GREATER ROCHESTER ASSOCIATION FOR WOMEN ATTORNEYS
A Chapter of the Women's Bar Association of the State of New York

JUDICIAL EVALUATION COMMITTEE CHARTER

ARTICLE I
Purpose

The Judicial Evaluation Committee (the "JEC") shall oversee the evaluation of candidates seeking judicial office and recommend ratings for such candidates for approval by the Board of Directors.

All information relating to any Candidate and all information received by the JEC, the Board of Directors, and the Appeals Panel (defined below) in connection with the evaluation process and ratings shall be kept confidential.

A candidate (hereinafter "Candidate") is an individual seeking judicial office or a political party's nomination for a race for judicial office in Rochester City Court, Monroe County Court, Monroe County Family Court, Monroe County Surrogate Court, Supreme Court of the Seventh Judicial District or such other judicial or quasi-judicial positions as the Board Directors may refer to the JEC.

Note: Any and all communications or inquiries by or on behalf of the JEC shall be made by the committee as a whole and not by individual committee members.

ARTICLE II
Committee Membership and Meetings

By December 31 of each year[1] or as soon thereafter is practicable, the Board of Directors shall appoint members to the JEC (hereinafter "JEC Member(s)") from members of GRAWA after a solicitation of interest is sent to the entire GRAWA membership. The JEC shall be comprised of a cross section of GRAWA members to ensure balance. The Board may recruit GRAWA members to serve on the JEC to achieve that balance.

The JEC Chair shall be nominated by GRAWA's Nominating Committee, shall be elected annually by the GRAWA membership, and shall serve the term as prescribed by GRAWA's By-laws (June 1 through May 31). Upon termination on May 31 of the JEC Chair's term as JEC Chair, he/she shall continue to serve as a JEC Member until December 31 of that year and thereafter may continue as a regular JEC Member. If the GRAWA Board, pursuant to Section 5.2 of GRAWA's Bylaws, designates that the JEC shall have Co-Chairs, then such Co-Chairs shall serve two-year staggered terms with each Co-Chair being elected at each annual meeting of the GRAWA members and until his or her successor is elected and qualified.

[1] Italicized text denotes timelines or deadlines in the Process.

The JEC shall have a minimum of 15 members inclusive of the JEC Chair (s), such number to be determined by the JEC Chair(s). The JEC Members shall serve a term of two (2) calendar years. There shall be no bar to any JEC Member continuing on the JEC after the two (2) year term has elapsed. It is recommended that not more than one-half of the JEC Members rotate off of the JEC at one time. However, at all times, the JEC Chair(s) will continue to seek and promote new membership for the JEC. It is recommended that the JEC Chair(s) make best efforts at assembling a JEC that is evenly balanced in terms of the political parties, large firms/small firms, public sector representation, and litigators as well as non-litigators. The JEC shall meet as often as necessary to carry out its responsibilities. Any JEC Member may request the JEC Chair(s) call a meeting. The JEC Chair(s) will report on JEC meetings on a regular basis at Board meetings.

The JEC shall fix its own rules of procedures, which shall be consistent with GRAWA's By-laws.

ARTICLE III
Rules Governing Participation In Judicial Campaigns Or Other Screening Processes Re Candidates, And Acknowledgement Of Such Rules.

A. Participation in Campaigns of Other Candidates. The GRAWA President, JEC Chair, Board Observer, JEC Members and Appeals Panel members, as provided for below (hereinafter "JEC-related Party"), shall have no active participation in or make any direct financial contribution to the campaign of any Candidate, as defined above, during each his/her respective term of office or membership as a JEC-related Party. Any JEC-related Party, who participates in, or is eligible to participate in the evaluation of a Candidate for a particular judicial office, shall be precluded from participating in the campaigns of any other Candidate for that office in the same election, even if the JEC-related Party resigns or completes his/her term on the Committee.

B. Conflict of Interest.

1. Conflict of interest shall be defined as a situation where a reasonable person could conclude that a JEC-related Party's impartiality with regard to a Candidate may be impaired because of a possibility of a clash between the JEC-related Party's self-interest and interests of the legal professional and/or the public. Conflicts of interest include, but are not limited to:

    a. A JEC-related Party who practices with a Candidate in the same law firm or other legal organization; and

    b. Where the nature of the relationship between a Candidate and the JEC Member is such that it would create the appearance of a conflict of interest if that JEC Member were involved in the interview of other Candidate(s) for the same judicial office.

2. If such a conflict of interest, or the appearance of such a conflict of interest exists, the JEC-related Party shall recuse himself or herself and shall not take part in any Candidate interview, deliberations or vote concerning that Candidate.

3. Each JEC-related Party is under an obligation to disclose his/her personal and professional relationships and other potential conflicts of interest with any Candidates and shall recuse him/herself from participation with regard to that Candidate(s).

4. Should any JEC-related Party believe that recusal of another Committee Member would be appropriate, and that JEC-related Party has not voluntarily recused himself or herself, appropriate efforts should be made to discuss the matter directly with the JEC-related Party in question before raising it with others. The JEC Chair(s) or, in the discretion of the JEC Chair(s), a majority of the JEC Members present at the meeting have the right to determine whether the disclosed facts require recusal. If recusal occurs, the recused JEC-related Party may nevertheless offer whatever information he or she has concerning the Candidate.

C. Lobbying.

1. "Lobbying" shall be defined as any contact with the intent or perceived purpose of influencing a JEC Member's vote.

2. Lobbying of JEC Members, whether by internal or external sources, is prohibited. JEC Members who receive any lobbying communications shall terminate any and all such communications as soon as possible and shall report any such lobbying to the JEC Chair(s).

D. Participation in Other Screening Processes. No JEC Member or member of the Board of Directors shall simultaneously serve upon any other bar association(s), committees, government commission, or judicial screening committee that selects and/or evaluates Candidates. Any JEC Member or member of the Board of Directors who simultaneously serves on another screening committee as defined above shall recuse herself/himself with respect to any matter involving any judicial evaluation that comes before the JEC or the Board of Directors.

E. Board Members Who Seek or Hold Judicial Office During Tenure as Board Member. No member of the Board of Directors who holds judicial office during her tenure as a Board member shall take part in any judicial evaluations, requests for reconsideration, or the appeals conducted hereunder. This provision does not prohibit a Board Member from being or becoming a Candidate while serving on the Board of Directors. However, upon the Board Member's becoming a Candidate, the Board Member shall thereupon recuse herself/himself from all matters involving or affecting the JEC or its process that come before the Board of Directors.

F. Written Acknowledge of Participation Rules. *At the commencement of each JEC-related Party's term*, each JEC-related Party shall sign an acknowledgement in such form as the Board of Directors approves that s/he understands and agrees to the rules described immediately above.

ARTICLE IV
JEC Rules of Procedure

A. Attendance Requirements. Failure to attend three or more meetings during a calendar year, except for good cause shown, shall result in automatic removal of the member from the JEC.

B. Quorum Requirements. Except as provided otherwise in this Charter, the quorum for a JEC meeting to conduct JEC business (including interviews of Candidates) is nine (9) JEC Members. In any case where the computation of a quorum requirement results in a fraction, the fraction shall be rounded off to the next highest number.

C. Resignation from the JEC. Any JEC Member who wishes to resign from the JEC must do so in writing to the Chair. If the vacancy reduces the number of members of the JEC to a number below that required by this Charter, Board of Directors shall within thirty (30) days of the creating of the vacancy, approve a replacement who shall serve the unexpired portion of the resigning JEC Member's term. Any JEC Member who serves any part of his/her term on the JEC shall be precluded from participating in the campaign of any Candidate for judicial office if, during that JEC Member's term, he/she has participated in, or has been eligible to participate in, the evaluation of any Candidate for that judicial office.

D. Board Observer. *By December 31 of each year*, the GRAWA Board of Directors shall appoint from its ranks (excluding the JEC Chair(s)) a non-voting representative of the Board (and such alternate(s) as may be desired) to serve as observer (hereinafter "Board Observer") at JEC meetings. The Board Observer may participate in the questioning of Candidates, but shall not be counted toward quorum or voting requirements hereunder and shall not vote on any issue that comes before the JEC. The purpose of the Board Observer is to answer any questions the GRAWA Board of Directors may have on the format, content and conduct of the JEC evaluation process.

ARTICLE V
Appeals Panel

Upon notice of an appeal and taking into consideration the rules set forth herein, the President of the Board of Directors shall appoint an Appeals Panel. The Appeals Panel shall consist of a total of five (5) individuals: the Board Observer who was in attendance at the Candidate interview and four (4) GRAWA Board members, excluding the JEC Chair(s). The Appeals Panel shall hear and decide any appeals that may be taken pursuant to the procedures described below.

ARTICLE VI
Evaluation Process

A. Timing of the Evaluation Process. GRAWA's goal is to complete the evaluation process *in advance of the political parties' nomination of Candidates for the judicial seat at issue*. To the extent practicable, the JEC Chair(s) shall schedule the steps of the evaluation process (including appeals) so that the ratings can be announced before the political parties designate their respective Candidates for the judicial races. In the event additional Candidates identify themselves later in the race (for example, after the evaluation process has begun or has been completed), the JEC shall evaluate those Candidates as soon as they identify themselves.

B. Evaluation Process. The JEC evaluation process includes but is not limited to canvassing the GRAWA membership for input on the Candidates, obtaining from the Candidates written responses for such questionnaire as the JEC may from time to time draft or revise, obtaining from the Candidates such writing samples and references as the JEC may request (including additional references or writing samples if deemed appropriate), reviewing previous JEC ratings of the Candidates, interviewing the Candidates, and conducting such independent inquiry and investigation as the JEC deems necessary to complete the evaluation.

1. Obtaining names of potential Candidates to be evaluated. *Early in the calendar year* (or early in the judicial race if different from the normal nomination time table), the JEC Chair(s) shall solicit from the chairs of the major political parties the names of Candidates for the forthcoming election. The JEC Chair(s) shall also announce in the local media that the JEC is accepting the names of Candidates to be evaluated by the JEC.

2. Candidates' questionnaire and copy of JEC Process. *Upon learning of the identity of a Candidate*, the JEC Chair(s) shall send to the Candidate a copy of the JEC process (with special reference to the appeal procedure contained therein) and shall cause to be sent to the Candidate a Candidate evaluation questionnaire along with a request for writing samples and references that is to be completed and returned to the JEC Chair(s) or to such other person or bar association as the Board of Directors may approve. The questionnaire shall be in the format as approved by the Board of Directors in coordination with the Monroe County Bar Association and the Rochester Black Bar Association. The JEC will follow the dictates of Canon 7 of the Code of Judicial Ethics during the interview process. Each Candidate shall submit to the JEC Chair(s) his/her writing samples, list of references and the completed questionnaire. Candidates may provide these documents electronically to the JEC Chair(s).

3. JEC's inquiry and investigation. The JEC is authorized to conduct whatever independent inquiry or investigation it deems necessary to complete its evaluation. The JEC may also solicit information from individuals and groups with experience in the particular court to which the Candidate seeks election. The JEC is authorized to disclose to the Candidate the substance of the information, received for the purpose of evaluating the information, without revealing information that might identify the commentator.

4. First meeting of the JEC to develop core questions. *Before the interview process begins*, the JEC may meet to develop core questions for use in Candidate interviews.

5. GRAWA membership input. GRAWA members shall be invited to comment on all Candidates on a written comment form to be returned to GRAWA's secretary. With regard to written comments, the commenting member must affirm that s/he has had meaningful contact with the Candidate being rated. Written comment

forms submitted to the JEC Chair(s) must be signed to be considered, but may be rendered anonymous if requested by the commenting member. The JEC Chair(s) shall inform the JEC Members of the written comments received from GRAWA members, but if such comments are to be rendered anonymous, the JEC Chair(s) shall not divulge the identity of the commenting member. GRAWA members may also provide comments directly to the JEC Chair(s) or to JEC Members. JEC Members should be encouraged to avail themselves of opportunities to evaluate the Candidates. This may include observing Candidates who are sitting judges on the bench.

6. Candidates' interviews. The JEC shall interview each Candidate who has submitted his/her name for evaluation, using as the basis for the interview the criteria for determining ratings (Art. VIII below) and such information that it has acquired in its evaluation process (with due regard to the confidentiality of the source of that information if required). The JEC will follow the dictates of Canon 7 of the Code of Judicial Ethics in conducting the interview process. To the extent possible within the confines of the confidentiality requirements set forth above, the Candidate should be afforded an opportunity to address any issue that may be used in the JEC's deliberations or in voting as a reason for finding the Candidate "not qualified".

7. Deliberation and Voting on ratings. *In due course and at the completion of the evaluation process as just described*, the JEC shall deliberate and vote upon the rating of each Candidate.

   (a) Quorum for deliberation on voting on ratings: The quorum to deliberate and vote upon a Candidate's rating or upon any other matter in connection with a Candidate's rating is 9 voting members either present in person, by telephone conference call, Skype or other electronic means. For purposes of constituting said quorum, the JEC Chair(s) shall be counted, but the Board Observer shall not be considered.

   (b) Requirements for participating in the deliberation and vote. To be eligible to deliberate and vote on a Candidate's rating, a JEC Member must have participated in the interview of a Candidate.

   (c) Voting. Votes must be cast by secret ballot. A JEC Member voting "Not Qualified" for a candidate must specify the reason(s) therefore on the ballot, and in order to constitute a valid reason for the "Not Qualified" vote, the reason or issue must have been posed to the Candidate during the interview. Voting may be conducted by proxy or other means (such as by telephone conference call to the voting session) provided that the JEC Member voting by a manner other than in person has had the opportunity to share his/her viewpoint with a substantial portion of the JEC's membership before the vote is taken. A vote taken by a manner other than in person shall be recorded as though it was by secret ballot, and the manner in which the vote was take shall be recorded. The

Board Observer may participate in the questioning of Candidates, but may not vote. The JEC Chair(s) have the right to vote and to be counted towards the quorum and voting requirements set forth herein.

ARTICLE VII
Ratings

A. Rating Categories. The following ratings shall be used to evaluate Candidates who participate in the JEC evaluation process and shall be based on the criteria set forth below: "Exceptionally Well Qualified" "Well Qualified," "Qualified," and "Not Qualified.

1. Exceptionally Well Qualified. To be rated Exceptionally Well Qualified, the Candidate must stand at the top of his or her profession. He or she must rank among the very best qualified judges or lawyers available for judicial service in this community. The Candidate must have outstanding legal ability and background encompassing all Evaluation Criteria set forth below in Article VIII, Section A, as well as wide experience, wisdom, intellect, insight and impartiality. To be accorded the highest rating, the Candidate should generally have the breadth of vision and outlook that derives from participation in civic, religious, charitable or political organizations of the community and the work of the organized bar or other professional associations. In short, each should be a person whose preeminence in the law and as a citizen is widely acknowledged and whose qualifications are virtually hailed by judges and lawyers. The Candidate must possess qualities and attributes considered to be of remarkable or extraordinary superiority so that, without real doubt, the Candidate is deemed fit to perform with distinction the in the judicial seat sought.

2. Well Qualified. To be rated Well Qualified, the Candidate must exhibit similar qualities similar to those indicated for the rating of Exceptionally Well Qualified provided, however that a Well Qualified Candidate may have less breadth of experience, but nevertheless shows the promise of all Evaluation Criteria set forth below in Article VIII, Section A. Although this is a rating lower than Exceptionally Well Qualified, it is nevertheless a high rating. A Well Qualified Candidate must possess qualities and attributes considered to be worthy of special note as indicative of superior fitness to perform the judicial function with a high degree of skill and effectiveness.

3. Qualified. To be rated Qualified, the Candidate must exhibit a fitness for the judicial office sought. The Candidate given this rating would be considered average on an overall analysis of the Evaluation Criteria set forth below in Article VIII, Section A. The Candidate must possess qualities and attributes considered sufficient to adequately and satisfactorily perform the judicial office sought.

4. Not Qualified. To be rated Not Qualified, the Candidate must be found to possess less than the minimum qualities and attributes considered necessary to adequately and satisfactorily perform the judicial office sought. If the Candidate fails to

affirmatively demonstrate that he or she possesses the requisite qualifications (based on an overall analysis of the Evaluation Criteria set forth below in Article VIII, Section A), such Candidate will be deemed Not Qualified.

5. Commended. A Candidate found Exceptionally Well Qualified, Well Qualified, or Qualified may receive the additional rating of "Commended" by demonstrating, in addition to the Evaluation Criteria set forth in Article VIII, Section A below, outstanding altruistic service and support professionally and/or personally to women, children, and/or underrepresented groups on issues including gender, pregnancy, race, ethnicity, age, sexual orientation, disability, marital/family status, and/or economic disadvantage. The Committee's evaluation does not follow a prescribed checklist of a Candidate's activities or accomplishments; rather, the Candidate is evaluated on a totality of the information provided to the Committee by the Candidate and outside sources. The "Commended" rating shall not be an endorsement of any Candidate. It may be given to more than one Candidate for any particular judicial office. Candidates should provide the Committee with information from their personal or professional lives that demonstrate their commitment to serve and support people who are currently or were historically marginalized or vulnerable, including, but not limited to, for example, women, children, people of color, or members of the LGBTQ+ community.

6. Candidate's failure to participate in the JEC process. For those Candidates who are not evaluated by the JEC, the following ratings shall be used: "not rated for refusal to participate" (for those Candidates who refuse to participate in the evaluation process), and in the discretion of the JEC, "not rated for a legitimate reason", (for those Candidates whom the JEC is unable to evaluate because of, for example, the JEC's inability to obtain sufficient information concerning a Candidate's qualifications).

B. Computation on Votes

1. Fractional computations. In any case where the computation of voting requirements hereunder results in a fraction, the fraction shall be rounded up to the next highest number.

2. Qualified. The rating of "Qualified" requires a vote of a simple majority of those JEC members voting.

3. Well Qualified. The rating of "Well Qualified" requires a vote of a simple majority of those JEC members voting.

4. Exceptionally Well Qualified. The rating of "Exceptionally Well Qualified" requires a vote of three-quarters of those JEC Members voting.

5. Commended. The rating of "Commended" requires a vote of ¾ plus one of those members voting, with the additional "plus one" vote being one vote in addition to the calculation of the ¾ vote.

6. Ratings for not participating it the JEC process. The rating for a Candidate for not participating in the process i.e., "not recommended for failure to participate" or "not rated for a legitimate reason") requires a simple majority of those JEC members voting.

C. Effective Dates of Ratings. A rating for a particular office shall remain in effect and valid from the date the rating is published through the remainder of the calendar year in which the rating is given. In addition, the rating shall remain in effect for the following calendar year unless (a) the JEC, by vote of a majority of those members voting at a meeting of a quorum for voting on ratings, rescinds a Candidate's rating during the second year; or (b) the Candidate requests a *de novo* rating during the second year, in which case s/he may resubmit to a JEC evaluation and the JEC shall determine the Candidate's rating in the same manner as it determines any other Candidate's rating.

ARTICLE VIII
Criteria For Determining Ratings

A. Evaluation Criteria. Criteria for evaluating all Candidates include, but are not necessarily limited to:

1. Experience. A Candidate for judicial office shall be a member of the New York State Bar for at least the minimum number of years required for the judicial office sought and have been engaged in the practice or teaching of law, public interest law, or service of the judicial system. Since it is our goal to ensure the election of those Candidates with superior qualifications for the particular judicial office sought, Candidates shall be found "qualified" only if they exceed the minimum requirements of eligibility and competence. A Candidate for re-election shall not be presumed "qualified" merely by having previously held the position.

2. Integrity. A Candidate shall be of high moral character and enjoy a general reputation in the community for honesty, ethics, fairness, industry and diligence.

3. Professional Competence. Professional competence includes intellectual capacity, professional and personal judgment, industry, writing and analytical ability, knowledge of the law and breadth of professional experience, including courtroom and trial experience.

4. Judicial Temperament. Judicial temperament includes a commitment to equal justice under law, impartiality, lack of any prejudices, courtesy and civility, open-mindedness and compassion, and sensitivity to issues of gender bias.

5. Service to the Law and Contribution to the Effective Administration of Justice and/or to the Community. Service to the law and contribution to the effective administration of justice and/or to the community includes a commitment to improving access to justice to all those within the jurisdiction, and/or to bettering the community. A Candidate's experiences volunteering time for the improvement of the legal system or the bettering of his or her community shall be considered.

6. In addition to the criteria set forth, in evaluating the judicial performance of a judge standing for re-election, the following shall be considered:

- preparation, attentiveness, and control over judicial proceedings;
- judicial management skills;
- courtesy to litigants, counsel, and court personnel;
- public record of discipline and sanctions;
- quality of judicial opinions; and
- timeliness and diligence in determining matters before the court.

B. Weight Given to Criteria. The JEC may determine the appropriate weight to be given to these criteria, but should at least consider each of the above factors in rating individual Candidates. The JEC may also determine what, if any, consideration should be given to any ratings a Candidate may have received from prior interviews with the JEC.

ARTICLE IX
JEC's Report of Ratings to GRAWA Board of Directors

A. Report to the GRAWA Board of Directors. The JEC Chair(s) shall report the ratings to the Board of Directors together with information as to the number of JEC Members present, the number of JEC Members voting, and the number of votes cast for each possible rating.

B. GRAWA Board Acceptance or Remand for Reconsideration. As to each rating, the Board of Directors shall vote forthwith either to accept the rating or remand the rating to the JEC for reconsideration. The GRAWA Board vote to accept or remand shall be carried by simple majority in which neither the JEC Chair(s) nor the Board Observer shall be counted for purposes of determining the total number of GRAWA Board members voting or the number constituting a majority thereof. Any rating can be remanded for reconsideration.

1. GRAWA Board acceptance of a "Not Qualified" rating. Upon the Board of Director's acceptance of a "Not Qualified" rating, see Article X below ("Not Qualified Rating: Notification to Candidate Found Not Qualified and Candidate's Right to Appeal Therefrom").

2. JEC's reconsideration. Upon remand for reconsideration, the JEC shall reconvene as *quickly as possible* to decide whether to reconsider the rating(s) remanded. The JEC's vote on whether to reconsider shall be carried by simple majority vote.

   (a) Procedure on an affirmative vote to reconsider. If the vote is in favor of reconsideration, the JEC shall *forthwith* reconsider the rating and re-vote on the rating. The JEC may conduct whatever further inquiry, investigation or fact gathering as it deems appropriate. The re-vote on the ratings shall be governed by the same majority and quorum requirements that governed the initial consideration as set forth above.

(b) JEC Chair(s) report to the GRAWA President following remand for reconsideration. The JEC shall *immediately* report to the GRAWA President the result of the JEC's reconsideration process once the reconsideration process is complete.

ARTICLE X
Not Qualified Rating: Notification to Candidate Found Not Qualified And Candidate's Right to Appeal Therefrom

A. Notification to Candidate. *As soon as a "Not Qualified" rating becomes final* (either by Board acceptance or as a result of a remand for JEC reconsideration that a Candidate is "Not Qualified"), the GRAWA President shall notify the Candidate in writing of the rating. The letter of notification must specify the reasons for the "Not Qualified" rating so that the Candidate may formulate the basis for an appeal. No reason can be given to the Candidate unless the Candidate was afforded an opportunity to address the issue within the confines of JEC's confidentiality requirement set forth herein.

B. Taking the Appeal. The Candidate shall have *two (2) business days* from his/her notification of a "Not Qualified" rating within which to notify the GRAWA President in writing that the Candidate is appealing the "not qualified" rating.

C. The Appeals Hearing and Decision. *Within two (2) business days* of the Candidate's notice of appeal, the Appeals Panel shall convene, hear and decide the appeal. All five Appeals Panel members must be present in person to hear and decide an appeal. A simple majority vote is required for the Appeals Panel's decision. The Appeals Panel is charged with the responsibility of determining whether the JEC's rating was erroneous in light of the evidence presented to it and, if so, what the proper rating should be. The Appeals Panel's decision shall become the Candidate's rating.

1. JEC's presentation. The JEC Chair or, in the absence of the JEC Chair, a representative from the JEC shall, present to the Appeals Panel outside the presence of the Candidate the information considered by the JEC in reaching the "not qualified" rating. The JEC Chair/representative's role is not that of an advocate. The JEC Chair/representative shall not present any reason that the JEC used to rate the Candidate "Not Qualified" unless the reason was contained in the Candidate's notice and the JEC (within the confines of its confidentiality requirements) raised the issue with the Candidate during the interview.

2. Candidate's presentation. The Candidate shall then make his/her presentation to the Appeals Panel outside the presence of the JEC Chair/representative. The Candidate has the right to bring a "presenter" with him/her to the hearing to present the Candidate's position. The Candidate may present any evidence or information, oral or written, that she/he is qualified for the judicial position sought.

3. Confidentiality of information. No confidential information acquired via the JEC evaluation process shall be revealed to the Candidate in the Appeals Process. Confidential information includes, but is not limited to, comments from the GRAWA membership, comments from the JEC, comments from references and the notes of the JEC.

D. Notification of the Appeal Panel's decision. *Within 24 hours of the conclusion of the appeal process,* the Appeals Panel shall notify the GRAWA President and the JEC Chair(s) in writing of the determination, but it shall not be required to specify the reasons underlying its decision.

ARTICLE XI
Publication Of The Ratings

A. Timing of Publication. It is the goal that the ratings for all Candidates running for the same court shall be released to the public together and that no rating for any Candidate in any such race shall be made public until all reconsideration and appeals proceedings have been concluded for any other Candidate running for the same court. However, in special circumstances the Board of Directors may in its discretion vote to release such final determinations on Candidates in a given race as it deems appropriate, notwithstanding the pendency of a reconsideration or an appeal hereunder.

B. Notification of the Candidates Before Publication. The GRAWA President shall notify each Candidate of his/her rating prior to publication of the ratings.

C. "Not Qualified" Candidate's Right to Withdraw. If a "Not Qualified" Candidate actually withdraws from the race and so notifies the GRAWA President before the JEC ratings are published, the Candidate's rating shall not be published. However, a Candidate shall not be considered to have withdrawn from the race if the Candidate or anyone on the Candidate's behalf makes substantial efforts to renew or continue the candidacy.