

Morrison & Foerster LLP

425 Market Street
San Francisco, CA 94105
Phone: (415) 268-7000
Fax: (415) 268-7522
E-mail: sfattyrecruit@mofo.com
www.mofo.com

Locations

Denver, CO • Los Angeles, CA • New York, NY • Northern Virginia, VA • Palo Alto, CA • Sacramento, CA • San Diego, CA • San Francisco, CA • Walnut Creek, CA • Washington DC • Beijing • Brussels • Hong Kong • London • Shanghai • Singapore • Tokyo

Green Program Contact

Chris Carr
Susan MacCormac
Tessa Schwartz
Partners
425 Market Street
San Francisco, CA 94105
Phone: (415) 268-7000
Fax: (415) 268-7522
E-mail: smaccormac@mofo.com

Company Green Practices

What types of green programs has your company implemented?

We have enrolled in the ABA-EPA Law Office Climate Challenge and the EPA's WasteWise, GreenPower and EnergyStar programs, the focus of which are recycling, reduced paper and energy usage, and the purchasing of a portion of our energy from renewable sources.

When did the company create and launch these programs?

We officially enrolled in the Law Office Climate Challenge this year, but our recycling and reduced paper and energy use efforts go back for many years and have increased over time.

Who is accountable for helping your company and its green programs meet its goals?

A combination of our lawyers (including partners and a committee of associates) and professional staff guide our sustainability program and monitor its results.

How do your products/services reflect your green philosophy?

First, we strive to provide our legal services as efficiently as possible and that includes with respect to our resource usage in delivering them. We believe in being good stewards of the environment and to contribute, through pro bono services, our

foundation, and otherwise to the communities in which we live and work. Second, we have a Cleantech group with over 100 attorneys practicing in the Cleantech or sustainability space. Active areas of our practice include solar, wind, biofuels and other alternative energy sources, energy efficiency, carbon emission management and credit trading, green building and other sustainability areas such as innovative agriculture and organic foods. As our clients seek solutions to the critical issues of our time, including climate change, water scarcity and natural resource depletion, it is very important that our firm and its attorneys provide legal services in a way that is consistent with sustainable values.

How does the company communicate its environmental goals to its employees and its stakeholders?

Consistent with our efforts to reduce paper and energy usage, we primarily communicate about our sustainability goals and efforts through email and our intranet site. We also communicate regularly through our Cleantech group's bimonthly updates and at firmwide Cleantech meetings.

How does your business model promote green?

Morrison & Foerster is a leader in providing legal services to companies in the Cleantech sector and we pride ourselves on the broad expertise and credibility we bring to the table; we also are a leader in providing pro bono legal services to Cleantech and environmental organizations like The Nature Conservancy, Environmental Defense Fund, Natural Resources Defense Council, the Biomimicry Institute, Chemical Strategies Partnership, City of San Francisco Tidal and Wave Energy Projects, and the Joint U.S.-China Cooperation on Clean Energy.

Have your company's facilities been certified as eco-friendly work environments?

Our enrollment in the ABA-EPA Law Office Climate Challenge is essentially the means by which law firms can commit to ensuring that their work environments adopt sustainable practices.

Does your company intentionally do business with suppliers or third-party vendors that have green practices in place or use any preferences or requirements that suppliers or vendors meet key environmental benchmarks?

Yes, among other things, we ensure that most of the paper we use is made with a considerable percentage of recycled content, that the electronic equipment we buy is EnergyStar certified, and that a portion of the energy we use is supplied from renewable sources.

Can you share with us measurable results detailing the effectiveness of your green initiatives?

While we have reduced our usage of virgin paper and energy per capita substantially over time, our enrollment in the ABA-EPA Law Office Climate Challenge essentially established a new baseline from which we will measure reductions in future years.

What efforts has your company undertaken to participate in the public debate on climate change?

Morrison & Foerster actively represents clients and, through articles and speeches, provides substantial thought leadership in the public discussion of climate change and sustainability issues both here in the United States and globally. Further, we are providing pro bono services to the California Public Utilities Commission for the establishment of the California Institute for Climate Solutions. The institute is charged with identifying and funding areas of research and technological innovation that are most likely to achieve the greatest reduction in greenhouse gas emissions in the energy sector at the lowest cost. The program will fall under the auspices of the University of California. The research center has been allocated a budget of \$60 million per year for 10 years, though it hopes to secure additional funding, with the majority of the initial funds expected to come from the ratepayers of California's major utilities.

Internal Employee Green Initiatives

What initiatives has the company encouraged its employees to participate in that help to limit carbon emissions on an operating basis?

We have enrolled in the ABA-EPA Law Office Climate Challenge and the EPA's WasteWise, GreenPower and EnergyStar programs, the focus of which are recycling, reduced paper and energy usage, and the purchasing of a portion of our energy from renewable sources.

How are these initiatives communicated to its employees?

Consistent with our efforts to reduce paper and energy usage, we primarily communicate about our sustainability goals and efforts through e-mail and our intranet site.

What mechanisms does the company have to allow employees to innovate or provide feedback about ways in which the company can meet its initiatives?

We have established a virtual green suggestion box on our intranet site and organized a committee to periodically review the submissions and set priorities for their potential implementation

Do you have numbers or percentages of how many of your employees are involved in eco-focused programs?

Our goal is to have all of our employees involved in our sustainability efforts.

Are there any strategies in place to allow consumers of your products or clients to either know about your environment initiatives or even get involved?

We regularly communicate with our clients about important Cleantech developments and environmental issues and intend to provide information to them about our enrollment in the ABA-EPA Law Office Climate Challenge and EPA WasteWise, GreenPower and EnergyStar programs as well.

Environmental Development

Do you encourage employees and managers to attend/participate in green and/or environmental, programs, courses or workshops outside of your company?

We very much encourage attendance at, and hands-on participation in, a wide variety of programs and workshops focusing on Cleantech and environmental developments; these range from domestic and international conferences to webinars covering a very wide range of climate change and sustainability issues—perhaps on the order of 10 to 12 per month.

Do you have educational seminars that take place during company hours discussing the importance of green initiatives?

Yes, in fact our environmental and land use group conducts in-house educational programs every other month and the Cleantech group hosts a bimonthly educational seminar series where all attorneys firmwide are invited to attend and learn about pressing Cleantech issues (most recently, carbon trading and regulation).

Are there time-sensitive goals in place to ensure measurable progress?

As part of the ABA-EPA Law Office Climate Challenge, we will measure our progress against several metrics related to reduced paper and energy use annually, with periodic spot check assessments in the interim to make sure we are on track.

Green Career Opportunities

Are there any specific units that are focused on green initiatives in the business practice?

Our Cleantech group includes more than 100 attorneys from Morrison & Foerster's U.S., European Union and Asian offices. Our attorneys have been representing energy companies since the 1970s, and in more recent years have concentrated on working with clients in the Cleantech industry. We represent both companies (startup, private and public) and investors (VCs, private equity and investment bankers) in the following active areas: biofuels (including cellulosic), solar (PV and CSP), other renewable energy, clean conventional energy, energy efficiency, energy intelligence, fuels cells and batteries, carbon markets and trading, carbon tracking and sequestration, green building, sustainable green programs, sustainable organic, waste reduction and water technology. The Cleantech group is managed by a steering committee composed of attorneys representing each of the primary practice groups described below.

What type of job opportunities are available for those specifically wanting to work in units focused on green initiatives?

Our Cleantech group is truly interdisciplinary, including attorneys from corporate, litigation, intellectual property/patents, technology transactions, environmental/land use, finance, project finance, tax, real estate, energy and other practices to better serve our clients in this growing sector of the global economy. Associates (and summer associates) who are interested in Cleantech can join the practice by contacting any member of the steering committee. There is a considerable amount of work in this area, and we expect the number of transactions, regulatory matters and litigation cases in Cleantech to continue to increase (even as the economy slows).

Do you promote your eco-friendly workplace when promoting your jobs to prospective candidates?

We reference our internal sustainability programs during interviews. However, we do not actively promote our eco-friendly workplace during recruiting (yet).

Going Forward: Plans for Expanding the Environmental Program

Does your firm have any plans for future environmental programs?

We see our enrollment as a partner in the ABA-EPA Law Office Climate Challenge as only an initial step in addressing our sustainability objectives. We hope to become

a leader in the climate challenge within approximately a year and to expand our sustainability initiatives beyond the parameters of the challenge within that period as well.

Do you have a measurable one-/five-/10-year plan?

We hope to become a leader in the ABA-EPA Climate Challenge within approximately one year and to achieve leader status in the EPA WasteWise program within that time as well. Our long-term goals are to reduce our energy usage per capita by at least 10 percent and, to the extent the market allows, to buy more energy from renewable sources.

Recognition

Please list any awards or recognitions your environmental program(s) have received.

We are a partner in the ABA-EPA Law Office Climate Challenge and the EPA WasteWise, GreenPower and EnergyStar programs. We are regularly listed as one of the top law firms in the Cleantech area and, in fact, *WIRED* magazine recognized us as one of two leading firms in this space.

The Firm Says

Morrison & Foerster is a leader in providing Cleantech services to our clients globally. We strive to provide our legal services as efficiently as possible and that includes with respect to our resource usage in delivering them. We believe in being good stewards of the environment and to contribute, through pro bono services, our foundation and otherwise to the communities in which we live and work.