

Basic Information

Nossaman - Multi Office
 Organization Size: 143
 Office Size: 135
 Hiring Attorney:

Recruiting Contact:
 Ms. Jennifer Puente
 Director of Attorney Recruiting & Professional Development
 777 South Figueroa Street
 34th Floor
 Los Angeles, California (CA) 90017
 United States
Phone: (213) 612-7800
 jpunte@nossaman.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 145,000

Summer Compensation
 2016 compensation for Post-3Ls (\$/week)
 2016 compensation for 2Ls (\$/week) 2,700
 2016 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 7
 How many years is the equity track? 10 (Must be an income partner for 3 years prior to elevation to equity partner)

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 65	15	4	0	0
	Women 25	29	3	0	2
	Total 90	44	7	0	2
Latinx	Men 2	2	0	0	0
	Women 2	2	0	0	0
White	Men 58	10	4	0	0
	Women 22	20	3	0	1
Black or African American	Men 1	0	0	0	0
	Women 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 3	2	0	0	0
	Women 1	6	0	0	1
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 1	1	0	0	0
	Women 0	1	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 1	0	0	0	0
	Women 2	1	0	0	0

Pro Bono/Public Interest

John Smolen
 Partner
 202-887-1466
 jsmolen@nossaman.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.72%
Average Hours per Attorney last year	26.76
Percent of associates participating last year	77.1%
Percent of partners participating last year	47.7%
Percent of other lawyers participating last year	n/a

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	Case-by-case
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In		Expected	
	2014	Prior Summer Associates	2015	Prior Summer Associates
Laterals	17		21	
Laterals (non-traditional track)	0		0	
Post-Clerkship	0		0	
Entry-level	2		2	
Entry-level (non-traditional track)	0		0	
LL.M.s (U.S.)	0		0	
LL.M.s (non-U.S.)	0		0	
SUMMER				
Post-3Ls	0		0	
2Ls	0		1	1
1Ls	0		1	

Number of 2015 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

General Hiring Criteria Academic achievement, excellent writing and analytical skills, meticulous attention to detail, strong communication skills, preferred interest in our practice areas, demonstrated leadership, entrepreneurial spirit, and personal integrity.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate	7	2	4		0
Public, Municipal	Eminent Domain & Valuation	7	0	2		0
Labor and Employment	Employment	4	0	4		0
Bankruptcy	Financial Services & Bankruptcy	10	0	4		0
Business, Corporate	Healthcare	11	3	5		0

Litigation	Litigation (Including IP)	17	1	9	0
Business, Corporate	Public Pensions & Investments	6	1	1	0
Public, Municipal	Public Policy	4	2	1	0
Real Estate, Land Use	Real Estate	7	0	3	0
Real Estate, Land Use	Water	9	0	6	0
Real Estate, Land Use	Infrastructure	25	0	6	0
Environmental	Environment & Land Use	14	1	8	0

Diversity & Inclusion

Diversity Contact: Mr. Alfred Smith

Diversity Website/URL: <http://www.nossaman.com/diversity>

Organization Narrative

Nossaman is an innovative mid-sized law firm working on cutting-edge issues across six U.S. offices. Our expertise is focused in distinct areas of law and policy, as well as in specific industries. With a strong foundation in California, we have built nationally recognized practices in infrastructure, litigation, healthcare, environment and real estate, public policy, and corporate law. Our ranks include former elected officials and prominent business leaders -- people who have helped to shape the legislative, legal, and regulatory landscape. Nossaman has created a work environment that offers the best to its clients and brings out the best in its people. We believe in teamwork. We foster loyalty. We hire people who want a challenging, rewarding career. We seek individuals who are committed to the success of the Firm as well as their own personal goals. Many attorneys and staff have been with the Firm for more than 30 years, and are a testimonial to the value Nossaman places on its people. Our attorneys come from the top schools, leading firms, and successful careers outside of the legal field. But more importantly, they are individuals that make a contribution--to our clients, to the Firm, to the community at large.

Nossaman supports a strong work ethic, quality service, and integrity in our everyday interactions. We believe that by promoting a high standard and collegial spirit in the workplace, we also deliver a superior product to our clients. Recent results include:

- Nossaman's Infrastructure Practice Group is advising the Arizona Department of Transportation all aspects of a procurement for the South Mountain Freeway Project, the first highway project developed under Arizona's P3 statute -- a 22-mile, eight-lane greenfield freeway project in the Phoenix area featuring three general purpose lanes and an HOV lane in each direction, a major interchange with the I-10, and connections with 14 urban arterial streets. The team guided ADOT in its successful February 2016 procurement of an innovative DBM contract with a fixed design and construction price of \$916 million, plus 30 years of routine and capital maintenance at a fixed price of \$132 million (2015 dollars). Thanks to the agreement's innovative approach, ADOT captured immediate capital cost savings of \$122 million with potential total savings in the range of \$300 million.

- Nossaman's Environment & Land Use Practice Group has advised Tenaska with respect to environmental permitting and regulatory compliance for utility-scale photovoltaic (PV) solar development projects in southern California, including the federal and state endangered species acts, cultural resource protection laws and regulations, the National Environmental Policy Act, and the California Environmental Quality Act. The Firm obtained the first California Endangered Species Act Section 2081 incidental take permit for the recently listed flat-tailed horned lizard. The project was one of two projects under construction in the horned lizard's range in Imperial County when the listing took effect, resulting in project shut-down pending issuance of a permit. In late 2014, the client received all local approvals for a 2,500-acre PV solar project. Nossaman reviewed and assisted in the preparation of the environmental impact report (EIR), including the biological technical report and cultural resources assessment, and provided permitting strategy advice.

-Nossaman represented the Sprint and Nextel defendants in a federal court action for breach of contract and unfair business practices. Public Storage challenged the validity of 11 site lease terminations by Sprint that were tied to its nationwide shutdown of an obsolete iDEN network in favor of a 4G LTE network using CDMA technology. The case was rendered more complex due to a choice of law provision that triggered the application of California, Washington, Nevada, Texas, and Massachusetts law. The parties ultimately filed cross motions for summary judgment that addressed the interpretation of a clause that permitted termination when the lessee determined that a premises was no longer appropriate for its operations due to technological reasons. The District Court sided with the interpretation promoted by the defendants and granted summary judgment in their favor. Defendant Sprint Corporation was also dismissed from the case under Rule 12(b)(2) for lack of personal jurisdiction.

- Nossaman's Infrastructure Practice Group is advising the University of California Board of Regents on procurement of the UC Merced 2020 Campus Expansion Project, to accommodate growth of the university system's newest campus from the current 6,700 students to 10,000 students by 2020. The DBFOM project will add approximately 919,000 assignable square feet of new facilities including student housing, administrative and research space, classrooms and recreational centers and associated infrastructure. As the first university campus expansion in the United States to be undertaken using the P3 availability payment model, the closely watched project is expected to serve as a template for other college campuses looking to upgrade through the innovative method. The Board of Regents announced a shortlist of three proposers in January 2015 and anticipates awarding the project in the summer of 2016.

-Representing a Board-certified obstetrician/gynecologist, Nossaman successfully convinced the American Board of Obstetrics and Gynecology (ABOG) to adopt a new definition of an obstetrician and gynecologist and a new policy on certification. The new policy no longer precludes the treatment of men and further provides that, in order to be eligible for certification, a physician must devote a "majority" of his or her practice to obstetrics and gynecology.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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