

NORTHERN CALIFORNIA Super Lawyers®

SEPTEMBER 2004

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A GUIDE TO THE

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HOW WE SELECT SUPER LAWYERS

THE GENERAL SURVEY

In February of 2004, we mailed more than 50,000 ballots to attorneys across Northern California. We asked attorneys to vote for the best lawyers they had personally observed in action. Our intent was to discourage lawyers from voting for others based purely on reputation.

Each ballot had the name of the addressee-attorney on it. Only ballots properly verified by that attorney (with signature and attorney registration number filled in) were counted.

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

THE RESEARCH PROCESS

In addition to the general survey, our attorney-led research staff reviewed the credentials of Northern California attorneys and assigned points based upon defined evaluation criteria.

Our staff also 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 staff also reviewed each candidate's status with the State Bar to assure all Super Lawyers are properly licensed, in good standing with the Bar, and has no record of disciplinary action.

THE BLUE RIBBON PANEL REVIEW

The nominees were divided according to nearly 60 areas of practice. A blue ribbon panel consisting of nominees with the most points from the general survey was assembled for each area of practice. We also asked the managing partners of law firms to nominate members of their firm to serve on the panel.

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

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.

The final point totals were segregated by firm size (small, medium, and large). Top point-getters from each of the firm size categories were selected to identify the Northern California Super Lawyers, consisting of the top five percent of the attorneys in Northern California.

The list of Northern California Super Lawyers includes attorneys in private practice, as well as attorneys in non-private practice, such as prosecutors, in-house counsel, and public service lawyers.

On the following pages you will find Super Lawyers listed alphabetically and by primary area of practice. You will also find Northern California Super Lawyers, along with Super Lawyers from several other states, listed online at superlawyers.com where you can search by name, practice area and geographic location.

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NORTHERN CALIFORNIA Super Lawyers

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