

Leonard, Street and Deinard Pro Bono Policy

It is a goal of Leonard, Street and Deinard to make a significant and continuing contribution, through its lawyers, legal assistants and support staff, to providing legal services to persons of limited means. As members of the Bar, firm lawyers acknowledge their obligation to participate in providing necessary legal services to those who cannot afford to pay all or a portion of the normal fees for such services. All lawyers are requested and encouraged to devote a portion of their time to help fulfill that obligation. Lawyers are assured that secretarial, legal assistant and all other office support is available for pro bono matters to the same extent as for billable matters.

We have taken four significant steps to reinforce the firm's commitment to providing legal services to persons of limited means. First, the firm has established a Pro Bono Committee, consisting of three shareholders, three associates, a paralegal and the coordinator of the Leonard, Street and Deinard Legal Clinic, to be responsible for administration of firm pro bono activities, and to make policy recommendations to the Executive Committee. The Pro Bono Committee will be responsible for oversight of the Leonard, Street and Deinard Legal Clinic, and will make known to other legal aid organizations, such as Legal Advice Clinics, the commitment of this firm to provide pro bono services. The Pro Bono Committee will encourage firm lawyers to participate in pro bono activities, and will monitor the extent and effectiveness of the pro bono activity of the firm's lawyers.

The co-chairs of the Pro Bono Committee, or a member of the Committee designated by the co-chairs, will consult with the appropriate Department Head or Division Chair in determining who may be available or appropriate to take on a pro bono matter (other than a matter arising from the Legal Clinic and assigned to a lawyer through normal Clinic procedures). In certain circumstances, with the agreement of the appropriate Department Head or Division Chair, lawyers may be assigned to assist in handling a pro bono matter (for example, where other lawyers are unexpectedly unavailable to handle the assignment or where the expertise of the particular lawyer is important). No associate should be assigned by a shareholder to a pro bono matter without the prior approval of the Pro Bono Committee and the applicable Division Chair or Department Head.

Second, lawyers will be given credit for pro bono activities up to 100 hours per year against their billable time goals. Pro bono work assigned to legal assistants, case clerks and other timekeepers, for pro bono activities under the supervision or direction of a lawyer working on a pro bono matter, will be treated no differently from work assigned on billable matters. The credit for lawyers will be given for legal

representation of persons of limited means or for legal services provided to groups or organizations whose primary purpose is to serve persons of limited means or to address social needs. It is expected that any such organization would qualify as a tax exempt organization under Section 501(c)(3) of the Internal Revenue Code. Pro bono activity does not include service by a lawyer on boards or committees of such organizations. However, if the lawyer provides legal services to the board or committees of such an organization, the time expended in providing such legal services will qualify as pro bono activity . Generally, the firm anticipates that any legal services that qualify as pro bono activities for the purposes of the ABA's Law Firm Pro Bono Challenge will be eligible for credit. The credit is neither a ceiling nor a floor on the amount of pro bono work which a lawyer might do. It simply reflects the firm's recognition that such work is an important component of our practice. Lawyers may receive credit against billable time goals in excess of 100 hours if such excess is approved in advance by the Pro Bono Committee and the applicable Division Chair or Department Head. This policy does not preclude lawyers from obtaining credit, on an ad hoc basis, for other public service work approved by the firm.

Third, the firm has created the Leonard, Street and Deinard Legal Clinic in the Phillips Neighborhood of Minneapolis, to focus the firm's pro bono legal services activity, and to provide services in conjunction with the Community-University Health Care Center to the Health Care Center's patients and to the residents of the Phillips Neighborhood. The Legal Clinic is not intended to be the exclusive means by which the firm's lawyers provide pro bono legal services; the firm's lawyers are encouraged to provide legal services through other organizations and on an individual basis, as well as through the Legal Clinic.

Fourth, the firm has accepted the ABA Law Firm Pro Bono Challenge by agreeing to contribute annually, at a minimum, an amount of time to pro bono work equal to 3 to 5 percent of the firm's total billable hours. The firm has further agreed that, in meeting our pro bono goals, a majority of the minimum pro bono time contributed by our firm should consist of the delivery of legal services on a pro bono basis to persons of limited means, or to non-profit organizations which are designed primarily to address the needs of persons of limited means, and that the firm will use our best efforts to ensure that a majority of both shareholders and associates in the firm participate annually in pro bono activities.

Although this Policy does not extend to "community service" activities of the firm's lawyers, the firm encourages its lawyers to participate actively in the life of the community through religious, civic, cultural, educational and other organizations, groups and activities. This participation is an honored tradition of the firm, and should continue. Such community service activities, however, will not count toward fulfillment of

the ABA Challenge, nor will the time devoted to those activities count for purposes of the billable hour credit.

The firm will periodically review the amount of time spent on pro bono activities to determine how well we are fulfilling our commitment. In particular, the Pro Bono Committee will report at least annually on the prior year's activities and on whether the ABA Pro Bono Challenge has been met.