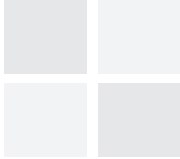


Sustainability



We're proud of our green side. Four of our attorneys are Leadership in Energy and Environmental Design (LEED®) Accredited Professionals, who employ their distinct knowledge of sustainable practices in a number of disciplines. Beginning with the selection of our current office space in a LEED gold and ENERGY STAR certified building, we have made an intentional and wide-ranging practice of incorporating sustainable policies and procedures in our office operations, including:

- **Intelligent Commuting**— Our offices are located in a core urban area with ready access to public transportation systems and extensive carpool, vanpool and rideshare programs. Our building management supports these programs, and we provide financial incentives to our employees to utilize public transportation.
- **Recycling**— Recycling receptacles are located throughout our offices. We provide for designated collection of batteries and other materials that require specialized disposal, and our building management sponsors periodic collections of electronic items for recycling.
- **Paper and Printing Management**— The paperless office is a worthy ideal, but the reality in a law firm is that paper consumption happens. What we can control is obtaining our paper from recycled and rapidly renewable sources, encouraging less printing, and using duplex and draft printing modes when possible.
- **Purchasing Practices**— We take environmental considerations into account in the purchasing of our supplies and equipment. We utilize materials from recycled content in supplies and durable stock items. Our cleaning supplies are eco-friendly. And our vendors know that we consider their sustainability practices in making our choice of providers. Ask us about our coffee and tea supply systems.
- **Reduction of Waste**— Waste not, want not – or at least generate less trash that has to go somewhere. We emphasize the use of glassware and ceramics for beverage services, serve filtered instead of bottled water, and applaud reusable lunch containers.
- **Energy Wise**— CFL lighting, motion sensors and nagging to turn off lamps and shut down monitors all contribute to minimizing electrical energy use. And energy performance ratings are required reading for every acquisition of plug-in office equipment.