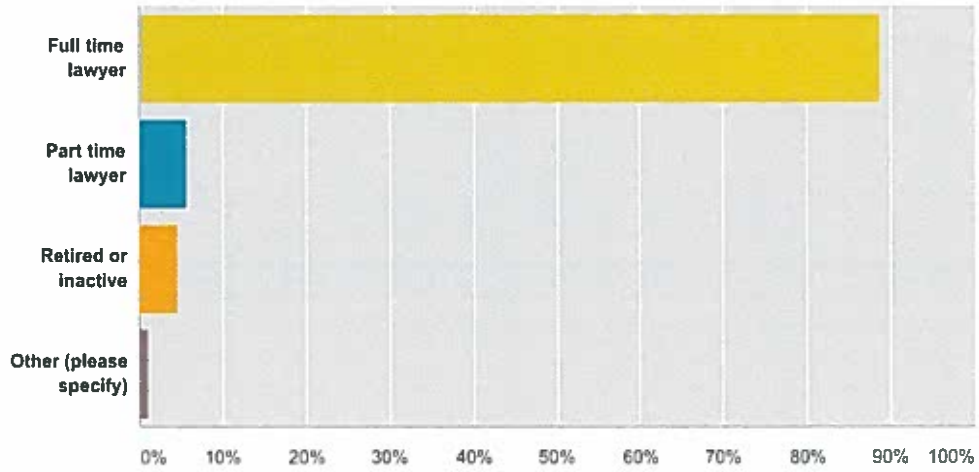


# EXHIBIT A

## Solo Practitioner/Small Firm Survey

### Q1 Which one of these describes you best?

Answered: 194 Skipped: 1



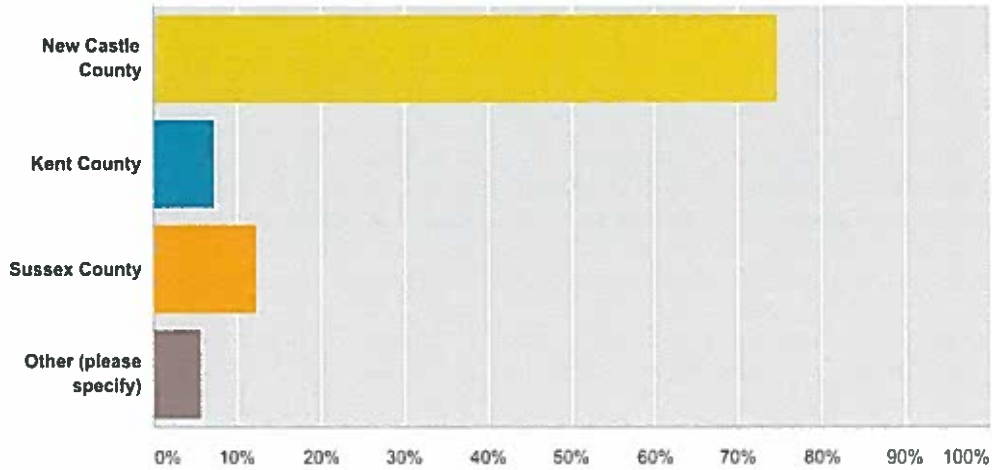
Answer Choices	Responses
Full time lawyer	88.66% 172
Part time lawyer	5.67% 11
Retired or inactive	4.64% 9
Other (please specify)	1.03% 2
<b>Total</b>	<b>194</b>

#	Other (please specify)	Date
1	hearing officer for State	7/29/2015 7:19 AM
2	Full time until about 2 months ago. Now retired.	7/28/2015 12:10 PM

Solo Practitioner/Small Firm Survey

**Q2 In which county do you primarily practice?**

Answered: 194 Skipped: 1



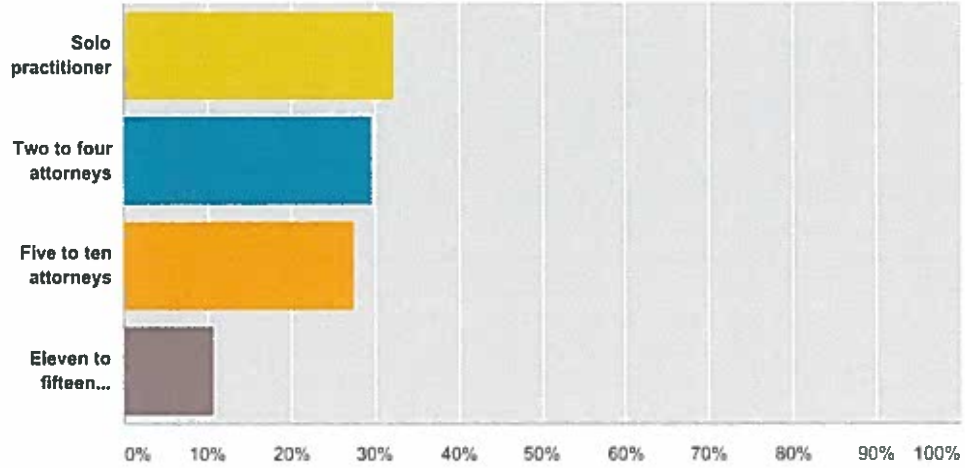
Answer Choices	Responses	
New Castle County	74.74%	145
Kent County	7.22%	14
Sussex County	12.37%	24
Other (please specify)	5.67%	11
<b>Total</b>		<b>194</b>

#	Other (please specify)	Date
1	Pennsylvania (although I am licensed in Delaware, as well)	8/28/2015 10:27 PM
2	Pennsylvania	8/17/2015 6:08 PM
3	State wide	7/30/2015 11:26 AM
4	Kent and Sussex	7/29/2015 3:23 PM
5	inactive, currently living in Illinois	7/28/2015 12:57 PM
6	All three counties as needed.	7/28/2015 12:47 PM
7	all three counties	7/28/2015 12:10 PM
8	All 3	7/28/2015 11:37 AM
9	Kent and NCC	7/28/2015 11:36 AM
10	Kent and Sussex	7/28/2015 11:34 AM
11	New Jersey	7/28/2015 11:34 AM

## Solo Practitioner/Small Firm Survey

### Q3 Please indicate the size of your practice.

Answered: 189 Skipped: 6



Answer Choices	Responses
Solo practitioner	32.28% 61
Two to four attorneys	29.63% 56
Five to ten attorneys	27.51% 52
Eleven to fifteen attorneys. If more than ten attorneys, please specify the number.	10.58% 20
<b>Total</b>	<b>189</b>

#	Eleven to fifteen attorneys. If more than ten attorneys, please specify the number.	Date
1	30	8/3/2015 7:44 PM
2	14	7/30/2015 12:25 PM
3	15	7/30/2015 11:49 AM
4	21	7/28/2015 5:09 PM
5	15	7/28/2015 2:13 PM
6	15	7/28/2015 1:22 PM
7	30	7/28/2015 1:18 PM
8	19	7/28/2015 1:01 PM
9	24	7/28/2015 11:55 AM
10	15	7/28/2015 11:52 AM
11	14	7/28/2015 11:50 AM
12	15	7/28/2015 11:48 AM
13	15	7/28/2015 11:48 AM
14	11	7/28/2015 11:43 AM
15	65	7/28/2015 11:43 AM
16	18	7/28/2015 11:43 AM

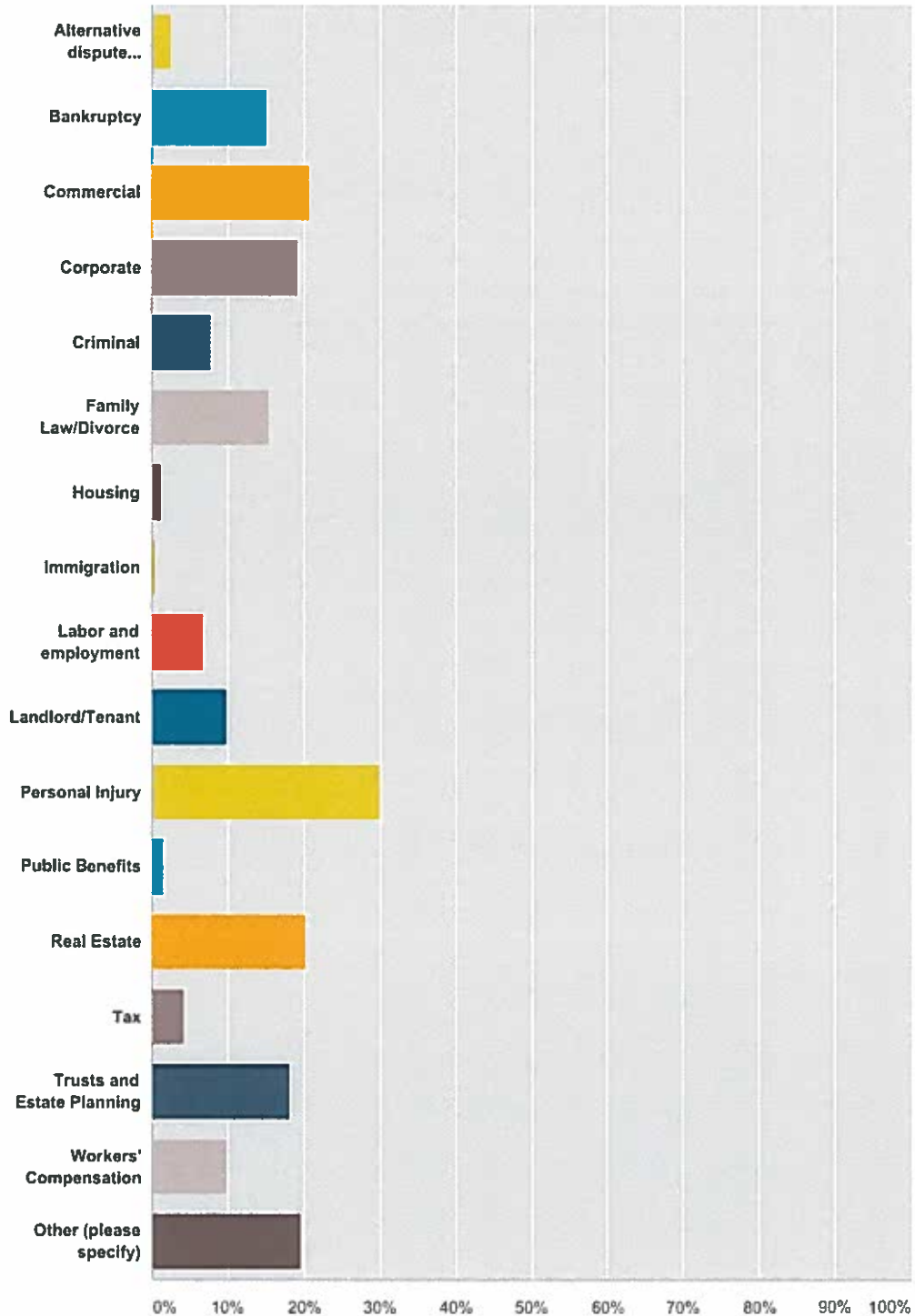
### Solo Practitioner/Small Firm Survey

17	16	7/28/2015 11:35 AM
18	15	7/28/2015 11:34 AM
19	16	7/28/2015 11:33 AM
20	25	7/28/2015 11:33 AM

Solo Practitioner/Small Firm Survey

Q4 What are your primary areas of practice?

Answered: 193 Skipped: 2



Answer Choices	Responses
Alternative dispute resolution	2.59% 5

## Solo Practitioner/Small Firm Survey

Bankruptcy	15.03%	29
Commercial	20.73%	40
Corporate	19.17%	37
Criminal	7.77%	15
Family Law/Divorce	15.54%	30
Housing	1.04%	2
Immigration	0.52%	1
Labor and employment	6.74%	13
Landlord/Tenant	9.84%	19
Personal Injury	30.05%	58
Public Benefits	1.55%	3
Real Estate	20.21%	39
Tax	4.15%	8
Trusts and Estate Planning	18.13%	35
Workers' Compensation	9.84%	19
Other (please specify)	19.69%	38
<b>Total Respondents: 193</b>		

#	Other (please specify)	Date
1	Intellectual Property	8/28/2015 6:13 PM
2	Trust and Estate Administration	8/27/2015 10:30 AM
3	General litigation	8/25/2015 9:25 AM
4	Insurance coverage disputes	8/3/2015 6:09 PM
5	Litigation	8/3/2015 12:04 PM
6	Debt collection	7/31/2015 10:46 AM
7	Government/Administrative Law	7/30/2015 5:22 PM
8	general legal services	7/30/2015 12:25 PM
9	General civil litigation	7/30/2015 9:43 AM
10	guardianships and probate	7/29/2015 4:06 PM
11	Our firm handles a range of practices	7/29/2015 3:23 PM
12	Professional Responsibility	7/29/2015 9:52 AM
13	elder law	7/29/2015 6:23 AM
14	Litigation	7/28/2015 7:17 PM
15	Prison cases	7/28/2015 5:04 PM
16	Intellectual Property	7/28/2015 4:02 PM
17	IP	7/28/2015 3:57 PM
18	Insurance Defense	7/28/2015 2:00 PM
19	municipal, land use, HOA	7/28/2015 1:43 PM

## Solo Practitioner/Small Firm Survey

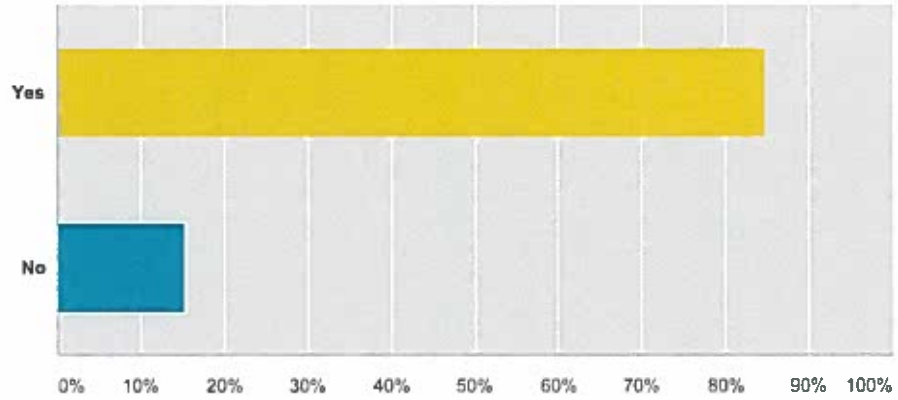
20	Litigation (corporate and fiduciary)	7/28/2015 1:22 PM
21	professional liability	7/28/2015 1:10 PM
22	Administrative law; State licensing law	7/28/2015 1:08 PM
23	Defense of legal malpractice and functioning as Special Master in Fed. Ct.	7/28/2015 12:45 PM
24	collection	7/28/2015 12:14 PM
25	foreclosure, replevins, evictions	7/28/2015 12:10 PM
26	Consumer	7/28/2015 11:57 AM
27	estate	7/28/2015 11:51 AM
28	Estate Probate, general civil litigation	7/28/2015 11:49 AM
29	IP, Environmental	7/28/2015 11:48 AM
30	torts, civil liberties	7/28/2015 11:46 AM
31	Misc.	7/28/2015 11:45 AM
32	Health law	7/28/2015 11:40 AM
33	municipal / litigation	7/28/2015 11:39 AM
34	Consumer law under FCRA FDCPA	7/28/2015 11:38 AM
35	Intellectual Property Litigation	7/28/2015 11:37 AM
36	not able to specify because system keeps rejecting	7/28/2015 11:36 AM
37	Administrative/Environmental	7/28/2015 11:35 AM
38	Administrative Approvals and Land Use Approvals	7/28/2015 11:34 AM



## Solo Practitioner/Small Firm Survey

### Q5 Are you generally satisfied as a solo or small firm practitioner?

Answered: 150 Skipped: 45



Answer Choices	Responses	
Yes	84.67%	127
No	15.33%	23
<b>Total</b>		<b>150</b>

## Solo Practitioner/Small Firm Survey

### Q6 If you are a solo practitioner, why have you chosen to practice alone?

Answered: 67 Skipped: 128

#	Responses	Date
1	autonomy	8/28/2015 5:47 PM
2	Solo practitioner status permits me autonomy and accordingly, flexibility.	8/28/2015 2:20 PM
3	I am in transition to closing practice and returning to a larger practice.	8/27/2015 10:32 AM
4	Sex discrimination would have forced me out of practice even sooner if I had tried to stay in law firms or in-house legal departments.	8/17/2015 6:14 PM
5	Flexibility in practice	8/11/2015 5:01 PM
6	just worked out that way	8/11/2015 3:15 PM
7	I am an in-house consultant to a small company	8/8/2015 1:20 PM
8	Greater autonomy, greater accountability, greater flexibility as to work hours and quality-of-life issues; an escape from all office politics.	8/3/2015 6:28 PM
9	N/A	8/3/2015 11:01 AM
10	I became a solo practitioner after my former partners (my sister and my father) took the bench and passed away, respectively. I have brought on two other partners/associates that did not work out.	8/3/2015 10:57 AM
11	Cant find good, affordable associates.	8/2/2015 2:01 PM
12	Independence	7/31/2015 10:53 AM
13	Flexibility and control.	7/30/2015 8:12 PM
14	Control of practice and financial benefits.	7/30/2015 5:39 PM
15	N/A	7/30/2015 12:15 PM
16	More control over work and schedule	7/30/2015 10:44 AM
17	limited clientele, age	7/29/2015 6:12 PM
18	independence	7/29/2015 4:58 PM
19	Many years as part of big company. Time for a change.	7/29/2015 4:15 PM
20	Get to pick my own cases, which conferences to attend and the direction/focus of my practice.	7/29/2015 4:08 PM
21	self-reliance; Independence; 100% equity	7/29/2015 4:01 PM
22	I am general counsel. It allows me the flexibility that I seek and I am not pigeon holed into one area of the law.	7/29/2015 2:15 PM
23	Independence and an opportunity to choose cases and clients	7/29/2015 1:13 PM
24	N/A	7/29/2015 10:02 AM
25	N/A	7/29/2015 8:47 AM
26	LEAD TO RETIREMENT	7/28/2015 11:32 PM
27	Better financial opportunity	7/28/2015 5:55 PM
28	Lower billing rate helps my clients; lack of big firm administration, interruptions and billing requirements.	7/28/2015 4:17 PM
29	Subsequent to the economic crash of 2008-2009 I found myself with no job prospects due to the collapse of the firm I was an associate with. I opened a solo practice out of necessity.	7/28/2015 4:08 PM
30	Enjoy being my own boss, having the ability to control my schedule because of need to care for family members with illnesses, etc.	7/28/2015 3:21 PM
31	Wanting to be independent. To essentially work for myself.	7/28/2015 3:00 PM

## Solo Practitioner/Small Firm Survey

32	Currently almost a solo and a solo for many years. I practiced alone because of the perceived instability of practicing with others and the politics of large firms.	7/28/2015 2:15 PM
33	I was in solo practice from 1997 through 2000. I was not able to effectively balance my family, life, and work requirements, and could not grow a practice by myself.	7/28/2015 1:52 PM
34	Greater freedom to take the cases I want and to make my own schedule.	7/28/2015 1:38 PM
35	Not very good at job searching; wanted part time practice	7/28/2015 1:03 PM
36	I enjoy working for myself. Previously was employed by a large corporate employer and did not enjoy it	7/28/2015 12:51 PM
37	I have been a few firms and find working for myself is best for me.	7/28/2015 12:44 PM
38	most control over practice, no need for partners	7/28/2015 12:39 PM
39	Haven't found the right fit for a partner and the economics of hiring an associate have not necessarily been justified.	7/28/2015 12:37 PM
40	I do not play well with others.	7/28/2015 12:31 PM
41	Independence and the opportunity to be rewarded directly for the quality and volume of my work	7/28/2015 12:15 PM
42	I prefer to work my own way.	7/28/2015 12:11 PM
43	I was thrust into a solo practice by dissolution of the small firm I was with. Initially it was satisfactory, as I was able to share office space and staff with several other solo/small firm practitioners. I was able to practice in fields I preferred, and handle clients I chose,	7/28/2015 12:03 PM
44	I can control who I represent	7/28/2015 12:03 PM
45	When I was one, I did so because I felt that was the best way I could grow my business; freedom from most conflicts, a non-threatening vehicle to take referrals from other larger Delaware firms; and freedom from self-interested interference by other firm lawyers.	7/28/2015 12:01 PM
46	I prefer it	7/28/2015 11:59 AM
47	Want to work alone	7/28/2015 11:58 AM
48	Cost to hire an associate and desire to run own practice and be my own boss	7/28/2015 11:57 AM
49	n/a	7/28/2015 11:57 AM
50	Independence	7/28/2015 11:56 AM
51	More autonomy to choose cases	7/28/2015 11:56 AM
52	I was in a large firm and was not happy with all of the "politics" that went along with the practice of law.	7/28/2015 11:55 AM
53	Not a choice.	7/28/2015 11:55 AM
54	I was a solo practitioner from 1992 to 2013 because I did not want to manage staff. My son joined my practice in 2013 and was admitted to the Delaware bar in 2014. He will be managing me.	7/28/2015 11:54 AM
55	Because very few in Delaware practices in this area of law. There are only 2 NACA members in Delaware.	7/28/2015 11:53 AM
56	I need to practice part time, and most firms will not accommodate this. When firms do accommodate part time employment, you are generally discriminated against.	7/28/2015 11:52 AM
57	It chose me.	7/28/2015 11:50 AM
58	I would prefer to have an additional attorney or two in the office, and am looking to hire	7/28/2015 11:49 AM
59	Retirement	7/28/2015 11:45 AM
60	Limited opportunities for lawyers who practice employee side employment law	7/28/2015 11:44 AM
61	Necessity.	7/28/2015 11:42 AM
62	Control over work process/schedule	7/28/2015 11:42 AM
63	It just happened, and then it was easier to stay a solo rather than find a partner or partners.	7/28/2015 11:42 AM
64	n/a	7/28/2015 11:41 AM
65	lower overhead, do not need a lot of support staff or junior lawyers, flexibility.	7/28/2015 11:38 AM
66	N/A	7/28/2015 11:38 AM
67	N/A	7/28/2015 11:37 AM

## Solo Practitioner/Small Firm Survey

### Q7 What are the greatest challenges you face as a solo or small firm practitioner?

Answered: 121 Skipped: 74

#	Responses	Date
1	I do not face challenges in my Philadelphia-based PA practice, where I am affiliated "of counsel" with a firm which includes three full-time attorneys plus a support staff. My challenge is in Delaware, where I do not practice because of the "bona fide office" requirement. Considering that I have professional liability insurance, I do not understand why Delaware imposes that requirement. In re Doughty, 832 A.2d 724 (Delaware 9/17/2003) notes that the ODC acknowledged that, between January 1, 1995, and April 6, 1999, Supreme Court Rule 12 allowed an active member of the Delaware Bar with an office address outside of Delaware to sign papers to be filed with the Court as long as the lawyer had a Delaware address that was not a post office box at which the lawyer could receive service of process. Effective April 6, 1999, Rule 12 was amended so that all Delaware lawyers are required to maintain a "bona fide office" in Delaware in order to appear before the Delaware Supreme Court. (See Doughty, footnote 11). I would like to see the Delaware Supreme Court revise Rule 12 to eliminate the "bona fide office" requirement.	8/28/2015 10:30 PM
2	managing the business aspect of the practice	8/28/2015 5:47 PM
3	Managing court appointed representation in Family Court.	8/28/2015 2:20 PM
4	Lack of other opinions/economy of scale	8/25/2015 9:28 AM
5	Continually developing business	8/18/2015 5:15 PM
6	Lack of money and cash flow Negative perceptions of me followed by anger that I'm better than was wanted by corporate legal department that engages me	8/17/2015 6:14 PM
7	The operational and administrative expenses of technology and compliance issues are much higher per capital on smaller firms and the smaller firms are more heavily scrutinized.	8/17/2015 10:08 AM
8	no support	8/11/2015 3:15 PM
9	Access to areas of specialization. Need to rely on larger firms.	8/8/2015 1:20 PM
10	Client development and relationships between partners.	8/7/2015 10:15 AM
11	The litigation playing field isn't level in Delaware. Judges seek to avoid giving offense to the U.S. Chamber, and this attitude is reflected in their rulings. But the commercial world will not come crashing down if the rights of ordinary consumers are occasionally upheld. If I could secure a level playing field in all my cases, the quality of my work life would be improved dramatically – as would the administration of justice.	8/3/2015 6:28 PM
12	Accessing the resources to improve my representation	8/3/2015 5:02 PM
13	Variability of work load	8/3/2015 12:06 PM
14	Maintaining structure	8/3/2015 11:38 AM
15	Providing the best service possible with fewer resources.	8/3/2015 11:01 AM
16	Balancing the administration of the business with the representation of the clients.	8/3/2015 10:57 AM
17	Overhead. Hiring associates. Can't compete with larger practice salaries.	8/2/2015 2:01 PM
18	Getting case to trial in a reasonable period of time because trial dates are given so far out. Justice being delayed in civil cases. Watching dozens of attorneys have to sit in criminal case review proceedings for hours in order to talk to a Judge for scheduling matters (If the court ordered the DAGs and defense attys to handle the discovery plea scheduling and appearance scheduling on their own within a certain timeframe (and sanctioned attys and DAGs for not getting things done so attys and DAGs don't manipulate the system to their client's advantage, a lot of people, including judges, ct. Staff, def attys and DAGs would have time to do other work. The key, the attys and DAGs have to meet and deal with each other in their offices, not in the Courthouse. The judges should not have to babysit the attys and DAGs. The attys and DAGs should come to ct for constitutionally required appearances, and to present and argue motions, enter pleas, evidentiary hearings, trials and sentencing hearings.	7/31/2015 4:21 PM
19	Having enough time to practice law - and manage a business.	7/31/2015 10:53 AM
20	Efforts by large firms to overwhelm us with frivolous tactics.	7/30/2015 9:38 PM
21	Administrative resources and access to other practitioners for questions.	7/30/2015 8:12 PM

## Solo Practitioner/Small Firm Survey

22	Unpredictable work flow. Time management (work v. personal obligations).	7/30/2015 5:39 PM
23	Insurance company abuses of legal system including the filing of superfluous motions, constraining Case Scheduling Orders, lack of mandatory arbitration system such as was present with old Rule 16.	7/30/2015 3:53 PM
24	Resources limited and need/demand for our services outstrips. Most of our cases are not fee generating so there is no place for people to get help.	7/30/2015 12:38 PM
25	access to resources	7/30/2015 12:15 PM
26	Limited coverage	7/30/2015 10:44 AM
27	Finding time to accomplish everything while having quality family time.	7/30/2015 10:26 AM
28	Time management. We do not have associates to help carry the load. And, our lower income makes it more difficult to donate services	7/29/2015 9:28 PM
29	getting work done on a timely basis	7/29/2015 6:12 PM
30	lack of other attorneys within the office to bounce ideas off	7/29/2015 4:58 PM
31	Medical/health insurance under the new law and regulations.	7/29/2015 4:15 PM
32	Finding / keeping good help with what appear to be limited opportunities for advancement.	7/29/2015 4:08 PM
33	managing the business end of the business: staffing, payroll, etc	7/29/2015 4:01 PM
34	Time management	7/29/2015 3:27 PM
35	Not enough support staff Not enough time	7/29/2015 3:08 PM
36	I do not have co-workers to bounce things off and my legal resources (access to case law and support staff) more limited.	7/29/2015 2:15 PM
37	Relevant continuing education opportunities Over-regulation of the bar	7/29/2015 1:13 PM
38	Continued source of business	7/29/2015 10:49 AM
39	Managing time and managing people	7/29/2015 10:02 AM
40	Balancing obligations to clients with firm management responsibilities.	7/29/2015 8:47 AM
41	being required to do family court appointments when I am not competent to handle those cases and not having anyone in my firm to do them for me	7/29/2015 6:26 AM
42	TIME DEMANDS	7/28/2015 11:32 PM
43	Hiring and recruitment of top-notch lawyers	7/28/2015 9:08 PM
44	Not enough hours in a day to get my work completed.	7/28/2015 6:10 PM
45	Insufficient resources and support-staff.	7/28/2015 6:07 PM
46	I don't think there are great challenges.	7/28/2015 5:55 PM
47	Making time to practice law.	7/28/2015 4:17 PM
48	Cash flow (some clients tend to pay slow or not pay at all) and staying on top of the administrative and bookkeeping requirements.	7/28/2015 4:08 PM
49	business generation	7/28/2015 3:42 PM
50	Locating the proper attorney to whom I can refer matters that I do not handle, making time for vacations out of town	7/28/2015 3:21 PM
51	Litigating cases against larger firms with multiple attorneys, legal assistants and staff	7/28/2015 3:16 PM
52	Lack of resources available in comparison to large firms	7/28/2015 3:11 PM
53	Making sure that my staff and the bills are paid.	7/28/2015 3:00 PM
54	Technology	7/28/2015 3:00 PM
55	juggling case management with personnel and office administration issues.	7/28/2015 2:57 PM
56	practice management	7/28/2015 2:48 PM
57	advertising and having enough work	7/28/2015 2:38 PM
58	It is hard to perform the administrative duties faithfully. Simply not enough time.	7/28/2015 2:15 PM

## Solo Practitioner/Small Firm Survey

59	The requirements of discovery. Conducting by myself, or overseeing the conduct of, the harvest of tens or hundreds of thousands of electronic documents, the review of those documents, the preparation of privilege and redaction logs according to the standards of Delaware courts, and endless letters among the parties' counsel, takes enormous amounts of time and resources. It is far too easy for large firms to put litigation pressure on smaller firms through these processes. In addition, I cannot take any vacations or time off.	7/28/2015 1:55 PM
60	My greatest challenge was obtaining payment that matched my efforts. I also determined that I was going to have too much overhead for accounting and bookkeeping. I tended to be client centered and that took time from family.	7/28/2015 1:52 PM
61	Being able to take a day off and not having another attorney to be in the office to handle anything that may come up.	7/28/2015 1:38 PM
62	Management was the biggest challenge of being at a small firm.	7/28/2015 1:24 PM
63	ODC hovering over a steep learning curve.	7/28/2015 1:21 PM
64	Competition and effective marketing	7/28/2015 1:04 PM
65	Billing and time keeping	7/28/2015 1:03 PM
66	More work than time to get it done	7/28/2015 12:51 PM
67	Time management and rainmaking.	7/28/2015 12:51 PM
68	The exorbitant resources it takes just to overcome summary judgment; our resources v. insurance co.'s endless resources	7/28/2015 12:48 PM
69	Generating clients.	7/28/2015 12:44 PM
70	Fewer resources & balancing cost of resources with potential income.	7/28/2015 12:41 PM
71	getting paid by clients	7/28/2015 12:39 PM
72	In the last couple of years, rising costs of doing business. For example, labor costs, health insurance costs have sky rocketed. As a result, cash flow has become a bigger issue than ever.	7/28/2015 12:37 PM
73	I assume the same as any lawyer: demanding clients, time pressures, family life.	7/28/2015 12:31 PM
74	Business issues taking time from practice.	7/28/2015 12:17 PM
75	Federal government over regulation of my area of practice via our banking and lender clients.	7/28/2015 12:15 PM
76	Over head just keeps going up.	7/28/2015 12:11 PM
77	Staffing, and overseeing the administrative aspects of practicing law, such as account management, receivables, and case management.	7/28/2015 12:03 PM
78	just one in particular does not stand out	7/28/2015 12:03 PM
79	Monitoring receivables and getting clients to pay bills before they pile up; keeping the firm books in proper order; balancing business needs with court, ethical, and at times moral requirements; ensuring the Court receives a quality product.	7/28/2015 12:01 PM
80	If I am sick - no one to cover	7/28/2015 11:59 AM
81	Payment of expenses	7/28/2015 11:58 AM
82	Juggling court calendar with home-life and time for vacation, managing a staff, and being in compliance with all laws, rules and regulations to manage clients' money but also to have necessary insurance, licenses, and taxes withheld from staff's pay checks	7/28/2015 11:57 AM
83	Resources	7/28/2015 11:57 AM
84	Collecting fees Competing with the larger firms for the same types of cases	7/28/2015 11:57 AM
85	Finding, retaining, qualified staff	7/28/2015 11:56 AM
86	Running a business and being a lawyer with little to no outside help or collaboration.	7/28/2015 11:56 AM
87	Time budgeting and cash flow when one or more clients are slow in paying bills.	7/28/2015 11:55 AM
88	Running the practice as a business which takes away time from practicing law.	7/28/2015 11:55 AM
89	Making sure I have adequate coverage and having other attorneys to confer with on an informal basis.	7/28/2015 11:55 AM
90	Keeping up with technology.	7/28/2015 11:54 AM
91	Lack of forms and the ability to run ideas past other attorneys	7/28/2015 11:54 AM

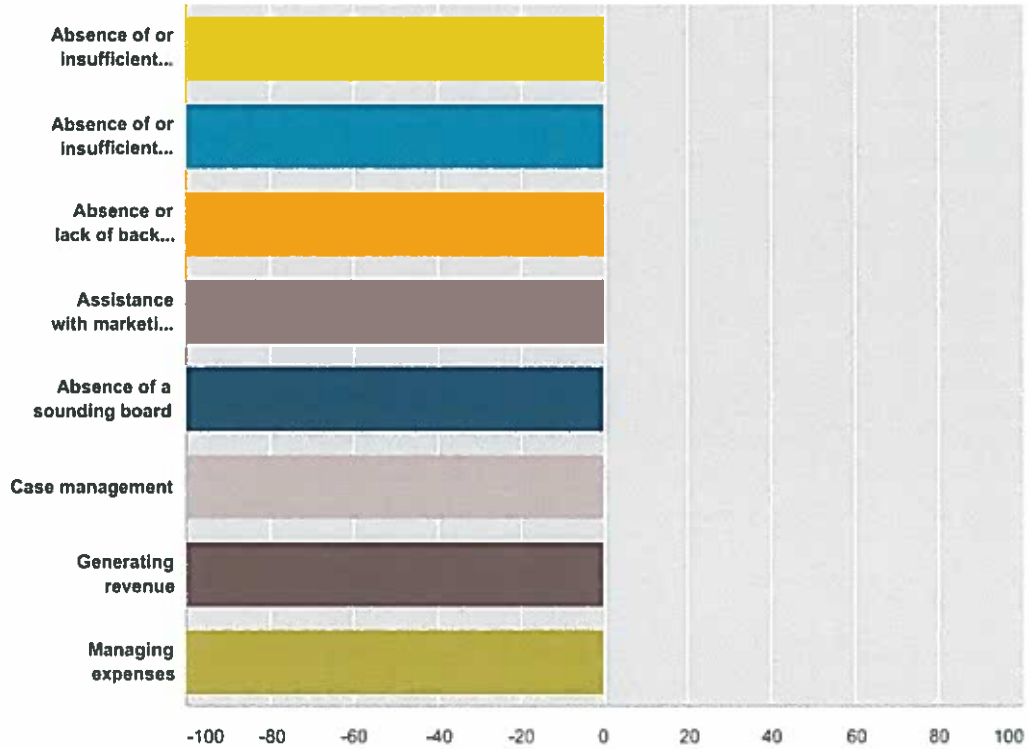
## Solo Practitioner/Small Firm Survey

92	Administrative tasks (filing/time keeping) Bookkeeping (It took me a year to find a good bookkeeper (Cover & Rossiter) who wanted to work with a small firm.)	7/28/2015 11:53 AM
93	Financially supporting the office and affording to pay enough staff to manage the case load. Difficulty when needing medical leave and case coverage.	7/28/2015 11:53 AM
94	Lack of resources available when working alone. Difficulty getting documents hand delivered, major photo copy projects, etc.	7/28/2015 11:52 AM
95	Client building.	7/28/2015 11:52 AM
96	Delaware solo attorneys need ONE centralized, online resource for all of their practice needs. This must be funded through the DSBA and be built completely from scratch - you need completely new websites and technology and a budget to pay web developers to build it all out for you so that your site and all of its features are accessible on Android and IOS, and are running the latest and best versions of everything, be it browser-based or native app-based.	7/28/2015 11:50 AM
97	Stability. Keeping up with electronic filing and other court requirements.	7/28/2015 11:50 AM
98	Time management, especially if there are numerous court appearances and deadlines for specific times during the day (4 pm).	7/28/2015 11:49 AM
99	Having to address/handle all administrative matters AND client matters; have no one in office to consult with on strategies, client matters.	7/28/2015 11:49 AM
100	Controlling the business/financial aspects of the Firm while also getting all client work completed.	7/28/2015 11:49 AM
101	Keeping up with the administrative matters	7/28/2015 11:47 AM
102	HR	7/28/2015 11:46 AM
103	Administrative support	7/28/2015 11:45 AM
104	Finding time to undertake and cost of sufficient marketing	7/28/2015 11:45 AM
105	Low salary	7/28/2015 11:45 AM
106	Keeping expenses low for the clients.	7/28/2015 11:44 AM
107	Costs for clients	7/28/2015 11:44 AM
108	adequate staffing	7/28/2015 11:43 AM
109	Costs and collecting bills from clients.	7/28/2015 11:42 AM
110	time management/human resources	7/28/2015 11:42 AM
111	Firm management, support staff and case coverage	7/28/2015 11:42 AM
112	The first five categories of the next question are not phrased well - they assume the absence of something.	7/28/2015 11:42 AM
113	Back up in emergencies. Sharing ideas/strategies.	7/28/2015 11:42 AM
114	Affordable health insurance coverage for staff and attorneys; competing with firms that file briefs at midnight	7/28/2015 11:41 AM
115	Court appointments to areas of law outside of chosen field	7/28/2015 11:40 AM
116	Balancing workflow. Delayed payments from clients and carriers.	7/28/2015 11:38 AM
117	uneven cash flow	7/28/2015 11:38 AM
118	Getting clients to understand we do not have magic wands and cannot make the court move any faster.	7/28/2015 11:38 AM
119	Clients' ability to pay	7/28/2015 11:38 AM
120	Staffing	7/28/2015 11:37 AM
121	Courts assuming that we have unlimited resources for discovery, filing fees, etc.	7/28/2015 11:37 AM

Solo Practitioner/Small Firm Survey

**Q8 Please assess the impact of each of the challenges below on a scale of 1-5 with 1 having no impact and 5 being very impactful.**

Answered: 149 Skipped: 46



	1	2	3	4	5	Total	Weighted Average
Absence of or insufficient support staff	19.18% 28	14.38% 21	17.12% 25	26.03% 38	23.29% 34	146	-100.00
Absence of or insufficient technology support	29.45% 43	19.86% 29	20.55% 30	18.49% 27	11.64% 17	146	-100.00
Absence or lack of back-up help when unavailable due to illness, vacation or other personal issues	21.77% 32	19.73% 29	17.69% 26	23.81% 35	17.01% 25	147	-100.00
Assistance with marketing and development techniques, including the use of social media	26.90% 39	26.21% 38	23.45% 34	16.55% 24	6.90% 10	145	-100.00
Absence of a sounding board	34.01% 50	21.77% 32	14.97% 22	14.97% 22	14.29% 21	147	-100.00
Case management	26.03% 38	30.14% 44	26.71% 39	13.01% 19	4.11% 6	146	-100.00
Generating revenue	23.81% 35	11.56% 17	27.21% 40	16.33% 24	21.09% 31	147	-100.00
Managing expenses	23.45% 34	22.76% 33	26.21% 38	17.93% 26	9.66% 14	145	-100.00



## Solo Practitioner/Small Firm Survey

### Q9 Which management or administrative issues do you find most challenging?

Answered: 115 Skipped: 80

#	Responses	Date
1	See response to #7, concerning Delaware's "bona fide office" requirement. That requirement also limits the availability of legal services to people of limited means. That is, unless I am admitted Pro Hac Vice, I cannot represent underserved litigants in the Delaware Courts.	8/28/2015 10:30 PM
2	generating revenue	8/28/2015 5:47 PM
3	Time spent on administrative matters	8/25/2015 9:28 AM
4	Managing support staff	8/18/2015 5:15 PM
5	Getting paid promptly E and O insurance structured and priced for my independent contract practice	8/17/2015 6:14 PM
6	professional and personnel	8/17/2015 10:08 AM
7	General lack of sounding board for ideas on expanding	8/11/2015 5:01 PM
8	Part-time consultant and I can rely on support from the company client. No real issues	8/8/2015 1:20 PM
9	HR issues	8/7/2015 10:15 AM
10	Firm governance	8/3/2015 7:48 PM
11	Dealing with so-called "business friendly" judges.	8/3/2015 6:28 PM
12	managing caseload	8/3/2015 5:02 PM
13	Compensation structure	8/3/2015 11:38 AM
14	We are fortunate at my firm to have very committed and able support staff. But we probably could use another person for litigation. As a part-time (-ish because there really is no such thing) attorney without a substantial book of my own business, I find myself wasting a lot of non-billable time on administrative tasks. This has a snowball effect of making me less and less profitable/efficient, and I am unable to justify asking my firm to provide more administrative help. I am not asked to do much on the firm-management front, though, so that is helpful.	8/3/2015 11:01 AM
15	Allocation of advertising dollars and business expenses.	8/3/2015 10:57 AM
16	Mentoring a new attorney.	8/2/2015 2:01 PM
17	Number of staff needed Paying staff reasonable amount Marketing Trying to balance work and home life	7/31/2015 4:21 PM
18	Accounts receivable and accounts payable - challenging due to time required.	7/31/2015 10:53 AM
19	IT.	7/30/2015 9:38 PM
20	Fielding and responding to phone calls.	7/30/2015 8:12 PM
21	Needing to be very proactive in planning vacation and "personal life" events (often many months in advance) to make sure practice is covered and new business is retained and addressed. Many of the administrative items above are outsourced rather than in-house, but this seems to work for me. I have a niche practice, which basically eliminates the stress of marketing which I'm sure many other solos have to deal with as well.	7/30/2015 5:39 PM
22	Employee performance, managing cases with existing Scheduling Order framework where expert deadlines fall before discovery deadline, requirement of formal, written, expensive expert reports.	7/30/2015 3:53 PM
23	Generating revenue	7/30/2015 12:38 PM
24	I am not responsible for this in our firm	7/30/2015 12:15 PM
25	Time involved	7/30/2015 10:44 AM
26	Keeping up with requirements of different clients in technology and best practices.	7/30/2015 10:26 AM
27	See answer to #7	7/29/2015 9:28 PM
28	n/a	7/29/2015 6:12 PM

## Solo Practitioner/Small Firm Survey

29	Supervising non-lawyer employees	7/29/2015 5:40 PM
30	bill paying, have one good staff person	7/29/2015 4:58 PM
31	Collections of unpaid but earned fees and compliance issues as noted in last 2 items in no. 10 below. Plus health care insurance under the new law and regulations.	7/29/2015 4:15 PM
32	Finding well-trained, competent help, although recently my staff has been stable.	7/29/2015 4:08 PM
33	record-keeping; billing; payroll and taxes	7/29/2015 4:01 PM
34	Generating revenue	7/29/2015 3:27 PM
35	I must perform almost all of my paralegal & secretarial needs, so I often do not have enough time in the day to handle the 'lawyering' tasks.	7/29/2015 3:08 PM
36	Having a para legal type to help with some of the work load	7/29/2015 2:15 PM
37	Marketing	7/29/2015 1:13 PM
38	Generating revenue	7/29/2015 10:49 AM
39	Having coverage when sick or on vacation.	7/29/2015 10:14 AM
40	the number of staff needed	7/29/2015 10:02 AM
41	Marketing and personnel management.	7/29/2015 8:47 AM
42	Absence of support staff	7/29/2015 7:21 AM
43	hiring good people	7/29/2015 6:26 AM
44	ADMINISTRATIVE COSTS TO MAINTAIN BOOKS AND TRUST ACCOUNTING TOTALLY DISPROPORTIONATE TO SIZE OF PRACTICE	7/28/2015 11:32 PM
45	Hiring	7/28/2015 9:08 PM
46	The headaches of having 35+ employees and dealing with their problems.	7/28/2015 6:10 PM
47	Expending precious time performing administrative tasks rather than performing actual legal work because insufficient resources and support staff.	7/28/2015 6:07 PM
48	I actually like the management part.	7/28/2015 5:55 PM
49	Conflict between absence of support staff and not wanting support staff.	7/28/2015 4:17 PM
50	Consistent and up-to-date maintenance of calendar, bookkeeping, invoicing, and client file maintenance. Staying on top of all of them results in extremely long hours and full days on weekends, and cuts into the available time to work on client matters. This results in the need to limit the number of files and clients I can take on.	7/28/2015 4:08 PM
51	hiring, training and maintaining adequate staff	7/28/2015 3:42 PM
52	Keeping track of calendar and all of clients needs	7/28/2015 3:21 PM
53	Staff complaints	7/28/2015 3:16 PM
54	Balancing management with a large case load	7/28/2015 3:11 PM
55	personnel issues	7/28/2015 2:57 PM
56	staffing	7/28/2015 2:48 PM
57	Managing staff and cases.	7/28/2015 2:15 PM
58	Covering my case load so that I can take a vacation or attend to my family.	7/28/2015 1:55 PM
59	I was most challenged by the details related to hiring support staff. I had prior management experience in business but was not able port that knowledge directly into law practice management.	7/28/2015 1:52 PM
60	accounting duties taking too much time	7/28/2015 1:38 PM
61	Shortsighted founding partners	7/28/2015 1:24 PM
62	Billing, accounting	7/28/2015 1:03 PM
63	staffing of office management and accounting personnel and efficient use of time recording and billing software.	7/28/2015 12:51 PM
64	None	7/28/2015 12:49 PM

## Solo Practitioner/Small Firm Survey

65	supervising other attorneys and staff while having to maintain my workload	7/28/2015 12:48 PM
66	Balancing which cases to work on.	7/28/2015 12:44 PM
67	Managing personnel absence due to sickness or vacation, managing general personnel issues	7/28/2015 12:41 PM
68	getting paid by clients	7/28/2015 12:39 PM
69	Personnel decisions are the toughest. In the last couple of years, keeping expenses in check have become the biggest issue. As indicated health care insurance costs have at least doubled, labor costs continue to rise and fluctuations in cash flow due to decreased case retention for a practice area that formally generated significant monthly cash flow.	7/28/2015 12:37 PM
70	They are all challenging.	7/28/2015 12:31 PM
71	People.	7/28/2015 12:17 PM
72	Finding and keeping experienced, competent employees when fees were controlled by Federal bureaucrats	7/28/2015 12:15 PM
73	Young attorneys.	7/28/2015 12:11 PM
74	Business development	7/28/2015 12:03 PM
75	Bookkeeping and annual reporting.	7/28/2015 12:03 PM
76	just having to do it	7/28/2015 12:03 PM
77	See answer to 7.	7/28/2015 12:01 PM
78	n/a	7/28/2015 11:59 AM
79	Handle expenses and income issues	7/28/2015 11:58 AM
80	I found the Lawyers Fund for Client Protection Audit to be very stressful and somewhat antagonistic procedure.	7/28/2015 11:57 AM
81	supervisory issues	7/28/2015 11:57 AM
82	Deadline control	7/28/2015 11:56 AM
83	marketing.	7/28/2015 11:55 AM
84	Too much paper shuffling	7/28/2015 11:55 AM
85	Training my son to handle all aspects of my practice.	7/28/2015 11:54 AM
86	Back office accounting requirements	7/28/2015 11:54 AM
87	(1) Mentoring/Sounding Board. This year I hired a legal coach (with extensive litigation experience, who served as the President of the bar in her State). It has made such a tremendous difference in giving confidence to the decisions I make. Also, hired a part-time associate who has also helped tremendously with taking work so I can focus on more on marketing, and she also serves as a sounding board for strategy. These 2 things have made my practice fun and enjoyable again (although I now work more hours than ever).	7/28/2015 11:53 AM
88	Need for office manager or other administrative support staff	7/28/2015 11:53 AM
89	The INABILITY to use a virtual office for helping with the above issues. The Bar requirement that the address listed on your pleading be primarily where you are located is obsolete and DANGEROUS if you represent family law clients. Also, the issues regarding keeping your books and records, especially when you hold NO client funds, including retainers.	7/28/2015 11:52 AM
90	Marketing.	7/28/2015 11:52 AM
91	Accounting. No one teaches it to you at any point, and Quickbooks is a nightmare.	7/28/2015 11:50 AM
92	Keeping up with the differences in judges with motion practice, scheduling orders and other issues.	7/28/2015 11:50 AM
93	Finding a competent paralegal.	7/28/2015 11:49 AM
94	Overhead is higher for just one person firm.	7/28/2015 11:49 AM
95	Generating revenue to cover expenses; budgeting.	7/28/2015 11:49 AM
96	Keeping books balanced - not sure why the Rules require such arcane means of accounting when everything is immediately available on-line.	7/28/2015 11:47 AM
97	Cash flow in slower times	7/28/2015 11:46 AM
98	Secretarial support	7/28/2015 11:45 AM

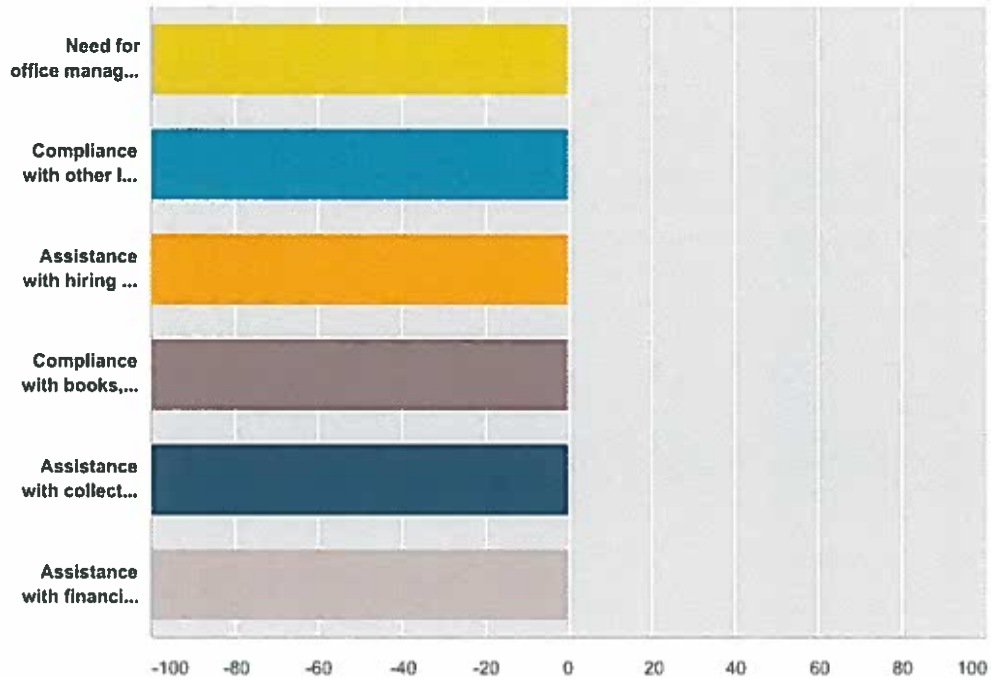
## Solo Practitioner/Small Firm Survey

99	Collection of legal fees	7/28/2015 11:45 AM
100	As I said keeping expenses low for the client's sake, even though, no one seems to care or understand same.	7/28/2015 11:44 AM
101	Taking initial information from potential clients. It's very time consuming.	7/28/2015 11:44 AM
102	adequately staffing the office	7/28/2015 11:43 AM
103	Getting clients to pay	7/28/2015 11:42 AM
104	lack of JIC access in office	7/28/2015 11:42 AM
105	Case management and systems relating thereto	7/28/2015 11:42 AM
106	Organization	7/28/2015 11:42 AM
107	health care expenses and electronic marketing	7/28/2015 11:41 AM
108	all boring not challenging	7/28/2015 11:40 AM
109	Employee issues. Hiring, retention, training, complaints.	7/28/2015 11:38 AM
110	tax compliance and regulatory (including the bar and CLE) compliance. Government generally.	7/28/2015 11:38 AM
111	Getting clients to pay bills after a case ends.	7/28/2015 11:38 AM
112	Collections	7/28/2015 11:38 AM
113	Staffing for assistants and file room	7/28/2015 11:37 AM
114	Getting clients to pay their bills on time and in full.	7/28/2015 11:37 AM
115	Personnel and encryption.	7/28/2015 11:36 AM

Solo Practitioner/Small Firm Survey

**Q10 Please assess the issues below on a scale of 1-5 with 1 presenting no challenge and 5 being very challenging.**

Answered: 148 Skipped: 47

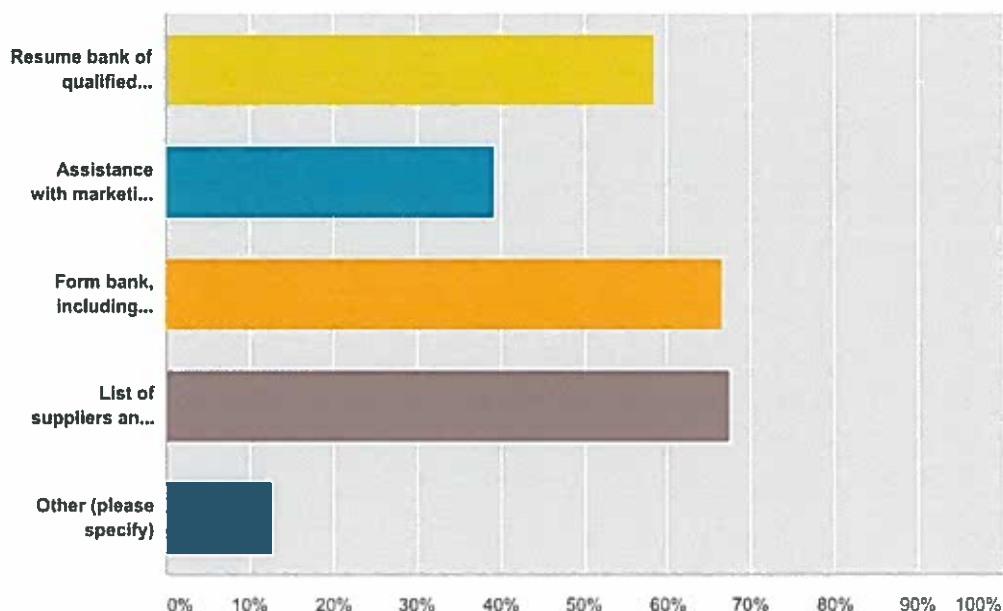


	1	2	3	4	5	Total	Weighted Average
Need for office manager or other administrative support staff	25.85% 38	22.45% 33	17.69% 26	21.09% 31	12.93% 19	147	-100.00
Compliance with other laws and regulations imposed on businesses, including but not limited to, tax law compliance, office operations (zoning and attendant requirements), personnel related laws and regulations	35.37% 52	25.17% 37	21.77% 32	11.56% 17	6.12% 9	147	-100.00
Assistance with hiring and other human resource issues	39.73% 58	30.82% 45	14.38% 21	10.27% 15	4.79% 7	146	-100.00
Compliance with books, records, billing (Rule 1.15 compliance)	45.58% 67	20.41% 30	13.61% 20	10.20% 15	10.20% 15	147	-100.00
Assistance with collection of unpaid legal fees	48.63% 71	21.92% 32	8.90% 13	10.96% 16	9.59% 14	146	-100.00
Assistance with financial management, such as obtaining lines of equity	55.56% 80	23.61% 34	9.72% 14	8.33% 12	2.78% 4	144	-100.00

## Solo Practitioner/Small Firm Survey

### Q11 Would it be helpful to you if the bar association or another organization provided any of the following:

Answered: 135 Skipped: 60



Answer Choices	Responses
Resume bank of qualified support staff that can be used on a rotating basis	58.52% 79
Assistance with marketing and other social media techniques	39.26% 53
Form bank, including retention agreements, conflict waivers, etc.	66.67% 90
List of suppliers and service providers assisting solo and small firm practitioners	67.41% 91
Other (please specify)	12.59% 17
<b>Total Respondents: 135</b>	

#	Other (please specify)	Date
1	consider the disparate impact of regularions on smaller firms	8/17/2015 10:08 AM
2	Fairness in court proceedings —a level playing field for both the smallest, most ordinary David and the most powerful Goliath.	8/3/2015 6:28 PM
3	If you create a resume bank there will be battlesbetweenfirms and resentment as staff moves on after you invested a lot of time and money into training and sharing responsibility. I do not likemaking it easier for staff to relocate	7/31/2015 4:21 PM
4	Assistance/ guidance with (1) collection of unpaid fees and (2) health care insurance	7/29/2015 4:15 PM
5	reasonably priced website building and oversight	7/28/2015 4:17 PM
6	I do not need any support now, but at the time when I was solo all of the above would have been helpful.	7/28/2015 1:52 PM
7	more assistance in how to meet accounting requirements of Rule 1.15	7/28/2015 1:03 PM
8	Approved cloud provider	7/28/2015 12:31 PM
9	Support when appointed to criminal matters (colleagues voluntarily help too, just that you hate to impose on them)	7/28/2015 11:56 AM

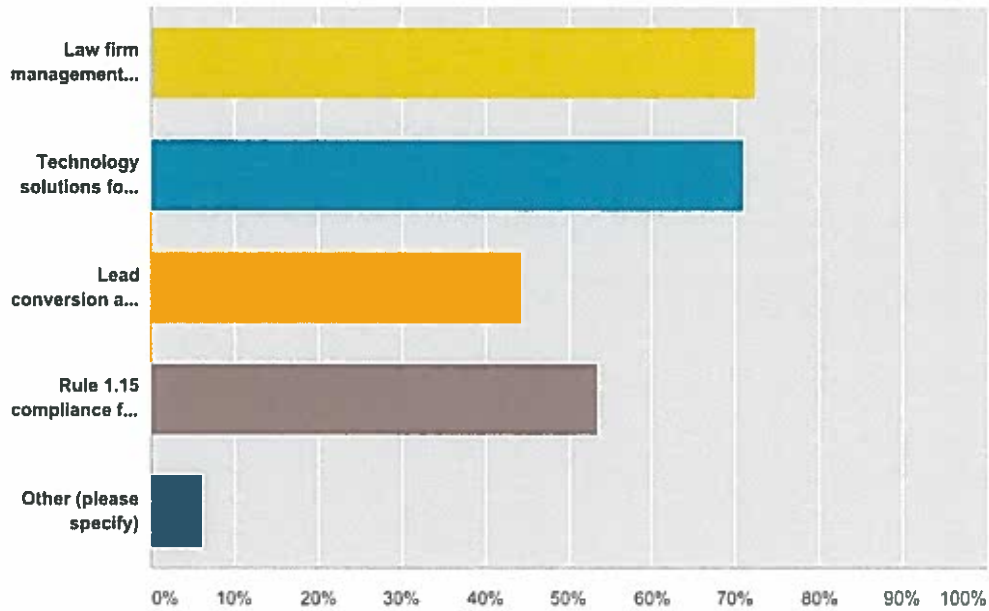
### Solo Practitioner/Small Firm Survey

10	Mentoring - Practice Groups that meet to discuss case strategies.	7/28/2015 11:53 AM
11	PROVIDE AS MANY OF THESE KINDS OF THINGS AS POSSIBLE!	7/28/2015 11:50 AM
12	A contact person for compliance related questions	7/28/2015 11:43 AM
13	DSBA should not undertake costs of these activities that are normally borne by a business	7/28/2015 11:42 AM
14	support a state initiative for single payer health care	7/28/2015 11:41 AM
15	na	7/28/2015 11:40 AM
16	Encouraging firms to collaborate on legal projects and on purchasing.	7/28/2015 11:38 AM
17	integrate and condense governmental and bar obligations	7/28/2015 11:38 AM

## Solo Practitioner/Small Firm Survey

### Q12 Would you attend free CLEs on any of the following subjects?

Answered: 131 Skipped: 64



Answer Choices	Responses
Law firm management solutions for solo or small firm practitioners	72.52% 95
Technology solutions for solo or small firm practitioners	70.99% 93
Lead conversion and retention for solo or small firm practitioners	44.27% 58
Rule 1.15 compliance for solo or small firm practitioners	53.44% 70
Other (please specify)	6.11% 8
<b>Total Respondents: 131</b>	

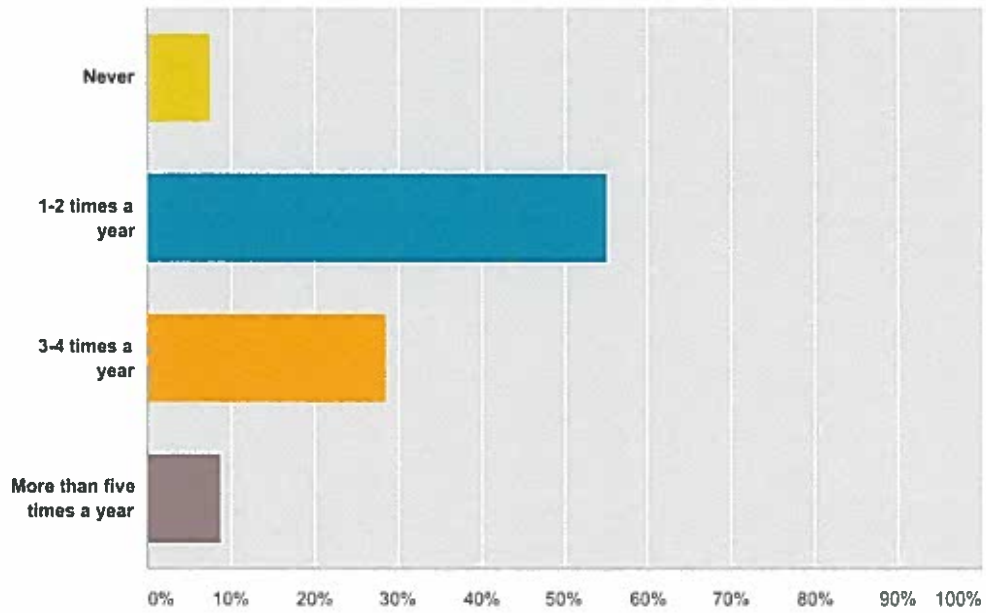
#	Other (please specify)	Date
1	Technology or new hardware/softwsre	7/31/2015 4:21 PM
2	Tax Issues for small businesses	7/30/2015 5:39 PM
3	(1) Managing expenses and (2) health care insurance	7/29/2015 4:15 PM
4	retirement funds, setting up a qualified retirement account	7/28/2015 4:17 PM
5	How to markey a specialized firm in a small (relatively) commun	7/28/2015 3:00 PM
6	Whee I could find them when I was solo, I did.	7/28/2015 1:52 PM
7	Rule 61 pitfalls for counsel appointed to indigent crim defense	7/28/2015 11:41 AM
8	no nead	7/28/2015 11:40 AM



Solo Practitioner/Small Firm Survey

**Q13 How often would you attend free CLEs like the ones described in Question 12?**

Answered: 147 Skipped: 48

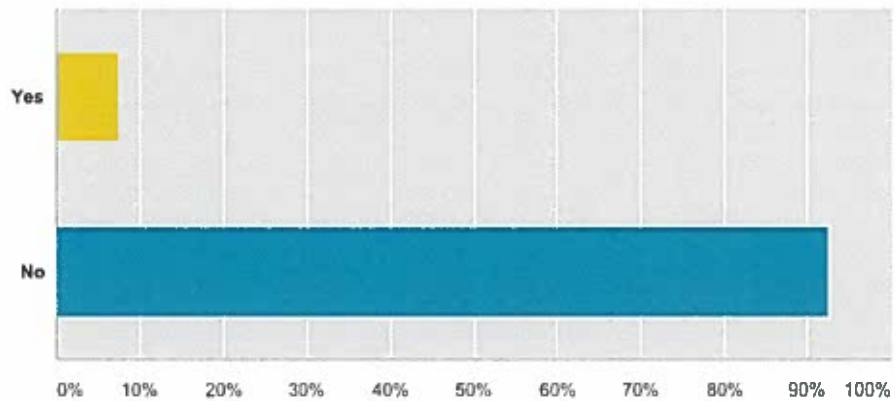


Answer Choices	Responses	
Never	7.48%	11
1-2 times a year	55.10%	81
3-4 times a year	28.57%	42
More than five times a year	8.84%	13
<b>Total</b>		<b>147</b>

Solo Practitioner/Small Firm Survey

**Q14 Have you explored group purchasing opportunities or obtaining quantity discounts on goods or services used by your practice (such as office supplies, computer software, IT, accounting, tax preparation), perhaps by combining with other solo or small firm practitioners?**

Answered: 146 Skipped: 49



Answer Choices	Responses
Yes	7.53% 11
No	92.47% 135
<b>Total</b>	<b>146</b>

## Solo Practitioner/Small Firm Survey

### Q15 If the answer to question 14 is yes, please describe the approaches you have explored and whether these approaches have been useful.

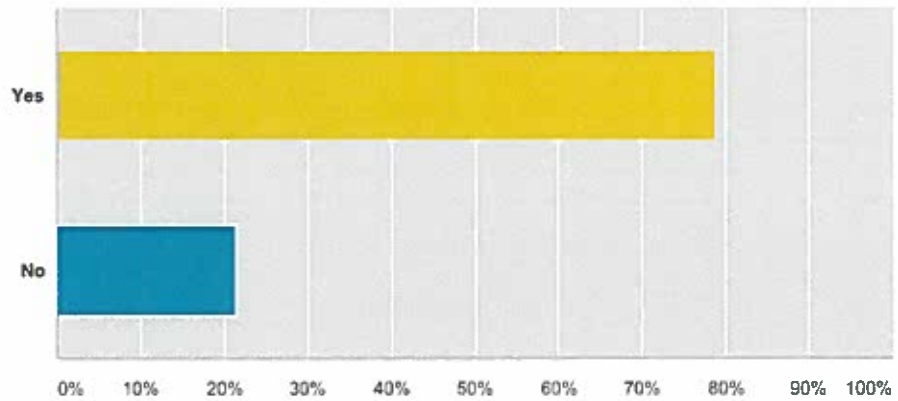
Answered: 14 Skipped: 181

#	Responses	Date
1	See above. I try to be very proactive on my business' needs, treating the business like a client, in terms of anticipating needs, keeping it "happy" and profitable. This has worked for me. You simply can't be "laid back" about business as a solo, and they teach you nothing in law school or in most law firms about running a business. A "law as business" CLE should be mandatory for every lawyer in the bar, in my opinion.	7/30/2015 5:39 PM
2	National Association Legal Aid Defenders provides us with insurance, and National Disabilities Rights Network provides us with discounted Westlaw access.	7/30/2015 12:38 PM
3	I am of counsel so these tasks are performed by others	7/29/2015 9:28 PM
4	computer software, IT, accounting and tax prep	7/29/2015 3:27 PM
5	N/A	7/29/2015 8:47 AM
6	obtained software discounts through ABA and malpractice insurance through NAPP	7/28/2015 4:17 PM
7	I sublet my office from another attorney. We distribute office equipment costs.	7/28/2015 4:08 PM
8	Direct aid by suppliers, through title company and other sources AARP, etc	7/28/2015 3:21 PM
9	Simply call up or discuss with other offices. Usually work out. Sharing office space is common for me.	7/28/2015 2:15 PM
10	Reduced mobile telephone expenses.	7/28/2015 12:15 PM
11	I have tried partners and does not seem to work.	7/28/2015 12:11 PM
12	Insurance	7/28/2015 12:03 PM
13	We have discussed trying to group with other small firms for flu shots, but were told it was not possible. This is something that getting help in facilitating group activities would be useful for the bar association to aid in.	7/28/2015 11:42 AM
14	none	7/28/2015 11:37 AM

Solo Practitioner/Small Firm Survey

**Q16 Do you think it would be helpful for newly admitted solo or small firm practitioners to do a mandatory, free CLE on law firm management issues?**

Answered: 145 Skipped: 50

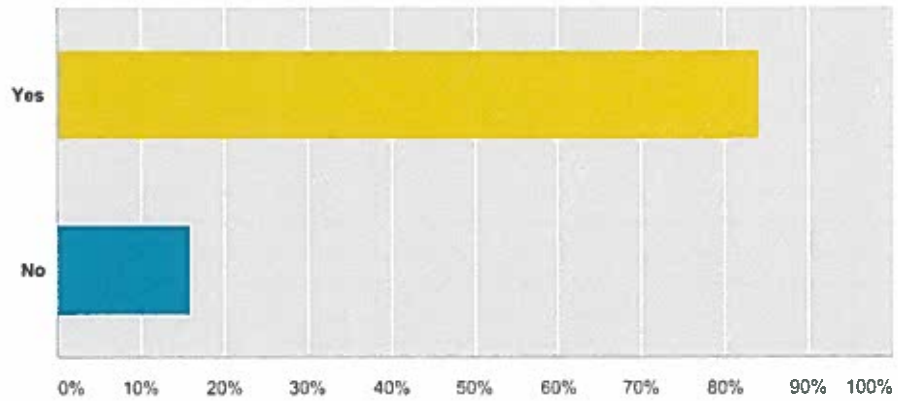


Answer Choices	Responses	
Yes	78.62%	114
No	21.38%	31
<b>Total</b>		<b>145</b>

## Solo Practitioner/Small Firm Survey

### Q17 Do you provide legal services either for a reduced fee or at no cost to the client?

Answered: 138 Skipped: 57



Answer Choices	Responses	
Yes	84.06%	116
No	15.94%	22
<b>Total</b>		<b>138</b>

## Solo Practitioner/Small Firm Survey

### Q18 In your view, what constitutes pro bono service?

Answered: 122 Skipped: 73

#	Responses	Date
1	free, or reduced fees for services; taking contingent cases based on need rather than the likelihood of a fee...	8/28/2015 5:52 PM
2	Providing legal services for which no payment is made to me.	8/28/2015 2:24 PM
3	Assistance to potential clients who are not able to pay full rates, and direction to other resources. Work on legislation that assists and/or will improve the lives of many, community organizations, work on DSBA Section committees.	8/27/2015 10:35 AM
4	Unpaid services	8/25/2015 9:30 AM
5	Providing free legal services/advice	8/18/2015 5:18 PM
6	Recognized pro bono organizations and programs, including non-litigation advice, e.g., volunteer lawyers for the arts	8/17/2015 6:16 PM
7	volunteering legal services for those unable to obtain fair access to our legal system for cost or other reasons	8/17/2015 10:10 AM
8	No charge for attorney time, but charging for costs	8/11/2015 5:03 PM
9	free	8/11/2015 3:15 PM
10	Free legal services for indigent client on fundamental issues (e.g. domestic issues) important to indigent clients	8/8/2015 1:23 PM
11	Provision of time, expertise and services (including but not exclusively legal services) at no cost.	8/7/2015 10:19 AM
12	Provision of discounted legal services through court appointment; accepting significantly reduced fees in order to promote settlement for the client's sake; provision of free or discounted legal services to indigent persons.	8/3/2015 6:32 PM
13	Representation or legal advice/assistance free of charge	8/3/2015 5:04 PM
14	Service to people who cannot afford to pay, or to community institutions or DSBA	8/3/2015 12:08 PM
15	Court appointments, OCA or DVLS. I also count the work that we do every day for free or reduced rates because clients cannot otherwise afford us.	8/3/2015 12:05 PM
16	not getting paid either knowingly or unknowingly	8/3/2015 11:40 AM
17	providing legal services for free.	8/3/2015 11:02 AM
18	Traditional methods. Non-traditional methods such assisting clients at a reduced rate.	8/2/2015 2:05 PM
19	Providing legal advise at reduced or no charge to an individual or organization	7/31/2015 4:26 PM
20	free legal services	7/31/2015 10:59 AM
21	Providing legal services either free of charge to the client or otherwise performing legal services in the public interest be it by volunteering time or otherwise.	7/30/2015 9:42 PM
22	No cost legal assistance and community service.	7/30/2015 8:18 PM
23	Free or greatly reduced legal services to an indigent client.	7/30/2015 3:56 PM
24	either providing funding to a program that provides free legal services or providing free legal services to clients.	7/30/2015 12:40 PM
25	providing legal services for free	7/30/2015 12:16 PM
26	Provision of legal services without compensation.	7/30/2015 11:57 AM
27	assistance at reduced or no fee.	7/30/2015 11:29 AM
28	Reduced/no fee for disadvantaged	7/30/2015 10:47 AM
29	Free legal representation	7/30/2015 10:28 AM
30	Family court assignments; DVLS clients; clients who are referred to me and are experiencing financial duress, seminars I give, members of non-profit boards	7/29/2015 9:33 PM
31	Court appointments when not compensated, working for indigent clients	7/29/2015 6:14 PM

## Solo Practitioner/Small Firm Survey

32	Any work you do for a low income client that you do not bill for.	7/29/2015 5:41 PM
33	handling a case for free, for me a bankruptcy case.	7/29/2015 5:01 PM
34	(1) When we volunteer to help others (PFA Fridays or OCA work for example) and (2) when we do legal work and don't get paid.	7/29/2015 4:21 PM
35	Requests from DVLS or appointment by the Court (although sometimes Court appointments are supposed to be compensated).	7/29/2015 4:11 PM
36	no cost or substantially-reduced fees to deserving clients who are in financial need	7/29/2015 4:07 PM
37	no fees or reduced fee charged	7/29/2015 4:02 PM
38	Providing free legal services	7/29/2015 3:28 PM
39	Family Court Appointments, Volunteer legal work for individuals & non-profit orgs, etc.	7/29/2015 3:11 PM
40	Representation at reduced or not cost.	7/29/2015 10:51 AM
41	Representing a client for free.	7/29/2015 10:17 AM
42	giving free legal help to people with no financial resources	7/29/2015 10:05 AM
43	Providing legal services for a reduced fee or at no cost to a client.	7/29/2015 9:58 AM
44	Providing legal representation and advice at no cost to those who need it legitimately cannot afford it.	7/29/2015 8:51 AM
45	Doing work for free or at a substantially reduced fee. I also feel volunteer work with community organizations is pro bono service.	7/29/2015 6:29 AM
46	PROVIDE LEGAL SERVICES TO THOSE WHO WOULD NOT OTHERWISE BE ABLE TO AFFORD IT	7/28/2015 11:35 PM
47	Legal service provided to clients for free for public service reasons, particularly to (a) clients unable to pay or (b) charitable or public interest organizations..	7/28/2015 9:31 PM
48	No fee or reduced fee	7/28/2015 9:11 PM
49	Providing free legal advice or representation to persons, specifically those who are traditionally unable to obtain legal assistance whether due to poverty or type of legal issue.	7/28/2015 6:18 PM
50	Working for free for a client.	7/28/2015 6:12 PM
51	I practice in Family Court, so pretty much all of it! Realistically, volunteer work through OCA, DVLS, DVAP	7/28/2015 5:56 PM
52	greatly reduced fee or low-cost legal service for low-income clients	7/28/2015 4:21 PM
53	Providing free legal counsel to those in need who cannot pay on a voluntary basis.	7/28/2015 4:12 PM
54	Providing legal services for free to non-profits or indigent clients	7/28/2015 3:44 PM
55	Any work done at no cost to an individual for which no fee is charged. It can be referring someone to another lawyer or to a public service agency or to the appropriate governmental body or authority. Also work at a reduced rate for individuals who can not afford the full cost.	7/28/2015 3:34 PM
56	Free legal services	7/28/2015 3:18 PM
57	Free services, court appointments, and drastic fee reductions for clients	7/28/2015 3:15 PM
58	providing free legal services	7/28/2015 3:04 PM
59	legal assistance to those who cannot afford to pay.	7/28/2015 2:50 PM
60	no charge for hourly rate	7/28/2015 2:40 PM
61	Free or nearly free legal services to poor clients with merit.	7/28/2015 2:17 PM
62	Work that enhances public access to the organs of government, including filing suit in various courts, as well as the support of public mandates that are underfunded within our government structures.	7/28/2015 2:02 PM
63	Legal work for no charge for a person or group that would not otherwise have access to legal help in a matter of significance to that person or group.	7/28/2015 1:58 PM
64	Handling a matter for someone who cannot afford the normal fee for that service.	7/28/2015 1:40 PM
65	Service at no cost to someone either through an agency such as DVLS or to a client who cannot afford legal assistance, but in the attorney's view warrants the attorneys donating their time	7/28/2015 1:32 PM

## Solo Practitioner/Small Firm Survey

66	Assisting clients with cases that they cannot afford.	7/28/2015 1:25 PM
67	I always thought of it as free services to needy clients.	7/28/2015 1:07 PM
68	Assisting an individual with a legal problem for no fee. More than just rendering advice.	7/28/2015 1:07 PM
69	providing services for one in need who can not afford the service for free or a reduced cost.	7/28/2015 12:56 PM
70	providing service at reduced or no cost to various client groups, needy persons, charitable board service	7/28/2015 12:53 PM
71	working for free	7/28/2015 12:51 PM
72	Providing legal service at no cost	7/28/2015 12:51 PM
73	Work without any compensation.	7/28/2015 12:46 PM
74	Either reduced fee or no cost legal services constitutes pro-Bono service. Also, serving on Committees and Boards that help Pro-Se litigants with resources and means to be come represented. Anything that opens the doors to the general public to get reduced or free legal services and advice.	7/28/2015 12:45 PM
75	reduced fee or no fee cases	7/28/2015 12:43 PM
76	unpaid legal work	7/28/2015 12:43 PM
77	Court appointment; Referral of a pro bono client	7/28/2015 12:33 PM
78	Pro bono cases in which I have an interest and the needs of the client seem particularly acute.	7/28/2015 12:19 PM
79	Free consults by phone or in person. Representing indigent for free Helping non-profit orgs for free	7/28/2015 12:18 PM
80	When the Court requires it because I do not get any credit for all the free services I provide to my regular clients.	7/28/2015 12:14 PM
81	Any legal work done without compensation to help those who cannot pay, or for the good of the community.	7/28/2015 12:09 PM
82	Assisting a client with legal services for either no fee or low fee, as well as working with non-profit organizations as a volunteer or on boards.	7/28/2015 12:07 PM
83	no fee	7/28/2015 12:07 PM
84	Extended work for free for a client.	7/28/2015 12:05 PM
85	Doing counseling and performing acts on behalf of a client without being paid or signing an engagement letter	7/28/2015 12:05 PM
86	Providing low cost or free legal services to those in need.	7/28/2015 12:00 PM
87	The provision of legal services (advice/court representation) of an individual at no cost to that individual	7/28/2015 12:00 PM
88	Free legal services for a specific pending matter	7/28/2015 11:59 AM
89	Free legal services to the community. My practice does not charge my client fees unless I win a case, and the Defendant pays those fees via fee-shifting statute.	7/28/2015 11:59 AM
90	Free representation in certain cases.	7/28/2015 11:59 AM
91	Providing services with no expectation of payment. Alternatively providing services for fees that are minimal for the time and effort expended.	7/28/2015 11:58 AM
92	No fee or reimbursement for costs only.	7/28/2015 11:57 AM
93	Legal representation without charging legal fees	7/28/2015 11:57 AM
94	legal services performed for no compensation	7/28/2015 11:56 AM
95	Assistance for no fee to persons who do not have legal resources available to them	7/28/2015 11:56 AM
96	Volunteer legal services	7/28/2015 11:55 AM
97	No cost services to clients accepted as referrals from offices such as OCA.	7/28/2015 11:55 AM
98	representing a client without a fee; using legal skills to protect constitutional liberties for no fee by engaging governmental agencies	7/28/2015 11:53 AM
99	Handling a case without seeking compensation. Volunteering. Reducing fees.	7/28/2015 11:52 AM
100	Work without pay.	7/28/2015 11:52 AM
101	Providing skilled legal advice and services on a voluntary basis at no or reduced cost to clients who have financial or other obstacles to obtaining such services	7/28/2015 11:51 AM



### Solo Practitioner/Small Firm Survey

102	take volunteer cases from DVLS, court appointments and OCA	7/28/2015 11:50 AM
103	Free or low-cost legal services to individuals in need of representation	7/28/2015 11:50 AM
104	Providing free legal services	7/28/2015 11:49 AM
105	Referrals from DVLS, volunteering on the PFA calendar and presenting at CLEs	7/28/2015 11:47 AM
106	Providing free services to clients	7/28/2015 11:46 AM
107	Any service performed at less than your going rate, including volunteering in schools and teaching workshops.	7/28/2015 11:45 AM
108	Free legal work for persons who do not have the means to pay for legal services.	7/28/2015 11:45 AM
109	No cost to client.	7/28/2015 11:45 AM
110	working for no payment; representing a child client through OCA	7/28/2015 11:44 AM
111	no cost	7/28/2015 11:44 AM
112	Whenever the client does not pay.	7/28/2015 11:43 AM
113	Free legal services or discounted legal services.	7/28/2015 11:43 AM
114	no cost or nominal hourly rate (\$100 per hour)	7/28/2015 11:42 AM
115	Work as AAL or GAL in Chancery Court for reduced rate. Work in Family Court as GAL for free.	7/28/2015 11:42 AM
116	volunteering legal services	7/28/2015 11:42 AM
117	services for free to indigent clients	7/28/2015 11:41 AM
118	free - without cost	7/28/2015 11:41 AM
119	In reality, services at lower or no-fee for those in need, including "causes", whether such causes happen to fit the standard formula of pro bono	7/28/2015 11:40 AM
120	Free legal service.	7/28/2015 11:39 AM
121	Taking cases for people who cannot afford to pay, who have a meritorious case, and providing free assistance and only require the client to pay costs.	7/28/2015 11:39 AM
122	No cost to the client	7/28/2015 11:39 AM

Solo Practitioner/Small Firm Survey

**Q19 What is the nature of your pro bono work (specifically legal services), i.e., court appointments, community organizations to which you belong, volunteer opportunities through the DSBA, causes which you support?**

Answered: 123 Skipped: 72

#	Responses	Date
1	DVLS, consultations, etc.	8/28/2015 5:52 PM
2	Court appointments.	8/28/2015 2:24 PM
3	See above	8/27/2015 10:35 AM
4	Court appointments and community organizations	8/25/2015 9:30 AM
5	Legal services and advice to community organizations; some free legal services	8/18/2015 5:18 PM
6	volunteer lawyers for the arts - phone advice only	8/17/2015 6:16 PM
7	Office of Child Advocate	8/17/2015 10:10 AM
8	Assisting 501(c)(3), assisting low income clients with litigation	8/11/2015 5:03 PM
9	not much due to time constraints and no back up person in the office	8/11/2015 3:15 PM
10	Given my part-time status, none at the moment	8/8/2015 1:23 PM
11	Extensive volunteer service to church, nonprofits as well as pro bono legal services to individuals referred by a variety of sources.	8/7/2015 10:19 AM
12	Court appointments, and frequent reduction of fees or waiving of litigation expenses purely for the sake of the client.	8/3/2015 6:32 PM
13	community organizations and volunteer opportunities through my church	8/3/2015 5:04 PM
14	Service to community institutions and DSBA	8/3/2015 12:08 PM
15	OCA matters primarily.	8/3/2015 12:05 PM
16	court appointments, personal choice on certain cases	8/3/2015 11:40 AM
17	I volunteer with the Office of the Child Advocate and Delaware Volunteer Legal Services. I have also provided pro bono services to select clients.	8/3/2015 11:02 AM
18	GAL, Inv. Comm. Hrgs., Ct. Appts.	8/2/2015 2:05 PM
19	All the above	7/31/2015 4:26 PM
20	If at the end of an initial consultation I feel sorry for someone who needs help and they can't afford me, I take the case at no charge	7/31/2015 10:59 AM
21	It varies by year. This past year has included writing amicus briefs, a representation of a public sector union official in fighting off trumped up disciplinary proceedings as well as several other types of public interest 'do gooder' work outside of the courthouse arena.	7/30/2015 9:42 PM
22	Foreclosure defense. Mortgage modification. Short sales. Child support. I also serve on the unauthorized practice of law committee in Pennsylvania.	7/30/2015 8:18 PM
23	Only court appointments. And I periodically reduce or waive fees for clients if they are in financial crisis.	7/30/2015 5:43 PM
24	Court appointments, personal injury	7/30/2015 3:56 PM
25	Full time at legal services program.	7/30/2015 12:40 PM
26	only court appointments	7/30/2015 12:16 PM
27	Community organizations and individual clients.	7/30/2015 11:57 AM

## Solo Practitioner/Small Firm Survey

28	self selected case by case basis.	7/30/2015 11:29 AM
29	Workers compensation for immigrants, Homeowners association, mock trial judge	7/30/2015 10:47 AM
30	Causes for which I support	7/30/2015 10:28 AM
31	See answer to #18	7/29/2015 9:33 PM
32	We give free consultations to folks with legal problems, and sometimes we represent them in their court cases with no expectation of payment.	7/29/2015 5:41 PM
33	court appointments in Family Court handling bankruptcy cases for free	7/29/2015 5:01 PM
34	Court appointments, OCA, DVLS PFA Day, Victims Advocacy PFA Day, non-profit BoDs	7/29/2015 4:21 PM
35	DVLS, Court-appointed to represent person petitioning to terminate her guardianship. Have also assisted several juveniles seeking SIJS at a greatly reduced rate, although doing so is not pro bono work by my definition.	7/29/2015 4:11 PM
36	court appointments (state and federal)	7/29/2015 4:07 PM
37	DBSA volunteer	7/29/2015 4:02 PM
38	court appointments, community organizations, indigent clients,	7/29/2015 3:28 PM
39	I have handled Family Court appointments	7/29/2015 3:11 PM
40	N/A	7/29/2015 10:51 AM
41	Court appointments and some random clients for small matters.	7/29/2015 10:17 AM
42	court appointments as a GAL	7/29/2015 10:05 AM
43	See #17 plus court-appointed cases. Plus public speaking and writing.	7/29/2015 9:58 AM
44	Currently, none.	7/29/2015 8:51 AM
45	community organizations	7/29/2015 6:29 AM
46	THOSE CAUGHT UP IN THE IRS SYSTEM WITH NO RESOURCES WHO CROSS MY PATH	7/28/2015 11:35 PM
47	Serving as litigation counsel to public interest organization Providing governance advice to a non-profit	7/28/2015 9:31 PM
48	Two representations for no fee or very reduced fee. Board/officer positions with non-profits. Service on advisory committees.	7/28/2015 9:11 PM
49	I am employed with a legal aid organization that provides free legal advice and representation, have taken court appointments and participate in Wills for Seniors, Wills for Heroes and provided free community education.	7/28/2015 6:18 PM
50	I do not have much time for pro bono work besides working for free for certain clients.	7/28/2015 6:12 PM
51	OCA, Volunteer PFA's, Frazer Attorney	7/28/2015 5:56 PM
52	wills and trusts, mostly through DVLS	7/28/2015 4:21 PM
53	I have provided pro bono services through Family Court appointment and I provide free legal services to a local dog rescue.	7/28/2015 4:12 PM
54	court appointments, non-profit boards	7/28/2015 3:44 PM
55	I do not have a specific cause or group through whom I receive referrals who need pro bono help, but many clients suggest that individuals in need of help call me and I respond based on my ability to provide them with service.	7/28/2015 3:34 PM
56	Volunteer through DVLS or DSBA. In addition, assisting indigent clients with representation in Justice of the Peace and Court of Common Pleas.	7/28/2015 3:18 PM
57	court appointments, Wills for Heros	7/28/2015 3:15 PM
58	Community organizations, and simply electing to assist a client who has minimal financial means and who has sought out my assistance.	7/28/2015 3:04 PM
59	I have assisted individuals with landlord-tenant issues	7/28/2015 3:02 PM
60	community organizations	7/28/2015 2:50 PM
61	volunteering for DVLS, VAP and for office of the child advocate. sometimes court appointments	7/28/2015 2:40 PM
62	Mostly DVLS clients.	7/28/2015 2:17 PM

## Solo Practitioner/Small Firm Survey

63	When I was solo I accepted appointment to cases for indigent litigants, I also worked on the panel of assigned counsel for the involuntary committed residents of the State hospital. I provided ad hoc free consults to some potential litigants from time to time. My current pro bono work has declined due to the pressures of maintaining my job. My firm will support pro bono activity I have to find a vehicle for it and increase my activity.	7/28/2015 2:02 PM
64	I do very little pro bono work, but have previously taken a court appointment as a guardian ad litem.	7/28/2015 1:58 PM
65	I will take on matters for various people I come into contact with if I think there is a real issue or they were wronged. I don't currently work with any organization to provide pro bono services.	7/28/2015 1:40 PM
66	DVLS, Child Advocate plus all of the above	7/28/2015 1:32 PM
67	None	7/28/2015 1:25 PM
68	I have in the past done work for DVLS, ACLU, and Office of the Child Advocate	7/28/2015 1:07 PM
69	I do not do a lot of pro bono legal work. I sit on the board of a non-profit organization that is involved in the education of impoverished young children.	7/28/2015 12:56 PM
70	court appointments in Sussex county and community service or non profit organizations	7/28/2015 12:53 PM
71	we often end up working for free as we don't get paid. But often in practice I will do free things for former clients or current ones if they can't pay.	7/28/2015 12:51 PM
72	Providing help to veterans through Veterans' Law Clinic cases.	7/28/2015 12:51 PM
73	Count Appointments Family Court	7/28/2015 12:46 PM
74	Court appointments, Serve on Committee for Pro-Bono Bankruptcy, Do frequent reduced fee work for Delaware Legal Services Corporation and Delaware Voluntary Legal Services, have served on a pro-Bono basis as a mediator in Bankruptcy Court.	7/28/2015 12:45 PM
75	court appointments, volunteer for community organizations and volunteer through DSBA	7/28/2015 12:43 PM
76	assisting non-profit organizations, in which I am involved or interested, with basic formation issues and contract review	7/28/2015 12:43 PM
77	Very limited	7/28/2015 12:33 PM
78	GAL for 12 years Non-profit board member Court appointment	7/28/2015 12:23 PM
79	almost no legal pro bono. Lots of non-legal volunteer time to the community and nation.	7/28/2015 12:19 PM
80	If court appointments at a reduced fee rate paid by the court/state/taxpayer counts as "pro bono" I am quite willing to do my fair share. I have been on the panel to accept appointment on involuntary commitments for the past @20 years. I belong/belonged to several non-profit charitable orgs but do not try to give legal advice to organizations I am a member of due to ethical concerns. Services confined to very routine things like drafting filing by-laws, corporate docs, etc. I would be willing to providing pro bono through the DSBA provided I have some latitude to select cases to I can handle effectively/efficiently .	7/28/2015 12:18 PM
81	When I get the call, I handle the case I am assigned.	7/28/2015 12:14 PM
82	Drafting documents like Miller Trusts to assist clients needing to apply for Medicaid. Advising guardians.	7/28/2015 12:09 PM
83	Volunteer opportunities through DSBA, as a member of a non-profit organizations Board, and through my church affiliation.	7/28/2015 12:07 PM
84	court appointments, volunteer for PFA days, volunteer providing legal services at prison, board of LSC, volunteer board of city community center	7/28/2015 12:07 PM
85	Attorney guardian ad litem through the office of the child advocate. I also handle referrals through the DSBA and consider that in the public interest, although my services are not free (albeit are often drastically reduced in price) so it's not pro bono.	7/28/2015 12:05 PM
86	court appointment in Family Court in Sussex County and some counseling for general matters in the office	7/28/2015 12:05 PM
87	I do non-legal community work (need a break from legal sometimes). I do sometimes do legal work for free or a very reduced rate.	7/28/2015 12:00 PM
88	Advice, brief services and court representation	7/28/2015 12:00 PM
89	Court appointments, DVLS, and helping indigent parent clients with matters outside of court appointment	7/28/2015 11:59 AM
90	None at this time.	7/28/2015 11:59 AM
91	criminal court appointments, private criminal cases free of charge, volunteer time to speak to non-profits	7/28/2015 11:59 AM

## Solo Practitioner/Small Firm Survey

92	Referrals	7/28/2015 11:58 AM
93	all forms of legal services from advice to clients, court appearances, and document assistance. I also do volunteer work outside of DSBA.	7/28/2015 11:57 AM
94	Widener Veterans Clinic, Wills for Heroes, Veteran's claims for veterans that do not qualify for Widener	7/28/2015 11:57 AM
95	taking over cases for Community Legal Aid when the funding runs out at the client still needs representation. I also provide a reduced rate for all active or retired military.	7/28/2015 11:56 AM
96	court appointments	7/28/2015 11:56 AM
97	Attorney GAL	7/28/2015 11:55 AM
98	OCA GAL clients.	7/28/2015 11:55 AM
99	representing a client without a fee; using legal skills to protect constitutional liberties for no fee by engaging governmental agencies	7/28/2015 11:53 AM
100	Guardian ad Litem (court appointment) Volunteering for the legal community.	7/28/2015 11:52 AM
101	court appointment, community organization, occasional waiver of fee	7/28/2015 11:52 AM
102	Volunteer opportunities	7/28/2015 11:51 AM
103	Mostly court appointments	7/28/2015 11:50 AM
104	I don't believe pro bono work is limited to the types listed. If free services are provided - it is pro bono.	7/28/2015 11:49 AM
105	See above	7/28/2015 11:47 AM
106	Veterans affairs	7/28/2015 11:46 AM
107	I can't afford to do pro bono services, but I was appointed to represent a minor in Family Court last year.	7/28/2015 11:46 AM
108	Court appointments, volunteer work on Boards and with mock trial, participation in industry workshops	7/28/2015 11:45 AM
109	Court appointments, veterans pro bono consortium	7/28/2015 11:45 AM
110	OCA	7/28/2015 11:44 AM
111	OCA	7/28/2015 11:44 AM
112	I provide a lot of legal services at very reduced costs, usually because I have to take what I can get from the client.	7/28/2015 11:43 AM
113	Mostly discounts.	7/28/2015 11:43 AM
114	Court appointments and low bono for non profits	7/28/2015 11:42 AM
115	Work as AAL or GAL in Chancery Court for reduced rate. Work in Family Court as GAL for free.	7/28/2015 11:42 AM
116	no charge for some of the legal work I do	7/28/2015 11:41 AM
117	Transactional Legal Services, Legal Education	7/28/2015 11:41 AM
118	all of the above	7/28/2015 11:41 AM
119	None through the DSBA or other bar. But a lot in terms of industry and community matters.	7/28/2015 11:40 AM
120	All of the above.	7/28/2015 11:39 AM
121	Court appointments, voluntarily assisting in meritorious cases when the potential client cannot afford to pay attorney fees.	7/28/2015 11:39 AM
122	Lead generation	7/28/2015 11:39 AM
123	Guardianships	7/28/2015 11:38 AM

Solo Practitioner/Small Firm Survey

**Q20 Does your status as a solo or small firm practitioner affect your interest in providing pro bono legal services?**

Answered: 126 Skipped: 69

#	Responses	Date
1	no	8/28/2015 5:52 PM
2	Yes.	8/28/2015 2:24 PM
3	Less support and more administrative work limit time that can be spent.	8/27/2015 10:35 AM
4	Yes	8/25/2015 9:30 AM
5	No	8/18/2015 5:18 PM
6	No	8/17/2015 6:16 PM
7	no	8/17/2015 10:10 AM
8	Yes, because it sometimes requires me to displace paid work	8/11/2015 5:03 PM
9	yes	8/11/2015 3:15 PM
10	No	8/8/2015 1:23 PM
11	No.	8/7/2015 10:19 AM
12	No.	8/3/2015 6:32 PM
13	not my interest but my availability	8/3/2015 5:04 PM
14	No	8/3/2015 12:08 PM
15	No. Pro bono work is necessary: attorneys have special skills and licensure. People NEED attorneys at times, even if they can't afford one. If you are able to spare some time and resources, you should.	8/3/2015 12:05 PM
16	yes, greatly.	8/3/2015 11:40 AM
17	yes	8/3/2015 11:02 AM
18	Yes.	8/2/2015 2:05 PM
19	No I see it as my personal desire to help someone or a group, and as a professional obligation as an attorney	7/31/2015 4:26 PM
20	Yes	7/31/2015 10:59 AM
21	Yes.	7/30/2015 9:42 PM
22	No.	7/30/2015 8:18 PM
23	Yes.	7/30/2015 5:43 PM
24	No.	7/30/2015 3:56 PM
25	N/A	7/30/2015 12:40 PM
26	Yes	7/30/2015 12:16 PM
27	No.	7/30/2015 11:57 AM
28	yes	7/30/2015 11:29 AM
29	Yes makes it harder	7/30/2015 10:47 AM
30	Yes, need to generate revenue so time to cases that do not generate revenue are difficult to take on.	7/30/2015 10:28 AM
31	Yes.	7/29/2015 9:33 PM
32	yes	7/29/2015 6:14 PM
33	No.	7/29/2015 5:41 PM

## Solo Practitioner/Small Firm Survey

34	probably	7/29/2015 5:01 PM
35	Not my interest, but my time.	7/29/2015 4:21 PM
36	It seems that most of the Family Court appointments are of solo or small firm practitioners, so practicing in Family Court gives ample opportunity to experience the opportunity for pro bono work.	7/29/2015 4:11 PM
37	not so much my 'interest' -- I remain interested in providing pro bono work; but my time prevents it (see #21)	7/29/2015 4:07 PM
38	no	7/29/2015 4:02 PM
39	sure	7/29/2015 3:28 PM
40	Not much time to handle pro bono cases	7/29/2015 3:11 PM
41	No	7/29/2015 10:51 AM
42	No.	7/29/2015 10:17 AM
43	yes	7/29/2015 10:05 AM
44	Yes	7/29/2015 9:58 AM
45	Yes	7/29/2015 9:49 AM
46	Very much so, since I feel my primary interests must be managing the firm and representing paying clients who generate revenue.	7/29/2015 8:51 AM
47	no	7/29/2015 6:29 AM
48	YES. I AM BETTER ABLE TO PROVIDE SUCH SERVICES WITHOUT RESTRICTIONS	7/28/2015 11:35 PM
49	no	7/28/2015 9:11 PM
50	Yes. Only short-term pro bono services seem feasible but they are hard to come by in lower Delaware.	7/28/2015 6:18 PM
51	Yes. Although I can work for free for certain clients, and I usually reduce my attorney fee for clients.	7/28/2015 6:12 PM
52	No	7/28/2015 5:56 PM
53	No	7/28/2015 4:21 PM
54	No.	7/28/2015 4:12 PM
55	no	7/28/2015 3:44 PM
56	No.	7/28/2015 3:34 PM
57	No	7/28/2015 3:18 PM
58	It affects the bottom line and take time away from billing	7/28/2015 3:15 PM
59	I feel more at liberty to offer pro bono services since I'm my own boss and don't have to satisfy a senior partner's billing requirements.	7/28/2015 3:04 PM
60	Yes	7/28/2015 3:02 PM
61	no	7/28/2015 2:50 PM
62	sometimes	7/28/2015 2:40 PM
63	It does not affect my interest, but ability.	7/28/2015 2:17 PM
64	As a solo I was exposed more directly to the need as potential client came in from the street. In larger firm practice the mandates of daily practice and long term clients keeps me away from direct exposure to the pro bono client base and the issues that are the main focus for pro bono work are somewhat removed from my day to day existence.	7/28/2015 2:02 PM
65	No	7/28/2015 1:58 PM
66	Yes. It limits my time to take pro bono cases.	7/28/2015 1:40 PM
67	No	7/28/2015 1:32 PM
68	n/a	7/28/2015 1:25 PM
69	No	7/28/2015 1:07 PM
70	Yes	7/28/2015 1:07 PM

## Solo Practitioner/Small Firm Survey

71	NO	7/28/2015 12:56 PM
72	yes, time and economics of a small practice is a time eater	7/28/2015 12:53 PM
73	Yes - it is very difficult to do with our workload.	7/28/2015 12:51 PM
74	No	7/28/2015 12:51 PM
75	Of course, the firm is without a lawyer.	7/28/2015 12:46 PM
76	No.	7/28/2015 12:45 PM
77	yes	7/28/2015 12:43 PM
78	yes - because it directly impacts the amount of money I can make. Time spent on pro bono is time spent not making money, so I choose my pro bono projects strategically and only work for those causes I want to work for and in a limited capacity. I also want to minimize the amount of time spent screening out potential clients who cannot afford legal services.	7/28/2015 12:43 PM
79	Yes.	7/28/2015 12:33 PM
80	No	7/28/2015 12:23 PM
81	Yes	7/28/2015 12:19 PM
82	I feel I contribute a lot with many lengthy free telephone consults.	7/28/2015 12:18 PM
83	Yes, it is very difficult to handle these cases. I would like to do more, but time is limited as I do handle some matters already for no fee for my clients.	7/28/2015 12:14 PM
84	No.	7/28/2015 12:09 PM
85	Yes, Time is incredibly valuable to a solo practitioner, and I want to work/volunteer where I feel my services are most needed and/or will have the highest benefit for those served.	7/28/2015 12:07 PM
86	no	7/28/2015 12:07 PM
87	no	7/28/2015 12:05 PM
88	Yes, because I find that many people could pay something for services.	7/28/2015 12:05 PM
89	see answer to 21, below. I don't have less interest, but can't always afford it.	7/28/2015 12:00 PM
90	No	7/28/2015 12:00 PM
91	Yes	7/28/2015 11:59 AM
92	Yes. Until my business gets to a certain level, I have to work every hour to provide for my own family.	7/28/2015 11:59 AM
93	it is difficult to make ends meet but most fulfilling work to do.	7/28/2015 11:59 AM
94	Yes	7/28/2015 11:58 AM
95	It makes it easier to do so, as I am not the primary financial provider for my family.	7/28/2015 11:57 AM
96	Yes	7/28/2015 11:57 AM
97	Yes, with the court appointments, it is a need to balance the paying clients with the court appointments, reduced rate clients and pro bono clients	7/28/2015 11:56 AM
98	Yes	7/28/2015 11:56 AM
99	No	7/28/2015 11:55 AM
100	Yes; it provides greater flexibility to accept such cases.	7/28/2015 11:55 AM
101	no	7/28/2015 11:53 AM
102	No.	7/28/2015 11:52 AM
103	no	7/28/2015 11:52 AM
104	Yes	7/28/2015 11:51 AM
105	No	7/28/2015 11:50 AM
106	No	7/28/2015 11:50 AM
107	Yes.	7/28/2015 11:50 AM



### Solo Practitioner/Small Firm Survey

108	yes.	7/28/2015 11:49 AM
109	No	7/28/2015 11:47 AM
110	No	7/28/2015 11:46 AM
111	Yes	7/28/2015 11:46 AM
112	Yes, pro bono is hard to take on if there isn't enough income being generate to support the firm.	7/28/2015 11:45 AM
113	No	7/28/2015 11:45 AM
114	yes - absolutely	7/28/2015 11:44 AM
115	no	7/28/2015 11:44 AM
116	Yes.	7/28/2015 11:43 AM
117	Yes.	7/28/2015 11:43 AM
118	yes	7/28/2015 11:42 AM
119	We cannot afford to do a lot of pro bono because we need to be able to pay our staff and support our families. We don't have a big firm backing us up when bills are due.	7/28/2015 11:42 AM
120	yes	7/28/2015 11:41 AM
121	no	7/28/2015 11:41 AM
122	yes	7/28/2015 11:40 AM
123	No.	7/28/2015 11:39 AM
124	Yes, it means I have to be very careful selecting pro bono cases to prevent them from taking too much time away from my revenue generating practice areas.	7/28/2015 11:39 AM
125	Yes	7/28/2015 11:39 AM
126	yes	7/28/2015 11:38 AM

## Solo Practitioner/Small Firm Survey

### Q21 Does your status as a solo or small firm practitioner affect your ability to engage in pro bono work? If so, how or why?

Answered: 128 Skipped: 67

#	Responses	Date
1	no	8/28/2015 5:52 PM
2	As a solo practitioner, I determine how much of a workload I can responsibly manage. Adding pro bono work affects my ability to accept paying clients because I do not want to take on more work than I can responsibly handle. Pro bono work means I cannot take on additional paying clients.	8/28/2015 2:24 PM
3	See above	8/27/2015 10:35 AM
4	Yes	8/25/2015 9:30 AM
5	Yes, as our small firm does not have any pro bono program	8/18/2015 5:18 PM
6	Yes - makes it extremely difficult to manage the time and afford the expense	8/17/2015 6:16 PM
7	yes. There are times when my schedule does not permit accepting assignments from the OCA.	8/17/2015 10:10 AM
8	Yes. I cannot take on all the pro bono matters that I get in a year	8/11/2015 5:03 PM
9	yes	8/11/2015 3:15 PM
10	No	8/8/2015 1:23 PM
11	Very much so. I feel much more free to engage in pro bono work.	8/7/2015 10:19 AM
12	No.	8/3/2015 6:32 PM
13	it decreases my availability	8/3/2015 5:04 PM
14	No	8/3/2015 12:08 PM
15	Yes. It both helps and hinders. For any attorney, there is always a tension caused by having only so many hours in each day and a choice of whether to spend them being profitable or being charitable. I am fortunate that my current firm is supportive of me doing pro bono work, so I am not penalized for spending time being charitable, and they allow me to set my own fee arrangements with clients. My situation is probably unique, though. I left a bigger firm for a smaller firm to have a more flexible schedule because I have young children. That allows me to be less profitable if I want to work for reduced fee or for free. But it is amazing how easily your profitability can drop to ridiculously low levels, especially when you are trying to spend time working on your professional development and marketing, and you don't have a ton of administrative help. If I had more pressure to "produce," I would not feel like I could do pro bono work.	8/3/2015 12:05 PM
16	yes, greatly.	8/3/2015 11:40 AM
17	yes. As much of my time is devoted to the representation of paying clients and running the business of the law firm, there is less time to devote to pro bono work.	8/3/2015 11:02 AM
18	Yes. Cash flow. Loss of revenue.	8/2/2015 2:05 PM
19	Yes. There are some legal affairs of some people and groups that would be full time jobs	7/31/2015 4:26 PM
20	Yes, matter of finding the time	7/31/2015 10:59 AM
21	Yes. It makes it more difficult to do so given concerns about keeping the lights on.	7/30/2015 9:42 PM
22	Yes. I have limited time because I have to generate revenue and handle all administrative activities.	7/30/2015 8:18 PM
23	Yes. There is simply not enough time to do a lot of pro bono. I am the primary support for my family and if I am not working on a client matter, I do not get paid. I try to do "good deeds" for clients within the practice, where it is more under my control.	7/30/2015 5:43 PM
24	No.	7/30/2015 3:56 PM
25	N/A	7/30/2015 12:40 PM

## Solo Practitioner/Small Firm Survey

26	yes	7/30/2015 12:16 PM
27	No.	7/30/2015 11:57 AM
28	yes no lime	7/30/2015 11:29 AM
29	Time constraints	7/30/2015 10:47 AM
30	Yes, need to generate revenue so time to cases that do not generate revenue are difficult to take on.	7/30/2015 10:28 AM
31	Yes. See answer above (#??)	7/29/2015 9:33 PM
32	yes; limited amount of time	7/29/2015 6:14 PM
33	No.	7/29/2015 5:41 PM
34	not really, other than finances can get tight, profit margins are low, overhead it high	7/29/2015 5:01 PM
35	Yes. I have a volunteer case that was supposed to be done quickly. I have now been involved for nearly 6 months and this is not atypical. With OCA once you take a case you get called back until the child ages out and you may have other additional demands on your time when the call backs come.	7/29/2015 4:21 PM
36	I have more voice in doing pro bono work than if I worked for someone else.	7/29/2015 4:11 PM
37	yes, absolutely. my time is at a premium, particularly if I remain committed to being a good husband and father, and, at the same time, remain committed to meeting all of my obligations as a lawyer and a member of the Bar (i.e., compliance issues, for example)	7/29/2015 4:07 PM
38	yes	7/29/2015 4:02 PM
39	sure, it is less time working on cases for paying clients	7/29/2015 3:28 PM
40	Not much time to handle pro bono cases	7/29/2015 3:11 PM
41	Yes—limited time to generate revenue	7/29/2015 10:51 AM
42	Yes. In a small firm, fewer attorneys means less time to spend not generating revenue.	7/29/2015 10:17 AM
43	yes, because of time constraints	7/29/2015 10:05 AM
44	Yes	7/29/2015 9:58 AM
45	Yes. Time constraints.	7/29/2015 9:49 AM
46	Definitely, because we depend so much on billing hours for paying clients to generate cash flow that it leaves little opportunity to perform pro bono services.	7/29/2015 8:51 AM
47	yes, because I need to produce billable work so my firm can succeed financially	7/29/2015 6:29 AM
48	BETTER ABLE SEE 20	7/28/2015 11:35 PM
49	no	7/28/2015 9:11 PM
50	Yes. It limits my availability for court appointments and other volunteer opportunities since my days, evening/nights and weeks are usually already booked providing free legal assistance to my organization's clients.	7/28/2015 6:18 PM
51	Yes. Although I can work for free for certain clients, and I usually reduce my attorney fee for clients.	7/28/2015 6:12 PM
52	No	7/28/2015 5:56 PM
53	Only in that I work alone from my home, so have no place to meet pro bono clients other than at their home.	7/28/2015 4:21 PM
54	Yes. It's hard enough to make a living as is (handling client matters combined with all administrative tasks). There is a very limited amount of time I can put into pro bono work and still put food on my own table.	7/28/2015 4:12 PM
55	no	7/28/2015 3:44 PM
56	At times, the press of work prevents me from taking on a specific matter at a specific time, but, I generally refer the prospective pro bono client to someone else or suggest how to proceed.	7/28/2015 3:34 PM
57	Yes. It affects the volume of cases I can handle in one year.	7/28/2015 3:18 PM
58	Yes, time	7/28/2015 3:15 PM
59	See answer to question 20	7/28/2015 3:04 PM
60	Yes	7/28/2015 3:02 PM
61	yes, due to the time constraints of running an office.	7/28/2015 2:50 PM

## Solo Practitioner/Small Firm Survey

62	It can, pressure to earn and bring in fees	7/28/2015 2:40 PM
63	It is difficult to find time for required activities.	7/28/2015 2:17 PM
64	I find that I have no hours in the day to dedicate to work, either paid or pro bono, that are not stolen from family and friends. To have a functioning practice, even in a larger firm, but especially in solo practice, you have to give up something. I favored family over pro bono and found it hard to accommodate pro bono as a solo, despite the direct contact and nearly daily exposure to the need for it.	7/28/2015 2:02 PM
65	Yes. If the demands of my paying clients increase, I have no recourse. This makes it very difficult to take pro bono cases.	7/28/2015 1:58 PM
66	Yes. It limits my time to take pro bono cases.	7/28/2015 1:40 PM
67	No	7/28/2015 1:32 PM
68	n/a	7/28/2015 1:25 PM
69	No	7/28/2015 1:07 PM
70	Yes. I find that I do not have the time to engage in pro bono work due to the fact that I do a lot of work that would be my office staff at a larger firm.	7/28/2015 1:07 PM
71	I do not have a lot of free time	7/28/2015 12:56 PM
72	same as above	7/28/2015 12:53 PM
73	Yes - it is very difficult to do with our workload.	7/28/2015 12:51 PM
74	No	7/28/2015 12:51 PM
75	Yes, as there is no lawyer to cover the office while out.	7/28/2015 12:46 PM
76	It can sometimes create conflicts between doing reduced fee or free pro-bono work and paid work.	7/28/2015 12:45 PM
77	yes, cases involving court appearances are difficult since coverage due to illness or personal issues is almost nonexistent	7/28/2015 12:43 PM
78	yes - because it directly impacts the amount of money I can make. Time spent on pro bono is time spent not making money, so I choose my pro bono projects strategically and only work for those causes I want to work for and in a limited capacity. I also want to minimize the amount of time spent screening out potential clients who cannot afford legal services.	7/28/2015 12:43 PM
79	Yes. Time.	7/28/2015 12:33 PM
80	No	7/28/2015 12:23 PM
81	Yes. My presence at the office and in court was a significant factor in the success of the practice. Pro bono prevented me from doing the paying work and there was no one else to perform it.	7/28/2015 12:19 PM
82	I cannot commit to anything too big/time consuming.	7/28/2015 12:18 PM
83	See answer to 20.	7/28/2015 12:14 PM
84	It affects the kind of work I can do. Anything that requires a court appearance is disruptive.	7/28/2015 12:09 PM
85	Yes. I have less time to devote to volunteer activities or even no/reduced fee representation as I need to meet overhead needs as well as provide an income for myself and family.	7/28/2015 12:07 PM
86	no	7/28/2015 12:07 PM
87	no	7/28/2015 12:05 PM
88	Don't have time to do too much in this area.	7/28/2015 12:05 PM
89	It makes it more difficult since there already many non-revenue producing demands on my time and there aren't that many billable people at my firm to make up the difference and cover expenses when I'm not billing.	7/28/2015 12:00 PM
90	No	7/28/2015 12:00 PM
91	Yes, it allows me to do more because I do not have billable hour requirements	7/28/2015 11:59 AM
92	Absolutely, we are just trying to get a solid income stream, before we can look outward.	7/28/2015 11:59 AM
93	yes	7/28/2015 11:59 AM
94	Yes. Without sufficient funds to meet expenses and some income I could not exist to provide pro bono services.	7/28/2015 11:58 AM

## Solo Practitioner/Small Firm Survey

95	There have been several years that I have chosen to not engage in the practice of law for profit - ie to have no paying clients/go inactive. During this time, I was prohibited from providing pro bono services, which I would have gladly done, as I was inactive with the bar. It is difficult to justify paying bar dues when you have no billable income.	7/28/2015 11:57 AM
96	Yes - with only 2 attorneys in the firm - maximizing revenue is key - pro bono work does take away from billable time.	7/28/2015 11:57 AM
97	Yes, with the court appointments, it is a need to balance the paying clients with the court appointments, reduced rate clients and pro bono clients	7/28/2015 11:56 AM
98	Yes, I have limited time to fairly devote myself to pro bono services	7/28/2015 11:56 AM
99	Yes, less support staff and coverage available	7/28/2015 11:55 AM
100	Yes; it provides greater flexibility to accept such cases.	7/28/2015 11:55 AM
101	no	7/28/2015 11:53 AM
102	Yes. I have limited time to work "for free", but have the flexibility to do extra work or represent parties without cost when needed.	7/28/2015 11:52 AM
103	yes, I only have so much time I am willing to do legal work.	7/28/2015 11:52 AM
104	Yes - finding balance between maintaining a revenue generating practice and, at the same time, providing services at the same level of skill and attention on a pro bono basis	7/28/2015 11:51 AM
105	No	7/28/2015 11:50 AM
106	I limit additional DVLS or OCA cases	7/28/2015 11:50 AM
107	Yes. Lack of time.	7/28/2015 11:50 AM
108	yes	7/28/2015 11:49 AM
109	Sometimes	7/28/2015 11:47 AM
110	No	7/28/2015 11:46 AM
111	I can't afford to devote the time for a case for which I will not receive a fee.	7/28/2015 11:46 AM
112	Sometimes, if my workload is too large, it is hard to take on other projects.	7/28/2015 11:45 AM
113	In a limited way, yes. We have been approached on some pro bono matters that would require large out of pocket costs (mostly expert witnesses) that could be shared by the partners in a larger firm.	7/28/2015 11:45 AM
114	Yes, no time.	7/28/2015 11:45 AM
115	yes - absolutely; there are only so many hours in a day to earn money	7/28/2015 11:44 AM
116	probably not. I believe time management is a problem throughout the profession, and not limited to solo or small firm practitioners.	7/28/2015 11:44 AM
117	Yes. I can't afford to do this.	7/28/2015 11:43 AM
118	Yes. Very little extra time.	7/28/2015 11:43 AM
119	yes	7/28/2015 11:42 AM
120	Yes. If we are not paid then we cannot pay our staff or support our families. We do what we can but the cost of running a firm, even with minimal overhead, including malpractice insurance, self employment tax, etc... makes it very difficult to work if we do not get paid. ACME does not give us free groceries because we do pro bono work and our mortgage companies want to be paid each month too.	7/28/2015 11:42 AM
121	yes, I'd do more of it if I didn't have to worry about revenue	7/28/2015 11:41 AM
122	Yes. More opportunity to do so	7/28/2015 11:41 AM
123	no	7/28/2015 11:41 AM
124	yes. Money is tight and a day of pro bono means no revenue. That simple.	7/28/2015 11:40 AM
125	No.	7/28/2015 11:39 AM
126	See above.	7/28/2015 11:39 AM
127	Yes, cost.	7/28/2015 11:39 AM
128	yes. Limited resource of time prevents taking on more pro bono.	7/28/2015 11:38 AM

## Solo Practitioner/Small Firm Survey

### Q22 How many matters, if any, have you undertaken in the last year for which you have charged no fee or a reduced fee?

Answered: 125 Skipped: 70

#	Responses	Date
1	approx. 10	8/28/2015 5:52 PM
2	Four cases.	8/28/2015 2:24 PM
3	5-6	8/27/2015 10:35 AM
4	4	8/25/2015 9:30 AM
5	Approximately 5	8/18/2015 5:18 PM
6	0	8/17/2015 6:16 PM
7	1	8/17/2015 10:10 AM
8	2-3	8/11/2015 5:03 PM
9	5	8/11/2015 3:15 PM
10	None	8/8/2015 1:23 PM
11	5	8/7/2015 10:19 AM
12	Roughly a dozen.	8/3/2015 6:32 PM
13	3	8/3/2015 5:04 PM
14	One significant matter	8/3/2015 12:08 PM
15	I was out on maternity leave for a good chunk of this year, but I would say 3 (an arbitration hearing, defense of a motion for default judgment, and an ongoing matter that might very well go to trial). I work on some other matters with alternate fee arrangements, but the clients generally pay even if it less than I would get for a standard hourly rate.	8/3/2015 12:05 PM
16	too many to calculate	8/3/2015 11:40 AM
17	5 or more	8/3/2015 11:02 AM
18	5	8/2/2015 2:05 PM
19	5-8	7/31/2015 4:26 PM
20	Maybe a dozen	7/31/2015 10:59 AM
21	5	7/30/2015 9:42 PM
22	10	7/30/2015 8:18 PM
23	2-3	7/30/2015 5:43 PM
24	25 at a minimum	7/30/2015 3:56 PM
25	All!	7/30/2015 12:40 PM
26	None	7/30/2015 12:16 PM
27	15 to 20	7/30/2015 11:57 AM
28	2	7/30/2015 11:29 AM
29	4	7/30/2015 10:47 AM
30	3	7/30/2015 10:28 AM
31	4-5	7/29/2015 9:33 PM
32	3	7/29/2015 6:14 PM

## Solo Practitioner/Small Firm Survey

33	About 6 to 8	7/29/2015 5:41 PM
34	about \$,4000 worth, three to four cases	7/29/2015 5:01 PM
35	Many,	7/29/2015 4:21 PM
36	3, ytd	7/29/2015 4:11 PM
37	dozens, easily (reduced fees, free consultations which are intended to suggest how the client can resolve the matter themselves, court appointments for little compensation, etc)	7/29/2015 4:07 PM
38	3	7/29/2015 4:02 PM
39	3-6	7/29/2015 3:28 PM
40	1	7/29/2015 3:11 PM
41	2	7/29/2015 10:51 AM
42	2	7/29/2015 10:17 AM
43	i don't know	7/29/2015 10:05 AM
44	Approx. 25% of my cases	7/29/2015 9:58 AM
45	One	7/29/2015 9:49 AM
46	None.	7/29/2015 8:51 AM
47	5	7/29/2015 6:29 AM
48	15. i HAVE TO REPORT TO MD.	7/28/2015 11:35 PM
49	2	7/28/2015 9:11 PM
50	none	7/28/2015 6:18 PM
51	I reduce my fee in most cases as a courtesy to my clients.	7/28/2015 6:12 PM
52	5-10	7/28/2015 5:56 PM
53	about 6	7/28/2015 4:21 PM
54	2	7/28/2015 4:12 PM
55	two	7/28/2015 3:44 PM
56	I do not keep track of the numbers.	7/28/2015 3:34 PM
57	20-25	7/28/2015 3:18 PM
58	Countless matters at a reduce rate, at least 5 free of charge	7/28/2015 3:15 PM
59	5-10 matters.	7/28/2015 3:04 PM
60	10	7/28/2015 3:02 PM
61	1-5	7/28/2015 2:50 PM
62	3, plus volunteering on a couple PFA days	7/28/2015 2:40 PM
63	Three	7/28/2015 2:17 PM
64	none	7/28/2015 2:02 PM
65	0	7/28/2015 1:58 PM
66	probably 5-6	7/28/2015 1:40 PM
67	guessing 10-15	7/28/2015 1:32 PM
68	none	7/28/2015 1:25 PM
69	none, not currently practicing	7/28/2015 1:07 PM
70	0	7/28/2015 1:07 PM
71	three to five	7/28/2015 12:56 PM
72	3	7/28/2015 12:53 PM

## Solo Practitioner/Small Firm Survey

73	10 at least	7/28/2015 12:51 PM
74	2	7/28/2015 12:51 PM
75	3	7/28/2015 12:46 PM
76	15-20 cases	7/28/2015 12:45 PM
77	10	7/28/2015 12:43 PM
78	3	7/28/2015 12:43 PM
79	One	7/28/2015 12:33 PM
80	>100 hours	7/28/2015 12:23 PM
81	One	7/28/2015 12:19 PM
82	Estimate: 6, not including free consults. Free cosunsults, At least 100.	7/28/2015 12:18 PM
83	I do not keep track, but my associate would say I need to be more firm on my fees and I am too nice, but I believe it will come back to me in some way.	7/28/2015 12:14 PM
84	10-20	7/28/2015 12:09 PM
85	4	7/28/2015 12:07 PM
86	in a month I donate on average 6 to 10 hours	7/28/2015 12:07 PM
87	5, though I am fairly open to reducing a rate at least somewhat on client request.	7/28/2015 12:05 PM
88	24	7/28/2015 12:05 PM
89	two	7/28/2015 12:00 PM
90	4	7/28/2015 12:00 PM
91	4	7/28/2015 11:59 AM
92	0 (Except all FDCPA cases are no fee.)	7/28/2015 11:59 AM
93	50	7/28/2015 11:59 AM
94	A majority of matters with fees well below anything resembling a fair hourly rate.	7/28/2015 11:58 AM
95	Approx. a dozen	7/28/2015 11:57 AM
96	5	7/28/2015 11:57 AM
97	15-20	7/28/2015 11:56 AM
98	5	7/28/2015 11:56 AM
99	2	7/28/2015 11:55 AM
100	3	7/28/2015 11:55 AM
101	more than 10	7/28/2015 11:53 AM
102	2-3 cases without any fees and about 15-20 cases where fees were reduced	7/28/2015 11:52 AM
103	through the firm, approximately 10	7/28/2015 11:52 AM
104	1 - 3	7/28/2015 11:51 AM
105	4	7/28/2015 11:50 AM
106	0	7/28/2015 11:50 AM
107	I have provided numerous free services for persons unable to pay - yet it is not considered pro bono.	7/28/2015 11:49 AM
108	7 or 8	7/28/2015 11:47 AM
109	6	7/28/2015 11:46 AM
110	Approximately 10	7/28/2015 11:46 AM
111	Less than 10	7/28/2015 11:45 AM
112	2	7/28/2015 11:45 AM



### Solo Practitioner/Small Firm Survey

113	4	7/28/2015 11:44 AM
114	1	7/28/2015 11:44 AM
115	A majority of my cases are done that way.	7/28/2015 11:43 AM
116	6	7/28/2015 11:43 AM
117	3	7/28/2015 11:42 AM
118	8	7/28/2015 11:42 AM
119	4-6	7/28/2015 11:41 AM
120	6 to 10	7/28/2015 11:41 AM
121	4	7/28/2015 11:40 AM
122	One very large matter. Other attorneys at firm have also handled matters.	7/28/2015 11:39 AM
123	~20	7/28/2015 11:39 AM
124	3	7/28/2015 11:39 AM
125	5	7/28/2015 11:38 AM

# EXHIBIT B

## Rule Violations

The following chart notes the Rule violations for all Noteworthy Decisions that meet the following criteria:

- a) The attorney is a Delaware attorney
- b) The sanction was imposed between January 1, 2013 and July 31, 2015

It excludes:

- a) Non-Delaware attorneys
- b) Decisions made outside of this time period
- c) Attorneys transferred to Disability Inactive status
- d) Attorneys who have been Interim Suspended

Name	Case or Decision	Date	Rule Violation	Sanction	Number of Attorneys in Office
Patrick E. Vanderslice	Supreme Court No. 261, 2015	June 19, 2015	1.15(a), 3.3(a)(1), 8.1(a), 8.4(b), 8.4(c), 8.4(d)	Disbarment	
Daniel G. Simmons	112441-B	May 27, 2015	8.4(b)	Disbarment	DOJ
Michael D. Carr	1112050-B	July 9, 2014	1.14(a), 1.15(d), 8.4(c), 8.4(d)	Disbarment	1
John J. Sullivan, Jr.	2014 WL 982500	March 7, 2014	1.15(a), 4.1(a), 4.1(b), 5.3, 8.4(b), 8.4(c), 8.4(d)	Disbarment	2
Herbert G. Feuerhake	89 A.3d 1058	April 4, 2014	3.4(c), 7(c), 8.4(d)	Disbarment	1
R. Keith Sanclemente	2014 WL 644437	February 14, 2014	1.15(a), 4.1(a), 4.1(b), 5.1, 5.3, 8.4(b), 8.4(c), 8.4(d)	Disbarment	2
Martin J. Siegel, Jr.	108448-B	August 21, 2013	1.15(a), 1.15(b), 8.4(c)	Disbarment	1
Fred Barakat	105053-B	December 11, 2013	1.15(a), 1.15(d), 1.5(f), 3.5(c), 8.1(a), 8.4(c), 8.4(d)	Suspension Two Years	1
Jeffrey K. Martin	2014 WL 6998797	November 18, 2014	5.5(b), 3.4(c), 8.4(d)	Suspension One Year	1
R. David Favata	112382-B	July 27, 2015	3.3(a), 3.4(e), 3.5(d), 8.4(c), 8.4(d)	Suspension One Year and a Day	DOJ
Robert S. Bria	108200-B	March 4, 2014	8.4(b), 8.4(c), 8.4(d)	Suspension Six Months and a Day	1
Jian Wang		March 27, 2013	3.4(c)	Indefinitely Suspended	
Eric C. Howard	2015 WL 4527700	July 22, 2015	3.4(c), 8.1(b), 8.4(d)	Public Reprimand	65
Christopher S. Koyste	111 A.3d 581	February 27, 2015	3.4(c), 8.4(d)	Public Reprimand	1

David E. Wilks	2012-0150-B, 2014 WL 2926214	June 25, 2014	1.1, 1.3, 1.4, 8.4(C)	Public Reprimand	7
Stephan J. Holfeld	105145-B	March 19, 2013	8.4(d)	Public Reprimand	2
	112298-B	February 11, 2015	1.3, 5.3(a)	Private Admonition	1
	112159-B	December 30, 2014	3.4(c), 8.4(d)	Private Admonition	1
	111979-B	November 6, 2014	8.4(d)	Private Admonition	17
	111901-B & 108318-B	May 27, 2014	1.5(f), 1.15(a), 7(c), 8.4(d)	Private Admonition	1
	110052-B	March 19, 2014	1.1, 1.3, 1.4(a), 5.3(b)	Private Admonition	2
	2012-0115-B	January 7, 2013	8.4(c)	Private Admonition	7
	2012-0215-B	February 4, 2013	1.15(d), 5.3, 8.4(c), 8.4(d)	Private Admonition	1
	2011-0083-B	March 26, 2013	3.4(c), 8.4(d)	Private Admonition	DOJ
	105356-B	April 9, 2013	1.16(c), 8.4(d)	Private Admonition	1
	2011-0171-B	June 21, 2013	1.5(b)	Private Admonition	1
	2012-0297-B	July 2, 2013	1.3, 3.3(b), 8.4(d)	Private Admonition	6
	2012-0055-B	July 23, 2013	1.15(d), 8.4(c), 8.4(d)	Private Admonition	1
	105379-B	August 28, 2013	1.1, 1.3	Private Admonition	1
	105422-B & 108325-B	November 18, 2013	1.1, 1.3, 1.4(a)(3), 1.5(f)(1-2)	Private Admonition	1
	2012-0301-B	March 12, 2014	5.5(a-b), 7.1	Private Admonition	
	108243-B & 2012-0089-B & 108430-B	December 19, 2014	1.1, 1.3, 1.15(a), 5.3	Private Admonition	1
	111894-B	October 2, 2014	1.15(d), 8.4(c), 8.4(d)	Private Admonition, Private Probation	3
	112192-B & 112274-B	March 25, 2015	1.3, 1.15(d)	Private Admonition	1
	108366-B & 110023-B	January 9, 2014	1.5(f), 1.15(d)	Private Admonition	1
	2012-0307-B	January 29, 2013	3.4(c), 8.4(d)	Private Probation	1
	2012-0071-B	March 18, 2013	1.1, 1.3, 1.4(a)	Private Probation	17
	2012-0230-B	April 22, 2013	1.4(a)(4)	Private Probation	1
	2013-0026-B	May 20, 2013	1.5(f)	Private Probation	1
	108190-B	July 17, 2013	1.5, 1.15(a)	Private Probation	1
	105408-B	July 24, 2013	1.15	Private Probation	1

	108222-B	July 29, 2013	1.15(d), 8.4(c), 8.4(d)	Private Probation	1
	105260-B	September 6, 2013	1.15(d), 8.4(c), 8.4(d)	Private Probation	
	104517-B	October 21, 2013	8.4(d)	Private Probation	4
	110005-B	November 11, 2013	1.5(f)(1-3)	Private Probation	1
	108201-B & 108431-B	December 15, 2014	1.1, 1.3	Private Probation	1
	112379-B	June 5, 2015	None listed: books and records	Private Probation	1
	112460-B	August 12, 2015	None listed: books and records	Private Probation	1
	112365-B	April 15, 2015	None listed: books and records	Private Probation	7
	108321-B	January 27, 2014	1.1, 1.3	Conditional Diversion	4
	111731-B	June 27, 2014	8.1(b)	Conditional Diversion	1
	108261-B & 108440-B	March 10, 2014	1.1, 1.3, 8.4(d)	Conditional Diversion	3

# EXHIBIT C

## **LIST OF FREE CLES OFFERED OR TO BE OFFERED BY THE ODC**

### **New Castle County**

October 16, 2014

Title: How to be Successful in a Small Firm or Solo Practice

Presenters: Eugene J. Maurer, Esq., Jeffrey K. Weiner, Esq., Donald L. Gouge, Esq., Daniel R. Losco, Esq., David J. Ferry, Jr., Esq.

Number of attendees: 139

December 14, 2014

Title: Nuts and Bolts of a Compliance Audit

Presenter: Judith M. Scarborough, CPA, CVA, CFF

Number of attendees: 27

February 12, 2015

Title: The Cloud, Social Media and Everything Else the Small Law Firm and Solo Practitioner Needs to Know About Technology.

Presenters: Molly DiBianca, Esq. and Richard Hermann, Esq.

Number of attendees: 62

April 2, 2015

Title: How to Be Successful in a Small Firm or Solo Practice

Presenters: Denise D. Nordheimer, Esq., Ian Connor Bifferato, Esq., Christine K. Demsey, Esq., and Thomas A. Foley, Esq.

Number of attendees: 53

February 12, 2016

Title: The Happy Lawyer: How to Recognize and Manage the Pressures of Law Practice

Presenters: Carol Waldhauser, Arlene Simon, and Dr. Sachin Karnick

Number of attendees: 165

March 11, 2016

Title: The Cloud, Social Media and Everything Else the Solo or Small Firm Practitioner Needs to Know About Technology

Presenters: Richard Herrmann, Esq. and Molly DiBianca, Esq.

Number of attendees: 126

May 6, 2016

Title: How to Be Successful in a Small Firm or Solo Practice

Presenters: Edmund D. Lyons Jr., Esq., John P. Deckers, Esq., Shauna T. Hagan, Esq., and Victoria K. Petrone,

Number of attendees: 71

September 23, 2016

Rule 1.15 Audits: Step by Step

Presenter: Judith M. Scarborough, CPA, CVA, CFF

Number of attendees: 78

October 21, 2016

Title: How to Be in a Successful Small Firm or Solo Practice

Presenters: Arthur D. Kuhl, Esq., Mark M. Billion, Esq. and Angeline M. Kogut, Esq.

Number of attendees: 53

April 7, 2017

Title: Avoiding Disciplinary Complaints

Presenters: Patricia Schwartz, Esq. and Charles Slanina, Esq.

Number of attendees: 85

May 12, 2017

Title: Law Office Management: Technological Safeguards and Cybersecurity

Presenters: Richard K. Herrmann, Esq. and Steven L. Caponi, Esq.

Number of attendees: 52

## **Kent County**

November 7, 2014

Title: How to Be Successful in a Small Firm or Solo Practice

Presenters: Laura Yiengst, Esq., Bradley Eaby, Esq. and Glynis Gibson, Esq.

Number of attendees: 46

January 30, 2015

Title: Nuts and Bolts of a Compliance Audit

Presenter: Judith M. Scarborough, CPA, CVA, CFF

Number of attendees: 35



March 13, 2015

Title: The Cloud, Social Media and Everything Else the Small Law Firm and Solo Practitioner Needs to Know About Technology.

Presenters: Brian Legum, Esq. and Richard Hermann, Esq.

Number of Attendees: 45

February 19, 2016

Title: How to Be in a Successful Small Firm or Solo Practice

Presenters: James E. Liguori, Esq., Jeffrey Young, Esq., Mary Sherlock, Esq. and Adam Perza, Esq.

Number of attendees: 63

September 9, 2016

Title: The Happy Lawyer: How to Recognize and Manage the Pressures of Law Practice

Presenters: Carol Waldhauser, Arlene Simon, and Dr. Sachin Karnick

Number of attendees: 40

October 7, 2016

Title: The Cloud, Social Media and Everything Else the Solo or Small Firm Practitioner Needs to Know About Technology

Presenters: Richard Herrmann, Esq. and Molly DiBianca, Esq.

Number of attendees: 24

November 18, 2016

Rule 1.15 Audits: Step by Step

Presenter: Judith M. Scarborough, CPA, CVA, CFF

Number of attendees: 16

April 21, 2017

Avoiding Disciplinary Complaints

Presenters: Patricia Schwartz, Esq. and Charles Slanina, Esq.

Number of attendees: 31

## **Sussex County**

December 5, 2014

Title: How to Be Successful in a Small Firm or Solo Practice

Presenters: Michael Abrams, Esq. Kathi Karsnitz, Esq. David Rutt, Esq. and Kim DeBonte, Esq. & Jeffrey Weiner, Esq.

Number of attendees: 48

April 17, 2015

Title: Nuts & Bolts of a Compliance Audit

Presenter: Judith M. Scarborough, CPA, CVA, CFF

Number of attendees: 9

May 8, 2015

Title: How to Be Successful in a Small Firm or Solo Practice

Presenters: James Griffin, Esq., Mary Schrider-Fox, Esq., Theresa Hayes, Esq. & Leslie DiPietro, Esq.

Number of attendees: 25

June 10, 2016

Rule 1.15 Audits: Step by Step

Presenter: Judith M. Scarborough, CPA, CVA, CFF

Number of attendees: 31

October 28, 2016

Title: The Happy Lawyer: How to Recognize and Manage the Pressures of Law Practice

Presenters: Carol Waldhauser, Arlene Simon & Dr. Sachin Karnick

Number of attendees: 27

November 4, 2016

Title: The Cloud, Social Media and Everything Else the Solo or Small Firm Practitioner Needs to Know About Technology

Presenters: Richard Herrmann, Esq. and Molly DiBianca, Esq.

Number of attendees: 14

December 2, 2016

Title: How to Be Successful in a Small Firm or Solo Practice

Presenters: Robert Gibbs, Esq. Ellen Feinberg, Esq., Michael Abram, Esq., and Stephen Welsh, Esq.

Number of attendees: 22

April 28, 2017

Title: Law Office Management: Technological Safeguards and Cybersecurity

Presenters: Richard K. Herrmann, Esq. Shannon Carmean, Esq. and John Kennedy

Number of attendees: 12

# EXHIBIT D

**SMALL FIRM/SOLO LAW OFFICE MANAGEMENT**  
**SYLLABUS**  
**Spring 2015/C. Slanina**  
**As of 1/8/15**

**Course Number 850:**  
**Week:**

- 1) Jan 8                    **Introductions**
  - A. Alternatives to Solo Practice: Are you sure you want to do this?**
  - B. Law Practice Formation**
    - 1. **Business Plans**
    - 2. **Selection of Partnership or Corporate Identity**
    - 3. **Checklists**
  
- 2) Jan 15                    **A. Client Solicitation/Advertising/Marketing**
  - 1. **What is effective**
  - 2. **What is permitted**
  - 3. **Advertising Videos****B. Practice Development**
  
- 3) Jan 22                    **Compensation**
  - A. Attorney Fees and Fee Agreements**
    - 1. **Strategies for attorney compensation**
    - 2. **Fee Disputes**
  - B. Accounting: Timekeeping, Billing**
  
- 4) Jan 29                    **A. Practice Management**
  - 1. **Screening Clients**
  - 2. **Defensive Lawyering****B. Documenting the Attorney/Client Relationship/Law Office Technology**
  - 1. **Papering the File**
  - 2. **More Defensive Lawyering**
  - 3. **File Management/Retention**
  
- 5) Feb 5                    **Quiz #1**  
**Guest Speakers: Solo/Small Firm Practitioners**
  
- 6) Feb 12                    **Paper (Assigned)**  
**Class Presentation of Business Models**
  
- 7) Feb 19                    **A. Conflicts of Interest**
  - 1. **Screening clients for conflicts**
  - 2. **Imputed conflicts and disqualifications**
  - 3. **Attorney Mobility**

- 8) Feb 26            **Mock Client Initial Consultations**
- Mar 5            **Spring Break (No Class)**
- 9) Mar 12           **Law Firm Structure and Economics**
- 10) Mar 19          **Paper Due**  
**Bookkeeping/Trust Accounting**
- 11) Mar 26          **Quiz #2**  
**Liability of the Firm for the Conduct of Attorneys and Staff**  
**A. Duty to Supervise**  
**B. Confidentiality**  
**C. Safeguarding Client Funds**
- 12) Apr 2            **Lawyer as Employer: Personnel Issues**  
**A. Is it time to hire?**  
**B. When it's time to fire.**  
**Guest Speaker: Delaware Lawyers' Assistance Program**
- 13) Apr 9            **Planning for the End**  
**A. Law Firm Breakups**  
**B. Retirement/Dissolution**  
**C. File Retention**
- 14) Apr 16          **Course Recap**  
**Final Quiz (Take Home)**  
**FINAL QUIZ DUE: APRIL 20**

**Grade Breakdown:**

Quiz #1 -	25 points
Quiz #2 -	25 points
Final -	25 points
Paper -	<u>25 points</u>
	100 points

# EXHIBIT E

## **SUPREME COURT PRO SE NUMBERS**

7/1/13 to 6/30/14

249 civil appeals

77 filed by pro se litigants

### **Breakdown by court**

42 from Superior Court

27 from Family Court

8 from Court of Chancery

### **Breakdown of pro se Superior Court appeals by subject matter/type**

10 writs (mandamus, habeas corpus, certiorari)

7 mortgage-related (foreclosure, sheriff's sale, writ of possession)

6 Unemployment Insurance Appeals Board

5 breach of contract/fraud

4 personal injury/negligence

3 Industrial Accident Board

3 other

1 landlord/tenant

1 Merit Employee Relations Board

1 insurance

1 Court of Common Pleas

### **Breakdown of pro se Family Court appeals by subject matter/type**

11 alimony/property division

10 custody/visitation

2 termination of parental rights

1 protection from abuse

1 paternity testing

1 expungement of juvenile record

1 other

### **Breakdown of pro se Court of Chancery appeals by subject matter/type**

2 estate

2 other

1 breach of fiduciary duty

1 equitable remedy

1 guardianship

1 real estate



# EXHIBIT F

**Court of Chancery Filing Statistics  
Calendar Year 2014**

<b>New Pro Se Civil Cases</b>	<b>All New Civil Cases</b>	<b>% Pro Se Per Year</b>
34	1329	2.6%
<b>New Civil Miscellaneous (Guardianship) Cases</b>	<b>All New Civil Miscellaneous (Guardianship) Cases</b>	<b>% Per Year</b>
87	483	18%

# EXHIBIT G

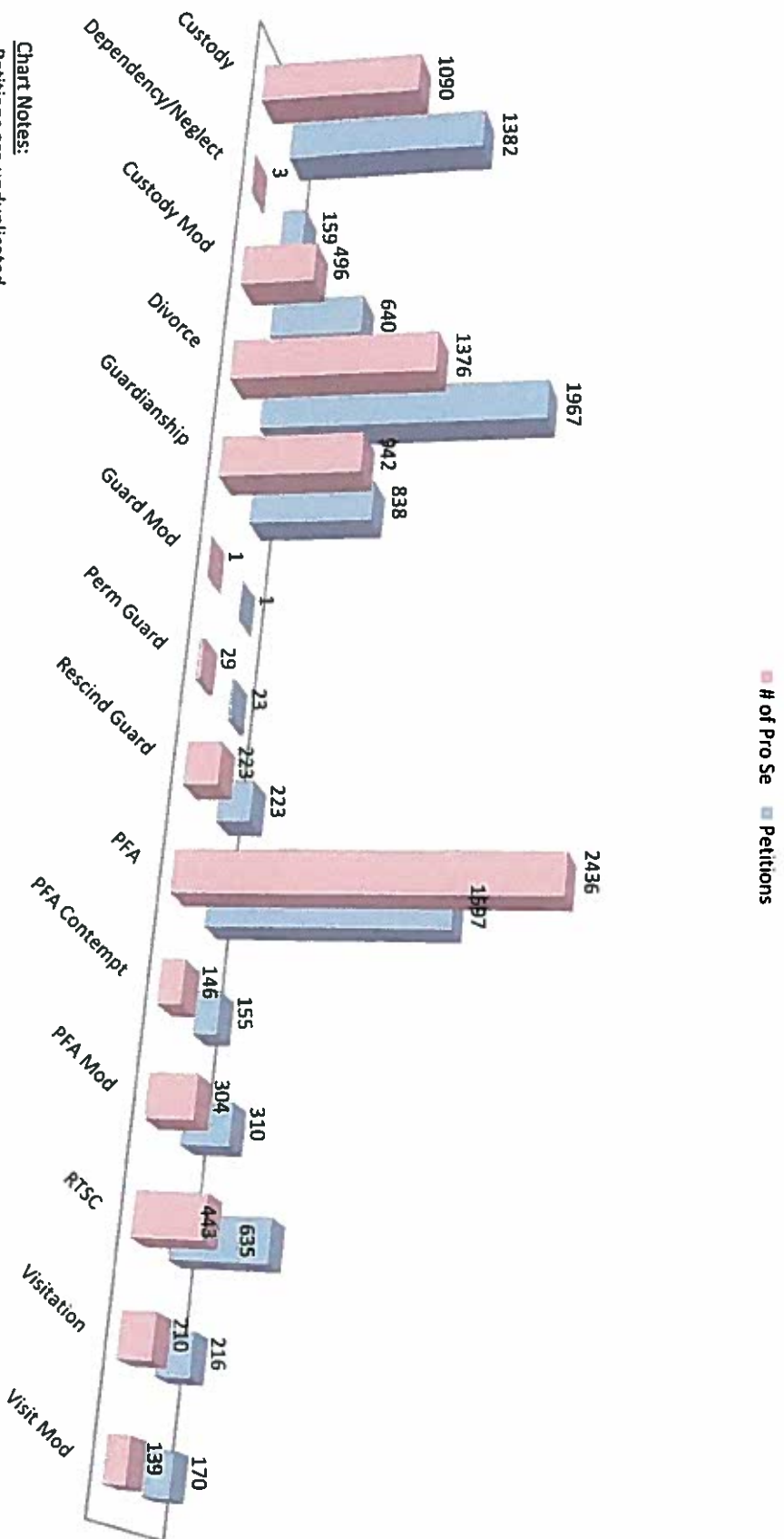


Family Court

Pro Se Comparison Charts

FY2014

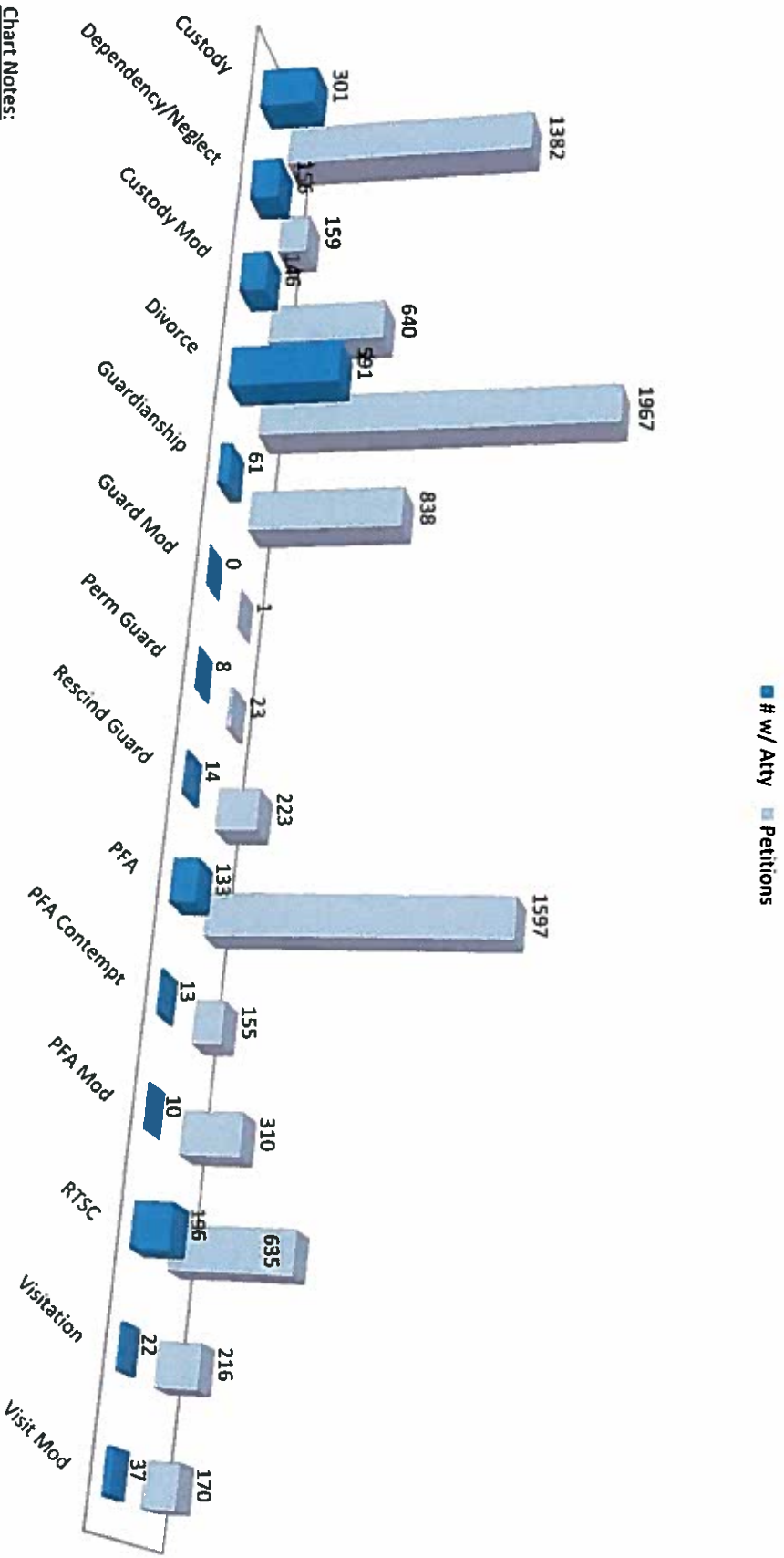
# NCC FY 2014- # of Petitions & # of Pro Se Litigants



**Chart Notes:**

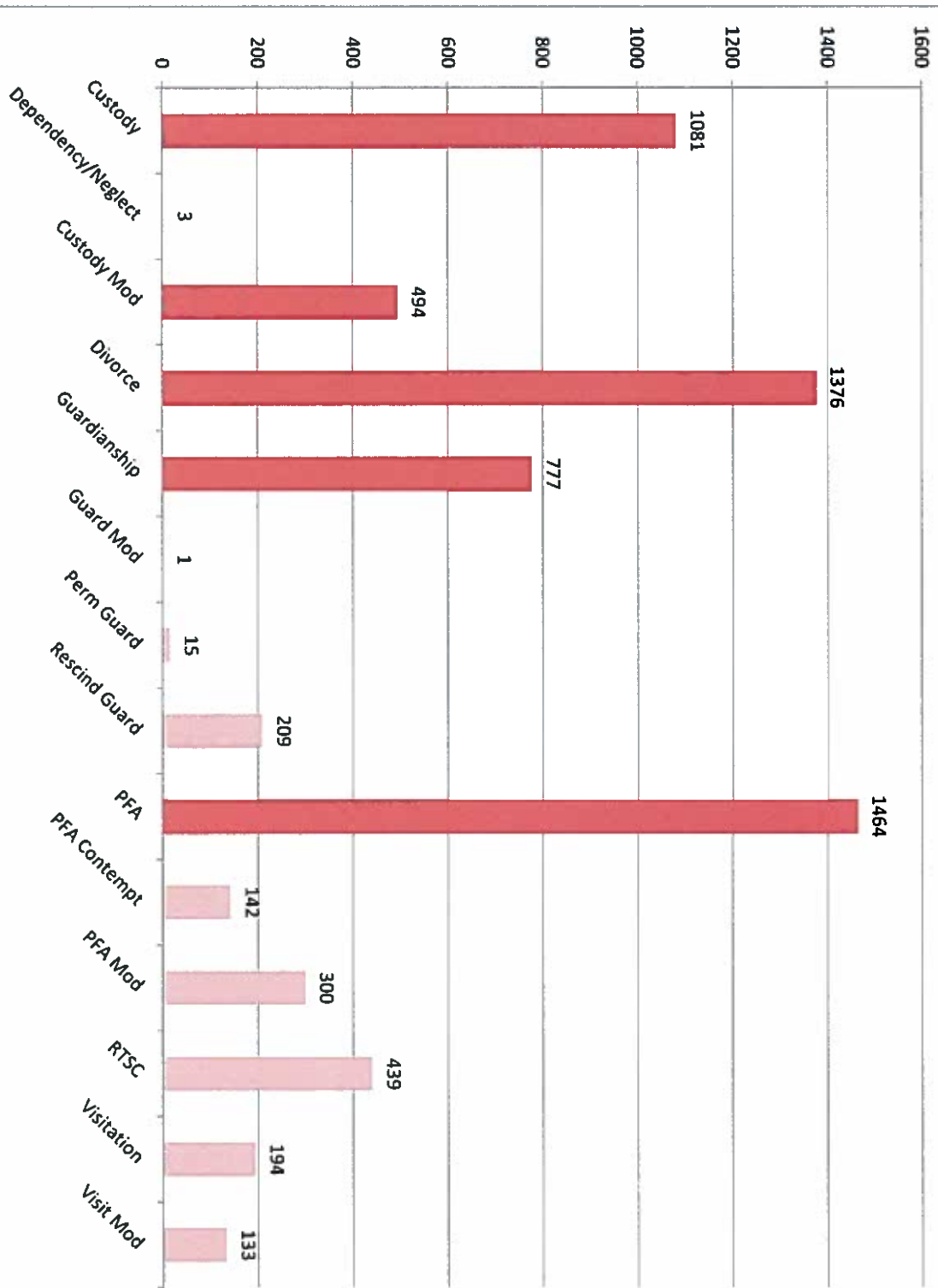
- Petitions are unduplicated
- # of Pro Se could be more than 1 pro se litigant per petition; duplicated petitions
- Volunteer Attorneys for PFAs are not well represented in this data

# NCC FY 2014- # of Petitions & # of Represented Litigants



**Chart Notes:**  
 -Petitions are unduplicated  
 -# of Pro Se could be more than 1 pro se litigant per petition;  
 duplicated petitions  
 -Volunteer Attorneys for PFAs are not well represented in this data

## NCC FY 2014- Gap between # of Petitions & Petitioners with an Attorney

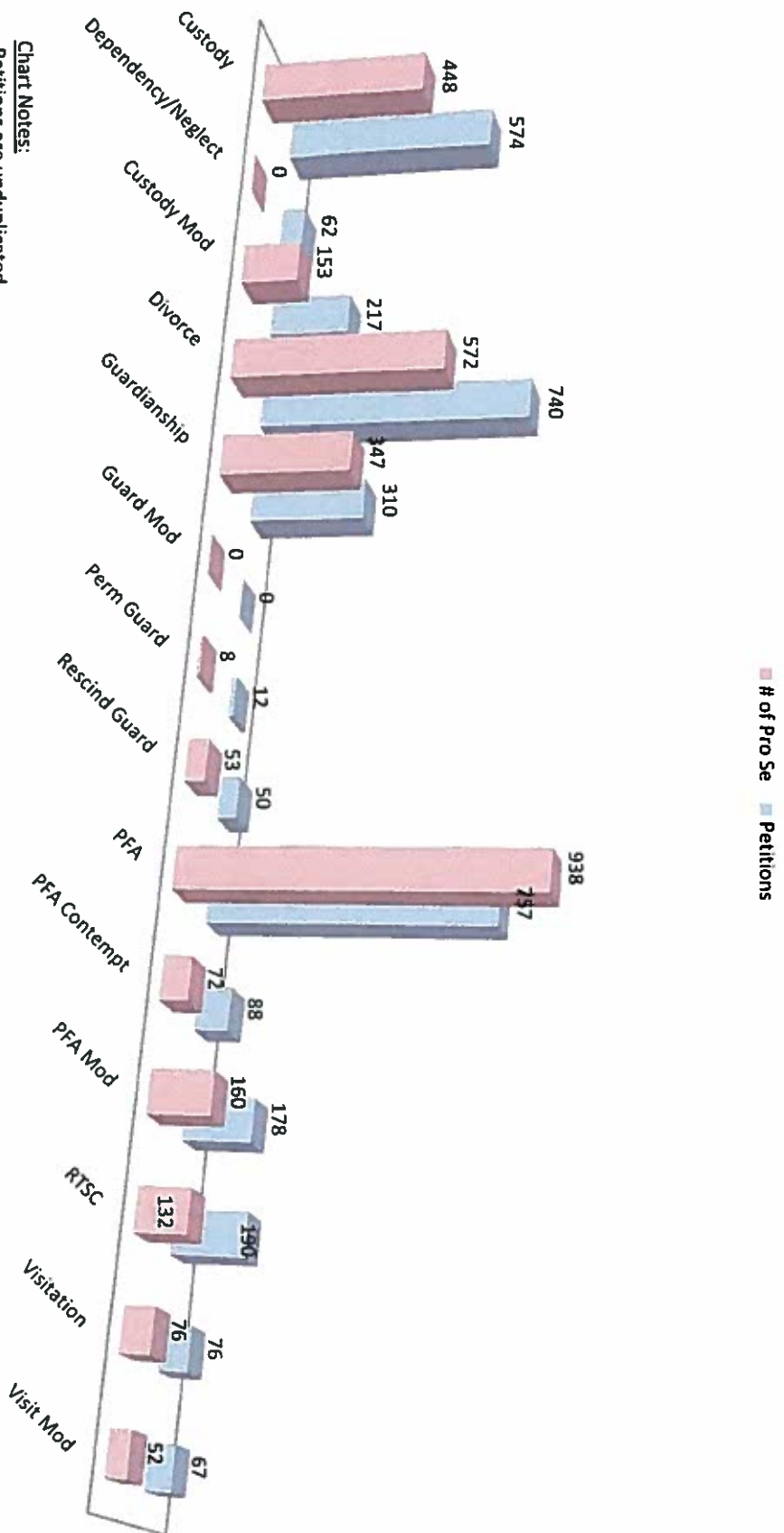


Top 5 case types that are most unrepresented:

- 1-PFA
- 2-Divorce
- 3-Custody
- 4-Guardianship
- 5-Custody Modification

This represents proportionately in number the gap that exists between the number of petitions in each case type minus the number of petitioners where at least 1 person was represented. The actual number is regarding how many petitioners had no petitioners represented.

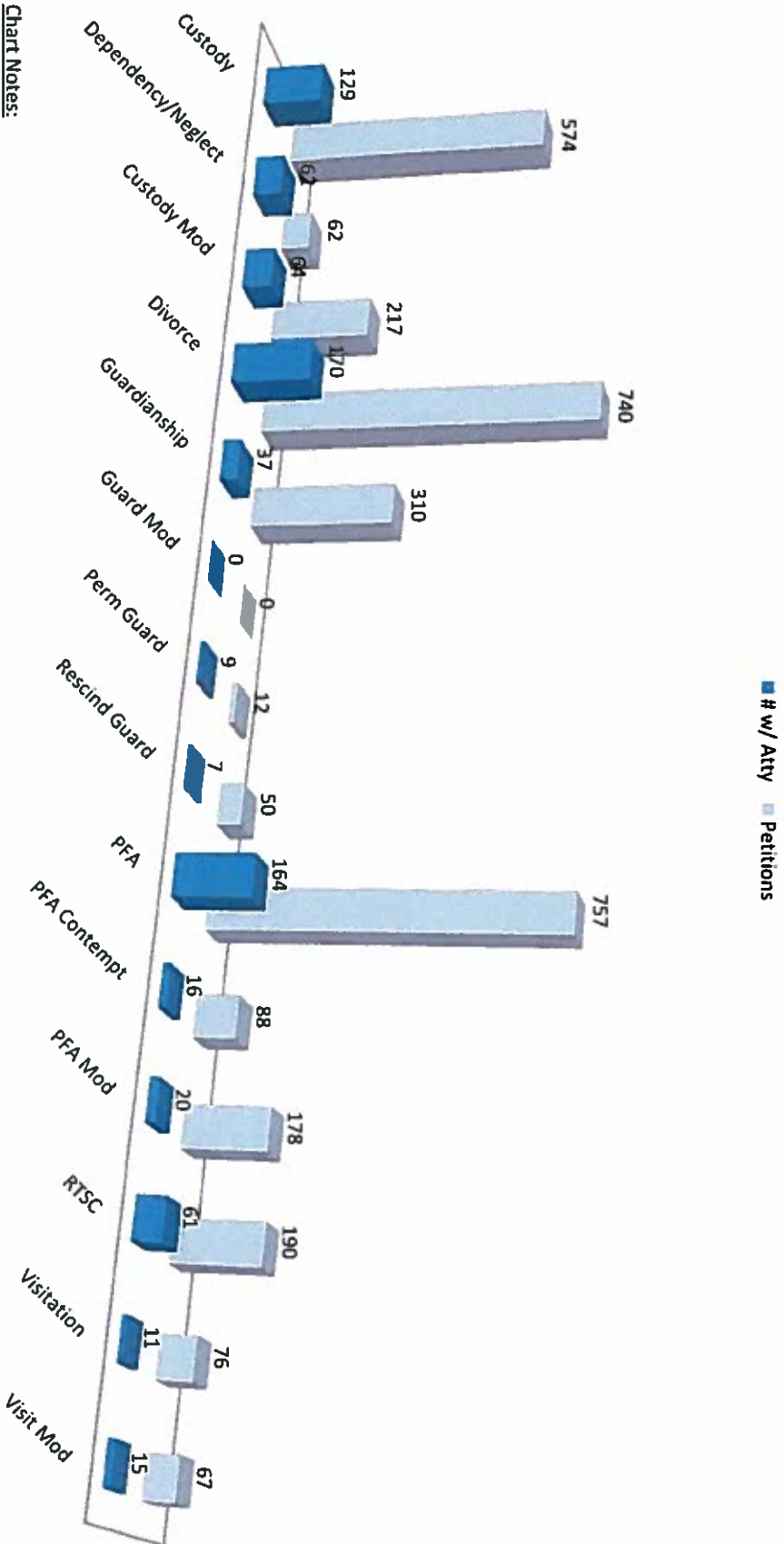
# Kent County FY 2014- # of Petitions & # of Pro Se Litigants



**Chart Notes:**  
 -Petitions are unduplicated  
 -# of Pro Se could be more than 1 pro se litigant per petition;  
 -duplicated petitions  
 -Volunteer Attorneys for PFAs are not well represented in this data



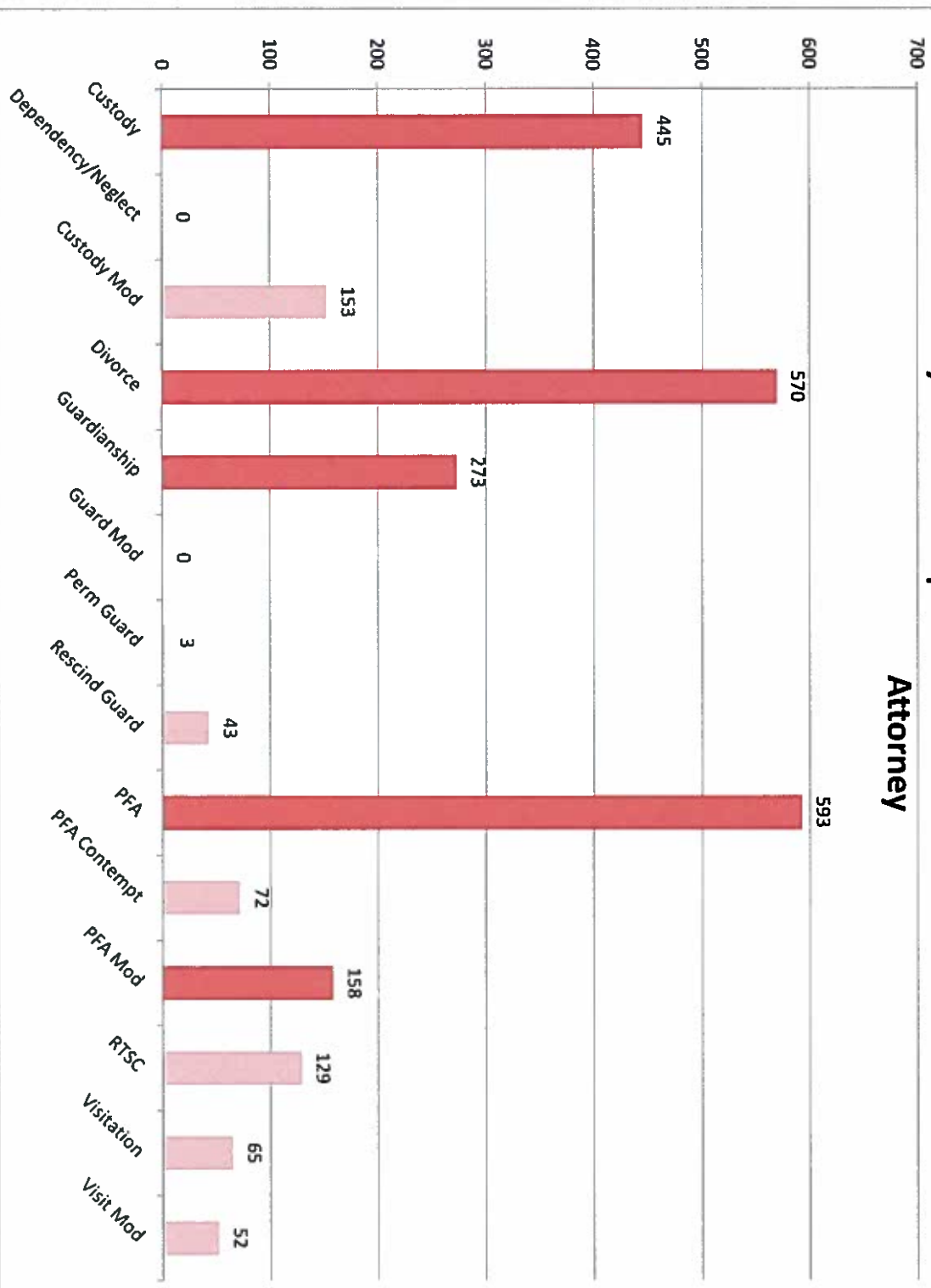
## Kent County FY 2014- # of Petitions & # of Represented Litigants



**Chart Notes:**

- Petitions are unduplicated
- # of Pro Se could be more than 1 pro se litigant per petition; duplicated petitions
- Volunteer Attorneys for PFAs are not well represented in this data

## Kent County FY 2014- Gap between # of Petitions & Petitioners with an Attorney



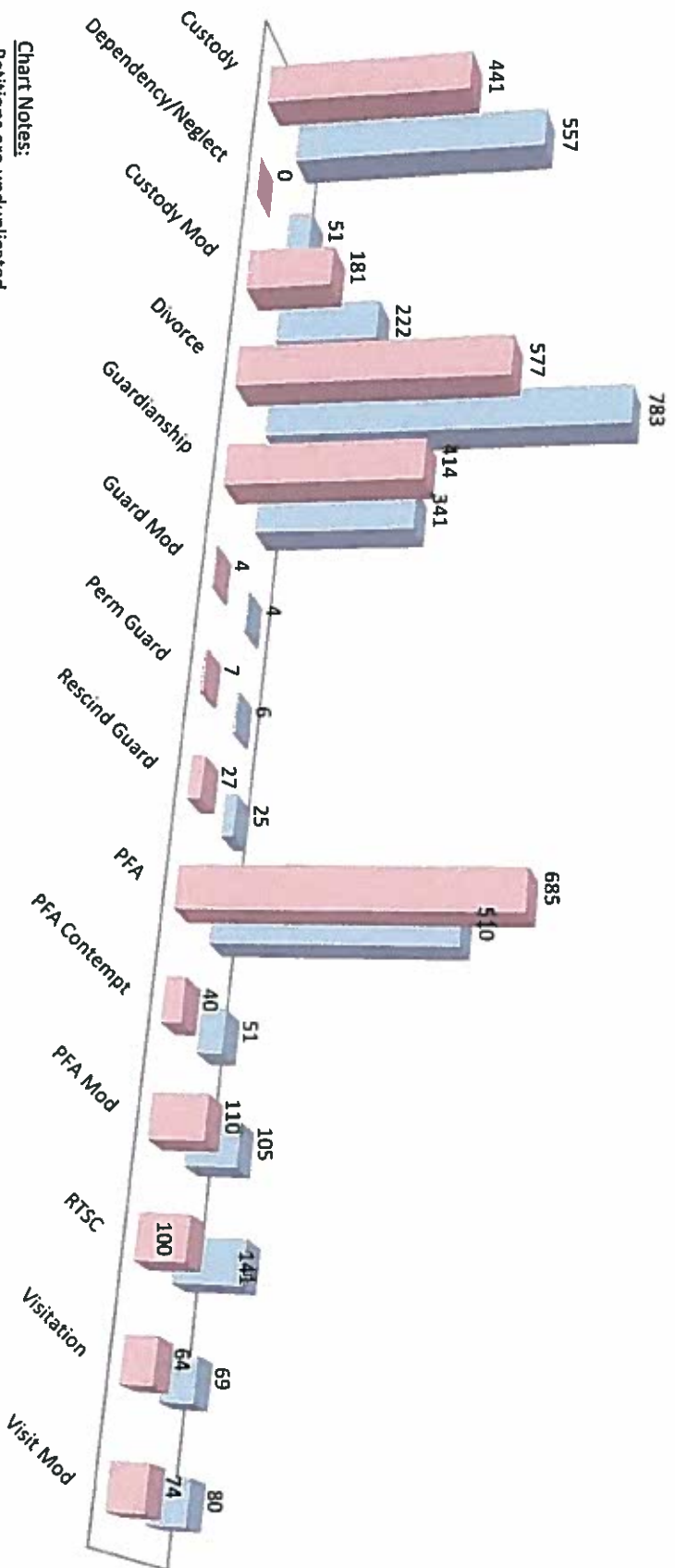
Top 5 case types that are most unrepresented:

- 1-PFA
- 2-Divorce
- 3-Custody
- 4-Guardianship
- 5-PFA Modification

This represents proportionately in number the gap that exists between the number of petitions in each case type minus the number of petitioners where at least 1 person was represented. The actual number is regarding how many petitioners had no petitioners represented.

# Sussex County FY 2014- # of Petitions & # of Pro Se Litigants

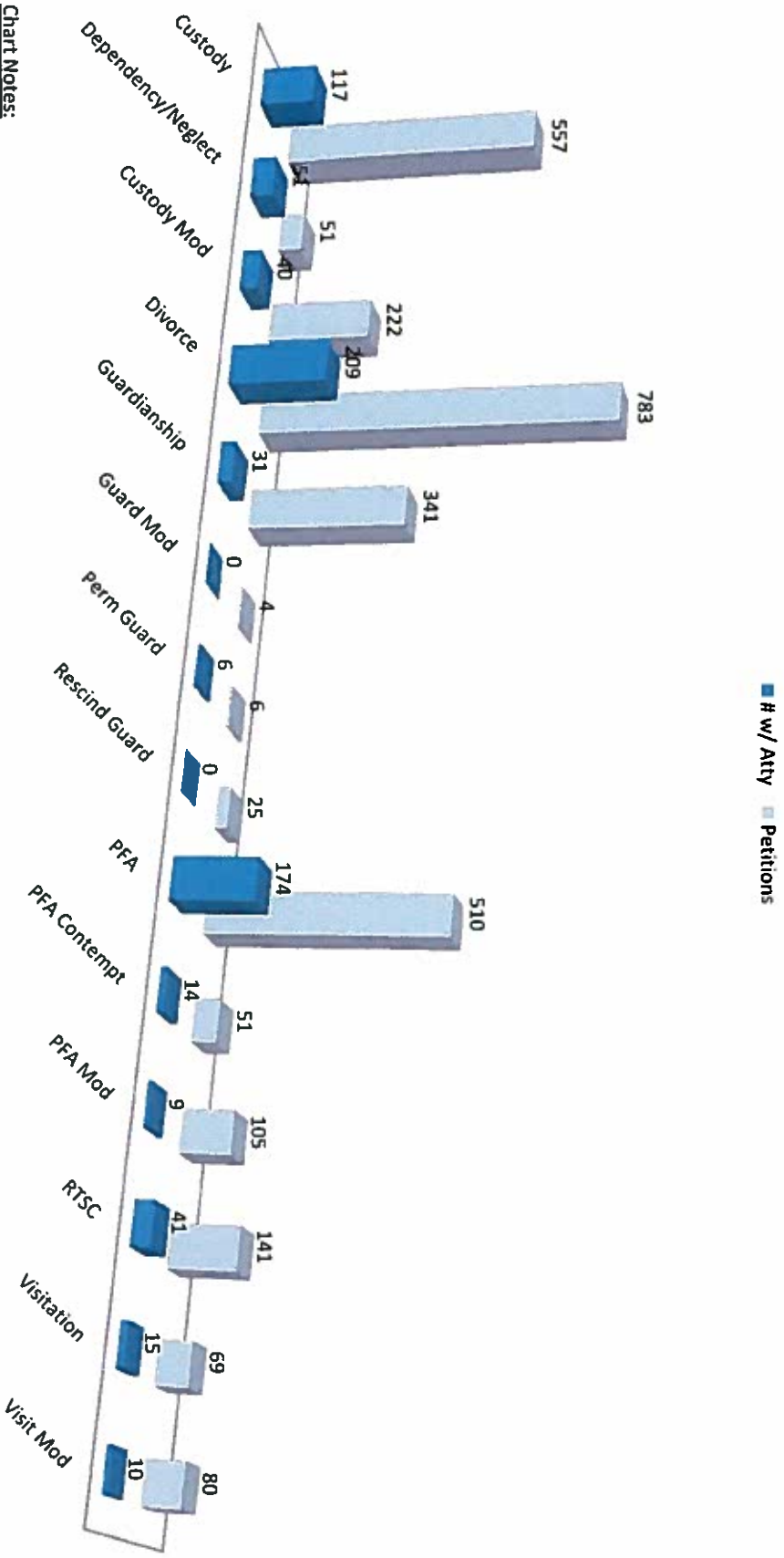
■ # of Pro Se   ■ Petitions



**Chart Notes:**

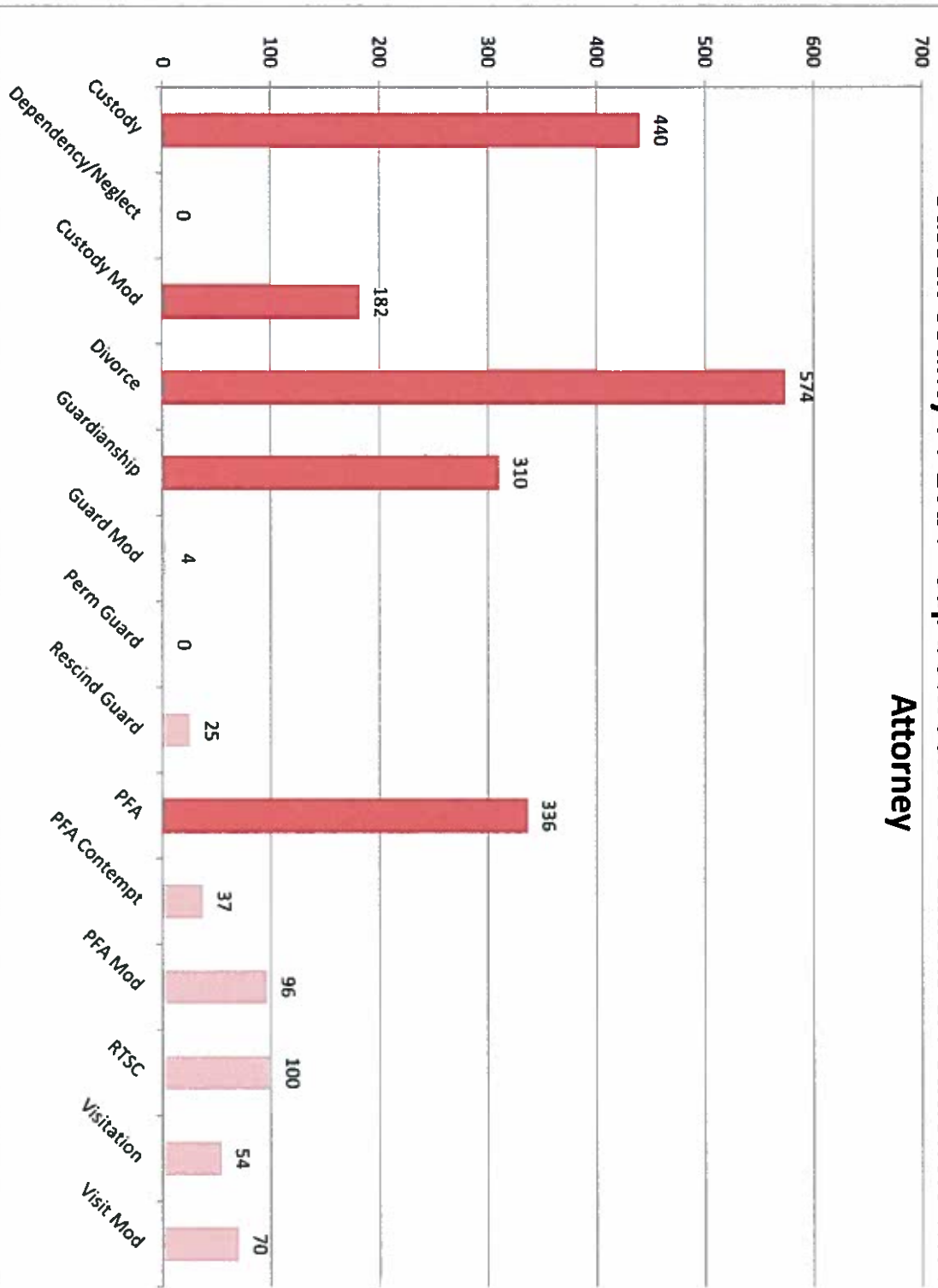
- Petitions are unduplicated
- # of Pro Se could be more than 1 pro se litigant per petition;
- duplicated petitions
- Volunteer Attorneys for PFAs are not well represented in this data

# Sussex County FY 2014- # of Petitions & # of Represented Litigants



**Chart Notes:**  
 -Petitions are unduplicated  
 -# of Pro Se could be more than 1 pro se litigant per petition;  
 duplicated petitions  
 -Volunteer Attorneys for PFAs are not well represented in this data

## Sussex County FY 2014- Gap between # of Petitions & Petitioners with an Attorney

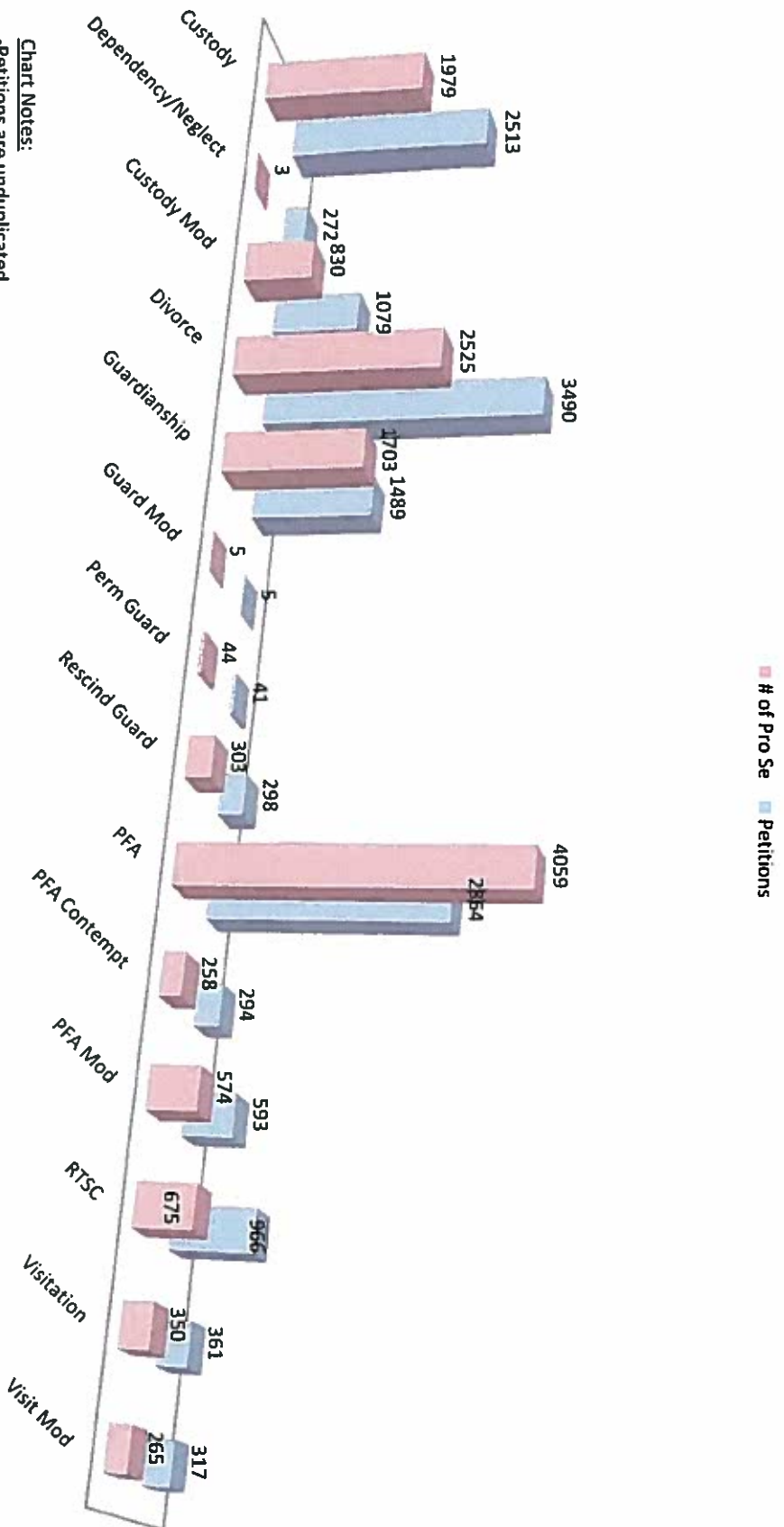


Top 5 case types that are most unrepresented:

- 1-Divorce
- 2-Custody
- 3-PFA
- 4-Guardianship
- 5-Custody Modification

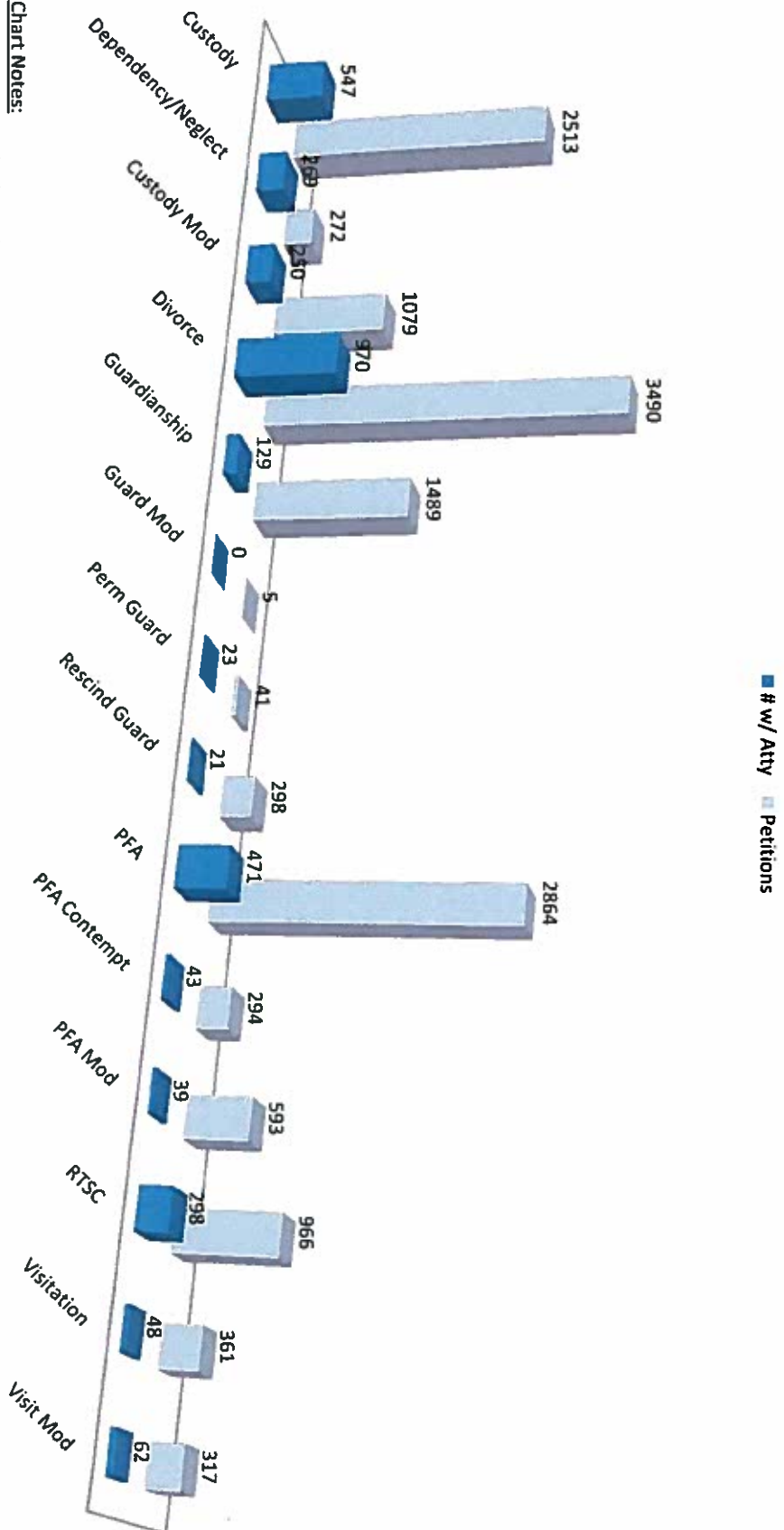
This represents proportionately in number the gap that exists between the number of petitions in each case type minus the number of petitioners where at least 1 person was represented. The actual number is regarding how many petitioners had no petitioners represented.

# Statewide FY 2014- # of Petitions & # of Pro Se Litigants



**Chart Notes:**  
 -Petitions are unduplicated  
 -# of Pro Se could be more than 1 pro se litigant per petition;  
 duplicated petitions  
 -Volunteer Attorneys for PFAs are not well represented in this data

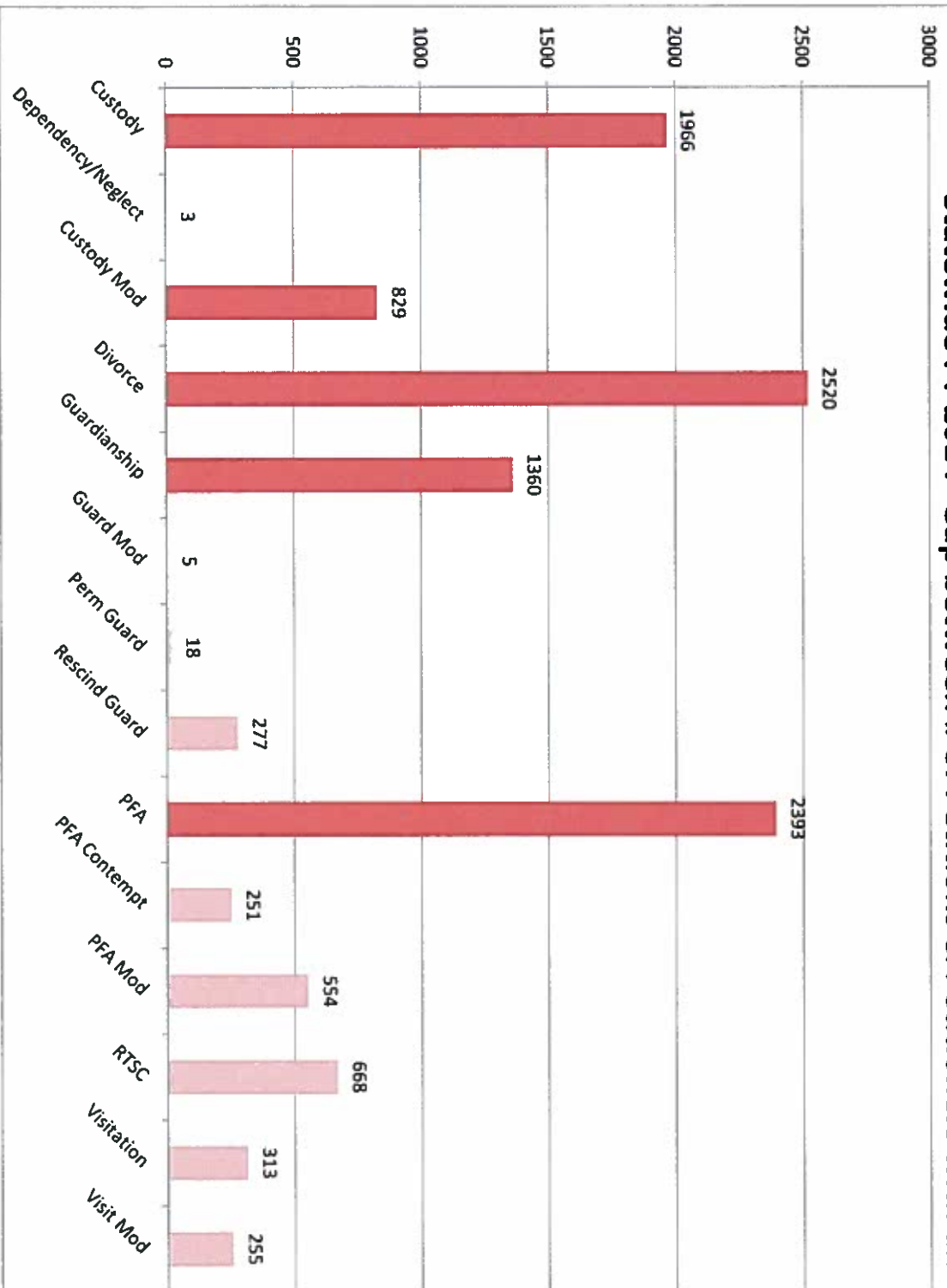
# Statewide FY 2014- # of Petitions & # of Represented Litigants



**Chart Notes:**

- Petitions are unduplicated
- # of Pro Se could be more than 1 pro se litigant per petition; duplicated petitions
- Volunteer Attorneys for PFAs are not well represented in this data

## Statewide FY 2014- Gap between # of Petitions & Petitioners with an Attorney



Top 5 case types that are most unrepresented:

- 1-Divorce
- 2-PFA
- 3-Custody
- 4-Guardianship
- 5-Custody Modification

This represents proportionately in number the gap that exists between the number of petitions in each case type minus the number of petitioners where at least 1 person was represented. The actual number is regarding how many petitioners had no petitioners represented.



## TOP 55

### Largest Gap between # of Petitions & Petitioners with an Attorney

	NCC	Kent	Sussex	Statewide
PFA		PFA	Divorce	Divorce
Divorce		Divorce	Custody	PFA
Custody		Custody	PFA	Custody
Guardianship		Guardianship	Guardianship	Guardianship
Custody Mod		PFA Mod	Custody Mod	Custody Mod

### Packet Sales

	NCC	Kent	Sussex	Statewide
Divorce/Answer		Divorce/Answer	Divorce/Answer	Divorce/Answer
Custody		Custody	Custody	Custody
Guardianship		Guardianship	Guardianship	Guardianship
Custody Mod		Motions	Motions	Custody Mod
Visitation		Custody Mod	Custody Mod	Motions

# EXHIBIT H

FY2014		SW	NCC	Kent	Sussex
<b>Total Divorce Petitions Filed:</b>					
	# of Divorce Petitions Including No Ancillaries:	3490	1967	740	783
	# of Divorce Petitions including 1 or more Ancillaries:	2159	1245	418	496
	# of Divorce Petitions including 1 or more Ancillaries that had a Petitioner's Attorney listed as a Party:	1331	722	322	287
	# of Divorce Petitions including 1 or more Ancillaries that had no Attorney listed for the Petitioner:	601	368	109	124
	% of Pro Se Petitioners- Divorce with Ancillary Filing:	730	354	213	163
	% of Represented Petitioners- Divorce with Ancillary Filing:	54.85%	49.03%	66.15%	56.79%
	% of Represented Petitioners- Divorce with Ancillary Filing:	45.15%	50.97%	33.85%	43.21%

# EXHIBIT I

**Court of Common Pleas  
Civil Pro Se Participants  
For New Castle County**  
For the period of 7/1/2013 to 6/30/2014

*For All Case Types*

**New Castle**

Case Type Code and Description	#Cases	#Pltfs	#Pltf Att	#Pltf No Att	#Defts	#Deft Att	#Deft No Att
41 - DECLARATORY JUDGMENTS	1	1	1	0	3	3	0
42 - TORT CLAIMS FOR CONVERSION	2	3	0	3	4	0	4
46 - NEGLIGENCE-PROPERTY ACTION	4	5	5	0	5	3	2
47 - NEGLIGENCE-PERSONAL INJURY ACT	6	6	5	1	9	6	3
4A - DEBT	391	404	364	40	502	40	462
4B - BREACH OF CONTRACT	236	268	247	21	331	114	217
4E - PERSONAL INJURY	50	70	57	13	75	47	28
4H - SUBROGATION	308	494	493	1	417	46	371
4I - COMMISSIONS	1	0	0	0	0	0	0
4J - HABITUAL OFFENDER PETITION	78	78	43	35	76	1	75
4L - JP APPEAL WITHOUT FEES	57	72	24	48	72	12	60
4M - JP APPEAL WITH FEES	42	61	35	26	64	40	24
4N - CHANGE OF NAME PETITION	337	371	10	361	2	1	1
4P - ADMINISTRATIVE MV APPEAL	6	8	5	3	7	6	1
4X - CONSUMER DEBT	1,778	1,779	1,776	3	1,822	23	1,799
4Y - SPEED JP APPEAL	1	1	1	0	1	0	1
4Z - SPEED CASE	18	22	19	3	24	17	7

<b>Totals for New Castle:</b>	<b>3,316</b>	<b>3,643</b>	<b>3,085</b>	<b>558</b>	<b>3,414</b>	<b>359</b>	<b>3,055</b>
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<b>Grand Totals:</b>	<b>3,316</b>	<b>3,643</b>	<b>3,085</b>	<b>558</b>	<b>3,414</b>	<b>359</b>	<b>3,055</b>
<b>Total <u>Plaintiffs</u> with No Att:</b>	<b>558</b>	<b>Total <u>Cases</u> with No Pltf Att:</b>		<b>496</b>			
<b>Total <u>Defendants</u> with No Att:</b>	<b>3,055</b>	<b>Total <u>Cases</u> with No Deft Att:</b>		<b>2,745</b>			

**Court of Common Pleas  
Civil Pro Se Participants  
For Kent County  
For the period of 7/1/2013 to 6/30/2014**

*For All Case Types*

**Kent**

Case Type Code and Description	#Cases	#Pltfs	#Pltf Att	#Pltf No Att	#Defts	#Deft Att	#Deft No Att
44 - STATUTORY CV ACTIONS (CONS FRD	4	4	3	1	3	3	0
46 - NEGLIGENCE-PROPERTY ACTION	1	1	1	0	1	0	1
47 - NEGLIGENCE-PERSONAL INJURY ACT	3	3	2	1	3	2	1
4A - DEBT	208	209	202	7	269	6	263
4B - BREACH OF CONTRACT	30	32	25	7	49	7	42
4E - PERSONAL INJURY	5	6	1	5	6	3	3
4H - SUBROGATION	25	27	27	0	35	2	33
4M - JP APPEAL WITH FEES	20	32	13	19	28	9	19
4N - CHANGE OF NAME PETITION	145	146	0	146	35	3	32
4O - CIVIL JUDGMENT	9	8	0	8	9	0	9
4P - ADMINISTRATIVE MV APPEAL	3	6	4	2	3	2	1
4X - CONSUMER DEBT	623	623	621	2	667	1	666
4Z - SPEED CASE	4	4	4	0	6	2	4
<b>Totals for Kent:</b>	<b>1,080</b>	<b>1,101</b>	<b>903</b>	<b>198</b>	<b>1,114</b>	<b>40</b>	<b>1,074</b>
<b>Grand Totals:</b>	<b>1,080</b>	<b>1,101</b>	<b>903</b>	<b>198</b>	<b>1,114</b>	<b>40</b>	<b>1,074</b>
<b>Total <u>Plaintiffs</u> with No Att:</b>	<b>198</b>	<b>Total <u>Cases</u> with No Pltf Att:</b>		<b>186</b>			
<b>Total <u>Defendants</u> with No Att:</b>	<b>1,074</b>	<b>Total <u>Cases</u> with No Deft Att:</b>		<b>937</b>			

**Court of Common Pleas  
Civil Pro Se Participants  
For Sussex County  
For the period of 7/1/2013 to 6/30/2014**

*For All Case Types*

**Sussex**

Case Type Code and Description	#Cases	#Pltfs	#Pltf Att	#Pltf No Att	#Defts	#Deft Att	#Deft No Att
41 - DECLARATORY JUDGMENTS	1	1	1	0	2	0	2
44 - STATUTORY CV ACTIONS (CONS FR	2	3	2	1	4	1	3
46 - NEGLIGENCE-PROPERTY ACTION	2	3	1	2	10	9	1
47 - NEGLIGENCE-PERSONAL INJURY AC	2	2	2	0	2	0	2
4A - DEBT	172	175	168	7	232	8	224
4B - BREACH OF CONTRACT	20	25	21	4	41	20	21
4D - INTERPLEADER	1	2	2	0	3	3	0
4E - PERSONAL INJURY	11	18	17	1	14	9	5
4H - SUBROGATION	30	30	30	0	40	6	34
4J - HABITUAL OFFENDER PETITION	25	25	25	0	25	0	25
4L - JP APPEAL WITHOUT FEES	4	8	1	7	4	0	4
4M - JP APPEAL WITH FEES	25	29	18	11	33	13	20
4N - CHANGE OF NAME PETITION	118	118	2	116	30	0	30
4O - CIVIL JUDGMENT	32	32	0	32	31	0	31
4P - ADMINISTRATIVE MV APPEAL	1	2	2	0	1	1	0
4X - CONSUMER DEBT	649	651	648	3	671	11	660
4Z - SPEED CASE	2	4	4	0	4	0	4
<b>Totals for Sussex:</b>	<b>1,097</b>	<b>1,128</b>	<b>944</b>	<b>184</b>	<b>1,147</b>	<b>81</b>	<b>1,066</b>

**Grand Totals: 1,097 1,128 944 184 1,147 81 1,066**

<b>Total <u>Plaintiffs</u> with No Att:</b>	<b>184</b>	<b>Total <u>Cases</u> with No Pltf Att:</b>	<b>173</b>
<b>Total <u>Defendants</u> with No Att:</b>	<b>1,066</b>	<b>Total <u>Cases</u> with No Deft Att:</b>	<b>963</b>

# EXHIBIT J



2014 DVLS Data  
Provided by Janine Howard-O'Rangers

The DVLS Legal Helpline line has logged 40,000 calls in recent years. In calendar year 2014, DVLS student interns completed 2,137<sup>1</sup> intakes. The breakdown of those intake calls is as follows:

Custody/Visitation - 279	Wills and Estates – 472
Divorce – 112	PFA - 800
Guardianship – 104	Other Miscellaneous - 116
Limited Pro Bono Legal Assistance Program – 45	Homeownership/Real Property - 28
Bankruptcy/Debtor Relief – 28	Landlord/tenant (Private) - 18
Immigration – 19	Collections/Repos/Garnishment – 14
Support - 10	
PFA Ancillary (modification, contempt, extension) – 12	
Licenses - 1	
Contracts/Warranties – 3	
Loans/Installment Purchase – 2	
Unfair Sales Practices - 7	
Other consumer/Finance - 6	
Wage claims - 1	
Other employment - 1	
Adoption – 1	
Name change - 1	
Paternity - 3	
Other Family - 4	
Delinquent - 2	
Property Division - 3	
Expungement - 2	
Guardianship of Minors - 8	
Visitation - 6	
Medicaid - 4	
Other Health - 1	
Fed. Subsidized housing - 4	
Project Rightful Owner - 6	
Other housing - 7	
Social Security - 3	
Veterans Benefits - 2	
Other Income maintenance – 1	
Physically Disabled Rights - 1	

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<sup>1</sup> Of the 2,137 intakes that were completed in 2014, DVLS staff and pro bono attorneys represented or provided advice/brief services to 1,527 clients. The Delaware Civil Clinic of Widener University Delaware Law School represented an additional 32 clients.

There were 1,242 Lawyer Referrals in CY2014. There were also 40 referrals done for the Reduced Fee Bankruptcy Program. Berma Scott, the coordinator of the Lawyer Referral Service, does not track the types of matters that go to referral. Of the intakes that were completed, 578 did not qualify for or receive services from DVLS beyond referrals.

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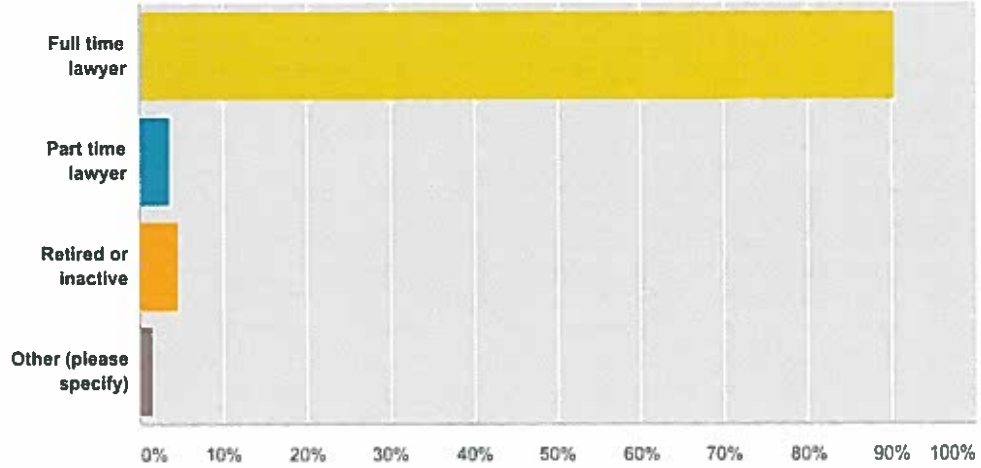
# EXHIBIT K

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## Pro Bono Services Offered By The Bar Survey

### Q1 Which one of these describes you best?

Answered: 280 Skipped: 1



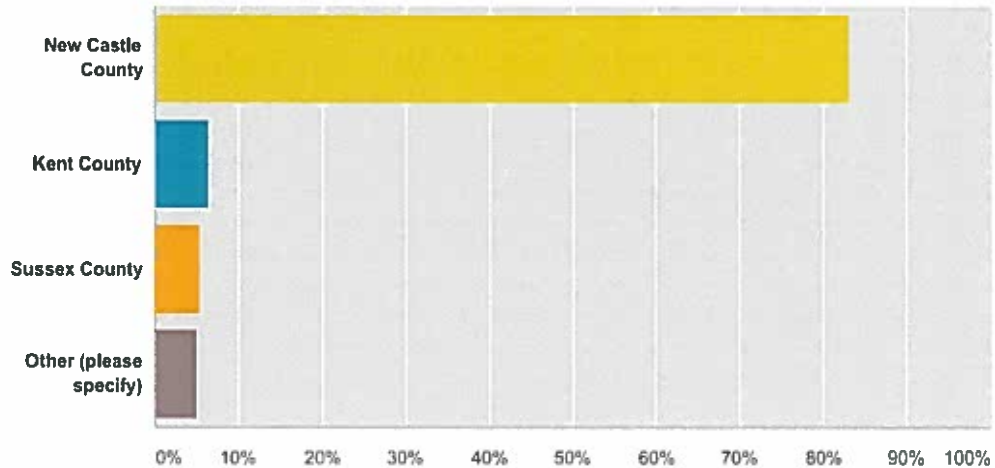
Answer Choices	Responses	
Full time lawyer	90.36%	253
Part time lawyer	3.57%	10
Retired or inactive	4.64%	13
Other (please specify)	1.43%	4
<b>Total</b>		<b>280</b>

#	Other (please specify)	Date
1	business partner with some legal responsibilities	7/31/2015 9:26 AM
2	hearing officer	7/29/2015 7:22 AM
3	fed goverment employee	7/28/2015 8:16 PM
4	Compliance Director	7/28/2015 4:54 PM

## Pro Bono Services Offered By The Bar Survey

### Q2 In which county do you primarily practice?

Answered: 277 Skipped: 4



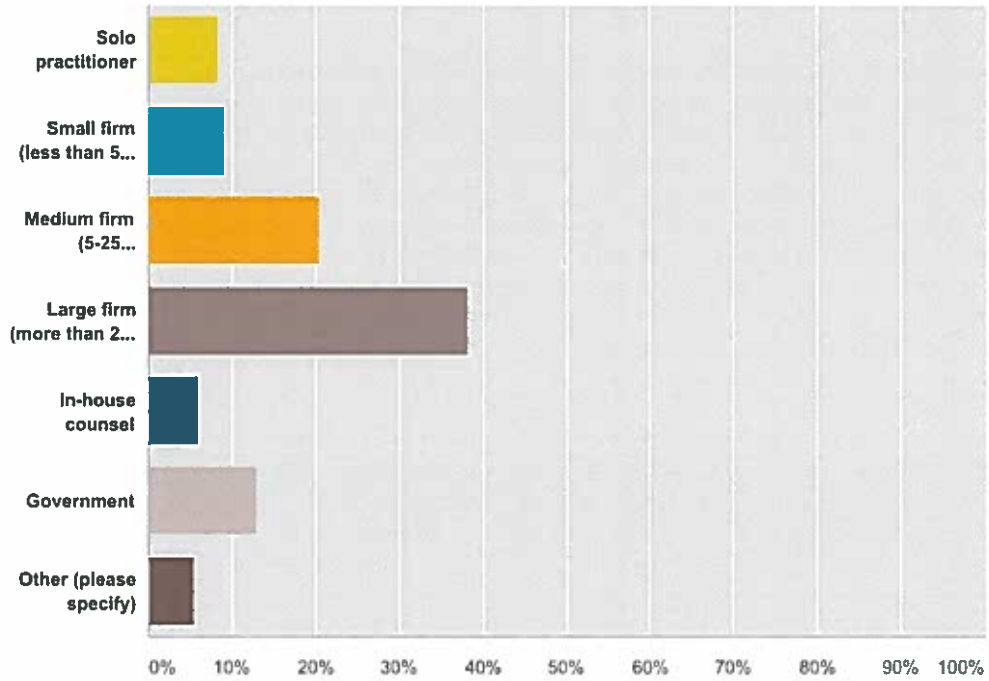
Answer Choices	Responses	
New Castle County	83.03%	230
Kent County	6.50%	18
Sussex County	5.42%	15
Other (please specify)	5.05%	14
<b>Total</b>		<b>277</b>

#	Other (please specify)	Date
1	Statewide, but with a focus on Kent and Sussex	8/3/2015 6:50 AM
2	I don't. I am in house at a financial firm, but not legal department.	8/2/2015 7:26 AM
3	patent office	7/28/2015 8:16 PM
4	philadelphia county PA	7/28/2015 7:40 PM
5	Utah	7/28/2015 5:05 PM
6	Not practicing law	7/28/2015 4:54 PM
7	currently inactive and living in Illinois	7/28/2015 12:54 PM
8	all three counties as needed.	7/28/2015 12:42 PM
9	All counties	7/28/2015 11:52 AM
10	Chicago (formerly practiced in New Castle County)	7/28/2015 11:51 AM
11	Statewide	7/28/2015 11:50 AM
12	New York County	7/28/2015 11:39 AM
13	Kent and NCC	7/28/2015 11:37 AM
14	Based in NYC	7/28/2015 11:34 AM

## Pro Bono Services Offered By The Bar Survey

### Q3 Please indicate the nature of your employer/practice.

Answered: 278 Skipped: 3



Answer Choices	Responses
Solo practitioner	8.27% 23
Small firm (less than 5 attorneys)	8.99% 25
Medium firm (5-25 attorneys)	20.50% 57
Large firm (more than 25 attorneys, including in and out-of-state offices)	38.13% 106
In-house counsel	5.76% 16
Government	12.95% 36
Other (please specify)	5.40% 15
<b>Total</b>	<b>278</b>

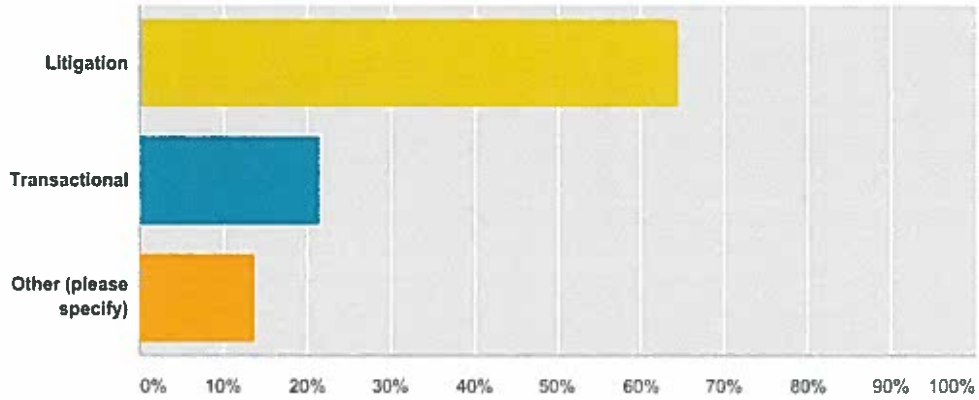
#	Other (please specify)	Date
1	Small firm, in transition of closing to join larger law firm.	8/27/2015 10:36 AM
2	financial institution non legal	8/3/2015 10:58 AM
3	see #2	8/2/2015 7:26 AM
4	business partner with some legal responsibilities	7/31/2015 9:26 AM
5	sole Delaware practitioner in large law firm	7/30/2015 2:50 PM
6	legal services program	7/30/2015 12:41 PM
7	Compliance	7/28/2015 4:54 PM

### Pro Bono Services Offered By The Bar Survey

8	unemployed, have practiced with government, small firms, and solo	7/28/2015 12:54 PM
9	Retired	7/28/2015 12:24 PM
10	Inactive; teaching college full time	7/28/2015 12:12 PM
11	Non-Profit Legal Services	7/28/2015 11:51 AM
12	non-profit	7/28/2015 11:47 AM
13	Legal Services	7/28/2015 11:41 AM
14	Large firm but no out of state offices	7/28/2015 11:35 AM
15	academic	7/28/2015 11:33 AM

**Q4 Please indicate your primary type of work.**

Answered: 274 Skipped: 7



Answer Choices	Responses	
Litigation	64.60%	177
Transactional	21.53%	59
Other (please specify)	13.87%	38
<b>Total</b>		<b>274</b>

#	Other (please specify)	Date
1	ADR	8/28/2015 2:25 PM
2	Tax, Estate Planning, Trust and EState Administration	8/27/2015 10:36 AM
3	Policy	8/14/2015 3:10 PM
4	Insurance	8/3/2015 11:23 AM
5	#2	8/2/2015 7:26 AM
6	business partner with some legal responsibilities	7/31/2015 9:26 AM
7	general legal services	7/30/2015 12:41 PM
8	Family law and estates, wills and probate	7/29/2015 4:22 PM
9	combination of litigation and transactional	7/29/2015 4:12 PM
10	Work in a government office - in a non direct litigation role.	7/29/2015 12:51 PM
11	general advice on a variety of topics	7/29/2015 9:03 AM
12	Administrative/Advisory	7/29/2015 8:37 AM
13	administrative hearings	7/29/2015 7:22 AM
14	TAX	7/28/2015 11:36 PM
15	Bankruptcy	7/28/2015 6:21 PM
16	Bankruptcy	7/28/2015 5:57 PM
17	Compliance	7/28/2015 4:54 PM
18	Environmental	7/28/2015 4:16 PM

## Pro Bono Services Offered By The Bar Survey

CONFIDENTIAL

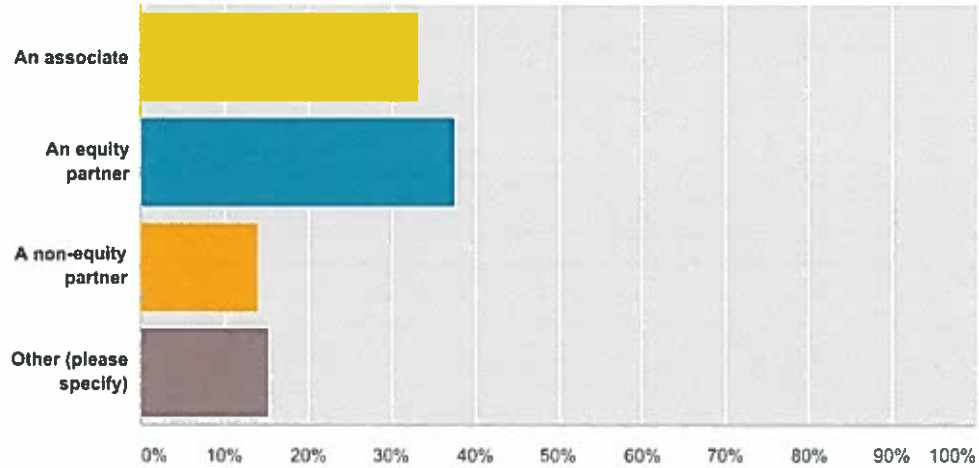
19	Regulatory	7/28/2015 1:41 PM
20	In house advising Company	7/28/2015 1:35 PM
21	Bankruptcy	7/28/2015 1:29 PM
22	Intellectual property prosecution and enforcement	7/28/2015 1:17 PM
23	Dept. of State hearing officer	7/28/2015 1:13 PM
24	Regulatory compliance	7/28/2015 1:00 PM
25	Estate Administration, Planning	7/28/2015 12:57 PM
26	Consumer Bankruptcy	7/28/2015 12:45 PM
27	administrative law	7/28/2015 12:43 PM
28	Bankruptcy Foreclosure and Transactional work	7/28/2015 12:42 PM
29	Volunteer	7/28/2015 12:24 PM
30	Administrative agency representation	7/28/2015 12:08 PM
31	Insolvency/Restructuring	7/28/2015 11:53 AM
32	foreclosure and bankruptcy	7/28/2015 11:52 AM
33	state agency counsel	7/28/2015 11:41 AM
34	Advisory/Regulatory	7/28/2015 11:40 AM
35	Regulatory	7/28/2015 11:38 AM
36	mix of both	7/28/2015 11:37 AM
37	appellate	7/28/2015 11:35 AM
38	no longer practicing	7/28/2015 11:33 AM



## Pro Bono Services Offered By The Bar Survey

### Q5 If you are in private practice, are you:

Answered: 223 Skipped: 58



Answer Choices	Responses	
An associate	33.18%	74
An equity partner	37.67%	84
A non-equity partner	13.90%	31
Other (please specify)	15.25%	34
<b>Total</b>		<b>223</b>

#	Other (please specify)	Date
1	Owner / Managing Attorney	8/28/2015 6:16 PM
2	solo practitioner	8/28/2015 2:25 PM
3	Senior Counsel	8/4/2015 2:47 PM
4	In-house	8/3/2015 11:23 AM
5	n/a	8/2/2015 7:26 AM
6	solo	7/29/2015 4:12 PM
7	solo practitioner	7/29/2015 4:09 PM
8	Special Counsel	7/29/2015 12:11 PM
9	Solo	7/29/2015 9:55 AM
10	was equity partner	7/29/2015 8:32 AM
11	Staff Attorney	7/28/2015 7:32 PM
12	Director and Stockholder	7/28/2015 5:15 PM
13	Solo	7/28/2015 3:41 PM
14	Of counsel	7/28/2015 2:03 PM
15	Shareholder (equivalent of equity partner)	7/28/2015 1:17 PM
16	not applicable	7/28/2015 1:08 PM

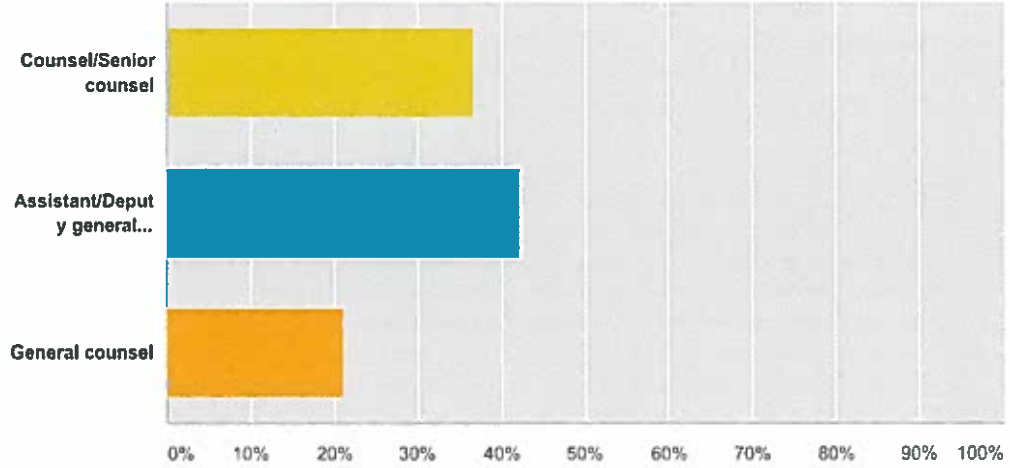
### Pro Bono Services Offered By The Bar Survey

17	Director	7/28/2015 12:57 PM
18	counsel	7/28/2015 12:42 PM
19	Owner	7/28/2015 12:38 PM
20	Solo	7/28/2015 12:19 PM
21	solo	7/28/2015 12:08 PM
22	Senior Counsel	7/28/2015 11:58 AM
23	Of Counsel	7/28/2015 11:58 AM
24	Independent contractor	7/28/2015 11:53 AM
25	Of counsel.	7/28/2015 11:52 AM
26	senior attorney	7/28/2015 11:47 AM
27	Managing Attorney	7/28/2015 11:44 AM
28	Staff Attorney	7/28/2015 11:41 AM
29	in-house counsel	7/28/2015 11:40 AM
30	In house	7/28/2015 11:40 AM
31	Counsel	7/28/2015 11:36 AM
32	Counsel	7/28/2015 11:35 AM
33	Staff Attorney	7/28/2015 11:34 AM
34	n/a	7/28/2015 11:33 AM

Pro Bono Services Offered By The Bar Survey

**Q6 If you are an in-house lawyer, are you:**

Answered: 19 Skipped: 262



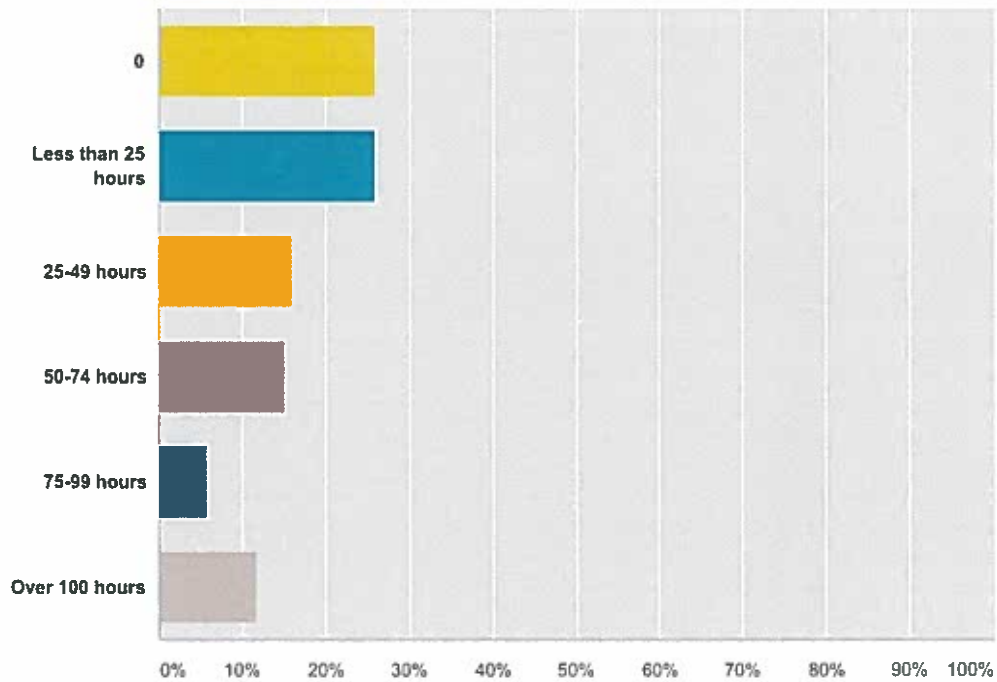
Answer Choices	Responses
Counsel/Senior counsel	36.84% 7
Assistant/Deputy general counsel	42.11% 8
General counsel	21.05% 4
<b>Total</b>	<b>19</b>

#	If you are admitted under Supreme Court Rule 55.1 or 55.2, please specify which one.	Date
1	55.2	8/4/2015 3:20 PM
2	n/a	8/2/2015 7:26 AM
3	retired	7/28/2015 4:16 PM
4	n/a	7/28/2015 12:08 PM

Pro Bono Services Offered By The Bar Survey

**Q7 Please identify the number of hours of pro bono service you have performed in the past twelve months.\*For the purposes of this survey, pro bono is defined as free or reduced-fee legal services provided to persons of limited means or organizations that address the needs of persons of limited means.**

Answered: 247 Skipped: 34

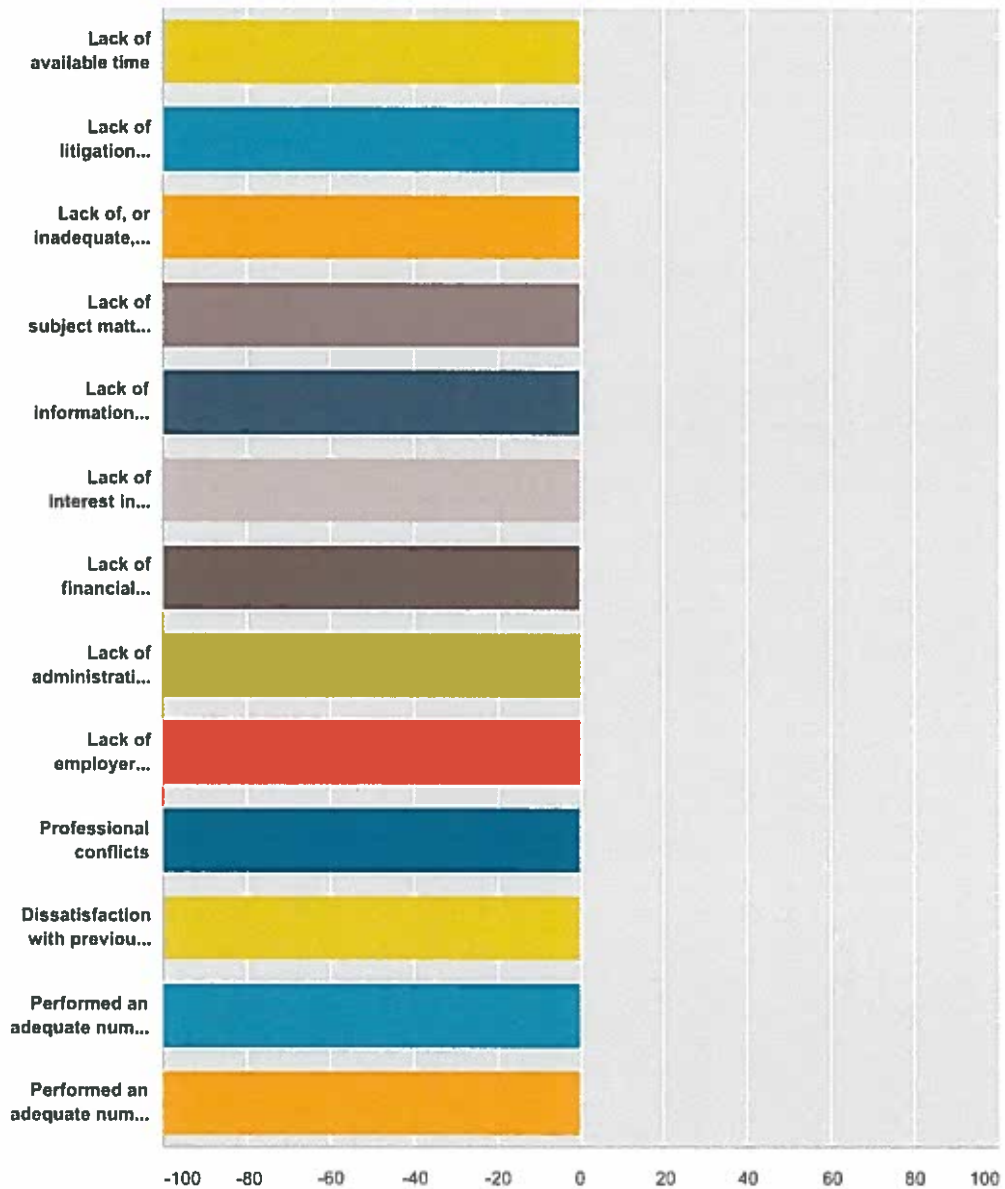


Answer Choices	Responses	
0	25.91%	64
Less than 25 hours	25.91%	64
25-49 hours	15.79%	39
50-74 hours	14.98%	37
75-99 hours	5.67%	14
Over 100 hours	11.74%	29
<b>Total</b>		<b>247</b>

Pro Bono Services Offered By The Bar Survey

**Q8 Among the possible reasons listed below, what prevented you from performing more pro bono services over the last twelve months (please rate on a scale of 1 to 5 with 1 having no effect and 5 having the most effect).**

Answered: 241 Skipped: 40



	1	2	3	4	5	Total	Weighted Average
Lack of available time	7.69% 18	6.41% 15	9.40% 22	21.79% 51	54.70% 128	234	-100.00

## Pro Bono Services Offered By The Bar Survey

Lack of litigation experience	58.77% 134	10.53% 24	12.28% 28	7.46% 17	10.96% 25	228	-100.00
Lack of, or inadequate, malpractice insurance	78.32% 177	5.31% 12	3.10% 7	3.54% 8	9.73% 22	226	-100.00
Lack of subject matter knowledge/experience	34.06% 78	13.10% 30	19.21% 44	19.65% 45	13.97% 32	229	-100.00
Lack of information about available pro bono opportunities	53.07% 121	18.86% 43	15.79% 36	8.77% 20	3.51% 8	228	-100.00
Lack of interest in available pro bono opportunities	52.19% 119	16.23% 37	16.23% 37	8.33% 19	7.02% 16	228	-100.00
Lack of financial resources	56.77% 130	11.79% 27	11.79% 27	9.61% 22	10.04% 23	229	-100.00
Lack of administrative support	54.55% 126	14.29% 33	9.52% 22	8.66% 20	12.99% 30	231	-100.00
Lack of employer support	58.26% 134	12.17% 28	11.74% 27	9.13% 21	8.70% 20	230	-100.00
Professional conflicts	66.96% 154	9.13% 21	8.70% 20	4.78% 11	10.43% 24	230	-100.00
Dissatisfaction with previous pro bono experiences	62.67% 141	13.78% 31	12.00% 27	5.33% 12	6.22% 14	225	-100.00
Performed an adequate number of pro bono hours	50.44% 114	11.06% 25	17.26% 39	7.96% 18	13.27% 30	226	-100.00
Performed an adequate number of non-legally related volunteer hours	41.23% 94	8.33% 19	20.18% 46	12.72% 29	17.54% 40	228	-100.00

#	Other (please specify)	Date
1	na	8/20/2015 11:49 AM
2	need to bill more	8/4/2015 2:49 PM
3	Bar activities consumed time	8/3/2015 12:11 PM
4	For years, I've work 70+ hours a week on average (tracking time) to meet the minimum requirements of my employers. Added activities beyond that would strain my family relations.	8/2/2015 7:31 AM
5	conflict with my government job	7/30/2015 11:45 AM
6	Involved in a large number of other activities such as committees and commissions	7/29/2015 12:54 PM
7	Lack of understanding/appreciation from other pro-bono-related affiliations, such as DFS, lack of eFiling in Family Court	7/29/2015 11:48 AM
8	I DONT TURN ANYONE WHO CROSSES MY PATH AWAY	7/28/2015 11:38 PM
9	Unpredictable and heavy travel schedule; office far from clients and/or courts	7/28/2015 1:50 PM
10	Inactive in all admitted states	7/28/2015 12:56 PM
11	I am currently on inactive status	7/28/2015 12:16 PM
12	I teach, write, and otherwise advance the interests of others in ways to which I find myself better suited, and financially support those within the firm who contribute in ways falling within your narrow definition.	7/28/2015 12:10 PM
13	Hesitant to get involved with pro bono matters given possibility of relocating away from Delaware in near future	7/28/2015 12:10 PM
14	n/a	7/28/2015 12:10 PM
15	Lots of non-legal volunteer work over many years	7/28/2015 12:07 PM
16	I have always performed pro bono work, since early in my career. I am at a point where I feel that more of that work should be shouldered by younger attys.	7/28/2015 11:44 AM
17	I was also on maternity leave	7/28/2015 11:43 AM

### Pro Bono Services Offered By The Bar Survey

18	Been performing pro bono for 10 years	7/28/2015 11:42 AM
19	Lack of admin support response is related to support within my firm, not support from the agency I volunteer with	7/28/2015 11:37 AM
20	Pro bono work distorts the legal market. Pro bono clients are not appreciative. Pro bono work is focused on causes I do not support.	7/28/2015 11:37 AM

## Pro Bono Services Offered By The Bar Survey

### Q9 Please provide any additional detail to your answer to question 8, in your own words, in the text box below.

Answered: 66 Skipped: 215

#	Responses	Date
1	I belong to a number of professional organizations to which I devote a considerable number of hours and for which I do not expect or receive compensation.	8/28/2015 2:29 PM
2	If large law firms gave more billable hour credit for pro bono work, that would significantly increase the amount of pro bono work associates would be willing to do.	8/24/2015 11:43 AM
3	na	8/20/2015 11:49 AM
4	As a government attorney, I have far more work than I can complete in the typical hours of work. As such, I have not volunteered for any pro bono service. Additionally, I'm not certain the permissibility of pro bono service when working for the State.	8/6/2015 8:05 PM
5	I need to add billable work to my practice as well	8/4/2015 2:49 PM
6	I've had to decline one pro bono opportunity due to conflict, a few due to lack of knowledge, but mostly it's due to availability	8/3/2015 5:08 PM
7	I work long hours and am the sole caregiver for my disabled brother.	8/3/2015 11:48 AM
8	Was appointed to take a family court case an area in which I have absolutely no experience. When I asked to be excused due to lack of experience was told I had to gain the information to handle the case by reading or taking CLE classes or face disciplinary action if I refused the appointment and I could possibly face disciplinary action if I did not do an adequate job. I chose to become inactive. My conscience and training would not allow me to take a case without wanting to do the best job possible and I didn't have the time to devote to learning a whole new area of law after almost 40 years of practice. Further since I am not currently in a position that provides malpractice insurance I would have the possibility of personal exposure for me and my family.	8/3/2015 11:07 AM
9	I co-own a start-up company that has nothing to do with legal services and therefore I don't have the time or resources/support necessary to do pro bono at this time.	7/31/2015 9:36 AM
10	As the sole Delaware practitioner in my firm, with no support or other staff in Delaware, there is a concern about support resources and back up for matters outside the scope of my firm's typical matters.	7/30/2015 3:07 PM
11	Employer seems to have no interest in employees providing pro bono services. There are no provisions for time off or for administrative support.	7/30/2015 2:47 PM
12	I am currently working on an OCA case right now but it hasn't met the 25 hour mark - just wanted to make note of that. Probably have spent 20 hours.	7/30/2015 2:46 PM
13	<a href="http://www.schwartzandschwartz.com/practice-areas/law-clerk-clinical-practicum/">http://www.schwartzandschwartz.com/practice-areas/law-clerk-clinical-practicum/</a> The fee quote in section 5 is usually free representation by the supervising attorney.	7/29/2015 5:47 PM
14	as a solo practitioner, my time is very limited because I am committed to being a good husband and father, as well as being committed to meeting my responsibilities to my clients, the courts and to the Bar (compliance issues, for example). My income, and the income for my staff, is almost solely dependent upon my availability and my work efforts.	7/29/2015 4:15 PM
15	I have always considered pro bono work to be a fundamental component of what it means to be a Delaware lawyer. Many of my pro bono hours come from serving as a guardian ad litem. I have enjoyed serving in this role, but I am hesitant to recommend it to others. Attending family court hearings that start on time is the exception rather than the rule. I mean no disrespect to the family court by that comment: the volume and nature of their caseload makes scheduling difficult. But it is nevertheless problematic for law firm associates. For example, last week I arrived 15 minutes early for a hearing that had been scheduled three months earlier. After three hours of waiting, I learned that due to a clerical mistake the hearing would have to be rescheduled. These things happen from time to time, but when they happen with regularity it results in an enormous waste of time which doesn't do my pro bono client or my employer much good.	7/29/2015 12:23 PM
16	My firm and I are both committed to pro bono efforts, but limited time for pro bono cases is admittedly a hurdle.	7/28/2015 9:17 PM



## Pro Bono Services Offered By The Bar Survey

17	Lack of litigation experience in relevant courts; adequate number volunteer hours were legally related - they just did not fit the definition provided here	7/28/2015 7:45 PM
18	To increase pro bono hours, firms need to provide attorneys with some credit against the total billable hours required. Otherwise, pro bono opportunities are limited to short term representations that are not likely to take too much time away from the office.	7/28/2015 6:02 PM
19	I also provide pro bono services to tax exempt organizations that do not necessarily serve persons of limited means	7/28/2015 5:19 PM
20	Have done more pro bono in the past. Have not found an area that interests me.	7/28/2015 4:20 PM
21	I perform non-legal volunteer services. As a DAG, I am greatly restricted in the type of pro bono legal work I can do.	7/28/2015 3:34 PM
22	I spend over 50 hours per year as a volunteer public official on a municipal hearing board. I also spend many hours per year on 2 Superior Court committees.	7/28/2015 2:48 PM
23	I perform pro bono work for a non-profit that is within my areas of expertise, and my areas of expertise do not translate well for the typical client of limited means. I did represent a mentally ill woman in a custody matter regarding her teenage daughter -- it was a nightmare experience, due in part to my utter lack of expertise in that area of law. I ended up doing a very good job, but the stress of handling it makes me wary of replicating that experience.	7/28/2015 2:38 PM
24	I do plenty of non-legally related volunteer hours for various organizations. That is where I choose to volunteer my time.	7/28/2015 2:36 PM
25	It is difficult to find time to comply with practice requirements. Pro bono services come up of personal time with family more often than not.	7/28/2015 2:20 PM
26	I recognize the value to the profession and the overarching community of pro bono services, but I find it increasingly difficult to fit more activity into my practice or my life. Time away from my family and friends is dear and I try to spend it wisely. My past experiences convinced me that the services I was providing were not appreciated and often, although fully professional and within my areas of competence, were of no apparent value. The pro bono client base was, and may still be, so used to being uninformed and ignored that they accept the process of any government related activity as inevitable, and tolerate it best when handled fast with no fuss. The street philosophy used to be "go along to get along" and clients expected their assigned lawyers to be just another part of the machine. The experience was far from satisfying and often demonstrated no apparent benefit except to the system for which the presence of counsel often speeded up the process.	7/28/2015 2:14 PM
27	I was in solo practice for 8 years and also worked for a volunteer service agency. I got burned out by the sense of entitlement many who qualify for pro bono services display in that during that time many had repetitive issues of the same nature and refused to take responsibility for the situation - instead blaming others.	7/28/2015 2:10 PM
28	I simply do not have the ability, consistent with the expectations of my employer and mental health, to devote significant time to pro bono projects.	7/28/2015 2:06 PM
29	I work as a Public Defender.	7/28/2015 2:02 PM
30	I believe my responses accurately provide the picture of why I haven't done more pro bono work.	7/28/2015 1:59 PM
31	I've provided hundreds of hours of pro bono legal services per year and/or court appointed for many years. I plan to reduce the pro bono for the next few years due to other commitments, but would expect to pick back up with it in 2-3 years. No difficulty finding pro bono opportunities.	7/28/2015 1:42 PM
32	Lack of time stems from extraordinary (and temporary) family obligations.	7/28/2015 1:35 PM
33	In order to perform pro bono work I have to do it in a county other than the one I work to avoid possible conflicts. This makes it time consuming.	7/28/2015 1:23 PM
34	We had one case through the Fed. Civil Panel in which we were conflicted out. We have a few Trademark clients who we assist pro bono, but not much comes up in our area of expertise.	7/28/2015 1:21 PM
35	Handling 2 VA cases, mostly simultaneously, seemed consistent with my other practice demands.	7/28/2015 1:01 PM
36	Our firm is extremely supportive of pro bono efforts and gives 1:1 billable hour credit for each hour of pro bono work performed. Two of my three active cases were the result of direct judicial appointment/request.	7/28/2015 12:53 PM
37	I accept anywhere between 1-25 reduced fee cases from legal Services Corporation per year and have done so for up to 15 years.	7/28/2015 12:50 PM
38	My practice is primarily estate planning and administration and have no problem in doing pro bono work in my areas of practice. fee uncomfortable venturing into areas that I feel I am not competent.I	7/28/2015 12:48 PM
39	Tought to meet billable hour requirements and take on more pro bono	7/28/2015 12:46 PM

## Pro Bono Services Offered By The Bar Survey

40	I do many, many, free telephone consults often to persons with little or no resources. So I don't feel the need to go out look for more pro bono work to do. Lack of appreciation by pro bono clients is a factor: I obtained an acquittal for a juvenile in Family Court after a bench trial. Not so much as a "thank you" from the client or his mother. I have helped people through DVLS with what turned out to be questionable claims/defenses and regretted it. People beg for help, you take pity on them and help, then they are ungrateful/suspicious if you don't hit a homerun. Dealing with unreasonable expectations of clients is a major challenge. JP Court and especially CCP in Civil matters, do not do enough to make things simple for small cases. I've had too many pre-trial conferences in CCP that took longer than the trial. CCP is actually a pretty awful place to litigate a civil matters and I try to stay away from it whenever I can. On the other hand, Chancery Court does an excellent job in keeping things simple and treating the little guy fair. I can't commend it enough. Its a pleasure to litigate "small" cases on Chancery. Superior Court is very good too. The Prothonotary Office in Sussex is extremely experienced and knowledgeable and good. We're spoiled by that down here.	7/28/2015 12:45 PM
41	I don't think there has been enough targeting of retired attorneys for pro bono work - especially, if there were anything for non-litigators.	7/28/2015 12:28 PM
42	I'm currently on inactive status, so I'm not sure whether or not I'm permitted to do pro bono practice. Also, I do not have much technology or administrative support.	7/28/2015 12:16 PM
43	My pro bono case with OCA actually takes a little more time than I am comfortable giving but I make it work. I accepted the case when I was with a much larger firm, now that I'm in a small firm the extra time required hits me much harder.	7/28/2015 12:14 PM
44	n/a	7/28/2015 12:10 PM
45	I'm happy you are considering non-legal volunteer work. I was a Town Council representative (\$25 per meeting), retired from the Navy Reserve (most years for no-pay and did not receive retirement pay because of a medical discharge) and volunteered for years as a Little League and Field Hockey coach. It was better for me to volunteer away from the legal practice and fit my practice better. Much of the pro-bono legal work conflicted with my practice.	7/28/2015 12:07 PM
46	Although my firm is currently willing to support my pro bono activities in my Of Counsel role, if I fully retire from my firm, which I may do, I would not have access to malpractice insurance or administrative support.	7/28/2015 12:07 PM
47	I do not think you should have to be an active member/pay dues to do SOLELY pro bono work.	7/28/2015 12:02 PM
48	Pro bono activities are not rewarded by the firm, so there's a significant negative financial component associated with doing pro bono work.	7/28/2015 11:59 AM
49	I volunteer for the Office of the Child Advocate and provide pro bono services at a local senior center. A significant amount of time each year is dedicated to these cases. I also serve on 2 non-profit boards as well as am involved in bar related activities. As an attorney in Sussex County, I am also subject to appointed as a Family Court conflicts counsel and receive approximately 2-3 cases per year. Those cases bill at the hourly rate of \$60 and are capped at \$2K in fees. I had one such case that resulted in over 40 hours of unbilled time because the cap had been reached. Frankly, it is difficult to find the time to do additional pro bono work while still paying attention to paying clients.	7/28/2015 11:55 AM
50	We have a difficult time with collecting payments after a matter concludes, and that often is resolved by reducing invoices, etc. making it financially difficult to help those who need free legal services.	7/28/2015 11:55 AM
51	Tough for government lawyers to take on most pro bono cases due to numerous conflicts	7/28/2015 11:53 AM
52	I volunteer with multiple service organizations regularly throughout the year and do not wish to provide additional volunteer work.	7/28/2015 11:52 AM
53	Recently finished very large pro bono matter	7/28/2015 11:48 AM
54	Granted that only lawyers can perform volunteer legal work; nevertheless, lawyers who spend many hours in non-legal volunteer opportunities supporting the less fortunate should not be overlooked.	7/28/2015 11:46 AM
55	Providing pro bono representation is taxing, both in the sense that pro bono work often is time consuming and emotionally draining – the difficulties that low-income people face are often both complicated and painful.	7/28/2015 11:45 AM
56	I would like to get involved in more pro bono activities however I don't have much litigation experience and I don't have the confidence to represent someone on a subject matter I don't know much about. I was a GAL once and attended their training, but part of me felt like I needed some form of practical training (instead of more subject matter training).	7/28/2015 11:43 AM
57	I don't think that there's anything significant preventing me from doing Pro Bono work other than that I already do a huge amount and doing more would be a burden on me and my family.	7/28/2015 11:43 AM
58	Over 230 hours in the past 12 months	7/28/2015 11:42 AM
59	As state employee, I am not legally permitted to provide legal services to others; also told I had to have conflicts check, get four people to sign off on the volunteering, etc., etc.—Employer made it too difficult	7/28/2015 11:42 AM

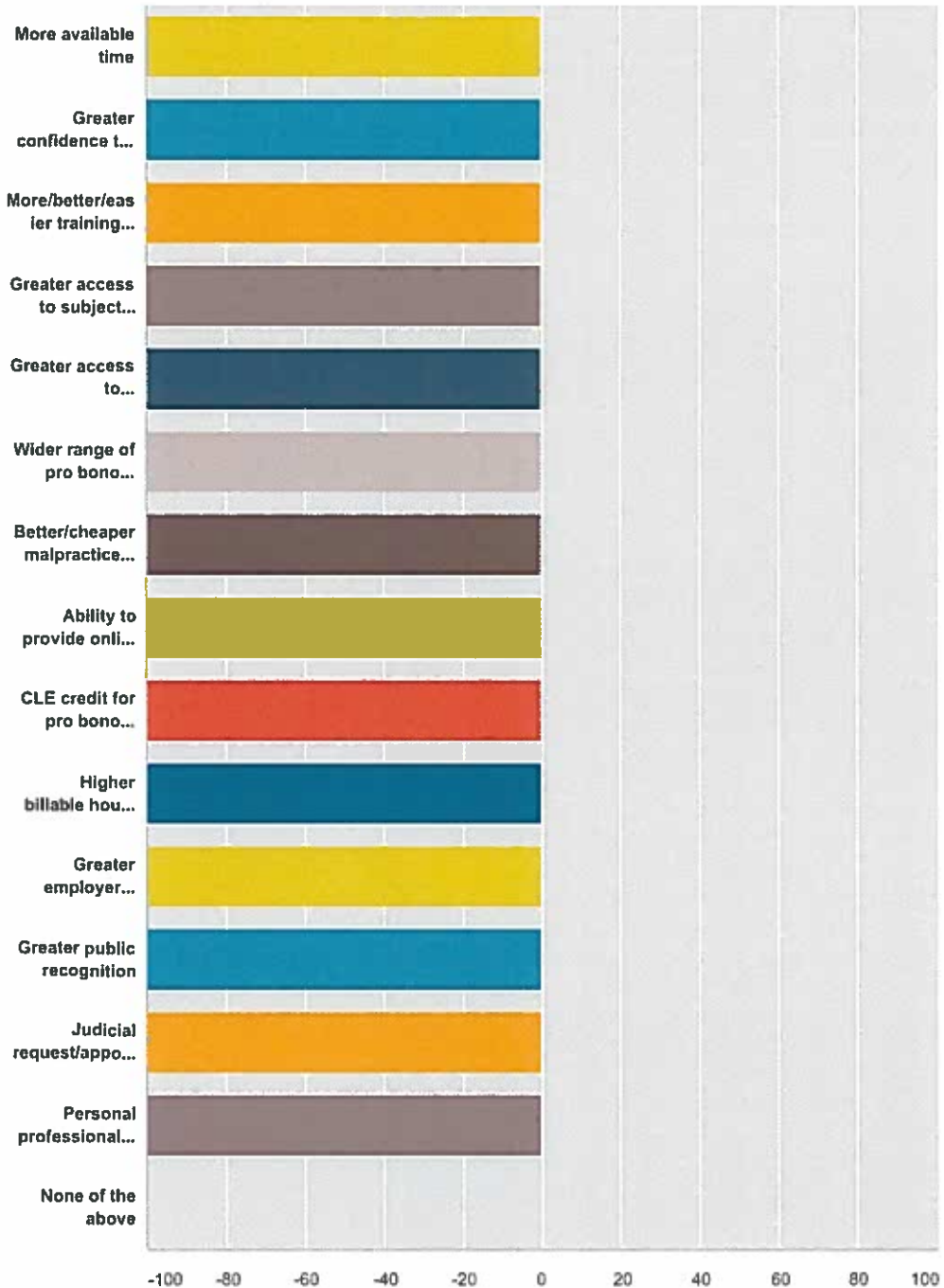
## Pro Bono Services Offered By The Bar Survey

60	I provided over 100 hours of free legal work for nonprofit organizations that do not (intentionally) address the needs of persons of limited means.	7/28/2015 11:41 AM
61	I have a very high billable hour requirement and do not receive any credit for pro bono work.	7/28/2015 11:39 AM
62	One of the biggest impediments to performing additional pro bono hours is a lack of employer support for pro bono. Most firms pay lip service to their pro bono commitment/responsibility and the attorneys who perform pro bono in such firms do so on their own time and with no prospect of support let alone reward from their employer.	7/28/2015 11:37 AM
63	I cannot speak for all systems, but I have volunteered through the OCA, which has a great support staff for anything I need pertaining to my case. I just wish there were more hours in the day.	7/28/2015 11:37 AM
64	Having served as a guardian ad litem through OCA for many years, and being assigned one youth for 4 consecutive years until she aged out, I honestly became burned out and needed a break from that type of pro bono work but did not actively seek out another type of opportunity. Now that I have taken some time off, I am sure I will go back to GAL representation.	7/28/2015 11:37 AM
65	Service on the Board of a Not for Profit Nursing Home takes up considerable time.	7/28/2015 11:36 AM
66	I should help more. I feel as though I need more experience as a lawyer.	7/28/2015 11:35 AM

Pro Bono Services Offered By The Bar Survey

**Q10 Among the possible answers below, please rate on a scale of 1 to 5 (with 1 having no effect and 5 having the most effect) what would have caused you, in the last 12 months to render more pro bono services than you did.**

Answered: 238 Skipped: 43



### Pro Bono Services Offered By The Bar Survey

	1	2	3	4	5	Total	Weighted Average
More available time	13.25% 31	5.98% 14	13.25% 31	20.94% 49	46.58% 109	234	-100.00
Greater confidence that scope of representation would be limited, manageable	24.02% 55	7.86% 18	17.90% 41	27.07% 62	23.14% 53	229	-100.00
More/better/easier training and templates	32.46% 74	12.72% 29	20.61% 47	21.93% 50	12.28% 28	228	-100.00
Greater access to subject matter experts	30.97% 70	16.81% 38	21.68% 49	18.14% 41	12.39% 28	226	-100.00
Greater access to administrative and/or paralegal support	46.93% 107	16.23% 37	11.40% 26	15.35% 35	10.09% 23	228	-100.00
Wider range of pro bono opportunities	41.96% 94	16.96% 38	13.39% 30	16.96% 38	10.71% 24	224	-100.00
Better/cheaper malpractice insurance	68.78% 152	11.76% 26	7.69% 17	3.62% 8	8.14% 18	221	-100.00
Ability to provide online pro bono services	51.13% 113	12.22% 27	16.29% 36	12.22% 27	8.14% 18	221	-100.00
CLE credit for pro bono services	43.67% 100	9.17% 21	15.28% 35	14.41% 33	17.47% 40	229	-100.00
Higher billable hour credit for pro bono work	63.35% 140	7.69% 17	7.24% 16	5.88% 13	15.84% 35	221	-100.00
Greater employer support	54.19% 123	11.45% 26	12.78% 29	9.69% 22	11.89% 27	227	-100.00
Greater public recognition	79.19% 175	9.05% 20	6.33% 14	3.62% 8	1.81% 4	221	-100.00
Judicial request/appointment	44.39% 99	11.66% 26	17.04% 38	10.31% 23	16.59% 37	223	-100.00
Personal professional development	53.18% 117	18.64% 41	17.73% 39	6.82% 15	3.64% 8	220	-100.00
None of the above	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

#	Other (please specify)	Date
1	na	8/20/2015 11:49 AM
2	Personalized requests which match pro bono need and attorney experience.	8/18/2015 1:35 PM
3	some sense that the work was of value to the client not just the profession or the court system	7/28/2015 2:14 PM
4	If I won the lottery I would do a lot more pro bono	7/28/2015 12:45 PM
5	Knowledge that pro bono matters could be easily handed off with no adverse impact on the client	7/28/2015 12:10 PM
6	Ability to collect appropriate fees from those that can pay.	7/28/2015 11:55 AM
7	n/a	7/28/2015 11:44 AM

## Pro Bono Services Offered By The Bar Survey

### Q11 Please provide any additional detail to your answer to question 10, in your own words, in the text box below.

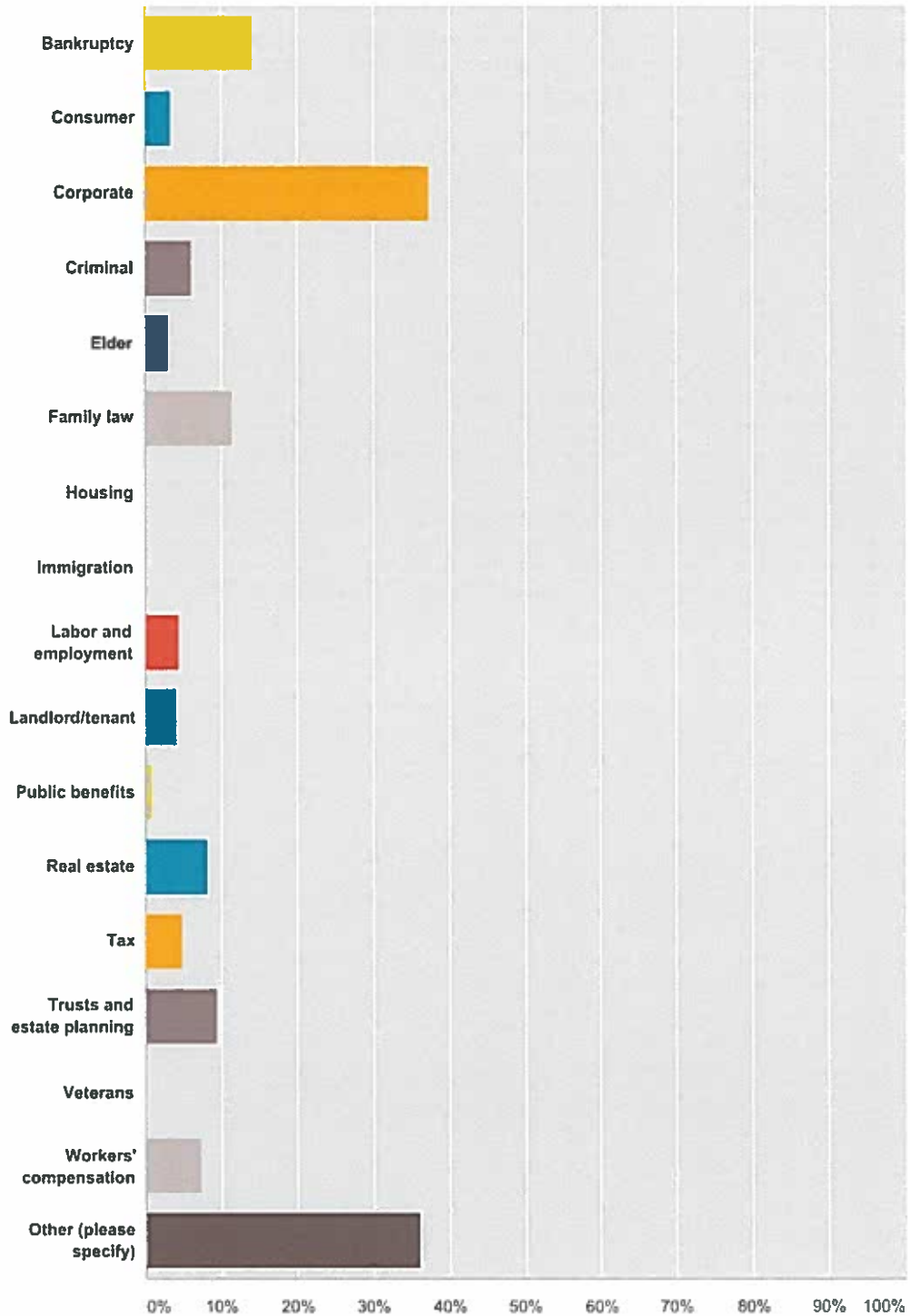
Answered: 20 Skipped: 261

#	Responses	Date
1	na	8/20/2015 11:49 AM
2	Even with additional support and subject matter expertise, the demands of starting a company are too great.	7/31/2015 9:36 AM
3	A lawyer should never be forced to perform pro bono services outside of their field of expertise. While I do not agree with a mandatory minimum number of pro bono hours, it would be better than the forced family law pro bono service currently in place.	7/30/2015 10:16 AM
4	While most people receiving pro bono/reduced rate fees are appreciative, not all of them are. And, you cannot always tell in advance who will be appreciative, and who won't.	7/29/2015 4:18 PM
5	I hate to say it, but I think court appointments may be necessary to ensure all lawyers are doing their "fair share" of pro bono service.	7/28/2015 9:17 PM
6	I would probably have to quit my other activities.	7/28/2015 2:48 PM
7	Lack of time is the chief factor for pro bono.	7/28/2015 2:20 PM
8	Please see 9 for details.	7/28/2015 2:14 PM
9	Mandatory requirements could potentially come at the expense of attorneys' mental health. Please be careful when considering any mandatory pro bono requirements. They are unlikely to change employers' expectations regarding billable work. Younger attorneys, in particular, are already at an unacceptably high risk of mental health issues, including substance abuse and other conditions that could negatively affect their clients' interests.	7/28/2015 2:06 PM
10	none	7/28/2015 1:59 PM
11	I am willing to provide more pro bono services if I am experienced in the subject matter.	7/28/2015 1:24 PM
12	See #9.	7/28/2015 1:01 PM
13	Given the number of hours already committed (more than 200) I am not likely to commit more in a given year	7/28/2015 12:53 PM
14	For areas outside my own practice experience, e.g., family law, access to experienced practitioners and model forms is critical.	7/28/2015 12:07 PM
15	There are only so many hours in a day and time is the most important reason for the limited pro bono cases I take. I've also noticed that persons who are pro bono clients, tend to require more time because they will call (since they are not subject to billing) more frequently and require more hand-holding (especially with Family Court appointments). The burdens on practice (clients, Court, finances, employee issues, ethical requirements, etc.) and family life are difficult to manage and pro bono cases are easier to refuse when time is scarce.	7/28/2015 11:55 AM
16	Better access to templates and experts is always helpful, as pro bono representation is always outside my regular practice area.	7/28/2015 11:45 AM
17	No Pro Bono activity in past year.	7/28/2015 11:42 AM
18	My firm offers no billable hour credit for pro bono work.	7/28/2015 11:41 AM
19	Judicial support for pro bono is critical. To the extent possible the judiciary should also pressure firms to provide pro bono services.	7/28/2015 11:37 AM
20	Currently conflicted out of providing services	7/28/2015 11:37 AM

Pro Bono Services Offered By The Bar Survey

Q12 Please indicate the nature of your employer/practice.

Answered: 246 Skipped: 35



Answer Choices

Responses

## Pro Bono Services Offered By The Bar Survey

Bankruptcy	14.23%	35
Consumer	3.25%	8
Corporate	37.40%	92
Criminal	6.10%	15
Elder	2.85%	7
Family law	11.38%	28
Housing	0.00%	0
Immigration	0.00%	0
Labor and employment	4.47%	11
Landlord/tenant	4.07%	10
Public benefits	0.81%	2
Real estate	8.13%	20
Tax	4.88%	12
Trusts and estate planning	9.35%	23
Veterans	0.00%	0
Workers' compensation	7.32%	18
Other (please specify)	36.18%	89
<b>Total Respondents: 246</b>		

#	Other (please specify)	Date
1	ADR	8/28/2015 2:29 PM
2	Trust and Estate Administration	8/27/2015 10:39 AM
3	OCA and Court appointed only family law.	8/18/2015 1:35 PM
4	guardianship	8/11/2015 1:51 PM
5	litigation	8/4/2015 3:25 PM
6	Personal Injury	8/3/2015 5:08 PM
7	Personal Injury defense	8/3/2015 1:07 PM
8	Litigation	8/3/2015 12:11 PM
9	in-house litigation counsel, commercial lit	8/3/2015 11:29 AM
10	Insurance, Tort, Contract	8/3/2015 11:26 AM
11	Non legal job	8/3/2015 11:07 AM
12	personal injury	8/3/2015 6:52 AM
13	PI	8/2/2015 2:08 PM
14	I don't practice law	8/2/2015 7:31 AM
15	Insurance regulation	7/31/2015 5:02 PM
16	Handle the legal affairs of our small start-up company.	7/31/2015 9:36 AM
17	Tort	7/30/2015 9:46 PM
18	General	7/30/2015 2:47 PM



## Pro Bono Services Offered By The Bar Survey

19	personal injury defense	7/30/2015 12:19 PM
20	Personal injury - defense	7/30/2015 12:03 PM
21	Personal injury	7/29/2015 5:47 PM
22	probate	7/29/2015 4:18 PM
23	Personal Injury Litigation	7/29/2015 2:35 PM
24	alternative entities	7/29/2015 2:28 PM
25	Personal Injury	7/29/2015 1:43 PM
26	Personal Injury	7/29/2015 10:13 AM
27	Intellectual Property	7/29/2015 9:59 AM
28	all phases of higher education\ law	7/29/2015 9:06 AM
29	general commercial litigation	7/29/2015 8:38 AM
30	elder law	7/29/2015 6:32 AM
31	IP and other complex litigation	7/28/2015 9:17 PM
32	patent law	7/28/2015 8:18 PM
33	Consumer Financial Services	7/28/2015 4:58 PM
34	Civil litigation, Torts, Healthcare	7/28/2015 4:36 PM
35	used to be Corporate now retired	7/28/2015 4:20 PM
36	Commercial Transactions - Structured Finance	7/28/2015 4:15 PM
37	Personal Injury	7/28/2015 3:21 PM
38	Toxic tort, products liability and commercial	7/28/2015 2:48 PM
39	Personal Injury	7/28/2015 2:28 PM
40	civil litigation for personal injury, professional liability, and a variety of contract issues	7/28/2015 2:14 PM
41	Insurance Defense	7/28/2015 2:10 PM
42	Product liability; Toxic tort	7/28/2015 2:02 PM
43	Corporate/Commercial Litigation	7/28/2015 2:00 PM
44	litigation (fiduciary and corporate)	7/28/2015 1:59 PM
45	Environmental, Health & Safety, Life Sciences Law,	7/28/2015 1:50 PM
46	toxic tort	7/28/2015 1:50 PM
47	General civil litigation	7/28/2015 1:43 PM
48	PI, Environmental and Products Liability	7/28/2015 1:42 PM
49	specialty	7/28/2015 1:39 PM
50	Insurance Defense	7/28/2015 1:35 PM
51	litigation	7/28/2015 1:23 PM
52	Intellectual Property	7/28/2015 1:21 PM
53	Presently serve as full-time hearing officer within Dept. of State	7/28/2015 1:18 PM
54	Attorney General's Office	7/28/2015 1:11 PM
55	Defense of legal malpractice and functioning as Special Master in Fed, Ct. cases.	7/28/2015 1:01 PM
56	Toxic tort	7/28/2015 12:46 PM
57	estate probate, civil litigation	7/28/2015 12:45 PM
58	Government	7/28/2015 12:45 PM
59	Insurance Coverage	7/28/2015 12:42 PM

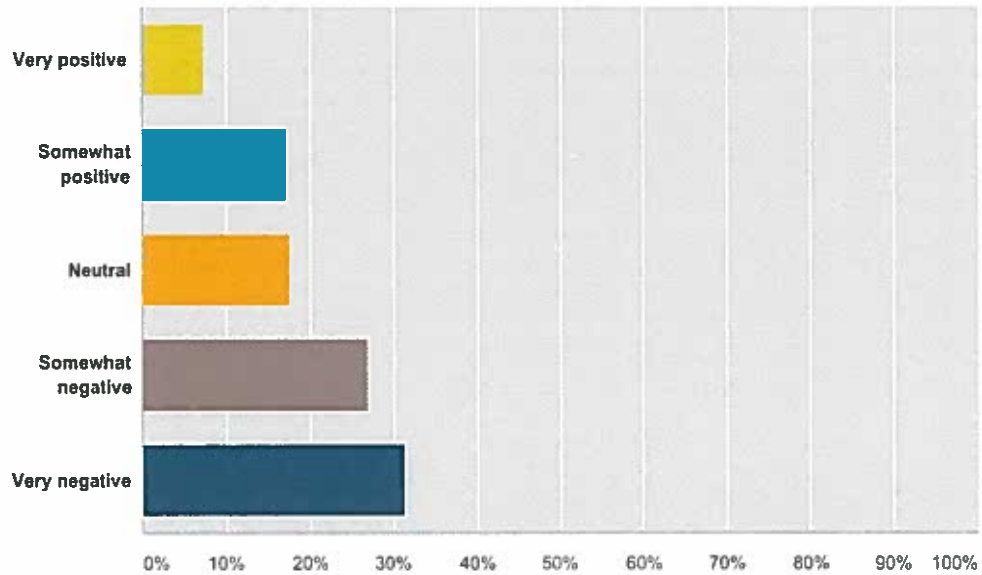
## Pro Bono Services Offered By The Bar Survey

60	Government	7/28/2015 12:28 PM
61	Administrative law	7/28/2015 12:24 PM
62	Inactive	7/28/2015 12:16 PM
63	intellectual property	7/28/2015 12:08 PM
64	Foreclosure, replevins, evictions	7/28/2015 12:07 PM
65	intellectual property	7/28/2015 12:07 PM
66	Toxic Tort	7/28/2015 12:01 PM
67	Personal injury	7/28/2015 12:00 PM
68	personal injury	7/28/2015 11:56 AM
69	General practice	7/28/2015 11:55 AM
70	Environmental	7/28/2015 11:53 AM
71	Insurance defense	7/28/2015 11:53 AM
72	Intellectual Property Litigation	7/28/2015 11:48 AM
73	government	7/28/2015 11:46 AM
74	Intellectual Property	7/28/2015 11:46 AM
75	Commercial (why is this not an option?)	7/28/2015 11:45 AM
76	Regulatory	7/28/2015 11:44 AM
77	torts, civil rights	7/28/2015 11:44 AM
78	Intellectual Property	7/28/2015 11:43 AM
79	Collections, UDAAP, Regulatory	7/28/2015 11:43 AM
80	Personal injury	7/28/2015 11:43 AM
81	regulatory compliance and administrative law	7/28/2015 11:42 AM
82	Insurance regulatory	7/28/2015 11:42 AM
83	Commercial Litigation	7/28/2015 11:41 AM
84	Insurance Defense/Asbestos Litigation	7/28/2015 11:39 AM
85	Alternative Entities (Business Transactional)	7/28/2015 11:37 AM
86	Government	7/28/2015 11:37 AM
87	IP	7/28/2015 11:36 AM
88	IP	7/28/2015 11:35 AM
89	academic	7/28/2015 11:35 AM

Pro Bono Services Offered By The Bar Survey

**Q13 Please describe your view of mandatory pro bono service requirements.**

Answered: 246 Skipped: 35

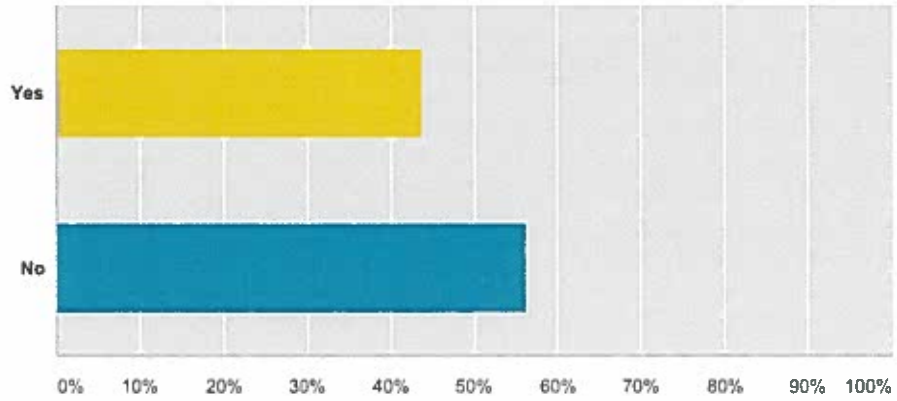


Answer Choices	Responses	
Very positive	7.32%	18
Somewhat positive	17.07%	42
Neutral	17.48%	43
Somewhat negative	26.83%	66
Very negative	31.30%	77
<b>Total</b>		<b>246</b>

## Pro Bono Services Offered By The Bar Survey

### Q14 Are you reluctant to provide pro bono services in the litigation context?

Answered: 196 Skipped: 85

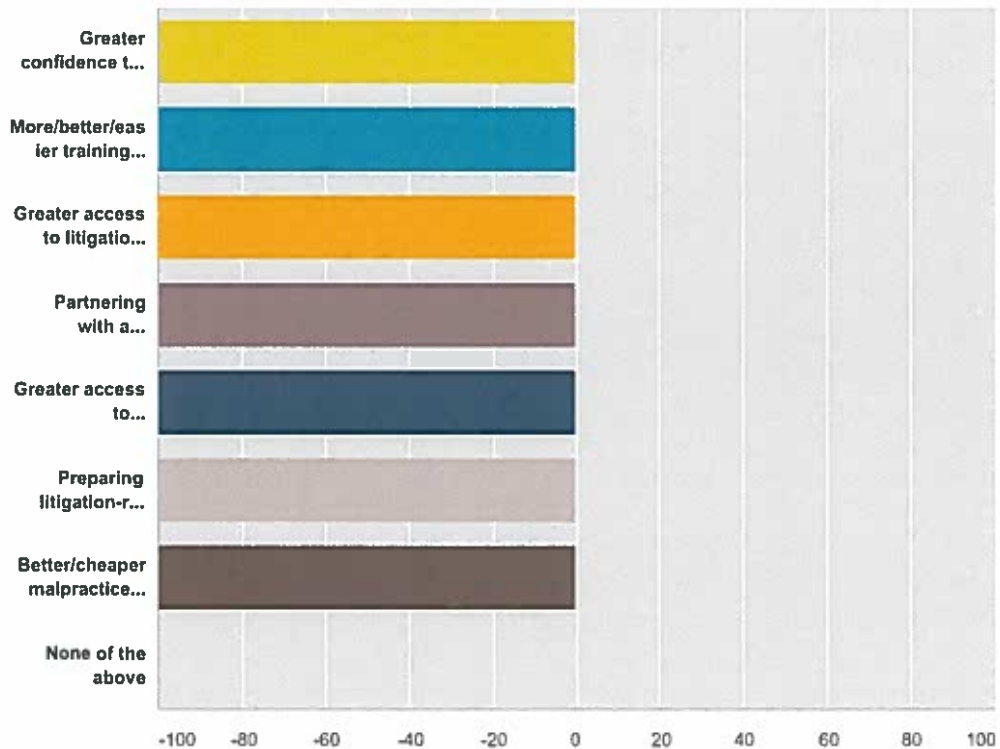


Answer Choices	Responses	
Yes	43.88%	86
No	56.12%	110
<b>Total</b>		<b>196</b>

## Pro Bono Services Offered By The Bar Survey

**Q15 Among the possible answers below, please rate on a scale of 1 to 5 (with 1 having no effect and 5 having the most effect) which, if any, of the following items would make you more comfortable providing pro bono services in the litigation context.**

Answered: 186 Skipped: 95



	1	2	3	4	5	Total	Weighted Average
Greater confidence that scope of representation would be limited, manageable	20.88% 38	4.40% 8	11.54% 21	24.73% 45	38.46% 70	182	-100.00
More/better/easier training and templates	31.67% 57	9.44% 17	20.00% 36	22.22% 40	16.67% 30	180	-100.00
Greater access to litigation resource who could answer questions	29.44% 53	9.44% 17	18.33% 33	24.44% 44	18.33% 33	180	-100.00
Partnering with a litigator	41.11% 74	8.89% 16	13.33% 24	16.11% 29	20.56% 37	180	-100.00
Greater access to administrative and/or paralegal support	45.36% 83	11.48% 21	14.21% 26	12.57% 23	16.39% 30	183	-100.00
Preparing litigation-related documents, but not appearing in court	49.44% 89	12.78% 23	16.11% 29	10.56% 19	11.11% 20	180	-100.00

## Pro Bono Services Offered By The Bar Survey

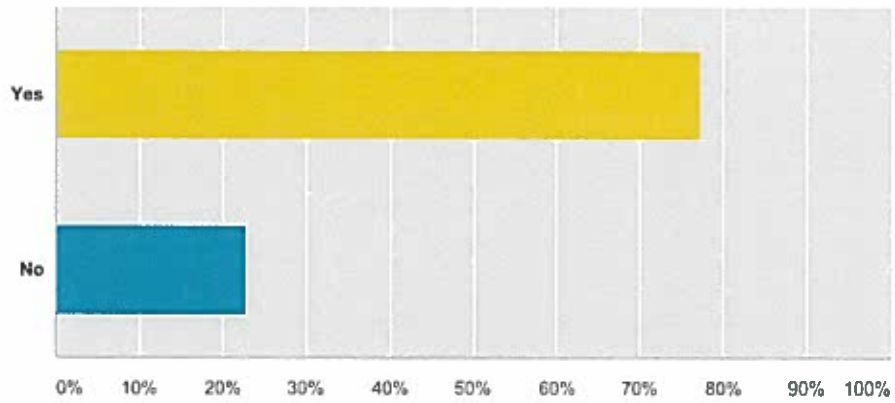
Better/cheaper malpractice insurance	67.60% 121	10.06% 18	5.59% 10	5.59% 10	11.17% 20	179	-100.00
None of the above	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0	0.00

#	Other (please specify)	Date
1	I have no litigation skill set so that I feel representing a client in a litigation context would be malpractice— Further I provide significant number of hours of pro-bono services that use my expertise and are related to my area of practice.	8/27/2015 10:40 AM
2	na	8/20/2015 11:49 AM
3	Subject matter selectivity.	8/18/2015 1:37 PM
4	retiring	8/10/2015 5:15 PM
5	I am uncomfortable appearing in Courts where I am unfamiliar with the Court Rules, practices and judicial preferences.	8/3/2015 11:52 AM
6	My home computer/printer/fax/scanner are not office quality or capacity	7/31/2015 12:27 PM
7	support from employer	7/30/2015 12:19 PM
8	Some appreciation from the bench for pro bono work would also be nice.	7/29/2015 4:19 PM
9	Court appearances take additional time (commuting to/from, Court's availability, formal procedures, etc)	7/29/2015 11:51 AM
10	I am not a litigator and clients would be ill served if I represented them in litigated matters	7/28/2015 5:20 PM
11	Having already done it in a domestic relations setting, nothing would make me more comfortable ever doing it again	7/28/2015 2:41 PM
12	One has little control of one's schedule in litigation.	7/28/2015 2:21 PM
13	Some sense that the client benefits from the work.	7/28/2015 2:15 PM
14	Flexibility in scheduling court appearances	7/28/2015 1:53 PM
15	Rule 1.1, and all my years of practice, compel me to do only that which I can do with appropriate competence. I've structured my life within those limits, and suffer anxiety when too far afield.	7/28/2015 12:12 PM
16	Judicial flexibility due to scheduling issues.	7/28/2015 12:04 PM
17	n/a	7/28/2015 11:44 AM
18	A better understanding of the ability (legal and ethical) of a government attorney to provide these services.	7/28/2015 11:39 AM

Pro Bono Services Offered By The Bar Survey

**Q16 If you are uncomfortable providing pro bono services in the litigation context, are you willing to provide pro bono services outside of the litigation context?**

Answered: 132 Skipped: 149



Answer Choices	Responses	
Yes	77.27%	102
No	22.73%	30
<b>Total</b>		<b>132</b>

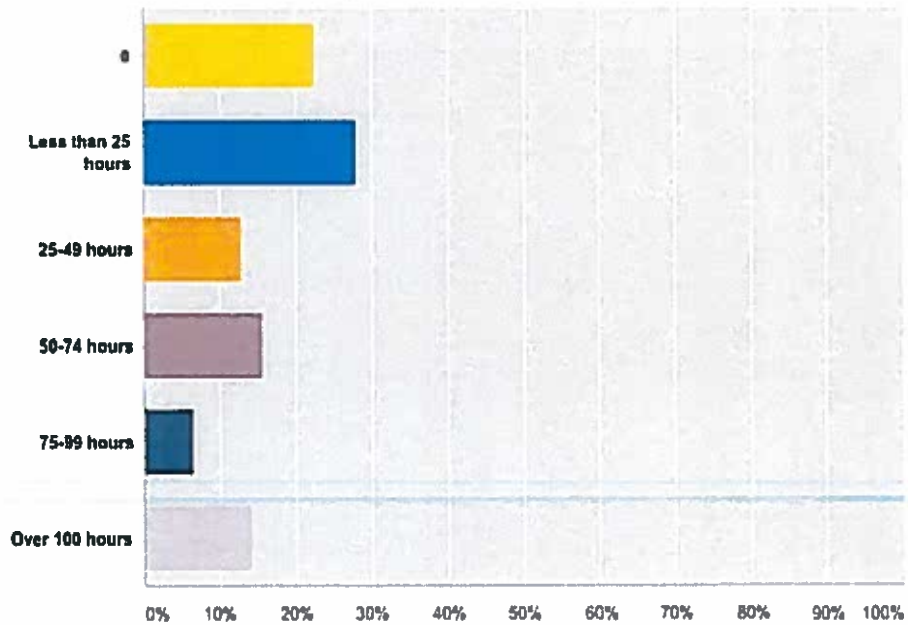
# EXHIBIT L



Pro Bono Services Offered By The Bar Survey

**Q7 Please identify the number of hours of pro bono service you have performed in the past twelve months.\*For the purposes of this survey, pro bono is defined as free or reduced-fee legal services provided to persons of limited means or organizations that address the needs of persons of limited means.**

Answered 154 Skipped 23

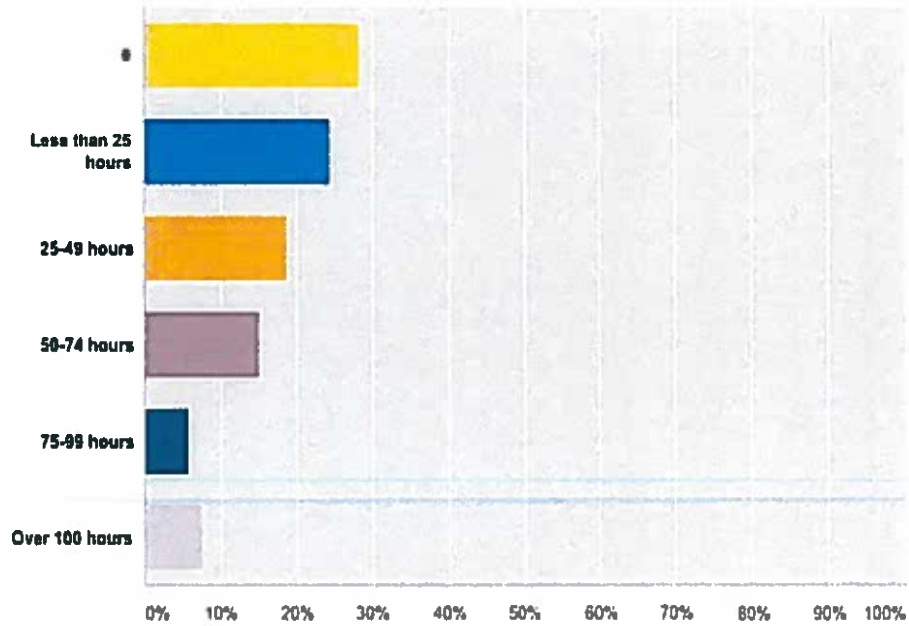


Answer Choices	Responses	Count
0	22.73%	35
Less than 25 hours	27.92%	43
25-49 hours	12.99%	20
50-74 hours	15.58%	24
75-99 hours	6.49%	10
Over 100 hours	14.29%	22
<b>Total</b>		<b>154</b>

Pro Bono Services Offered By The Bar Survey

**Q7 Please identify the number of hours of pro bono service you have performed in the past twelve months.\*For the purposes of this survey, pro bono is defined as free or reduced-fee legal services provided to persons of limited means or organizations that address the needs of persons of limited means.**

Answered: 53 Skipped: 6



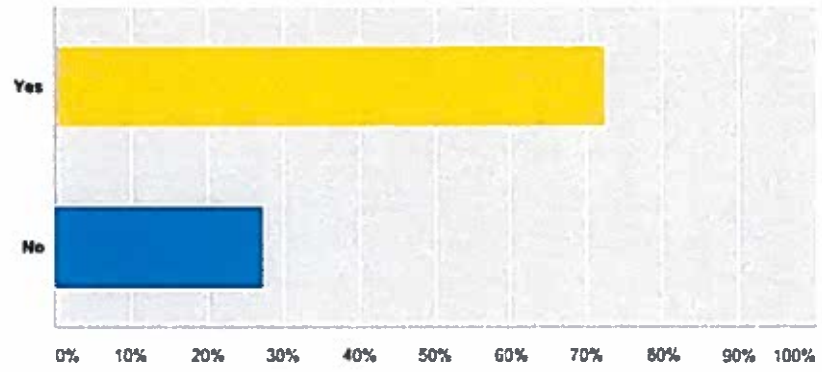
Answer Choices	Responses	
0	28.30%	15
Less than 25 hours	24.53%	13
25-49 hours	18.87%	10
50-74 hours	15.09%	8
75-99 hours	5.66%	3
Over 100 hours	7.55%	4
<b>Total</b>		<b>53</b>

# EXHIBIT M

## Pro Bono Services Offered By The Bar Survey

### Q14 Are you reluctant to provide pro bono services in the litigation context?

Answered 51 Skipped 8



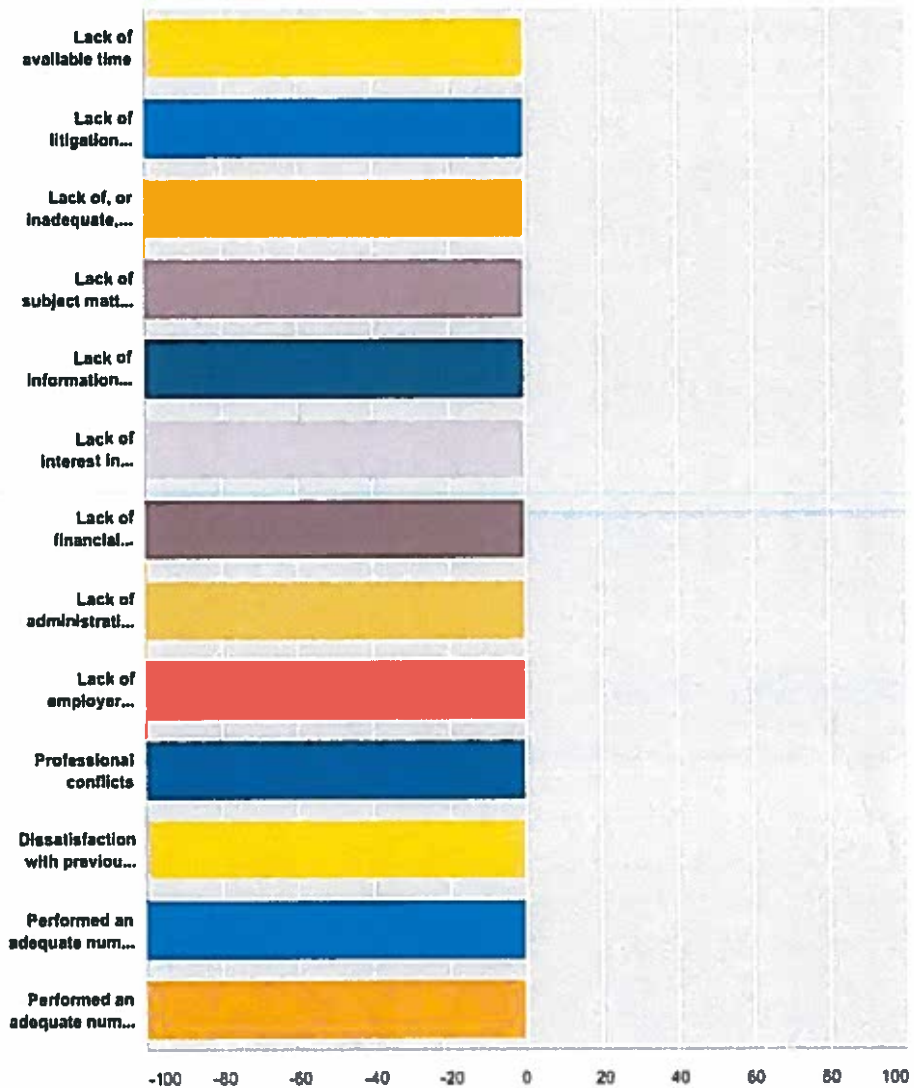
Answer Choices	Responses	
Yes	72.55%	37
No	27.45%	14
<b>Total</b>		<b>51</b>

# EXHIBIT N

Pro Bono Services Offered By The Bar Survey

**Q8 Among the possible reasons listed below, what prevented you from performing more pro bono services over the last twelve months (please rate on a scale of 1 to 5 with 1 having no effect and 5 having the most effect).**

Answered 14 Skipped 2



	1	2	3	4	5	Total	Weighted Average
Lack of available time	7.14%	21.43%	7.14%	21.43%	42.86%	14	-100.00
	1	3	1	3	6		

### Pro Bono Services Offered By The Bar Survey

Lack of litigation experience	33.33% 4	16.67% 2	33.33% 4	8.33% 1	8.33% 1	12	-100.00
Lack of, or inadequate, malpractice insurance	42.86% 6	14.29% 2	7.14% 1	14.29% 2	21.43% 3	14	-100.00
Lack of subject matter knowledge/experience	30.77% 4	23.08% 3	23.08% 3	7.69% 1	15.38% 2	13	-100.00
Lack of information about available pro bono opportunities	38.46% 5	30.77% 4	15.38% 2	15.38% 2	0.00% 0	13	-100.00
Lack of interest in available pro bono opportunities	51.85% 7	15.38% 2	7.69% 1	15.38% 2	7.69% 1	13	-100.00
Lack of financial resources	61.54% 8	30.77% 4	7.69% 1	0.00% 0	0.00% 0	13	-100.00
Lack of administrative support	28.57% 4	7.14% 1	14.29% 2	28.57% 4	21.43% 3	14	-100.00
Lack of employer support	30.77% 4	7.69% 1	23.08% 3	30.77% 4	7.69% 1	13	-100.00
Professional conflicts	61.54% 8	15.38% 2	23.08% 3	0.00% 0	0.00% 0	13	-100.00
Dissatisfaction with previous pro bono experiences	51.85% 7	7.69% 1	7.69% 1	30.77% 4	0.00% 0	13	-100.00
Performed an adequate number of pro bono hours	46.15% 6	15.38% 2	30.77% 4	7.69% 1	0.00% 0	13	-100.00
Performed an adequate number of non-legally related volunteer hours	30.77% 4	7.69% 1	23.08% 3	23.08% 3	15.38% 2	13	-100.00