THE AI PLEDGE

We pledge not to eliminate jobs by replacing people with artificial intelligence.

AI should make law firms better, not make the people who built them disposable. We believe law firms can embrace AI while continuing to invest in the people who serve their clients and make their organizations work.

- **Use AI to elevate people, not eliminate them.** We will not eliminate positions simply because AI can perform tasks previously handled by employees. AI may change how we work, but it will not be used as a reason to make our people expendable.
- **Share the benefits of greater efficiency.** Time and cost savings should improve our work, our service, and the experience of the people on our team, not simply increase profit through staff reductions.
- **No one in the firm is disposable.** This commitment applies at every level, from firm leadership to the newest person hired. We will not treat any role as expendable simply because technology can do more.

Law Firm: _____

Signature: _____

Date: _____