



KMK – Lean in Structure and Green in Practice

Lean in Structure

With approximately 115 attorneys and 150 additional staff, KMK has strategically grown on pace with our clients' needs. We have been conservative in our fiscal expenditures since our firm's inception, enabling us to control costs and maintain very competitive fees for our clients.

We have weathered the current recession well, based in part because of our management team's responsible investments and relatively low overhead expenses. When client needs dictate, we will expand our base temporarily by hiring contract attorneys, special project attorneys, and law students to work on specific, short-term projects. For instance, this summer (2009), we brought on board 30 local law students to provide research and document review for a complex litigation matter; they were trained and closely supervised by senior litigation associates, paralegals, and partners as needed.

As part of our long-standing philosophy, we strive to provide a high level of training to associates early in their careers and appropriately allocate work at various levels, including to our dynamic and experienced paralegal staff, in order to provide excellent service at competitive rates to clients.

Green in Practice: The KMK Green Team

KMK was one of the first law firms in the tri-state region to develop a multi-disciplinary Green Team. The KMK Green Team exists to assist developers, property owners, and construction professionals with the implementation of green building principles that enhance the value of their projects and take advantage of available incentives. Our team is comprised of real estate, environmental, economic development, construction, litigation, contracts, and tax lawyers who have experience and knowledge about green development issues. Two of our attorneys are certified as LEED® Accredited Professionals and others are pursuing certification. The team is available to:

- Assist in site selection
- Address "green" land use requirements
- Assist with brownfield re-use incentives and environmental concerns
- Prepare construction and project-governing documentation to ensure LEED compliance
- Resolve LEED certification disputes
- Negotiate and advise on carbon emission trading and climate change issues
- Arrange other tax or financial incentives available to clients as a result of conservation measures that are in play when the project goes green or seeks LEED certification

Green in Daily Practice: KMK's Sustainability Initiatives

KMK's management team, in conjunction with our Information Technology and Facilities teams, are committed to reducing KMK's energy usage and resource waste – the two areas in which law firms have the greatest opportunity to conserve. These initiatives not only help to preserve our environment by saving resources and energy, they also save money in the long-run – and these cost savings are passed along to our clients in our ability to maintain very competitive rates.



Highlighted below are several of the initiatives enacted within the past 12 months*.

- Recently, 150 new personal computers (PCs) were rotated into our inventory. All of these PCs meet the U.S. EPA standards for energy efficiency at the highest "Gold" level as well as being Energy Star compliant. As we continue to retire computers, we will replace them using this "Gold" level guideline and should be completely compliant in less than 18 months.
- We recently replaced all CRT monitors in the office along with flat panel monitors that are less than 19 inches. All monitors in regular use are Energy Star compliant and are listed on the U.S. EPA standards list.
- Over the past two years we have purchased nine new laptops to replace retired equipment in our laptop pool. All are Energy Star compliant and also meet U.S. EPA standards.
- All PCs are now configured to go into "sleep mode" after a period of inactivity. This includes both the video signal as well as powering down the hard disk drive.
- All of our retired computer equipment is sent to ADT Disposal. ADT securely disposes of data drives and then rebuilds computer systems to resell at a very affordable cost.
- With regard to printing, all printers are now set to print at 600 dpi, a change from the 1200 dpi setting that we have had in the past. This setting is on all printers within our organization, providing a conservation of toner expended throughout the course of the year.
- KMK has undertaken a server virtualization project, to be completed by Winter 2009, that will allow us to consolidate our storage and server infrastructure. Currently we have 47 servers, each running on its own server hardware. With our consolidation project, we will have the same number of server instances but will have collapsed our data center server count from 47 to approximately 10 physical servers, saving us a fair amount of energy use as well as cooling needs. In addition this will result in fewer purchases of replacement hardware in the years ahead.
- KMK worked closely with our building owner over the past three years to modify lighting and HVAC systems throughout our office space to take advantage of newer automated shut-off / motion detectors and more efficient heating and cooling regulators to conserve energy usage in our office space.
- In addition, KMK's paper trash is deposited in securely locked bins on each floor, is shredded, and then the shredded paper is recycled. KMK utilizes recycling bins for cans, plastic, Styrofoam, cardboard, etc. Each floor is equipped with a kitchen stocked with coffee mugs, glasses, dishes, silverware, and a dishwasher to reduce paper and plastic waste.

**Information as of Summer 2009.*