

The Michael Shabat Award

The Michael Shabat Award is granted annually to the employee or partner who best exemplifies the spirit of collegiality, professionalism, and mutual respect Michael Shabat conveyed during his years with Freeborn & Peters LLP. All Firm personnel are eligible and the criteria to be considered are as follows:

- 1. Collegiality:** The candidate must convey a genuine sense of openness, fairness, friendliness and camaraderie. Additionally, the candidate should be an individual who seeks to create a work environment that is free from conflict and promotes individual growth.
- 2. Professionalism:** The candidate should possess the highest level of professionalism. This means that the recipient places pride in the quality of one's job, places the needs of the Firm and its clients above self-interest, and seeks to learn new skills and add value to the organization.
- 3. Mutual Respect:** The candidate should show the highest level of mutual respect for everyone and should seek to create a work place that is based on the principles of respect and understanding which will inspire these qualities in others.

Voting will take place each year during the final full week of February and all Firm personnel are encouraged to vote. The recipient's name will be engraved on a plaque that will be permanently displayed in the Michael Shabat Conference Theater and he or she will also receive an individualized plaque for their work area. Additionally, the recipient will receive an American Express gift certificate in the amount of \$500.

Ballots shall be cast and submitted to the Chief Operating Officer via e-mail during the final full week of February. Results will be announced during the subsequent week.