

RATH YOUNG PIGNATELLI

National Impact. Uniquely New Hampshire.

The Firm

Rath, Young and Pignatelli, P.C. is a law firm of approximately fifty employees, composed of about twenty-five attorneys, several government relations specialists, several paralegals with specialized training, and staff. Our principal office is in Concord, New Hampshire, with smaller offices in Nashua, New Hampshire, Boston, Massachusetts and Montpelier, Vermont. The firm was founded in 1987 to provide clients with a comprehensive, solution-oriented approach to law that was often lacking in more traditional law firms. We recognize the importance of merging traditional legal practice areas with legislative and public policy expertise. We have earned a reputation for achieving client success through creative and effective advocacy in private party negotiations, before regulatory agencies, legislatures and, when necessary, the courts.

The Position

Rath, Young and Pignatelli, P.C. seeks an attorney with 10+ years of experience in environmental and administrative law, including environmental due diligence, compliance, permits and approvals, and administrative advocacy. The candidate should have substantial experience with administrative environmental actions brought by State and federal agencies. Experience with the Clean Water Act and NPDES permits a plus.

The Opportunity

The candidate we seek would be an integral part of a vibrant environmental practice focused primarily on defending regulatory compliance controversies with State and federal agencies, and supporting the alternative energy, real estate and corporate practices of the firm. A description of the practice is below. Depending upon the level of experience, the firm would expect to pay a combined first year salary and bonus of between \$90,000 to \$125,000. Also depending upon the level of experience, the candidate could be considered for shareholder status within several years.

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Rath, Young and Pignatelli, P.C.
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RYP Environmental Practice and Related Capabilities

Our Environmental Practice and related practices, including energy, real estate, corporate and litigation, work together to provide an integrated suite of legal services to a variety of clients and projects. Background materials about our firm and each individual's capabilities can be located at our website at www.rathlaw.com, but we will summarize the relevant portions of those materials here.

In order to provide these services, our firm pulls together a team led by the appropriate shareholder, with attorneys from our Environmental, Energy, Real Estate, Corporate, Litigation, and/or occasionally our Government Relations Group. Being a smaller firm means that our people are very familiar with each other, and their long working relationships allow us to keep these matter teams lean and efficient, scaled for the matter or project involved.

Here are some examples of what we have done just in the last few years:

- Representation of a municipality challenging its State and federal NPDES permit limits for a wastewater treatment facility on Great Bay. The challenge includes both administrative and judicial litigation in state and federal courts, and utilizes experts in wastewater treatment and estuarine biology to advise on appropriate defenses.
- Representation of an industrial coatings manufacturer in the acquisition of two out-of-state RCRA regulated facilities located on contaminated property, requiring due diligence efforts to comply with the All Appropriate Inquiry, together with the negotiation of environmental use restrictions under both state and federal law.
- Representation of solar power development companies in the purchase, sale or financing of numerous solar projects, often located on closed municipal or industrial landfills, including full legal due diligence review of real property, environmental contamination liability issues, permits and approvals.

The New Hampshire Advantage

While it would be possible for the candidate to work from any of our offices, the candidate would need to spend a good deal of his or her time in Concord, New Hampshire. From Concord, the City of Boston, the Portsmouth seacoast, and the White Mountains are each a one hour's drive away.

We expect our attorneys to work an average of 1650 billable hours a year, which leaves ample time for family and pursuit of other interests. We generally don't work late nights or weekends. While our salaries are not comparable to big city law firm

salaries, the cost of living in Concord is significantly lower, and the more relaxed work and residential environments offer an enhanced quality of life. New Hampshire has no income or sales tax. The average commute to work is 10 miles or less, with no traffic jams. Many of our attorneys have joined our firm from big city firms around the country, seeking the quality of life that we have to offer without sacrificing a sophisticated quality of professional practice. We are also an extremely family friendly firm, offering excellent benefits which include paid maternity and paternity leave.