

NORTHERN CALIFORNIA Super Lawyers[®] 2005

HOW SUPER LAWYERS ARE SELECTED

1

THE GENERAL SURVEY

In December 2004, Law & Politics mailed more than 46,000 ballots to Northern California attorneys who have been licensed for five years or more. Law & Politics asked the attorneys to name the best lawyers they had personally observed in action. The intent was to discourage lawyers from nominating others based purely on reputation.

Each lawyer nominated was given a score based on the number and type of votes received. Votes received from lawyers in other firms carried more points than votes received from lawyers in the same firm.

2

THE RESEARCH PROCESS

The research department carefully reviewed balloting results. All nominee data was verified by direct contact with the nominee or their firm. The balloting results were reviewed for any evidence of ballot manipulation and any such balloting was eliminated from consideration.

Our research staff also reviewed the credentials of Northern California attorneys nominated in the general survey and assigned points based upon defined evaluation criteria.

Each candidate's discipline record was reviewed with the State Bar of California for evidence of disciplinary history.

3

THE BLUE-RIBBON PANEL REVIEW

The lawyers on the list were divided into more than 60 areas of practice. A blue ribbon panel consisting of the top point-getters from the general survey and research process was assembled for each area of practice.

The blue ribbon panel members reviewed the list of nominees in their area of practice. The blue ribbon review process produced a positive or negative point total for each nominee.

4

THE FINAL SELECTION PROCESS

The point totals from the general survey, research process and blue ribbon panel review were added to arrive at a final point total for each candidate.

Candidates were grouped by firm size (small, medium, and large), and the research staff selected the top attorneys from each group as Super Lawyers.

In addition to attorneys in private practice, the list includes prosecutors, in-house counsel, and public service lawyers.

Northern California Super Lawyers will be listed in a special advertising section of the August 2005 issue of *San Francisco* magazine and *Northern California Super Lawyers* magazine. All Super Lawyers will also be listed on our Web site, superlawyers.com, where they can be searched for by name, practice area, and geographic location.