

EARNING A TOP 20 SPOT AS A BAY AREA **BEST PLACES TO WORK** WAS ICING ON THE CAKE FOR ARCHER NORRIS



CUPCAKES, COOKIES AND TASTY TREATS ARE A MAJOR POINT OF PRIDE FOR US

In fact, we have an official dessert policy in all four offices. Staff and attorneys gather each month to enjoy gourmet baked goods and celebrate birthdays, achievements and good times.

Dessert Days are a fun break in the day and do more than indulge our sweet tooth. These occasions help define the Archer Norris commitment to work-life balance and to serving clients as a team of people who enjoy their work and colleagues.

WHAT MAKES ARCHER NORRIS A BEST PLACE?

In the Best Places to Work survey conducted annually by the *San Francisco Business Times*, our employees told us that they are happy to be here.

Employees from nearly 400 Bay Area companies in 12 counties participated in an independent, third-party survey that ranks companies based on their employees' ratings of work environment and corporate culture. Only 125 companies made the grade.

The 2009 ranking marks our first appearance on the list. Archer Norris placed at #17 on the list of 50 mid-sized companies with 101-500 employees. We are in good company and proud to be flanked by our client, Cupertino Electric at #18.



ARCHERNORRIS
A PROFESSIONAL LAW CORPORATION

A BEST PLACE TO MAKE A DIFFERENCE

When describing our legal services, we use the phrase, **objectives + strategies = solutions**. This illustrates who we are and what we seek to accomplish for our clients. Using the equation as a guideline, the Archer Norris team solves problems and translates goals into positive results for our clients, making an impact on the community around us.

Ultimately, Archer Norris believes that the ability to make a difference every day, to pursue excellence without sacrificing quality of life, helps make us a best place to work. We know that clients can tell when the people representing them are in a healthy, supportive and productive environment. Archer Norris has been serving clients in this manner for decades.

We are pleased to earn the Best Places to Work distinction from the *San Francisco Business Times* and are even more proud to earn the respect from the people who choose to make Archer Norris their professional home.



Best Places to Work Award

A BEST PLACE FOR CLIENTS

"There's no greater vote of confidence for a firm than the voice of satisfaction from your own employees," said managing partner Gene Blackard. "Clients can sense the Archer Norris difference — our shared sense of purpose, enthusiastic work ethic and collegial support. It's a tangible feeling, from the receptionist who greets you to the lead trial lawyer relentlessly advocating in court. It's an honor to be part of such an amazing group of professionals."

— Gene Blackard
Managing Partner

Flex Time

Flexible work schedules influence our firm culture. Employees appreciate the support and adaptability of a modifiable schedule and their ability to combine stimulating work challenges and rewarding personal interests.

Community

Our active participation in professional, community and pro bono activities adds to the quality of firm life. Some Archer Norris community commitments include holiday giving projects, a Food From The Bar Walk-a-Thon, and special professional development and advocacy groups focused on African-American, Hispanic, Asian Pacific, Filipino, Korean and women's issues.



Food From The Bar Walk-a-Thon



Inclusion

Archer Norris employees value working in a diverse, tolerant and welcoming workplace, more diverse than most large U.S. law firms, according to *The American Lawyer*. With more than 39 percent female/minority lawyers, including nearly 17 percent among partners, and more than 70 percent women managers, Archer Norris has a strong, inclusive foundation upon which to build.