



Quarterly Review

Legal

Q4 - 2014/15
(Abridged Version)

Approximate team size during this quarter: 10 FTE*

**We also have the following temporary employees this quarter: 3 fellows and 5 law student interns.*

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Q4 - Legal Team

Quarterly Objectives Summary

| Objective | Measure of Success | Status |
|--|--|---|
| <p>Core</p> <p>Top notch, quick legal advice and support on wide host of issues constituting our 33 legal workflows</p> | <p>Onboard two new attorneys and meet SLAs on core workflows.</p> | <p>Done (about 80% of our resources are Core dedicated)</p> <ul style="list-style-type: none">• 33+1=34 core workflows managed well• Legal@ - of 136 requests: 100% turnaround w/i 7 days, 96% within 3 days.• Contracts@ - of 88 contracts: 99% reviewed/negotiated/approved by Legal within 7 days.• Zhou and Vickie - who came with strong experience - onboarded with smooth transition. |
| <p>NSA litigation</p> <p>Protection of global users: readers and contributions</p> | <p>No missed dates for affidavits and motions. High quality documents.</p> | <p>Done</p> <ul style="list-style-type: none">• All deadlines met.• Filed strategic amended complaint. |

Q4 - Legal Team

Quarterly Objectives Success

1) **HTTPS by default.** This multi-functional rollout was a success that provides long-awaited protection for our users. It enables private and secure connections and minimizes censorship opportunities on all our projects. Partnership included Tech, CE & Comms.

Learning - Coordinated efforts can ensure successful implementation on long-term projects.

2) **NSA lawsuit.** Secured high-quality pro bono representation to help support our workloads (Cooley), provided solid research, and hit all deadlines with filing of strategic amended complaint. Strong partnership with Tech and CE.

Learning - With purposeful coordination of complicated projects, we work multi-functionally within WMF and across legal teams efficiently (WMF, ACLU, Cooley).

3) **Open Access Policy.** Successful release in support of global free, open knowledge. Partnership included Tech and Comms.

Learning - Commitment to mission values can speed pace of innovation around the globe.

4) **33 Core Workflows.** We delivered 33 workflows on time and added a new one ("Training"), despite other unanticipated legal demands.

Learning - Efficient, working core provides stable base and flexibility to address unplanned needs and innovation.

Q4 - *Legal Team*

Quarterly Objectives
Miss

- 1) **Budget planning.** We should have had a better internal accounting method to track previously approved budget variables.

Learning - New practices in Legal should improve monthly line-item tracking, modeling, and prediction.

Appendix - Scorecard

| Legal Scorecard | Q4 | QoQ (Q4/Q3) | YoY |
|-------------------------------|-----|----------------|---------------|
| Legal@ Requests | 136 | 9% ↓ (136/149) | TBD |
| Contract Requests | 88 | 6% ↓ (88/93) | 1% ↓ (88/89) |
| Trademark Permission Requests | 30 | 30% ↓ (30/43) | 12% ↓ (30/34) |