10.26
Ashurst	Germany	7.68	14.61
Ashurst	Italy	9.46	37.04
Ashurst	Spain	18.62	47.69
Ashurst	Sweden	7.90	16.67
Ashurst	UK – Scotland	66.53	76.36
Atsumi & Sakai	Germany	0.00	0.00
Chatain & Associates	France	3.08	23.08
Cleary Gottlieb Steen & Hamilton LLP	Belgium	18.41	23.30
Cleary Gottlieb Steen & Hamilton LLP	France	7.92	11.11
Cleary Gottlieb Steen & Hamilton LLP	Germany	1.46	4.29
Cleary Gottlieb Steen & Hamilton LLP	Italy	20.68	26.42
Cleary Gottlieb Steen & Hamilton LLP	Russia	3.56	11.11
Debarliev, Dameski & Kelesoska Attorneys at law	Macedonia	0.63	0.00
Debevoise & Plimpton LLP	France	28.50	50.00
Debevoise & Plimpton LLP	Germany	7.89	22.22
Debevoise & Plimpton LLP	Russia	0.91	4.17
Dechert	Belgium	70.67	100.00
Dechert	France	40.69	91.43
Dechert	Georgia	45.00	100.00
Dechert	Germany	48.66	96.88
Dechert	Ireland	38.50	100.00
Dechert	Luxembourg	20.86	71.43
Dechert	Russia	87.22	77.78
DLA Piper	Austria	17.30	32.73
DLA Piper	Belgium	26.89	41.58
DLA Piper	Czech Republic	3.29	13.64
DLA Piper	France	57.51	33.14
DLA Piper	Georgia	10.09	15.15
DLA Piper	Germany	9.76	17.55
DLA Piper	Hungary	39.53	40.63
DLA Piper	Italy	12.00	18.28
DLA Piper	Luxembourg	9.93	41.67
DLA Piper	Netherlands	14.46	28.70
DLA Piper	Russia	29.44	44.29
DLA Piper	Spain	6.59	12.00
DLA Piper	Poland	29.63	32.65
DLA Piper	Romania	5.38	14.29
DLA Piper	Slovakia	32.14	71.43
DLA Piper	Ukraine	18.75	56.52
Eversheds	UK – Other	11.61	56.96
Freshfields Bruckhaus Deringer LLP	Austria	4.18	-
Freshfields Bruckhaus Deringer LLP	Belgium	6.72	-

## EUROPE

Freshfields Bruckhaus Deringer LLP	France	24.99	-
Freshfields Bruckhaus Deringer LLP	Germany	6.10	-
Freshfields Bruckhaus Deringer LLP	Italy	6.29	-
Freshfields Bruckhaus Deringer LLP	Netherlands	14.44	-
Freshfields Bruckhaus Deringer LLP	Russia	3.39	-
Freshfields Bruckhaus Deringer LLP	Spain	0.70	-
Hillbridges, s.r.o	Slovakia	33.35	41.18
Hogan Lovells	Belgium	15.58	48.39
Hogan Lovells	France	15.76	22.49
Hogan Lovells	Germany	6.15	15.46
Hogan Lovells	Italy	4.10	15.73
Hogan Lovells	Luxembourg	1.65	5.00
Hogan Lovells	Netherlands	7.32	14.04
Hogan Lovells	Russia	2.81	11.86
Hogan Lovells	Spain	16.94	42.61
Hogan Lovells	Poland	10.00	30.86
K & L Gates LLP	Belgium	0.00	0.00
K & L Gates LLP	France	1.00	3.85
K & L Gates LLP	Germany	4.03	15.38
K & L Gates LLP	Italy	2.81	4.76
K & L Gates LLP	Russia	0.00	0.00
K & L Gates LLP	Poland	12.78	29.09
Kinstellar	Bulgaria	11.18	27.27
Kinstellar	Czech Republic	2.93	2.56
Kinstellar	Slovakia	6.97	13.33
Kirkland & Ellis LLP	Germany	30.05	64.86
Lalive	Switzerland	2.60	6.49
Latham & Watkins LLP	Belgium	30.00	75.86
Latham & Watkins LLP	France	45.11	71.26
Latham & Watkins LLP	Germany	56.76	68.83
Latham & Watkins LLP	Italy	25.60	53.49
Latham & Watkins LLP	Russia	93.32	100.00
Latham & Watkins LLP	Spain	59.39	94.44
Legance Studio Legale Associato	Italy	1.48	3.50
Lexing Spain SL	Spain	16.00	100.00
Linklaters LLP	Belgium	5.17	10.94
Linklaters LLP	France	2.53	8.52
Linklaters LLP	Germany	2.35	4.63
Linklaters LLP	Italy	0.99	2.86
Linklaters LLP	Luxembourg	1.89	8.82
Linklaters LLP	Netherlands	1.27	6.00
Linklaters LLP	Portugal	9.51	11.11
Linklaters LLP	Russia	6.38	14.06
Linklaters LLP	Spain	2.79	9.84
Linklaters LLP	Poland	4.63	10.77
Linklaters LLP	Sweden	2.09	5.88
Martins Alfaro, Rui Teixeira & Associados	Portugal	11.43	71.43
Mayer Brown International LLP	Belgium	47.93	46.67

## EUROPE

Mayer Brown International LLP	France	9.24	23.68
Mayer Brown International LLP	Germany	19.29	32.69
McDermott Will & Emery LLP	Belgium	21.85	90.00
McDermott Will & Emery LLP	France	18.98	37.50
McDermott Will & Emery LLP	Germany	34.58	46.24
McDermott Will & Emery LLP	Italy	13.19	33.33
Morrison and Foerster	Belgium	59.86	57.14
Morrison and Foerster	Germany	47.30	70.27
Orrick, Herrington and Sutcliffe LLP	France	14.54	29.89
Orrick, Herrington and Sutcliffe LLP	Germany	21.46	70.27
Orrick, Herrington and Sutcliffe LLP	Italy	8.57	23.19
Orrick, Herrington and Sutcliffe LLP	Russia	31.33	88.89
Orrick, Herrington and Sutcliffe LLP	Switzerland	0.00	0.00
Paul Hastings	France	51.15	69.23
Paul Hastings	Germany	21.54	75.00
Paul Hastings	Italy	33.99	92.00
Reed Smith LLP	France	15.57	26.09
Reed Smith LLP	Germany	23.10	52.50
Reed Smith LLP	Greece	0.22	0.00
Savoric & Partners, LLC	Croatia	13.50	60.00
Shearman & Sterling LLP	Belgium	18.33	26.67
Shearman & Sterling LLP	France	11.47	9.20
Shearman & Sterling LLP	Germany	7.99	14.29
Shearman & Sterling LLP	Italy	5.10	18.52
Simmons & Simmons	Belgium	1.49	-
Simmons & Simmons	France	3.41	-
Simmons & Simmons	Germany	3.28	-
Simmons & Simmons	Italy	2.74	-
Simmons & Simmons	Luxembourg	13.00	-
Simmons & Simmons	Netherlands	3.23	-
Simmons & Simmons	Spain	4.44	-
Skadden, Arps, Slate, Meagher and Flom LLP	Belgium	11.81	11.76
Skadden, Arps, Slate, Meagher and Flom LLP	France	71.13	86.21
Skadden, Arps, Slate, Meagher and Flom LLP	Germany	48.41	83.33
Skadden, Arps, Slate, Meagher and Flom LLP	Russia	39.40	75.00
Vieira de Almeida & Associados	Portugal	26.58	35.18
Weil, Gotshal & Manges LLP	Czech Republic	24.63	25.49
Weil, Gotshal & Manges LLP	France	4.65	5.26
Weil, Gotshal & Manges LLP	Germany	14.09	28.89
Weil, Gotshal & Manges LLP	Hungary	31.19	33.33
Weil, Gotshal & Manges LLP	Poland	34.04	15.38
White and Case	Belgium	35.36	63.83
White and Case	Czech Republic	14.64	28.00
White and Case	France	9.71	28.02
White and Case	Germany	12.61	27.03
White and Case	Russia	23.07	55.93
White and Case	Spain	40.36	81.82

## EUROPE

White and Case	Turkey	17.07	56.14
White and Case	Finland	7.82	27.27
White and Case	Poland	28.60	32.56
White and Case	Slovakia	37.92	76.92
White and Case	Sweden	5.11	15.56
White and Case	Switzerland	18.40	40.00
Wilmer Cutler Pickering Hale and Dorr LLP	Belgium	4.03	7.14
Wilmer Cutler Pickering Hale and Dorr LLP	Germany	5.34	9.30
Wilmer Cutler Pickering Hale and Dorr LLP	UK – Other	78.35	86.15
Winston & Strawn LLP	France	39.00	13.79

## BELGIUM

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Arnold & Porter LLP	45.75	75.00
Ashurst	31.27	38.10
Cleary Gottlieb Steen & Hamilton LLP	18.41	23.30
Dechert	70.67	100.00
DLA Piper	26.89	41.58
Freshfields Bruckhaus Deringer LLP	6.72	-
Hogan Lovells	15.58	48.39
K & L Gates LLP	0.00	0.00
Latham & Watkins LLP	30.00	75.86
Linklaters LLP	5.17	10.94
Mayer Brown International LLP	47.93	46.67
McDermott Will & Emery LLP	21.85	90.00
Morrison and Foerster	59.86	57.14
Shearman & Sterling LLP	18.33	26.67
Simmons & Simmons	1.49	-
Skadden, Arps, Slate, Meagher and Flom LLP	11.81	11.76
White and Case	35.36	63.83
Wilmer Cutler Pickering Hale and Dorr LLP	4.03	7.14

## CZECH REPUBLIC

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
DLA Piper	3.29	13.64
Kinstellar	2.93	2.56
Weil, Gotshal & Manges LLP	24.63	25.49
White and Case	14.64	28.00

## FRANCE

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	3.39	10.26
Chatain & Associates	3.08	23.08
Cleary Gottlieb Steen & Hamilton LLP	7.92	11.11
Debevoise & Plimpton LLP	28.50	50.00
Dechert	40.69	91.43
DLA Piper	57.51	33.14
Freshfields Bruckhaus Deringer LLP	24.99	-
Hogan Lovells	15.76	22.49
K & L Gates LLP	1.00	3.85
Latham & Watkins LLP	45.11	71.26
Linklaters LLP	2.53	8.52
Mayer Brown International LLP	9.24	23.68
McDermott Will & Emery LLP	18.98	37.50
Orrick, Herrington and Sutcliffe LLP	14.54	29.89
Paul Hastings	51.15	69.23
Reed Smith LLP	15.57	26.09
Shearman & Sterling LLP	11.47	9.20
Simmons & Simmons	3.41	-
Skadden, Arps, Slate, Meagher and Flom LLP	71.13	86.21
Weil, Gotshal & Manges LLP	4.65	5.26
White and Case	9.71	28.02
Winston & Strawn LLP	39.00	13.79



## GERMANY

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	7.68	14.61
Atsumi & Sakai	0.00	0.00
Cleary Gottlieb Steen & Hamilton LLP	1.46	4.29
Debevoise & Plimpton LLP	7.89	22.22
Dechert	48.66	96.88
DLA Piper	9.76	17.55
Freshfields Bruckhaus Deringer LLP	6.10	-
Hogan Lovells	6.15	15.46
K & L Gates LLP	4.03	15.38
Kirkland & Ellis LLP	30.05	64.86
Latham & Watkins LLP	56.76	68.83
Linklaters LLP	2.35	4.63
Mayer Brown International LLP	19.29	32.69
McDermott Will & Emery LLP	34.58	46.24
Morrison and Foerster	47.30	70.27
Orrick, Herrington and Sutcliffe LLP	21.46	70.27
Paul Hastings	21.54	75.00
Reed Smith LLP	23.10	52.50
Shearman & Sterling LLP	7.99	14.29
Simmons & Simmons	3.28	-
Skadden, Arps, Slate, Meagher and Flom LLP	48.41	83.33
Weil, Gotshal & Manges LLP	14.09	28.89
White and Case	12.61	27.03
Wilmer Cutler Pickering Hale and Dorr LLP	5.34	9.30

## ITALY

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	9.46	37.04
Cleary Gottlieb Steen & Hamilton LLP	20.68	26.42
DLA Piper	12.00	18.28
Freshfields Bruckhaus Deringer LLP	6.29	-
Hogan Lovells	4.10	15.73
K & L Gates LLP	2.81	4.76
Latham & Watkins LLP	25.60	53.49
Legance Studio Legale Associato	1.48	3.50
Linklaters LLP	0.99	2.86
McDermott Will & Emery LLP	13.19	33.33
Orrick, Herrington and Sutcliffe LLP	8.57	23.19
Paul Hastings	33.99	92.00
Shearman & Sterling LLP	5.10	18.52
Simmons & Simmons	2.74	-

## LUXEMBOURG

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Dechert	20.86	71.43
DLA Piper	9.93	41.67
Hogan Lovells	1.65	5.00
Linklaters LLP	1.89	8.82
Simmons & Simmons	13.00	-

## NETHERLANDS

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
DLA Piper	14.46	28.70
Freshfields Bruckhaus Deringer LLP	14.44	-
Hogan Lovells	7.32	14.04
Linklaters LLP	1.27	6.00
Simmons & Simmons	3.23	-

## POLAND

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
DLA Piper	29.63	32.65
Hogan Lovells	10.00	30.86
K & L Gates LLP	12.78	29.09
Linklaters LLP	4.63	10.77
Weil, Gotshal & Manges LLP	34.04	15.38
White and Case	28.60	32.56

## RUSSIA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	2.85	7.69
Cleary Gottlieb Steen & Hamilton LLP	3.56	11.11
Debevoise & Plimpton LLP	0.91	4.17
Dechert	87.22	77.78
DLA Piper	29.44	44.29
Freshfields Bruckhaus Deringer LLP	3.39	-
Hogan Lovells	2.81	11.86
K & L Gates LLP	0.00	0.00
Latham & Watkins LLP	93.32	100.00
Linklaters LLP	6.38	14.06
Orrick, Herrington and Sutcliffe LLP	31.33	88.89
Skadden, Arps, Slate, Meagher and Flom LLP	39.40	75.00
White and Case	23.07	55.93

## SLOVAKIA

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
DLA Piper	32.14	71.43
Hillbridges, s.r.o.	33.35	41.18
Kinstellar	6.97	13.33
White and Case	37.92	76.92

## SPAIN

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Ashurst	18.62	47.69
DLA Piper	6.59	12.00
Freshfields Bruckhaus Deringer LLP	0.70	-
Hogan Lovells	16.94	42.61
Latham & Watkins LLP	59.39	94.44
Lexing Spain SL	16.00	100.00
Linklaters LLP	2.79	9.84
Simmons & Simmons	4.44	-
White and Case	40.36	81.82



## SWITZERLAND

FIRM NAME	AVERAGE HOURS PER FEE EARNER	FEE EARNERS WITH 10+ HOURS OF PRO BONO (%)
Akin Gump Strauss Hauer & Feld LLP	38.38	50.00
Lalive	2.60	6.49
Orrick, Herrington and Sutcliffe LLP	0.00	0.00
White and Case	18.40	40.00