

How many years have you been practicing labor and employment law? 25

**Section B - Judge/Administrative Judge/Arbitrator**

Please identify your court

How long have you held this position?

Approximately how many matters has this person handled before you in the last three years?

Are labor and employment law matters the primary matters in which the applicant appears before you?

Yes  No

**All references please complete the following**

Are you certified as a specialist by any organization in any area of law?

Yes  No

If yes, please list certification(s) held and organization(s) granting certification:

Certification Labor and Employment Law Organization OSBA

Certification Organization

1. Based on your professional knowledge, rate the applicant's COMPETENCE by using the criteria below and fill in the appropriate area. Compare the applicant to all other (Specialty) practitioners with whose practices you are familiar. If you are NOT familiar enough with the applicant's (Specialty) practice to rate a particular category, fill in the Not Known area for that specific category.

- A. Preparedness (including document preparation)  Excellent  Good  Average  Below Average  Poor  Unknown
- B. Resourcefulness  Excellent  Good  Average  Below Average  Poor  Unknown
- C. Knowledge of procedure law in the practice area  Excellent  Good  Average  Below Average  Poor  Unknown
- D. Knowledge of substantive law in the practice area  Excellent  Good  Average  Below Average  Poor  Unknown
- E. Effectiveness of advocacy (court presentations, negotiations, etc. as applicable)  Excellent  Good  Average  Below Average  Poor  Unknown
- F. Consideration of client's interest  Excellent  Good  Average  Below Average  Poor  Unknown
- G. Reputation in the legal community for ability to try/handle a matter the specialty area  Excellent  Good  Average  Below Average  Poor  Unknown
- H. Reputation in the legal community for ethical conduct  Excellent  Good  Average  Below Average  Poor  Unknown
- I. Conscientiousness  Excellent  Good  Average  Below Average  Poor  Unknown
- J. Written communication skills  Excellent  Good  Average  Below Average  Poor  Unknown
- K. Oral communication skills  Excellent  Good  Average  Below Average  Poor  Unknown
- L. Professionalism  Excellent  Good  Average  Below Average  Poor  Unknown

2. Are you aware of any unprofessional conduct by the applicant? (required)

Yes  No

3. Do you feel that this person should be certified as a specialist in labor and employment law?

Yes  No

Why or why not?

Caryn is an experienced first-rate attorney in labor and employment law. She has integrity and outstanding courtroom skills.

4. Have you referred clients to the applicant?

Yes  No

If no, would you in the future?

Yes  No