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Above and Beyond is more than the title of this Kaye Scholer 2015 report on social responsibility. It is both the motivation and the measure of achievement for our considerable pro bono, community service, environmental and diversity & inclusion efforts.

2015 was a year of furthering our forward momentum on all fronts. While we were certainly focused on doing well as a firm—we successfully improved our delivery of legal services, attracting new multinational clients and enhancing our competitive footprint in the global market to position the firm for continued success in 2016—we were also actively exercising our civic engagement and serving our communities in ways, both substantial and substantive, that are commensurate with our leading status in the legal industry.

Acting both within the firm and outside of it, our efforts to be socially responsible have helped provide access to justice, fostered diversity and inclusion to create positive and supportive work environments, advanced green initiatives and bettered the communities where we work and live. Just some of the ways our donated time, talent and resources have had an impact include:

- More than 20,000 hours of pro bono legal service
- Enhanced sponsorship/partnerships with 18 local and national organizations that celebrate and promote diversity, especially in the legal profession
- Recycling more than 3,000 pounds of paper—the equivalent of saving 25.5 trees—each month

Beyond these numbers is a sustained effort, built on our Core Values that set a high standard for our behavior, cohesiveness, inclusiveness and high-performance culture, to be truly committed to our communities.

In this report, we show how our high standard for community citizenship has benefited the many nonprofit civic, cultural educational and legal institutions we support, and the countless thousands of individuals that rely on them. As you’ll see, 2015 was a strong year for Kaye Scholer and our socially minded activities. We’re going above and beyond in our efforts to do good . . . and that’s a good thing.
Embracing Difference: Diversity and Inclusion

Kaye Scholer operates at the intersection of diversity and inclusion: where different talents are attracted, engaged and retained. It’s where individual strengths on dynamic teams synergistically mix to exceed the unique needs of clients, innovate the industry, and positively impact the firm and the communities we serve and in which we live.

As an original signatory to the Statement of Goals of New York Law Firms and Corporate Legal Departments for Increasing Minority Hiring, Retention and Promotion, Kaye Scholer was an early adopter and eager proponent of diversity and inclusion initiatives within the firm and throughout the legal profession. Moving beyond mere compliance to true commitment, we have long surpassed the Statement’s goals and continue to push beyond baseline metrics to achieve nothing short of fostering and supporting a diverse and inclusive culture where all talent succeeds, and our diversity and inclusiveness are the standard of excellence.

Attention to Process and Performance

Kaye Scholer is committed to fostering diversity in a positive and supportive work environment. We firmly believe that a diverse group of lawyers and staff, including differences in race, ethnicity, gender, sexual orientation and religion, increases the value of our law firm, strengthens our firm’s ability to attract talented individuals, and enhances our ability to retain and serve our clients. Our commitment to cultivate and maintain a diverse workforce remains at
“Our commitment to cultivate and maintain a diverse and inclusive workforce is at the core of our business strategy. We seek to mirror our clients, reflecting their diversity and inclusion to cultivate greater performance, innovation and creativity.”

Michael B. Solow
Managing Partner
the core of our recruiting, retention and promotion efforts as we strive to maintain a firm culture that taps into the potential of every Kaye Scholer employee.

In 2015, we established a new framework of critical success factors and priorities. This iterative framework assures that the firm is constantly and effectively committing, equipping, embedding, measuring, recognizing, and re-committing its time, energy and resources on behalf of diversity and inclusion.

As a result of our disciplined efforts, Kaye Scholer experienced in 2015 an increase in both enthusiasm and outcomes related to opportunity creation, communication, recruiting, and professional and client development initiatives that make Kaye Scholer’s culture and processes more diverse and inclusive. We are seeing, and will continue to work for, results in the following areas:

- Firm Values and Appreciation
- Culture Creation and Maintenance
- Diversity and Inclusion Promotion

2015 Resources/Affinity Groups

With their ability to effect change through close connection with the firm’s diversity and inclusion initiatives, each of the following groups identifies and addresses related issues, creating new and recurring programming focused on internal topics, career planning and development, mentoring, networking and client development.

- Association of Black and Latino Attorneys (ABLA)
- Asian and South Pacific Islander Network (ASPIN)
- Lesbian, Gay, Bisexual and Transgender Attorney Group (K-Pride)
- Kaye Scholer Parents Network (KSPN)
- Women’s Advancement, Visibility & Empowerment (WAVE)
- Women’s Initiative Network (WIN)

2015 Recognitions

- Working Mother Top 50 Best Law Firms for Women
- Equality Illinois (EQIL) One of the top firms for LGBT inclusiveness and equality
- The American Lawyer #1 in New York and tied for 1st place in the US for summer associate satisfaction
Commit
We engage champions across department levels, dedicate resources, set priorities and encourage department-level plans

Equip
We define values and behaviors, demonstrate what success looks like, equip leaders and develop organizational enablers and infrastructure

Embed
We integrate our ideals into operating models throughout the talent development life cycle, we translate it into leadership learning and we engage attorneys and staff at all levels

Recommit
We don’t stop; we continue to search for new heights and better ways. We constantly review, refine and renew our process

Measure/Recognize
We ensure accountability and progress tracking of our goals; we reward and celebrate successes and role models; and we share success
“Kaye Scholer is the place where all talent succeeds and our diversity and inclusiveness are the standard of excellence.”

Satra Sampson-Arokium
Director, Diversity & Inclusion
Elevating Professional Responsibility: Pro Bono

As a proud signatory to the Pro Bono Institute’s Law Firm Pro Bono Challenge, Kaye Scholer views pro bono work as an essential part of our core values and collaborative culture. Beyond our commitment to, and belief in, the importance of justice and legal parity, an active pro bono practice promotes skills training and exposure to increased responsibilities for associates and enables all lawyers to fulfill their professional obligation to provide pro bono legal services.

We have a very active Pro Bono Committee made up of associates, counsel and partners from all practice areas and US offices. Members take on leadership roles for various pro bono practice areas.

Focus Areas

While we support myriad pro bono opportunities so that our lawyers can pursue those projects most meaningful to them personally or professionally, in 2015 we continued to focus on six key areas:

- **Death Penalty Appeals**
  We are particularly proud of our 40-year tradition of taking on difficult habeas and clemency petitions for indigent death row inmates; we have argued several of these cases before the US Supreme Court.

- **Immigration & Asylum**
  We assist refugees from around the world who are fleeing persecution due to their political opinions, religious affiliation, sexual orientation or on other specific grounds, and seeking asylum in the US. We also represent immigrant victims of domestic violence, unaccompanied alien minors, and children applying for Special Immigrant Juvenile Status.

- **Social Entrepreneurship & Nonprofit Support**
  In partnership with Echoing Green, an organization that provides seed funding and other necessary tools to social entrepreneurs around the world, we offer pro bono legal counsel to Echoing Green’s Fellows and US alumni who have established companies to benefit society. We also advise many nonprofits on contract, corporate, employment, intellectual property and real estate issues.

- **Social Security Disability Benefits**
  Since 2000, we have represented more than 100 low-income disabled children and adults seeking disability benefits.

- **Transgender Name Changes**
  For many transgender people, a legal name change is a first step toward conforming their legal identities to the way they identify and live their lives. But securing a legal name change can be an intimidating experience, involving interaction with the court system and judges that is foreign to many people. We help transgender clients navigate the legal process of completing a formal name change.

- **Virtual Pro Bono Law Firm**
  Launched in early 2014, in partnership with longtime client Pfizer Inc., this program is for retired partners and special counsel who possess both the senior-level experience and the availability to tackle highly complex pro bono cases that will significantly transform society.
Representative Matters

Fighting Labor Trafficking

As part of its historic collaboration with nearly a dozen of the nation’s top law firms and civil rights organizations, Kaye Scholer has helped secure a settlement with Signal International Inc. in one of the largest series of labor trafficking cases in US history. The settlement, which is valued at more than $20 million and includes an apology from Signal, was achieved as part of Signal’s Chapter 11 bankruptcy protection filing.

The labor trafficking litigation, first filed by the Southern Poverty Law Center (SPLC) in 2008, involved a number of lawsuits representing more than 200 Indian guest workers who were defrauded and exploited in a labor trafficking scheme engaged in by Signal International, a Gulf Coast marine services company. In cooperation with an immigration lawyer and an Indian labor recruiter, Signal lured hundreds of workers to Mississippi and Texas shipyards with false promises of permanent US residency.

The lawsuits were filed after a judge did not grant class action status, which would have allowed the suit to benefit most of Signal’s guest workers. The SPLC coordinated an unprecedented legal collaboration that brought together nearly a dozen of the nation’s top law firms and civil rights organizations to represent, on a pro bono basis, hundreds of workers excluded from the original SPLC suit by the denial of class action status.

In August 2014, Kaye Scholer attorneys, along with the SPLC as co-counsel, filed a complaint against Signal and several other defendants in the Eastern District of Louisiana, becoming the eleventh action filed against Signal. Kaye Scholer represents 30 individuals who had been trafficked to work at Signal’s facilities in Pascagoula, Mississippi and Orange, Texas. Along with human trafficking claims, Kaye Scholer alleged RICO violations, fraud and breach of contract, and successfully represented the clients in association with Signal’s bankruptcy filing.

Kaye Scholer’s pro bono involvement with this litigation was honored when American Lawyer named the case its Global Pro Bono Dispute of the Year for 2015.

Helping the Hearing Impaired Homeless Population

Kaye Scholer recently finalized a settlement with the City of New York that requires the city to pay Kaye Scholer client Grace Ihetu and her family $117,500, and to implement and report on system-wide accommodations to aid the hard-of-hearing and deaf in the city’s homeless shelters, including by providing American Sign Language (ASL) interpreters. A dispute with various shelter operators was also resolved amicably.

The settlement resolves a lawsuit that Kaye Scholer initiated on behalf of our pro bono client four years ago, which was subsequently linked to a related parallel investigation brought by the United States Attorney’s Office for the Eastern District of New York (USAO-EDNY). Kaye Scholer’s settlement was conditioned upon the city entering into a consent decree with the USAO-EDNY, which mandated sweeping reforms to the shelter system. The consent decree was negotiated jointly between the city, the USAO-EDNY, Kaye Scholer and co-counsel, the New York Center for Law and Justice (NYCLJ).

The litigation that led to this settlement arose out of our representation of a deaf mother of three, who initially sought a shelter placement for her family from the city when her children were minors. Forced to navigate the complex homeless shelter system with no ASL interpreter because of the city’s failure to provide one, she was wrongly placed in a homeless shelter for single adults, separated from her children for several months, and given no way to communicate with the people around her.

In addition to the monetary and injunctive relief, Kaye Scholer and NYCLJ were awarded attorneys’ fees for their work in achieving such an important victory for the deaf community.
Protecting the Judiciary

In a case that publications of all political stripes—from Mother Jones to The Wall Street Journal—similarly opined, Kaye Scholer worked pro bono to preserve an independent judiciary in the state of Kansas. The efforts gained ground when a Shawnee County district judge found for our client and struck down a 2014 Kansas law that stripped the Kansas Supreme Court of its constitutional authority to administer the state’s unified court system.

The September 2015 decision invalidates a law signed last spring by Kansas Governor Sam Brownback that was aimed at wresting from the Kansas Supreme Court its constitutional authority to administer the state’s unified court system, including the selection of district court chief judges. Kaye Scholer, together with the Brennan Center for Justice at NYU School of Law and the Kansas law firm of Irigonegaray & Associates, represented Judge Larry Solomon, chief judge for Kansas’ 30th judicial district, who brought suit against the state of Kansas to undo the law. Judge Solomon argued that the law—which many in the state viewed as apparent retaliation for the Kansas Supreme Court’s unfavorable decision in a case regarding the state’s system of educational funding—was an unconstitutional violation of the separation-of-powers doctrine.

In ruling in our client’s favor, the decision has set off a constitutional power struggle that has captured the attention of national press of all political persuasions. The conflict is rooted not only in the invalidated law itself, but in a subsequent bill that calls for court funding for fiscal years 2016 and 2017 to be “declared null and void” if a Kansas court were to strike down the law.

On September 4, 2015, Judge Solomon, joined by three other Kansas district court judges, brought a new suit challenging the defunding provision as unconstitutional and seeking a declaration that the provision is unenforceable while preserving the funding of the judiciary.

Judge Solomon expressed his gratitude to Kaye Scholer for all the work we devoted to this cause: “I greatly appreciate the fact that you, your team, and Kaye Scholer care enough about preserving an independent judiciary in Kansas to donate hundreds of hours of effort on our behalf. I am not unmindful of the value of those services. Please extend my thanks to all involved.”

Promoting Religious Tolerance

An amicus brief filed by Kaye Scholer on behalf of 17 American Muslim civil rights organizations was cited by the Third Circuit Court of Appeals in its October 13 Hassan v. City of New York decision. Of the many amicus briefs filed in this case, our brief was the only one cited by the Court of Appeals.

Hassan v. City of New York is a federal lawsuit alleging that an extensive counter-terrorism program initiated by the NYPD in the years following 9/11 surveilled American Muslims and their communities based solely on their faith, and not on any suspicion of wrongdoing, in violation of their civil rights. The district court dismissed the suit for failure to state a claim because the program, in the court’s view, was designed for the legitimate purpose of uncovering terrorist plots. In support of plaintiffs’ appeal, our amicus brief set forth empirical evidence to undermine the district court’s sua sponte assumption that surveillance of entire Muslim communities was necessary to meet the NYPD’s objectives. We highlighted the immeasurable contributions made by Muslims to American society, the widespread belief that they are proponents of terrorism despite copious evidence to the contrary, and the discrimination and resultant harm that they suffer as a result of this misconception.

In reversing the district court’s decision and reinstating the suit, the Third Circuit ruled for the first time that a heightened level of scrutiny applies to a government program that burdens citizens based on their religion. The Third Circuit explained the need for this heightened standard by juxtaposing the country’s time-honored commitment to religious liberty with the continuing prejudice that American Muslims face to this day—citing our brief.

This is the second amicus brief in a row that the firm worked on that a US Court of Appeals has cited in support of its decision. The first was the Second Circuit affirming the denial of a Hague Convention petition in Ermini v. Vittori.

Boosting Public Power

Kaye Scholer successfully represented pro bono client DC Solar United Neighborhoods (DC Sun) in its opposition to the proposed $6.8 billion market-changing merger between regional utility companies Exelon Corp. and Pepco Holdings Inc. (PHI). On August 25, 2015, the DC Public Service Commission agreed with DC Sun, a Washington, DC-based
“I am extremely proud of the amazing work that our attorneys have done in representing their pro bono clients. They are doing, and have done, incredible work. We should all be proud.”

Alison King

Pro Bono Counsel and Co-Chair of Kaye Scholer’s Pro Bono Committee; Chair of the New York City Bar’s Pro Bono & Legal Services Committee (2015)
citizen coalition supporting solar power in the nation’s capital (and several other community groups representing the area’s electricity customers) and rejected the merger application as “not in the public interest.” The proposed merger would have consolidated utilities providing power for customers in five mid-Atlantic states stretching from New Jersey to Virginia, as well as in Chicago, most of northern Illinois, and Washington, DC, thereby creating the largest US utility.

The proposed merger and the opposition to it garnered significant press attention. DC Sun’s successful opposition in this David-and-Goliath confrontation is significant because Washington, DC was the last jurisdiction to rule on the merger, which had already been approved by five other regulatory agencies, and its negative decision has the ability to nix the merger entirely.

Kaye Scholer argued for our client that because Exelon—unlike PHI—owns extensive energy-generation assets, it will have a potential conflict of interest with DC-area utility ratepayers who are seeking to expand local renewable generation.

Concerns about the potential to suppress the proliferation of renewable energy sources were particularly pertinent because the DC Public Service Commission is the only regulatory agency of all these involved with reviewing the merger that is required by statute to weigh environmental factors in its decision.

Assisting Family

Kaye Scholer stepped in to assist with an emergency application for temporary guardianship of a child who was in desperate need of dental surgery. We represented the godparents of a child who fell on a hardwood floor, badly cracking her two front teeth and suffering potential nerve damage. The child’s biological mother, who was homeless, failed to obtain medical care, causing the child to miss school. Without any other family in the picture, Child Protective Services and the Menlo Park Police threatened to put the child in foster care. The godparents, who had cared for the child in the past, lobbied to have the child stay with them.

When several dental surgeons refused to schedule the child’s surgery because the godparents were not the child’s legal guardians, the godparents sought help from Kaye Scholer through the Legal Aid Society of San Mateo County. On May 4, 2015, after filing the emergency application for temporary guardianship and a same-day appointment with the Probate Investigators Office, the court approved the godparents’ Petition for Temporary Guardianship, allowing them to schedule the surgery immediately.

The godparents were very pleased with the outcome and deeply touched by the firm’s assistance. They were also committed to making sure the child, who had in the past suffered abuse, had a safe and stable home environment going forward. To that end, the Kaye Scholer team prepared and filed a petition for permanent guardianship on their behalf, which the court subsequently approved.

Securing Small Business

In spring 2015, Bailey’s Café held a grand opening in its first-ever space—a celebration that would not have been possible without the pro bono efforts of Kaye Scholer Real Estate attorneys.

In a matter referred to us by Lawyers Alliance for New York, we negotiated a lease at 324 Malcolm X Boulevard in the Brooklyn neighborhood of Bedford-Stuyvesant for the nonprofit Bailey’s Café. We also advised on insurance issues. In doing so, we helped the community-building service and arts group to secure a home for the first time.

Bailey’s Cafe, a literary reference from a novel of the same name by Gloria Naylor, is based on the stories of people who find themselves at the edge of the world and seek a place to heal and ground themselves. It creates physical and virtual spaces in partnership with local leaders, artists and intergenerational volunteers through a focus on community building, service and the arts.

In a letter of thanks, executive director and founder of Bailey’s Café Stefanie Siegel wrote: “[Y]our assistance in negotiating the lease for our first home was extremely important to the organization. We are now a place and not just a program. This is a monumental and exciting transition for us and it wouldn’t be happening without your assistance.”
transgender individuals for whom we obtained formal name changes

nonprofit organizations to which we provided tax counsel

Kaye Scholer attorneys contributed pro bono hours

hours devoted to death penalty appeals

hours on asylum cases (on behalf of refugees from Gambia, Iran, Jamaica, Russia, Syria)

hours assisting pro bono clients

Long-time pro bono client “I Have A Dream” Foundation honored the firm and two of its partners who have advised the Foundation since 1996. The Foundation provides long-term support to children living in under-resourced communities to achieve their full potential, by promoting higher education and career success, with opportunities guaranteed through financial resources and other services.
“We are now a place and not just a program. This is a monumental and exciting transition for us and it wouldn’t be happening without your assistance.”

Stefanie Siegel

Executive director and founder of Bailey’s Café
Working Partnerships; Meaningful Engagements

The needs of low-income, oppressed, victimized, falsely accused and other disenfranchised individuals who lack access to quality legal representation far exceed what any one law firm can provide. To maximize the impact of our pro bono work, we partner with a select number of nonprofits such as the Anti-Defamation League, Asian American Legal Defense & Education Fund, Brennan Center for Justice, Lawyers Alliance for New York, LatinoJustice, New York Lawyers for the Public Interest, Public Counsel, The Legal Aid Society, and Washington Lawyers’ Committee for Civil Rights and Urban Affairs.

These organizations help us identify pro bono clients who not only have the greatest need but, based on the specific facts and unique circumstances of each client, are also most likely to benefit from the type of legal work and experience that our lawyers offer.

On the following page is a partial list of the more than 120 nonprofit organizations that referred pro bono matters to us, were pro bono clients, or had boards of directors that included a Kaye Scholer partner/counsel during 2015.
Advancing Human Rights
Alliance for Children’s Rights
Anti-Defamation League
Anti-Violence Project
Asian American Legal Defense & Education Fund
Bet Tzedek Legal Services
Bronx Defenders
Brooklyn Family Defense Practice
Center for Appellate Litigation
Children’s Law Center – DC
Children’s Law Center – NY
Christian Legal Aid of DC
City Bar Justice Center
Conference On Jewish Material Claims Against Germany
DC Public Defender Service
Echoing Green Foundation

Equal Justice Initiative
Equal Justice Works
Her Justice
Housing Conservation Coordinators
Human Rights First
Immigration Equality
International Refugee Assistance Project (IRAP)
Justice Resource Center MENTOR Program
Lawyers Alliance for New York
Legal Aid of San Mateo
Legal Momentum
Legal Services NYC
Nassau Suffolk Law Services
National Center for Access to Justice
National Center for Missing and Exploited Children

New York Center for Law & Justice
New York Lawyers for the Public Interest
Public Counsel
Sanctuary for Families
Southern Poverty Law Center
Start Small Think Big
The Door Legal Services Center
The Legal Aid Society
Transgender Legal Defense & Education Fund
Unchained at Last
Urban Justice Center
Volunteer Lawyers for the Arts
Volunteers of Legal Service
Washington Lawyers’ Committee for Civil Rights & Urban Affairs
Helping Our Neighbors: Community Service

Kaye Scholer lawyers and staff regularly serve and support local civic, educational and charitable causes to make a positive social impact in their communities.

In addition to our pro bono efforts, the people in our firm also come together to donate time and expertise to organizations making a different in their local areas.
Mentoring/Student Support
• Joined by attorneys from client Motorola Mobility, our Chicago office coached students from pro bono client Legal Prep Charter Academy to first place in the High School Negotiation Competition.
• Our New York office coached students from a Queens middle school debate team on their debate techniques and tactics for the National Middle School Debate Championships.
• Our New York office coached students from a Brooklyn high school as part of the MENTOR Moot Court Competition. Our coaches provided guidance on legal precedent, how to read a case and other skills crucial to successfully arguing in court.
• Our Tallahassee Operations Center stuffed backpacks with school supplies for disadvantaged students at a local school, as part of a larger effort coordinated by The Foundation for Leon County Schools, a charitable organization that provides its schools “with programs and resources that are not supported by tax dollars.”

Skill/Supply Drives
• Our New York office hosted an all-day employment workshop for clients of The Legal Aid Society seeking to enter or re-enter the workforce. Volunteers worked with clients to improve their resumes, navigate online search tools and hone interview skills.
• Our New York office donated generously to the New York Cares Coat Drive, which helps New Yorkers in need of warm winter clothing.
• Our New York office gave abundantly to the City Harvest food drive, which provides food to soup kitchens, food pantries and other community food programs across the city.
Fundraising

• Our Chicago office participated in the Chicago Bar Foundation (CBF) Investing in Justice Campaign, the country’s single largest donation effort to support volunteer legal services. 100 percent of contributions go directly towards CBF grants to 30+ legal aid groups, enabling them to provide critical legal assistance to tens of thousands of people in need.

• Our Washington, DC office chose to “Go Casual for Justice” (i.e., donated money to wear jeans to work) to benefit the DC Bar Foundation’s Poverty Lawyer LRAP (Loan Repayment Assistance Program), which helps poverty lawyers meet their educational debt payments while earning a public interest salary, allowing them to continue serving the District’s most vulnerable residents.

• We raised almost $8,000 for The Legal Aid Society’s 2015 Associates’ Campaign, which placed us third in our size group and sixth in per capita contributions. This annual fundraising campaign supports Legal Aid’s Civil Practice which—because there is no right to counsel in civil matters—is largely dependent on private contributions. Nearly one in five people in New York City live at or below the poverty level, and approximately 66 percent of Legal Aid’s clients have annual household incomes of $10,000 or less.

Neighborhood Beautification

• A team from our Tallahassee Operations Center, along with some of their family members, volunteered for the 2015 International Coastal Cleanup, a global initiative sponsored by The Ocean Conservatory. Working with the local sponsor of the event, Keep Wakulla County Beautiful, the team picked up approximately 200 pounds of bottles, cans and other assorted trash on the Mashes Sands Beach.

• The Ocean Conservancy started International Coastal Cleanup Day (ICCD) in 1986 to combat ocean trash issues and inspire the public to stop trash before it starts. Today, ICCD is the world’s largest volunteer effort for protecting oceans and waterways from pollution in an effort to help improve their healthful effect on people, wildlife and local economies.

• This year marked the 30th anniversary of the event and Kaye Scholer looks forward to taking part in it for years to come.
Kaye Scholer carefully evaluates and implements initiatives that will make the firm an even better environmental and energy steward in this era of rapid, global change.

Following the October 2014 move of our New York headquarters into a LEED Gold Certified building, we have enhanced our firm-wide efforts to promote a more positive, practical and pragmatic approach to going green.

Consequently, we attempt to take advantage of the several opportunities presented every day for us, individually and collectively, to minimize our adverse impact and contribute to a more sustainable future.
Our green initiatives, conceived firm-wide and implemented office-by-office, include the following recycling, reduction and reuse activities to date:

- **Achieving electrical efficiency**: Reduce energy use through using energy efficient equipment, (light bulbs [including ballasts and LED light where possible], printers, copiers, etc.), and by turning off lights in conference rooms and offices.

- **Reducing paper consumption**: We have decreased paper reliance through the use of double-sided printing, electronic communication and electronic filing and scanning.

- **Expanding our recyclables**: In addition to diverting waste from landfills by increasing traditional recycling (e.g., separating paper, cardboard and other recyclables such as bottles and cans from the general waste stream), we also engage in furniture decommissioning and the recycling, of scrap metal recycling, light bulbs and refrigerators. Additionally, we compost leftover food waste from our headquarters’ kitchen.

In the technology area, we reuse computer parts wherever possible instead of discarding them and recycle all old computer and electronic devices, as well as the Nickel Cadmium (Ni-Cd), Nickel Metal Hydride (Ni-MH), Lithium Ion (Li-ion) and Small Sealed Lead (Pb) batteries typically found in them. We also recycle copier and printer toner (black/white and color cartridges).

- **Encouraging vendors to share our green enthusiasm**: In addition to raising awareness about resource conservation internally (e.g., communicating recycling policy and/or how to reduce resource consumption), we also communicate our standards and expectations with our vendors.

- **Buying green**: We have partnered with Forest Stewardship Council (FSC) for certified paper manufacturers and printers, and we use FSC products whenever possible (i.e., paper and exhibit tabs). We now use 30% post-consumer copy paper whenever possible. We actively source and utilize “green/recycled” product vendors whenever possible, including sustainable “environmental friendly” and reduced volatile organic compounds (VOC) cleaning products, and “eco-friendly” restroom paper supplies.
Kaye Scholer recycles 3000 lbs of paper in one month, eliminating 90 pounds of air pollution and saving:

- 2.5 barrels of oil (enough to run the average car for 1890 miles),
- 25.5 trees
- 6,150 kilowatts of energy (enough power for the average home for nine months).
- 10,500 gallons of water
About Kaye Scholer

**Founded:** 1917  
**Firm Managing Partner:** Michael B. Solow  
**Executive Committee Co-Chairs:** Michael B. Solow, Stephen Gliatta

Kaye Scholer combines the continuity and business acumen of a century-old law firm with a practical forward-looking, results-driven approach. Focusing on two key sectors, life sciences and financial services, the firm draws on its strengths in bankruptcy, corporate, finance, intellectual property, litigation, real estate and tax to offer strategic guidance and sophisticated legal counsel to public and private entities in litigation, transactional or governance matters. Kaye Scholer’s lawyers regularly advise clients across multiple legal jurisdictions, including the US, Canada, UK, EU and China.