

Quarterly review

Legal Team

Q2 - 2015/16

Approximate team size during this quarter: 11 FTE
Time spent: strengthen 70%, focus 25%, experiment 5%

**Temporary staff this quarter: 7 legal fellows/interns.*



Objective	Measure of success	Status
<p>Public policy strategy: address and support as appropriate key issues that could threaten or compromise mission and projects</p> <p><i>Team members involved: 4</i></p>	<p>1 persuasive opposition to intermediary reform in EU; quality comments on mass digitization; develop baselines through censorship study for future measurement. All to ED/GC/community satisfaction.</p>	<ul style="list-style-type: none">● Intermediary Reform Opposition submitted to European Commission.● Comments submitted to the US Copyright Office on mass digitization in early October.● Entered into contract with Berkman Center to begin censorship study and develop baselines for future measurement (ongoing).

Q2 - Legal

Objective	Measure of success	Status
<p>Training: address and support as appropriate key issues that could threaten or compromise mission and projects</p> <p><i>Team members involved: 2</i></p>	<p>Selection and implementation of training software that permits flexible presentations on multiple legal topics. Q2 all staff legal presentation to 275+ employees.</p>	<ul style="list-style-type: none">● Implementation of software training.

Q2 - Legal

Objective: Innovation



Objective	Measure of success	Status
<p>Experiment:</p> <ul style="list-style-type: none">Facilitate and provide bandwidth for unplanned innovative projects with no or minimal legal hurdles (5%).Ensure proper delivery of endowment analysis in support of Advancement team. <p><i>Team members involved:</i> 3</p>	<ul style="list-style-type: none">Satisfaction of ED and C-level peers.Deliver plan on new endowment, including a cost/benefit analysis of various structures to satisfaction of Revenue Officer, ED, and Board.	<ul style="list-style-type: none">Provided support and detailed analysis of endowment to allow the Board's approval of an endowment plan.

Q2 - Legal

Objective	Measure of success	Status
<p>Core: Top notch, quick legal advice and support on wide host of issues constituting our 34 legal workflows.</p> <p>Categories include:</p> <ul style="list-style-type: none">• Transactional• Litigation• Privacy• Public Policy• Trademarks• Governance• Technology• Fundraising• Training <p><i>Team members involved: 11</i></p>	<p>KPIs</p>	<ul style="list-style-type: none">• Turn-around rate for contracts exceeded KPI of 95% w/i 7 days (100%).• Turn-around rate for legal@ exceeded KPI of 95% w/i 7 days (100%).• Litigation win: Evelyn Schels v. WMF in Germany.• Core legal advice and daily operations to the satisfaction of ED and C-levels per KPI.



KPI	Goal	Actual (no QoQ yet)	YoY
Contract Turnaround	95% w/i 7 days	100%	YoY N/A
Legal@ Turnaround	95% w/i 7 days	100%	YoY N/A
Core Legal	satisfaction of ED and C-levels	expectations met	YoY N/A
Board Support	satisfaction of Board	expectations met	YoY N/A

Q2 - Legal

Appendix B: Legal Scorecard

Legal Scorecard	Q2	QoQ (Q2/Q1)	YoY	Type
Contract Requests	83	1% ↓ (83/84)	8% ↓ (83/90)	M
Trademark Permission Requests	36	32% ↓ (36/53)	5% ↑ (38/36)	M