



**DONAHUE GALLAGHER WOODS LLP
PRO BONO POLICY**

Firm lawyers are actively encouraged to participate in pro bono activities approved by the firm and to serve on boards and committees of community service organizations. The firm gives associates and legal assistants billable hour credit for all hours spent in approved pro bono matters. There is no cap in the number of credit hours given. The firm defines a "pro bono matter" as legal services rendered to a client who would not otherwise have the means to pay for such services, with no expectation of a fee recovery from the client. Contingent fee cases are not considered pro bono matters.