

Rising Stars 2022: Lawyers – The Leaders of Tomorrow The Competition Guidelines and References for Mr. Artur Tim

We are pleased to provide this letter of recommendation for Mr. Artur Tim, who has been bestowed with the title of Rising Star 2022, the most esteemed accolade for young lawyers under the age of 35 in Poland. This recognition places him among the small percentage who have ascended to the pinnacle of their legal profession in the age of under 35.

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Wolters Kluwer is a global provider of professional information, software solutions, and services for clinicians, accountants, lawyers, and professionals in the tax, finance, audit, risk, compliance, and regulatory sectors.

In 2022, Wolters Kluwer reported annual revenues of €5.5 billion [ca. USD 5.9 billion]. The group serves customers in more than 180 countries, with operations in over 40 countries, and a workforce of approximately 20,000 people worldwide. Our customers work in industries that have a significant impact on the lives of millions of people every day.

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Wolters Kluwer Poland

Wolters Kluwer has been actively operating in the Polish market for over 25 years. The company's origins can be traced back to the merger of Dom Wydawniczy ABC, Kantor Zakamycze, Oficyna Ekonomiczna, and the electronic legal information collection, LEX. For more than a quarter of a century, the LEX system has garnered high esteem among its users and serves as a crucial work environment for over 400,000 users, including lawyers, accountants, and public administration professionals.

Over the years, the company has undergone a transformation, shifting its focus toward technology and media. Wolters Kluwer Poland has been and continues to be a trailblazer in the digitization of law within the country. We have consistently held a leading position among domestic professional publishers.

Wolters Kluwer Polska is a part of Wolters Kluwer Legal & Regulatory, a global leader in legal solutions and compliance management systems that empower professionals to enhance their work efficiency, mitigate risk, and achieve superior results.

Rising Stars: Lawyers - The Leaders of Tomorrow

Rising Stars: Lawyers - The Leaders of Tomorrow, organized by Wolters Kluwer Poland, is a competition for young legal talents - lawyers distinguished not only by their knowledge but also by their contributions to society and the rule of law, as well as their creativity and the use of new technologies in their work. Candidates must be no older than 35 years. The competition is held annually, and in 2022, the 11th edition of the competition took place. The following individuals served on the competition's jury:

- **Danuta Przywara, Chair of the Helsinki Foundation for Human Rights Council**

Helsinki Foundation for Human Rights Council is the oldest and most experienced non-governmental organization working for the protection of human rights in Poland and Eurasia. Their mission is to develop the culture of freedom and human rights in the country and abroad.

- **Włodzimierz Albin, President of Wolters Kluwer Poland**

Wolters Kluwer Poland was the organizer of the competition; the group and their importance for both global as well as Polish professional market was described above.

- **Włodzimierz Chróścik, President of the National Bar Council of Attorneys-at-Law**

There are two types of legal professions in Poland that are comparable to attorneys in the US: 1) attorneys-at-law [*radca prawny*] and 2) bars [*adwokat*]. The National Council of Attorneys-at-Law [*Krajowa Izba Radców Prawnych*] is a mandatory and the largest association for attorneys-at-law in Poland, with more than 50,000 members as of 2022.

The council consists of all attorneys at law and trainee attorneys at law, with their membership being mandatory. The Law on Attorneys at Law ensures that the bar council is autonomous in carrying out its tasks. These tasks include, among others, cooperating with state authorities in formulating and applying the law, providing conditions for the fulfilment of the statutory duties of attorneys at law, conducting legal training and continuous education, overseeing the proper practice of the profession, exercising disciplinary functions, representing bar members before external institutions, and researching on the functioning of legal aid.

- **Rafał Łyszczek, President of the National Chamber of Judicial Enforcement Officers**

The National Chamber of Judicial Enforcement Officers [*Krajowa Rada Komornicza*] is the obligatory association of all enforcement officers in Poland with more than 2.200 members as of 2022. It not only represents the judicial enforcement officers [bailiffs], but also exercises supervision over them independently of the oversight carried out by the Minister of Justice and court presidents. It appoints bailiff inspectors from among the bailiffs, who are obligated to conduct inspections in the offices of a given district.

- **Waldemar Koper, President of the Polish Association of Business Lawyers**

The Polish Business Lawyers Association has been operating in the Polish market since 2010 and is the only association representing the interests of business lawyers. Like in the other countries, the association addresses the need for the integration of this professional community. One of association's main objectives is to facilitate direct communication for

individuals responsible for legal departments in business entities. Among the Association's members are representatives of leading companies in various sectors of the Polish economy, including banks, automotive, pharmaceutical, publishing, food, construction, IT, and telecommunications companies. The organization has joined the ranks of numerous similar professional organizations worldwide and is a strategic partner to organizations such as the Association of Corporate Counsel in Washington and the European Company Lawyers Association in Brussels.

- **Marcin Radwan-Röhrenschef**, Member of the Board of the Polish Association of Legal Employers

The Polish Association of Legal Employers brings together law firms employing over two thousand lawyers in Poland. It is the largest industry organization that serves as a partner to participants in the legal services market in establishing standards and operational rules. The association prepares publications and analyses, inspires internal debates, advocates for its members, and represents them in dealings with stakeholders. The members of the association play a significant role in Poland's economic life, providing their clients with services based on experience, high competence, and commitment. They frequently provide support to public institutions and represent the country's interests in international disputes or before foreign institutions.

- **Przemysław Rosati**, President of the Supreme Bar Council

The bar attorneys [*adwokaci*] are one of the two legal professions in Poland that are comparable to attorneys in the US. This mandatory association of attorneys was established in 1918 and is the oldest Polish organization of attorneys at law. The Supreme Bar Council was first elected in March 1919 and represents the interests of Polish attorneys, while also overseeing the activities of local organizations. As of 2022, more than 23,000 members were affiliated with the Bar and authorized to practice as a bar attorney [*adwokat*].

The jury consisted of representatives from the most distinguished Polish legal associations and organizations.

Selection process and criteria

According to the Terms and Condition, the Rising Star 2022 competition was addressed to individuals who met the following conditions:

- on the last day of Candidate registration, have not reached the age of 35,
- hold at least a master's degree in law;
- practice the legal profession within the territory of the Republic of Poland.

In the year 2022, out of 139 applications, only 35 candidates were selected in the pre-selection process to advance to the final competition.

The applications were evaluated, based on the following criteria:

- Subject matter knowledge.

- ii. Academic achievements,
- iii. Creativity, innovation, and ability to work with businesses,
- iv. Utilization of new technologies in the applicants' work,
- v. Commitment to the quality of law creation and enforcement,
- vi. Dedication to work for the rule of law and society,
- vii. Pro bono activities,
- viii. Feedback from clients (internal and external), superiors, or partners regarding the candidate.

Among the 35 finalists, only 10 were granted the title of "Rising Star 2022". Additionally, the jury presented up to 5 special awards to other nominated applicants who did not receive the "Rising Star" title but still showcased impressive achievements.

Mr. Tim was one of the 10 competition winners, earning the title "Rising Star 2022," placing him among the top 7% of applicants (10 titles out of 139 applications). Furthermore, he belongs to an even smaller percentage if counted all lawyers under 35 years of age in Poland (the exact total number of lawyers under 35 years of age in Poland is difficult to determine, likely numbering in the tens of thousands).

The competition has a nationwide reach. The announcement of the 10 laureates and the award ceremony took place at a formal gala in the Warsaw Stock Exchange building. This gala is one of the significant events in the Polish legal community. At the 2022 final gala, participated not only also the jury and lawyers nominated to the award, but also numerous guests, including the Deputy Minister of Justice, Dr. Marcin Romanowski, the President of the General Counsel to the Treasury, Mariusz Haładyj, judges from the Supreme Court and judicial associations, presidents of legal obligatory associations, managing partners of law firms, representatives of entrepreneurs, foundations, and social organizations. The competition received media patronage from the popular portal Prawo.pl [that can be translated as "Law.pl"].

Taking this information into account, we would like to confirm that Mr. Tim has been honored with one of the most prestigious awards for young lawyers in Poland. This award is granted following an evaluation by a highly esteemed jury and is achieved in a fiercely competitive competition. This competition is a significant event for the entire legal community in Poland.

Certifies on behalf of the organizer



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