

Cox, Castle & Nicholson LLP  
2049 Century Park East, 28th Floor, Los Angeles, CA 90067  
Ph: (310) 277-4222, Fax: (310) 277-7889, www.coxcastle.com

Total # offices: 3 Firm size range: 101-250  
# offices on form: 3 NALP member? Y  
Total # of Attorneys: 125 Reporting for: All Offices

Hiring Attorney: Mr. Perry Hughes  
Address Inquiries To:  
Kelly Ryan

Recruiting Administrator  
Cox, Castle & Nicholson LLP  
2049 Century Park East, 28th Floor  
Los Angeles, CA 90067  
(310) 284-2257 kryan@coxcastle.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Environmental, Natural Resources	5	2
Finance	12	8
Land Use	10	13
Public Finance	4	2
Bankruptcy	2	0
Tax	1	2
Trusts, Estate	3	1
Litigation, Real Estate	6	7
Real Estate, Transactional, Property	15	8
Commercial, Real Estate	12	2
Construction, Insurance	4	2
Employment	2	2

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		2 ( 4 )	1 ( 2 )	2
Post-clerkship		( )	( )	
Entry-level	140,000 /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	TBD \$/wk	( )	( )	
1Ls	\$/wk			

# 2009 summer 2Ls considered for associate offers: 2 # offers made: 2  
Hire school term clerks? N  
1Ls hired? N When after 12/1 should 1Ls apply?  
Split summers allowed? CBC If yes, minimum weeks:  
Comments:  
Accept applications for 2011 summer program from:  
Joint degree students graduating in 2013? N  
Evening students graduating in 2013? N  
Judicial clerks? Y Students at non-US law schools? N  
Hiring Criteria: **Outstanding academic achievement, strong writing and oral communication abilities, leadership qualities such as ambition, motivation, initiative, maturity, enthusiasm and commitment to excellence**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
Judicial clerkship bonus?  
Comp./prog. credit for judicial clerkship?  
Comp./prog. credit for other adv. degrees?  
Other compensation comments: **First year salary is \$140,000 including a bonus achieving 1950 billable hours.**

**PARTNERSHIP DATA:** Two or more tiers? N  
Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? CBC Part-time avail. to entry-level? N  
# p-t assoc. (m) (w) ptrs/mbrs. (m) 1 (w) oth. lawy. 2 (m) (w)  
Elig. for alt. work sched. determined by: **Management Comm**  
Paid non-medical parental leave? N  
Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? Y  
Evaluations: **Semi-Annual** Upward reviews? Y  
Professional development staff? Y Billable hours credit for training time? N  
Rotation for jr. associates between departments/practice groups? N  
Is rotation mandatory?

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010**

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	2	2	0	0
	Women	0	0	0	0
White	Men	58	17	5	0
	Women	10	17	1	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	1	6	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	63	20	5	0
	Women	11	25	1	2
TOTAL NUMBER		74	45	6	2
Disabled	Men	1	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	2	1	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

**DIVERSITY RECRUITMENT & RETENTION EFFORTS:**

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: **CC&N is proud of its success recruiting, retaining and promoting the best law students and attorneys from diverse backgrounds.**

**CAMPUS INTERVIEWS for past year** (see full list online):

# schools visited in 2009: 3 # job fairs/consortia attended in 2009: 0

**BILLABLE HOURS:** 2008 2009

Avg annual assoc. hrs worked:  
Avg. annual assoc. billable hrs: 1745 1698  
Is there a minimum billable hours expectation? Y If yes, number: 1950  
Hours policy details: **Additional bonuses are paid in 50 hour increments above 1950.**

Is billable hour credit given for pro bono work? N

Is there a maximum that will be credited? If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour? N

**PRO BONO INFORMATION:**

% firm billable hours:  avg. hrs. per attorney:  
Participation: % assoc. % ptrs/mbrs % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?

Comments:

**NARRATIVE:** Cox, Castle & Nicholson's mission is to serve the needs of the real estate and business communities. Today, with over a 120 lawyers in Los Angeles (Century City), Irvine and San Francisco, CC&N successfully combines a dynamic and energetic practice with a commitment to maintaining a high quality of life.

Our expertise provides us with opportunities to work on sophisticated and high-profile transactional and litigation projects located throughout North America. Our attorneys have a hand in all types of projects including retail developments, office buildings, industrial uses, country clubs, destination resorts, hotels, master-planned communities, apartments, redevelopment projects, and mixed-use projects. Our associates receive hands-on experience very early in their careers. From the start, associates work with partners as a team while managing their own matters and developing client relations in an environment which encourages responsibility.

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.