



National Asian Pacific American Bar Association (NAPABA)
Nominations and Elections Rules

The Governance, Elections, and Nominations Committee (the “GEN Committee”) of the NAPABA Board promulgates the Nominations and Elections Rules (“Rules”) pursuant to NAPABA’s Bylaws and governing documents. The provisions and requirements set forth in these Rules are intended to facilitate the active involvement of NAPABA affiliates and members in the nominations and elections process for the NAPABA Officers and Directors and in the application and appointment process for NAPABA At-Large Board Members. These Rules are intended to encourage strategic thinking about NAPABA’s future leadership by, among other things, identifying and developing leaders and planning for continuity within NAPABA’s leadership. These Rules should be read in conjunction with the At-Large Board Member Guidelines and other NAPABA guidelines, as amended from time to time.

The GEN Committee has appointed the members of the Nominations and Elections Subcommittee (the “Subcommittee”) responsible for overseeing the nominations and elections processes, At-Large Board Member appointment, and dispute resolution related thereto.

- I. **Timetable.** As soon as practicable before the third Monday in April, the Subcommittee shall set out the timetable for the upcoming election for the upcoming Board year and coordinate the timetable with the Executive Director.

Subject to the reasonable discretion of the Subcommittee, the general timetable for the nomination and election process for Officer, Director, and At-Large positions shall be as follows:¹

Date	Nominations and Elections Event
As soon as possible in May but no later than May 21	<ul style="list-style-type: none">NAPABA announces to all Individual Members and Affiliates (each as defined in the NAPABA Bylaws) that nominations for Officer, Director, and At-Large candidates (“Candidates”) will be accepted.Such announcement will include the timetable for the nominations and elections cycle for the year.

¹ If a date falls on a weekend or holiday, the Subcommittee may, in its discretion, move such date to the first date before or after such weekend and/or holiday that is not a weekend or holiday, or as otherwise appropriate in the Subcommittee’s discretion. The Subcommittee has discretion to revise the timeline to facilitate the smooth operation of the nomination and election process.

	<ul style="list-style-type: none"> • In addition, such announcement shall include a statement that all nominations and applications are subject to the solicitation of input from the general NAPABA membership. (See Exhibit A – Form of Publication to Solicit Input from the General Membership.) In addition, for those Candidates who have previously served on the Board, such input may be requested from past and current Board members.
From the announcement date through June 30	<ul style="list-style-type: none"> • The Subcommittee accepts nominations and applications.
No later than June 30	<ul style="list-style-type: none"> • Nominations closed, and complete petitions and candidate statements for Officer, Director, and At-Large positions submitted to the Subcommittee. • Names of new Regional Governors submitted to the Board.
July 1	<ul style="list-style-type: none"> • The date for determining who is eligible to vote (the “Record Date”)
July 3	<ul style="list-style-type: none"> • The Subcommittee publishes the names of potential Candidates to solicit input from the general NAPABA membership. Published deadline that input must be received no later than July 24th. Input after July 24th may be considered by the Subcommittee in its discretion. • The process for soliciting input from the general NAPABA membership is separate and in addition to the endorsement process.
Between July 1 (or as soon as nominations close) and August 7	<ul style="list-style-type: none"> • The Subcommittee conducts the vetting process of all potential Candidates. The Subcommittee may provide potential Candidates an opportunity to address the Subcommittee’s concerns prior to the Subcommittee making a final decision as to a potential Candidate’s eligibility. Thereafter, the Subcommittee’s decision regarding the Potential Candidate’s eligibility will be final.

	<ul style="list-style-type: none"> • The Subcommittee makes final determinations of potential Candidate eligibility. • Potential Candidates that the Subcommittee deems to be not qualified are notified of such decision and will be taken off of the Candidate list. • The Subcommittee may solicit potential questions from the GEN Committee and the Board to be asked during the Subcommittee's telephone interviews of the At-Large Candidates; the Subcommittee is not required to interview all At-Large Candidates. • The Subcommittee interviews At-Large Candidates in its discretion.
July 14	<ul style="list-style-type: none"> • Staff to report to subcommittee whether each potential Candidate for election meets objective eligibility requirements. <ul style="list-style-type: none"> ➤ Individual Member of NAPABA ➤ minimum number of nomination petition submissions from at least 25 NAPABA members (at least 10 whom are either (a) not members of affiliates in the potential Candidate's state or (b) not members of affiliates in the potential Candidate's region and at least 10 who are members of the potential Candidate's home affiliate. • The Subcommittee may contact Potential Candidates who do not meet objective eligibility criteria and provide such potential Candidates an opportunity to explain any discrepancies. • The Subcommittee's decision regarding the Potential Candidate's compliance with objective and subjective eligibility criteria will be final and potential Candidates who do not satisfy such criteria will be notified by the Subcommittee of their ineligibility by August 7 and will be taken off of the Candidate list.

August 7	<ul style="list-style-type: none"> • The Subcommittee completes vetting process of all potential Candidates.
August 10	<ul style="list-style-type: none"> • The Subcommittee provides a final list of Candidates for Director and Officer positions to the GEN Committee. Any GEN Committee member running for a position or applying for a position in the following Board year must recuse themselves from any meeting and/or decision by the GEN Committee regarding the Candidates. The GEN Committee shall have four calendar days to object to the final list of Candidates. If no objection is made within four calendar days after the GEN Committee's receipt of the final list, the final list is deemed automatically adopted.
August 14	<ul style="list-style-type: none"> • The Subcommittee notifies all Candidates of their eligibility status and notifies each Candidate regarding whether or not the position will be contested and if so, by whom. • GEN Committee provides a report to the Board regarding the final list of Candidates. • This is the last day for potential Candidates to withdraw from the nomination and election process.
August 15	<ul style="list-style-type: none"> • All eligible Candidates who have not withdrawn their candidacy will be emailed a copy of the Rules. • NAPABA discloses to the public the final list of Candidates for Officer and Director positions • Candidates can begin campaigning, including soliciting endorsements. • Endorsements for Candidates shall be accepted through such date as determined by the Subcommittee, which date shall not be later than one week prior to the deadline for returning electronic ballots.

	<ul style="list-style-type: none"> • NAPABA website publishes Candidate statements.
August 15 - September 7	<ul style="list-style-type: none"> • The Subcommittee may schedule town halls, forums, and/or events/opportunities for the Candidates in the Subcommittee's discretion. Town halls may also be organized by NAPABA Affiliates or individuals without direct coordination by the Subcommittee. • A "town hall" is defined to mean any event publicized using a membership list of NAPABA or a NAPABA Affiliate. For any town hall that is centered around a particular position open for election, all candidates running for that position will be given the opportunity to participate. The Subcommittee has authority to cancel any town halls if they don't give an opportunity for all candidates running for that position to participate.
August 28	<ul style="list-style-type: none"> • Electronic Ballots are emailed to all NAPABA Voting Members as defined in Section 15 of the NAPABA Bylaws (i.e., individuals who are members of NAPABA Affiliates in good standing and the Individual Members of NAPABA) who are in good standing on the Record Date. • Elections open
September 14	<ul style="list-style-type: none"> • Last day to return electronic ballots.

No later than Sept 17	<ul style="list-style-type: none"> • The Subcommittee recommends At-Large Board members from the applicant pool as candidates to the GEN Committee. • Candidates are notified about the election results by a person designated by Subcommittee (e.g., the Chair of the Subcommittee and/or Executive Director). • NAPABA may announce the election results to the general Membership.
No later than September 22	<ul style="list-style-type: none"> • The GEN Committee, upon recommendation of the Subcommittee, forwards its recommendation for At-Large Board Member candidates to the Board. The Board and GEN Committee shall defer to the Subcommittee's recommendations for At-Large Board Members as appropriate in accordance with best practices for good corporate governance.
No later than September 28	<ul style="list-style-type: none"> • The Board convenes a special meeting to select At-Large Board Members. • At-Large candidates notified about the result by a person designated by Subcommittee (e.g., the Chair of the Subcommittee and/or Executive Director).
October 1	<ul style="list-style-type: none"> • NAPABA announces the Board composition for the upcoming year.
In November per the Bylaws	<ul style="list-style-type: none"> • Officers, Directors, and At-Large Board members terms begins on the day preceding the annual convention if held in November, or on November 1 if the convention is not held in November.

II. **Qualifications for Candidates for NAPABA Officer, Director, and At-Large Positions.**

NAPABA seeks outstanding individuals of high character and integrity with proven leadership and board governance skills and who have demonstrated a strong commitment to NAPABA. The following personal traits, qualifications, experience and skills are desired in

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the candidates who run or submit applications for NAPABA Officer, Director, and/or At-Large positions. The Subcommittee is responsible for assessing if, and to what extent, candidates satisfy these qualifications:

- A. **Leadership.** Candidates must have demonstrated proven leadership skills to be able to productively and positively lead and function on a governing board.
- B. **Commitment.** Candidates must have demonstrated a proven commitment to the work of NAPABA. Examples of demonstrated proven commitment include, but are not limited to, prior service on the NAPABA Board, NAPABA Committees and Networks, a NAPABA Taskforce, or a NAPABA affiliate such as The NAPABA Law Foundation Board.
- C. **Character, Integrity, Judgment, Experience and Collaboration.** Candidates must have demonstrated in all of their professional and personal activities the highest standards of personal character, integrity, and judgment, as well as the ability to work positively and collaboratively with fellow board members and staff members. Candidates must have substantial legal and life experiences to share and have good faith intentions to always serve and act in the best interest of NAPABA.
- D. **Board Experience and Governance Skills.** The NAPABA Board is the sole governing body responsible for the proper oversight and governance of NAPABA. This fiduciary duty extends to each member of the Board. In order for the Board to optimally fulfill this fundamental obligation, members of the NAPABA board must possess one or more of the following qualifications, expertise, experience, and skills: board governance, corporate secretary, financial management, treasurer, internal audit, risk management, non-/not-for-profit management, marketing, brand building, fundraising, program development, internal/external communications, public relations, government affairs, advocacy, policy development, and public speaking.
- E. **NAPABA Membership.** Candidates must be current Individual Members in good standing as of the date that the nominations or applications are submitted to the Subcommittee on that Candidate's behalf.

III. **Candidate Statements for Officer and Director Positions.**

- A. **Statement Content.** Rather than providing the generic candidate statement setting forth the candidate's professional biography, qualifications, and reasons for running for office, Officer and Director candidates are strongly encouraged to provide a candidate statement concerning NAPABA's mission, vision, and future. Specifically, candidates will be asked, among other things, to respond to the following questions within the statement:

1. Why did you become involved with NAPABA and what has your involvement looked like over time?

2. What skills, community connections, resources, and expertise do you have to offer and are willing to use on behalf of NAPABA?
3. The NAPABA Board determines the mission and purpose of NAPABA. How do you envision the Board furthering NAPABA's mission to promote justice, equity, and opportunity for Asian Pacific Americans and to foster professional development, legal scholarship, advocacy, and community involvement?
4. Given NAPABA's Strategic Plan, what how and to what extent do NAPABA's current mission, purpose, programs and services align with your suggested focus areas?
5. How would you describe your leadership style and how would you apply it to serving NAPABA?

B. Length of Statement. A candidate statement for President-Elect shall be no more than 1000 words. All other candidate statements shall be no more than 750 words.

C. Contact Email Address. Candidates should include an email address where the candidate may be reached by any NAPABA member. The candidate may wish to create a specific email address for this purpose, although such is not required.

D. Photo. Candidates should include a high-resolution digital image that is at least 300 dpi.

E. Preface to Publication of Statements. There shall be a preface to the candidate statements (both in the email announcement and on the website) similar to the following:

"Dear Members,

The Governance, Elections, and Nominations Committee is pleased to present for your consideration the following Officer and Director candidates for [year]. The Committee has approved candidates who not only have demonstrated leadership capabilities, but more importantly are passionate about NAPABA's mission and who have skill sets and perspectives that align with NAPABA's strategies, goals, and needs—not just now, but into the future. In preparation of the exercise of your right to vote, we encourage you to take the time to consider each candidate's vision for NAPABA and the diversity of the Board as a whole. We have instructed each candidate to respond to the following questions within his/her statement:

1. Why did you become involved with NAPABA and what has your involvement looked like over time?
2. What skills, community connections, resources, and expertise do you have to offer and are willing to use on behalf of NAPABA?
3. The NAPABA Board determines the mission and purpose of NAPABA. How do you envision the Board furthering NAPABA's mission to promote justice, equity, and

opportunity for Asian Pacific Americans and to foster professional development, legal scholarship, advocacy, and community involvement?

4. Given NAPABA's Strategic Plan, what how and to what extent do NAPABA's current mission, purpose, programs and services align with your suggested focus areas?
5. How would you describe your leadership style and how would you apply it to serving NAPABA?

We thank each of the candidates for their willingness to serve our organization and our community."

- F. Additional Statements.** At the discretion of the Subcommittee, in addition to the candidate statement, each Candidate may submit an additional statement to be distributed by NAPABA approximately one (1) week after the ballots are emailed to the eligible voters. All such statements will be distributed to the NAPABA membership in a uniform manner determined by the Subcommittee.

IV. Code of Conduct and Fiduciary Duties.

- A. Code of Conduct.** As part of their completed candidate petitions, Candidates must execute, and pledge to abide by, NAPABA's campaign Code of Conduct and Standards of Professionalism. During the campaigns, candidates shall ensure that their advocates also abide by the Code of Conduct and Standards of Professionalism.
- B. Fiduciary Duties.** All Candidates are expected at all times to speak and to act in the best interest of NAPABA as a whole, regardless of whether they are current members of the NAPABA Board with fiduciary duties.
- C. Prohibition of Candidate Slates.** Candidates are prohibited from forming candidate slates or seeking election as running mates or other similar conduct. For the avoidance of doubt, candidates may still endorse other candidates in their individual capacities, pursuant and subject to Section V.B below.
- D. Confidentiality.** NAPABA Board, GEN Committee, and Subcommittee members shall keep discussions regarding nomination and election issues confidential unless otherwise authorized to disclose such discussions.
- E. Candidate Rights and Appeals.** All potential candidates shall sign an acknowledgment, release, and waiver regarding the nominations and elections process, the Rules, and that the Subcommittee is the final arbiter of all disputes, eligibility, and any other matter involving this process.

V. Endorsements for Officer and Director Positions.

- A. General Policy.** The Subcommittee believes that the active participation of member affiliates and individuals is essential to a vibrant and diverse organization. The Subcommittee encourages the engagement of NAPABA's members in the nomination and election process. For these reasons, the Subcommittee desires to facilitate the ability of members to inform other members of candidate qualifications and support candidates through endorsements, advertisements, articles, etc. For additional information, please see the Endorsement Policy and Protocols, attached as **Exhibit B**.
- B. Who May Endorse.** Except as noted below in this paragraph, any individual who is a NAPABA member in good standing and/or any NAPABA affiliate in good standing may endorse any candidate in accordance with the then-effective NAPABA Nominations and Elections Endorsement Policy and Protocols. Candidate materials, including Candidate Statements, may contain a list of endorsements. All current members of the Subcommittee, current members of the GEN Committee, the NAPABA President, President-Elect, Immediate Past President, Executive Director, General Counsel, Deputy General Counsel, and NAPABA Committees/Networks may not endorse or campaign for others in any capacity. All other NAPABA Board members, all members of NAPABA staff, and all Committee/Network chairs may not endorse or campaign for others in their official capacities or on behalf of the NAPABA Board, NAPABA, or NAPABA Committees/Networks, but may endorse and campaign for others in their individual capacities.
- C. Endorsement Solicitation Bar.** No potential candidate, nor any individual acting in support of or on behalf of any potential candidate, may solicit any individual, affiliate or other entity endorsement prior to the Subcommittee determining that potential candidate's eligibility under Section I.

VI. Campaigning for Officer and Director Positions.

- A.** Campaign-related communications (including social media posts) by non-candidates may be sent only to recipients whom the sender personally knows. For the avoidance of doubt, this section does not apply to communications sent by the candidates themselves; however, all candidates and their supporters are cautioned that NAPABA members have complained about receiving too many campaign communications.
- B.** Any communication supporting a candidate or potential candidate that identifies an individual other than the candidate or potential candidate (1) must clearly state whether or not the individual is also a Candidate (to help avoid slates; see below) and (2) unless clearly stating that the individual has endorsed the candidate, should avoid any implication that the individual has endorsed the candidate.

- C. NAPABA affiliates (contrasted with affiliate board members) may communicate with their members by email or social media regarding any affiliate endorsements or other, general campaign-related matters. Consistent with Section VI.A, non-candidate affiliate board members may endorse and send non-affiliate sponsored, campaign-related communications in their individual capacities but only to recipients whom the sender personally knows.
- D. Flyers, posters, announcements, and other similar communications which reference candidates must include a statement clearly indicating the author and creator of such communications, especially in situations where confusion may potentially arise as to endorsement of candidates by NAPABA affiliates and/or other entities.
- E. NAPABA mailing / distribution lists, NAPABA Committee/Network mailing / distribution lists, and NAPABA social media and groups (e.g., Facebook, LinkedIn) may not be used for endorsements or campaigning.
- F. In sending emails to NAPABA members, the candidate is strongly cautioned that any email sent by a candidate to NAPABA members, when multiplied by endorsement emails or affiliate emails concerning the election and such candidate, may be viewed adversely by NAPABA members.
- G. For the purpose of clarity, this Section VI applies to all “campaign-related” communications whether such communications are made prior to the start of official campaigning or during campaigning.

VII. The Ballot for Officer and Director Positions.

- A. **Record Date.** The Record Date for determining who is eligible to vote shall be determined by the Subcommittee, but such Record Date shall be July 1st.
- B. **Publication and Distribution of Ballots.** The ballots shall be emailed to all eligible NAPABA Voting Members pursuant to Section I.

VIII. Voting for Officer and Director Positions.

- A. **Voter Identification.** Ballots representing an individual’s vote must indicate the name of the individual voting in order to be counted.
- B. **Receipt of Ballots.** Ballots must be electronic ballot time-stamped (as received by NAPABA in EDT) no later than the deadline indicated on the ballot in order to be counted. Once a ballot has been submitted, it cannot be changed or revoked.

- C. **Counting of Ballots; Certification of Results.** NAPABA staff will be responsible for authenticating and tallying ballots. Within five (5) business days of the deadline for the electronic ballot time-stamping, the Subcommittee Chair and the Executive Director shall certify the results. The Subcommittee Chair shall then notify all Subcommittee members.
- D. **Notification to Candidates.** The Subcommittee Chair shall notify all candidates of the results of the election promptly following notification to the Subcommittee.
- IX. **Post-Election Report for Officer and Director Positions.** The Subcommittee Chair and the Executive Director may prepare a report to the Subcommittee within thirty (30) calendar days following the close of elections summarizing the results of the elections and making any appropriate recommendations for future elections. Upon written request from any candidate for office in a contested election, the Subcommittee Chair will provide the candidate with the results for that candidate's particular race, limited to the percentages of the total votes received by each candidate for that particular race.
- X. **Subcommittee Authority for Officer, Director Positions, and At-Large Applicants.** The Subcommittee's decisions shall be final with respect to any issues that may arise during the nomination or election process, including but not limited to determinations as to a candidate's eligibility to run for a particular office and the manner in which campaigns are conducted. The Subcommittee shall be the arbiter of election complaints and disputes and reserves the right to take any action it deems appropriate including, but not limited to, publishing official findings, requiring retractions, issuing public censure, and revoking candidacy eligibility. The GEN Committee and Board agree to defer to the Subcommittee's actions and recommendations in accordance with best practices for good corporate governance. The Board, however, retains the final authority to interpret these Rules and, by at least two-thirds vote, may revise or reverse any decision by the Subcommittee that the Board deems was the result of a clear misinterpretation or clear misapplication of these Rules.
- XI. **Effect of this Document.** As described in the preamble above, these Rules are intended to help NAPABA build strong leadership for the future. They cannot, nor do they, anticipate every situation that may arise, but they are meant to provide a structured framework, minimal requirements, and guiding principles for the nominations and elections process. The Board may amend these Rules from time-to-time, and the GEN Committee may, at its discretion, request that the Subcommittee undertake additional tasks related to nominations, elections, or appointments.

EXHIBIT A

FORM OF POTENTIAL CANDIDATE PUBLICATION

NOTE: The process for soliciting input from the general NAPABA membership regarding potential Candidates is separate and in addition to the endorsement process. The Subcommittee may revise the following form at its discretion.

The following NAPABA Members have expressed potential desire to seek a position on the NAPABA Board. The Nominations and Elections Subcommittee is soliciting feedback on potential candidates through July 24th. This feedback is not an endorsement for these potential candidates. Instead, candidate endorsements will be solicited by the candidates themselves only after this feedback process is completed.

Should you wish to provide feedback, please [access the following link] which will request that you answer the questions below. Your feedback will be kept confidential with limited distribution to members of the Nominations and Elections Subcommittee and select members of Staff, as required.

1. How long have you known the potential candidate?
2. In what capacity do you know the potential candidate?
3. Would you recommend the potential candidate for a position of trust on the NAPABA Board?
4. Name [two] other NAPABA Members who know or have worked with the potential candidate.
5. In your own words, briefly state why the potential candidate would be a positive or negative addition to the NAPABA Board.
6. Any other comments?

[Insert list of candidate names only [– do not include potential positions that the individual is seeking].]

EXHIBIT B

NAPABA NOMINATIONS AND ELECTIONS ENDORSEMENT POLICY AND PROTOCOLS

(Adopted by the NAPABA Board of Governors, May 9, 2009; amended April 18, 2012; May 18, 2014; February 15, 2020, June 6, 2020, and April 27, 2021.

The National Asian Pacific American Bar Association (“NAPABA”) supports the use of endorsements in the nomination and election process that determines NAPABA leadership for future years. NAPABA believes that endorsements serve an important function in its electoral process:

- Endorsements serve to engage affiliates and individual NAPABA members in evaluating and assessing the qualifications of candidates for NAPABA offices.
- Endorsements foster discussion and debate among and between NAPABA affiliates and individual members about NAPABA activities and the organization’s future and direction.
- Endorsements educate members about the sources of support and the degree of enthusiasm for particular candidates.
- Endorsements may offer insights into the views and attitudes of candidates on particular issues.
- Endorsements may speak to a candidate’s level of involvement, leadership, and experience with affiliates or other organizations.

NAPABA recognizes that in order for endorsements to serve a useful and informative role in the electoral process, an endorsement policy and protocols are required. The following are the policy and protocols for endorsements in any election for NAPABA Officers.

1. Who may endorse?

- Any individual who is a NAPABA member in good standing may endorse any candidate.
- Any bar association that is a NAPABA affiliate in good standing may endorse any candidate with confirmation of such endorsement provided by the current president of the bar association.
- No individual or bar association will be permitted to endorse more than one candidate for the same office.
- Current members of the NAPABA Nominations and Elections Subcommittee, current members of the GEN Committee, the NAPABA President, President-Elect, Immediate Past President, General Counsel, and Deputy General Counsel, and NAPABA Committees/Networks may not endorse any candidate in any capacity.
- Other NAPABA Board Members, NAPABA staff members, and NAPABA Committee/Network chairs may provide endorsements in their individual capacity, but

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not in their official capacities or on behalf of the NAPABA Board, NAPABA, or NAPABA Committees/Networks.

2. When may endorsements be made and what is the timing on posting and electronic mailing?

- No potential candidate, nor any individual acting in support of or on behalf of any potential candidate, may solicit any individual, affiliate or other entity endorsement prior to the Subcommittee determining that potential candidate's eligibility.
- Endorsements may be made public one day after the Subcommittee completes final determinations of candidate eligibility.
- Endorsements shall be submitted by the endorser to NAPABA's Executive Director or the Chair of the Subcommittee, by electronic mail at elections@napaba.org; and will be posted and/or revised (if previously posted) on the NAPABA website within one week of receipt.
- Endorsements will be accepted from the date that NAPABA announces the candidates to the NAPABA membership through such date as determined by the Subcommittee.
- NAPABA will send at least one electronic mailing to those in its database containing election information and candidate statements and will encourage NAPABA members to review additional materials concerning the candidates (including endorsements) on the NAPABA website.

3. What information should be provided with an endorsement to be shown on the NAPABA website?

- Individuals considering the endorsement of a candidate are strongly encouraged to endorse only with personal knowledge of the candidate, and any current work relationship with a candidate (e.g., colleague in the same firm or legal department) must be disclosed.
- If permitted by the endorser's place of employment, all endorsements will include at least the endorser's place of employment; and if so, any list of endorsements may include a disclaimer that all work or organizational affiliations disclosed are for identification and disclosures purposes only, and do not constitute endorsements by those institutions. An endorser who is unable or unwilling to disclose their place of employment may provide their city and state of residence, and state that they do not work with the candidate.
- Include on a separate page the name, employer (if disclosed by the endorser), and email address for each individual endorser, and the name of the bar association, president, and president's email for each bar association endorser (email addresses of endorsers will not be made public).
- Endorsements shall not include any negative comments or personal attacks regarding any other candidate.

4. What information should be provided by candidates to potential endorsers? What information should potential endorsers seek from candidates?

- Candidates should include an email address where the candidate may be reached by NAPABA members.
- In the event of a contested race, candidates must notify the individuals and organizations whose endorsements are requested, of the existence of the contested race, as well as identify the other candidate(s) in the contested race.
- In the event of a contested race, NAPABA affiliates in particular, who are considering the endorsement of a candidate, are strongly encouraged to speak with, evaluate, and assess all candidates running for the same position, taking into account the qualifications for the position described in Section V of the Nominations & Elections Rules.

5. Role of Nominations & Elections Subcommittee

- The Subcommittee, in its sole discretion and with the goal of providing for a fair and informative election process, may: permit other individuals or organizations that are not NAPABA affiliates to endorse a candidate; refuse to accept an endorsement of a candidate; or edit any endorsement for length or content.
- All decisions and determinations regarding endorsements, including decisions regarding issues not currently addressed in this policy, made by the Subcommittee shall be final.