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## Message From Your President

### President's Letter

As we enter 2012, we are very excited for some of the upcoming initiatives and projects that are planned for the Legal Industry Council.

During our annual call in October (during World Workplace), we discussed several subjects as possible roundtable and webinar topics. Our first roundtable is scheduled for Wednesday, February 29<sup>th</sup> and will be focused on subleasing. We will talk about who negotiates the leases, what amenities are offered to subtenants, how security issues are handled – and anything else that people want to discuss. This will be an open discussion roundtable and we hope that members will join to share their best practices as well as to learn how other firms deal with subtenants. The roundtable will also be an opportunity for those members who are subtenants themselves to share their wisdom and experience.



### Subtenants and Subleasing Roundtable

Wednesday, February 29, 2012  
11:30 a.m. – Pacific Time  
1:30 p.m. – Central Time  
2:30 p.m. – Eastern Time  
866-846-3997 (code 795493)

You also should have received invitations for webinars last week that included Best Practices for Data Center Maintenance (ITC) and Why Floors Fail (AFC). Councils have discussed recently that webinars may be of interest to other councils and we have agreed that in these cases it's great to open them up to all councils. So in addition to the Legal Industry Council webinars, you may be invited to others and we welcome you to take advantage of all that other councils have to offer!

Facility Fusion will be held in Chicago April 11 – 13. We have several members who are planning to attend this event, including board member Joseph Geierman who will make a presentation about contract attorneys and share his recent experience of a build-out to accommodate this group. We encourage our members to attend Facility Fusion and meet and mingle with other IFMA council members. As during World Workplace, we hope to plan a dinner so LIC members can socialize in the evening. More details to follow as we get closer to this event.

We are making progress on our 2<sup>nd</sup> benchmarking survey, which we hope will go out within the next two months. The results from this survey are valuable to our members and we encourage everyone to participate (and will be offering raffle prizes for those who do complete the survey!). Details will follow soon.

The year is off to a great start and we always welcome comments and suggestions for how we can help our council members. So if you have ideas on our newsletter, webinars or roundtable discussions, please let us know ([hevers@foleyhoag.com](mailto:hevers@foleyhoag.com)).



## Member Spotlight

Christopher Mee has been a Facilities Manager for the last 30 years and received his CFM designation in 1999. From 2005 to 2010 he was the FM at Proskauer Rose, and in September of 2010 he made the move to Gibson Dunn and Crutcher. Gibson had already started the design for a “stay in place renovation” and Chris came along just in time to get things started. The renovation is taking place on six floors in the Met Life building. (Old Timers still call it the Pan-Am building) an iconic part of the NYC skyline. The six floors contain 288,000 square feet. Over the course of the renovation, Chris will have “re-stacked” or relocated over 500 employees. Seven actual moves will have taken place by the completion date which is May 4<sup>th</sup> 2012. Five moves have already taken place as this article goes to press. The General Contractor on this job is Structuretone, the Project Management team is VVA, and the Architect is Gensler. I was able pull Chris away from his busy schedule to sit down in one of the newly appointed conference rooms on the 46<sup>th</sup> floor and ask him some questions about his latest endeavour.

**Mark:** I know you have done a few build outs in your career. Where does this one rank in scope?

**Chris:** Right at the top. There is one other that compares, but this is the one I am most proud of. It had to do with the complexity of the job. The other one was a brand new build out, but this one there are so many moving parts. It's simple elegance. We have no wall coverings, the carpet is direct glue down, again simple. The glass is not a system, its just simple architectural glass. We have set standards for furniture for associates, admin as well as partners. It had not been that way in the past.

**Mark:** When you started this project I assume you demo'd each floor down to the slab?

**Chris:** Yes. We moved everyone off the floor into swing space, then we demo'd and built it out and moved everyone back 19 weeks later. There was some asbestos abatement in certain areas that posed a challenge to the schedule, but we worked right through and we have not missed a scheduled date in the five phases we have done already.

**Mark:** With the Met Life building being an iconic New York building how involved did the landlord get in the design?

**Chris:** The only floor they were involved with was the conference center floor and the terrace area that we have because it's unique space. There were several restrictions. There were a lot of infrastructure issues with the reception area and the double height ceilings. These involved additional steel beams and HVAC. There was a lot of give and take with regards to the outside terrace area because they did not want us changing the face of the building. We had to work within certain parameters regarding outside lighting, we could not change any of the mullions (to keep the façade looking the same).

**Mark:** There is a lot of glass being used as part of the finish materials. Was this a Gensler suggestion?

**Chris:** I wouldn't consider it a Gensler suggestion as much as a LEED requirement. The abundance of natural light gives you more points toward your LEED certification. We will be certified LEED Gold when this project is complete. I think that is pretty special in a renovation project. It's not easy to get that.

**Mark:** I notice also that your attorney offices have a lot of glass. How do the attorneys feel about that?

**Chris:** They are getting used to the glass as well as the office setups being a little bit different; they are not all facing the door. We are winding up with functional spaces based on layout. This permits us to have a higher density of seating on the floor.

**Mark:** You seem to have a lot of interior offices. I have always had trouble putting people into interiors. Do you find that it's the “new normal”?

**Chris:** We have less interior offices than we used to have. We do not consider these offices on the hallways interiors.

**Mark:** Then we have a semantics issue.

*Continued.....*



## Member Spotlight

**Chris:** Well, you have one on the other side of the hall that is on the perimeter glass, and we put glass skylights on the top and that allows light to come through. So we consider this the first step into a single associate office.

**Mark:** So by allowing the natural light to pass in, you negate the idea of them as "interiors". Still do you have any problems placing attorneys in them?

**Chris:** We do, but we are overcoming it. People are getting used to it. The layout of the floor on the east and west side drove this. There was a lot of depth so it was decided to create these rooms but not call them interior offices due to the light.

**Mark:** How do the offices vary in size?

**Chris:** For the associate offices it is minimal. An associate double office can quickly be converted to a single, they are the same size. These are about 140 SF. Both are the same size. The only difference in some of the offices is the positioning of the columns. There are three offices for partners, a standard, a "knuckle" size which is a standard with a column in it and a corner office which is a little larger.

**Mark:** On the systems side I noticed a touch screen panel in the pantries that controls zones for heating or cooling. How is that working out?

**Chris:** So far very good. They are used mainly after hours. I generally control the plant during the day. I can also do it remotely. It is really used by people who come in unexpectedly. They can come in and turn it on for their areas or they call me and I can do it from wherever I am. This is all supplemental HVAC.

**Mark:** How many mechanical rooms do you have?

**Chris:** There are two mechanical rooms per floor moving 40 tons on each floor.

**Mark:** What do you think is the most innovative accomplishment of this renovation?

**Chris:** I think there are two things. One, the infrastructure itself has been updated tremendously. The remote capabilities have made it easy to use. The biggest complaint for FM's is "I'm too hot/I'm too cold", and now I can control that better. Two, the simple elegance of the space and the new layout. The space itself was dated and I believe that this renovation will stand the test of time and be useful for years to come.

**Mark:** From a purely aesthetic viewpoint what is it that you like the best about the space?

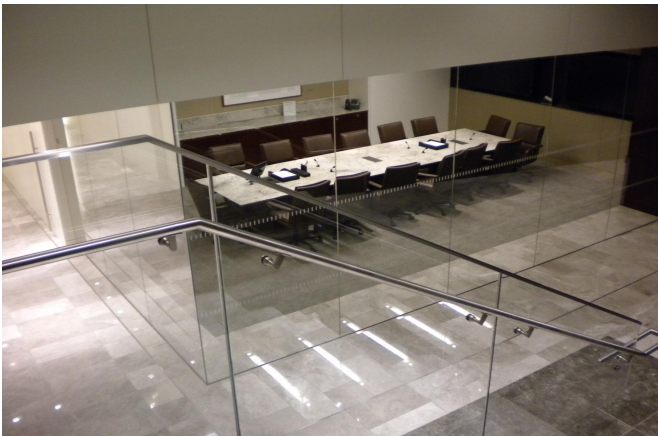
**Chris:** Without a doubt, the conference center. The double height space, a fantastic multi purpose room that abuts the terrace. You cannot beat the views from the 46<sup>th</sup> floor of this space. We also have a great Tele-presence room in the conference center that is being used by clients as well as our attorneys.

**Mark:** Thanks very much for your time Chris. Anything to say in closing...?

**Chris:** At one time this office was looked at as just a satellite office. Clearly that is not the case now. I think that the changes in this office will allow us to compete in the NY marketplace with everyone, on all levels.

I would have to say that Chris is right. The renovation is beautiful and innovative. From the sweeping views to the technological advances. (How nice it would be to change the temp in an attorney's office from your Ipad or Smartphone? Insert evil grin.) . The building is 200 Park Ave in the heart of midtown Manhattan, and I am sure if you are ever visiting Chris would love to show you around. I could go on and on about the filing setups, the secretarial areas, etc., but I may have gone on too long already. Thank you Mr. Mee, and thank you reader for taking the time to read.







## **Up Coming Events**

### **Subtenants and Subleasing Roundtable**

Wednesday, February 29th at 11:30 Pacific, 1:30 Central, 2:30 Eastern time.

[CLICK HERE](#) to register

The roundtable discussion will be focused on subtenants and subleasing. This will be a great opportunity for everyone in the Legal Industry Council to discuss how their situations are handled – and for other people who may be considering subleasing space to learn from their peers. Suggested topics to be discussed include:

- Marketing space – how do you make your space stand out in a crowded market?
- Incentives – what kind of incentives are you offering to potential subtenants?
- What do you expect if you are a subtenant?
- Services – What kind of services do you provide/expect? (Mail, copy, conference rooms, amenities, etc.)?
- Strategies for Managing Subleases – how do you keep track of your subleases?



If you are attending Facility Fusion you won't want to miss the following sessions presented by the LIC. For more information on this event please visit IFMA's Facility Fusion Website at <http://www.ifmafacilityfusion.org/>

<b>Wednesday, April 11 at 10:00 - 11:00 am</b>
Contract Workers: How FM in Different Industries are Answering a Similar Challenges
<b>Wednesday, April 11 at 2:45 - 4:00 pm</b>
LIC Legal Industry Hot Topics for Facility Managers Part 1
<b>Thursday, April 12 at 2:15 - 3:15 pm</b>
LIC The Future of the Law Firm Office - Trends for the 2010s
<b>Friday, April 13 at 9:15 - 10:30 am</b>
LIC Legal Industry Hot Topics for Facility Managers Part 2

# Legal Industry Council Newsletter



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